

MAY 09 2022

Approved

REQUEST FOR AGENDA PLACEMENT FORM

Submission Deadline - Tuesday, 12:00 PM before Court Dates

SUBMITTED BY: Randy Gillespie **TODAY'S DATE:** April 27, 2022

DEPARTMENT: Personnel

SIGNATURE OF DEPARTMENT HEAD: Randy Gillespie

REQUESTED AGENDA DATE: May 9, 2022

SPECIFIC AGENDA WORDING: Presentation on Section 415 of the Internal Revenue Code, County Retirement Plan, and up coming Employer Contribution Rate. Consideration to approve Agreement to Adopt Qualified Replacement Benefit Arrangement.

PERSON(S) TO PRESENT ITEM: Erika Aguirre w/TCDRS

SUPPORT MATERIAL: (Must enclose supporting documentation)

TIME: 30 minutes

ACTION ITEM: X

WORKSHOP: X

(Anticipated number of minutes needed to discuss item) **CONSENT:** _____

EXECUTIVE: _____

STAFF NOTICE:

COUNTY ATTORNEY: X **IT DEPARTMENT:** _____

AUDITOR: _____ **PURCHASING DEPARTMENT:** _____

PERSONNEL: _____ **PUBLIC WORKS:** _____

BUDGET COORDINATOR: _____ **OTHER:** _____

*****This Section to be Completed by County Judge's Office*****

ASSIGNED AGENDA DATE: _____

REQUEST RECEIVED BY COUNTY JUDGE'S OFFICE _____

COURT MEMBER APPROVAL _____ Date _____



Agreement for the Adoption of the Texas County & District Retirement System Qualified Replacement Benefit Arrangement by Johnson County

1. ADOPTION OF ARRANGEMENT

Johnson County ("Employer") hereby agrees to adopt the Texas County & District Retirement System ("TCDRS") Qualified Replacement Benefit Arrangement ("Arrangement") attached hereto as Exhibit A with respect to Participants under the Arrangement and with respect to certain retirement benefits accrued under TCDRS in accordance with the provisions of Government Code, Title 8, Subtitle F (all capitalized terms in this Agreement have the meaning set forth in the Arrangement). The signatory represents that they have the authority to sign this Agreement and to bind the Employer to the terms hereof. The signatory further represents that they and the Employer have taken all actions necessary to effectuate the terms of this Agreement, including but not limited to obtaining any approval required by the Employer's board or other governing body. The signatory acknowledges that the Employer's adoption of the Arrangement allows for the payment of certain benefits in accordance with Internal Revenue Code Section 415(m); such benefits which would not be eligible to be paid to a Member or other Benefit Recipient by TCDRS without the Employer's adoption of the Arrangement.

2. AGREEMENT TO BE BOUND BY TERMS OF ARRANGEMENT

Employer agrees to be bound by the terms of the Arrangement, as the same may be amended from time to time. Employer further agrees to be bound by all actions, decisions, and interpretations of TCDRS or the board of trustees of TCDRS, in connection with the administration of the Arrangement. Employer specifically acknowledges that it will be responsible for the payment of benefits under the Arrangement, as calculated by TCDRS, and also to be responsible for all applicable tax withholdings and tax reporting, both state and federal.

3. CERTIFICATION

I certify that Johnson County ("Employer") adopted the Arrangement effective for the 2022 plan year and future plan years unless terminated. The Arrangement was adopted by official action taken during a properly posted and noticed meeting on May 9, 2022 (date), and such action is properly recorded in the official meeting minutes.

County Judge or Presiding Officer:

Roger Harmon, County Judge
Print Name and Title

[Handwritten Signature]
Signature

5-9-22
Date



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

PURPOSE OF THIS EXHIBIT

The purpose of this exhibit is to set out the terms of the Texas County & District Retirement System Qualified Replacement Benefit Arrangement. In accordance with Section 415(m) of the Internal Revenue Code and as authorized under Section 845.504 of the Texas Government Code, the Texas County & District Retirement System by rule established a qualified governmental excess benefit program entitled the Texas County & District Retirement System Qualified Replacement Benefit Arrangement. The administrative rules governing the Texas County & District Retirement System Qualified Replacement Benefit Arrangement are found in Title 34, Part 5, Chapter 113 of the Texas Administrative Code (Chapter 113 Rules). Consistent with the Chapter 113 Rules, the terms of the Arrangement are as follows:

SECTION 1. DEFINITIONS

The following words and terms, when used in the Arrangement, shall have the following meanings, unless the context clearly indicates otherwise.

- (1) "Act" means the provisions of Texas Government Code, Title 8, Subtitle F, as amended from time to time, establishing the Texas County & District Retirement System.
- (2) "Arrangement" means the Texas County & District Retirement System Qualified Replacement Benefit Arrangement, as set forth herein and as amended from time to time.
- (3) "TCDRS" or "System" means the Texas County & District Retirement System, as established under the provisions of the Act.
- (4) "Benefit Recipient" means any individual who receives a retirement benefit from TCDRS as a Retiree or as a surviving beneficiary of a deceased Member or Retiree. The term may include an alternate payee of a deceased Member or Retiree.
- (5) "Benefit" means a retirement benefit accrued under the provisions of the Act.
- (6) "Board" means the Board of Trustees of TCDRS.
- (7) "Code" means the Internal Revenue Code of 1986, as amended (and corresponding provisions of any subsequent federal tax laws) and the regulations there under.
- (8) "Eligible Member" means a Retiree or a deceased Member or Retiree with respect to an Employer, from and after the date the Employer adopts the Arrangement.
- (9) "Employer" means an Employer whose employees are Members of TCDRS with respect to retirement benefits paid by TCDRS under the provisions of the Act; provided that the Employer signs an adoption agreement in the form specified by the Board to adopt the Arrangement.
- (10) "Restricted Benefit" means the maximum Benefit permitted to be paid to a Benefit Recipient under the Retirement Plan of the Employer, as limited by Code Section 415, in accordance with Section 844.008 of the Act.
- (11) "Member" means any individual who accrues or has accrued a Benefit under the Act.
- (12) "Participant" means any Benefit Recipient with respect to an Employer who is eligible to participate in the Arrangement in accordance with Section 2 below.
- (13) "Plan Year" means the calendar year.
- (14) "Retirement Plan" means the defined benefit plan established under TCDRS for employees of the Employer, and their beneficiaries, in accordance with the Act, and qualified under Code Section 401(a).
- (15) "Retiree" means a Member who receives a Benefit under the Act with respect to an Employer.
- (16) "Unrestricted Benefit" means the benefit that would be payable to a Benefit Recipient under the Retirement Plan of the Employer if the limits of Code Section 415 were not applicable in accordance with Section 844.008 of the Act.



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

SECTION 2. ELIGIBILITY AND PAYMENTS

(a) Eligibility to Receive Payments.

If, at the time an Eligible Member becomes a Retiree or dies or at any time thereafter, the Unrestricted Benefit of the Benefit Recipient under the Retirement Plan of the Employer exceeds the Restricted Benefit payable to the Benefit Recipient at that time, the Benefit Recipient shall become a Participant and shall be entitled to receive payments under this Arrangement, in accordance with the terms hereof, and may not waive or defer the receipt of such payments. A Benefit Recipient shall in no event become a Participant until the effective date of the applicable Employer's adoption of the Arrangement.

(b) Amount of Payments.

A Participant shall receive payments under this Arrangement equal to the difference between the Participant's Unrestricted Benefit and his or her Restricted Benefit, provided that the amount of payments so determined shall be subject to change and to such adjustments as TCDRS deems appropriate, from time to time. In no event shall a Participant be entitled to receive a payment under this Arrangement if such payment, when combined with other payments under this Arrangement and under the Retirement Plan of the Employer, would result in the Participant receiving total payments in excess of the Participant's Unrestricted Benefit.

(c) Form and Timing of Payments.

Payments under this Arrangement shall be paid by the applicable Employer to each Participant at the time and in the form and manner as the System may direct. Any election made by an Eligible Member with regard to the distribution of Benefits under the System, including the designation of a named beneficiary, as defined in Section 841.001(4) of the Act, shall be equally applicable to and binding on such Eligible Member and on all persons who at any time have or claim to have any interest in connection with payments under this Arrangement.

(d) Effect on TCDRS.

Any Benefit payable under the Retirement Plan of the Employer established under TCDRS shall be paid solely in accordance with the terms and provisions thereof and shall be subject to Section 415 of the Code and other applicable tax limitations; nothing in this Arrangement shall operate or be construed in any way to modify, amend or affect the Benefits payable there under.

(e) Tax Withholding.

All payments under this Arrangement shall be subject to and reduced by applicable federal, state, and local income, payroll and other tax withholding requirements and all other applicable deductions required by this Arrangement or by law.

(f) Participation Determined Annually.

Participation in the Arrangement shall be determined annually for each plan year. In any plan year, benefits shall only be paid under the Arrangement to a Participant after the date in the plan year that the benefits paid to such person from TCDRS under the Retirement Plan of the Employer have reached the maximum annual benefit that can be paid by TCDRS under Code Section 415 for that plan year. The date the maximum annual benefit payment from TCDRS is reached is the beginning date of participation by the Participant for that plan year. The beginning date of a Participant's participation in the Arrangement may change from plan year to plan year as the amount payable under this Arrangement is predetermined. An individual's participation in the Arrangement will cease for any plan year or portion of a plan year for which the individual's Benefit is not limited by Code Section 415.

(g) No Election to Defer Compensation.

No election shall be provided at any time to a Participant or any other individual, directly or indirectly, to defer compensation under the Arrangement.



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

SECTION 3. ADMINISTRATION

(a) Administrator.

TCDRS shall be the Administrator of the Arrangement and shall be responsible for the supervision and control of the operation and administration of the Arrangement, except as otherwise provided herein. Subject to the authority of the Board, TCDRS shall have the exclusive right and full discretion to construe and interpret the Arrangement, to establish rules and procedures for its operation and administration, and to decide any and all questions of fact, actuarial valuation, interpretation, definition or administration arising under or in connection with the administration of the Arrangement. The interpretation and construction of any provisions of the Arrangement by the Administrator and its exercise of any discretion granted under the Arrangement shall be binding and conclusive on all persons who at any time have or claim to have any interest whatever under this Arrangement.

(b) Contributions and Payments.

- (1) As soon as administratively feasible and before the receipt of Employer contributions, TCDRS shall calculate the portion of the contributions necessary to make the payments due to Participants of that Employer for the next payment period and for any applicable expenses under this Arrangement. Before depositing its contributions with TCDRS, the Employer shall deduct the calculated amounts and make payment directly to its Participants; and directly to TCDRS for any applicable expenses under the Arrangement. Notwithstanding the foregoing, if TCDRS determines, in its sole discretion, that the allocation of contributions to the Arrangement would jeopardize the actuarial soundness of the Retirement Plan of the Employer, TCDRS shall terminate the Arrangement and shall notify the participating Employer and Participants.
- (2) Amounts deducted for payments and expenses under the Arrangement shall be separately accounted for and shall be used exclusively for payments and expenses under the Arrangement.
- (3) The Employer from whom the Eligible Member retired or died while a Member with respect to such Employer shall be solely responsible for paying any amounts due to the Participant under the terms of the Arrangement. TCDRS shall have no obligation to pay any amounts due under the terms of the Arrangement.
- (4) The Employer shall be responsible for satisfying all tax withholding, payroll tax payments, other applicable tax payments and reporting requirements applicable to the Arrangement, if any, and shall be responsible for administering all payments due under the Arrangement.

(c) Plan Unfunded.

This Arrangement shall at all times be entirely unfunded within the meaning of the federal tax laws. Nothing contained herein shall be construed as providing for assets to be held in trust for the Participants. No Participant or any other person shall have any interest in any assets of TCDRS or any Employer by reason of the right to receive a payment under the Arrangement. Nothing contained herein shall be construed as a guarantee by TCDRS, any Employer, or any other entity or person that the assets of the Employer will be sufficient to pay any benefit hereunder.

(d) Appeal Procedure.

In the event a dispute arises between the Employer and the Administrator relating to the determination of the Administrator or the interpretation, operation or administration of this Arrangement, the Administrator's decision shall be final, conclusive and binding unless the Employer submits an appeal directly to the Board within 20 days from the date of notice of the decision, for consideration and action in accordance with the administrative review procedures set forth in 34 TAC Sections 101.19 – 101.23. The action of the Board, taken on its own motion or as the result of an appeal, is final, conclusive, and binding.



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

SECTION 4. AMENDMENT AND TERMINATION

(a) Amendment and Termination of the Arrangement.

The Board reserves the right, in its sole discretion, to amend or terminate the Arrangement at any time and from time to time. By way of example, and not limitation, the Arrangement may be amended or terminated to eliminate all payments with respect to any Member or other individual who has not become eligible to participate in the Arrangement as of the date of such amendment or termination by reason of retirement or death in accordance with Section 113.3(a) of the Chapter 113 Rules. In addition, an amendment or termination may be retroactive to the extent that the Board deems such action necessary, in its sole discretion, to maintain the tax-qualified status of the System or the status of this Arrangement as a qualified governmental excess benefit arrangement as defined in Code Section 415(m) or to avoid jeopardizing the actuarial soundness of the Retirement Plan of the Employer.

(b) Termination of Employer's Participation.

- (1) An Employer may terminate its participation in the Arrangement at any time with the consent of and on terms established by the Administrator.
- (2) The Administrator may terminate the participation of an Employer if the Employer fails to comply with the rules established by the Board for the administration of the Arrangement as from time to time amended or modified, or fails to perform in accordance with the adoption agreement. The determination of an Employer's failure to comply and subsequent involuntary termination of participation is within the sole discretion and authority of the Administrator. The Administrator's decision is final, conclusive, and binding unless timely appealed directly to the Board in accordance with Section 113.3(d) of the Chapter 113 Rules.

(c) Participants.

If an Employer's participation in the Arrangement is voluntarily or involuntarily terminated, then any person who is a Benefit Recipient with respect to that Employer and who is a Participant in the Arrangement shall immediately cease such participation and shall be entitled to no benefits under this Arrangement and no benefits shall be paid or due to such Participant on or after the date of such termination. On the termination of an Employer in the Arrangement, the Employer shall have sole and complete responsibility and liability for paying any benefits that would otherwise be payable under the Arrangement with respect to its Participants, and the System and all other participating Employers shall have no responsibility or liability for any such benefits.

SECTION 5. GENERAL PROVISIONS

(a) Applicable Law.

- (1) All questions pertaining to the validity, construction and administration of the Arrangement shall be determined in conformity with the laws of the State of Texas, except to the extent federal law preempts state law.
- (2) If any provision of the Arrangement or the application thereof to any circumstance or person is invalid, the remainder of the Arrangement and the application of such provision to other circumstances or persons shall not be affected thereby.

(b) Indemnification

To the extent allowed by law, an Employer electing to participate in the Arrangement must agree to indemnify, defend, and hold harmless the System, the employees of the System, the Board, and all other Employers participating in the Arrangement from and against any and all direct or indirect liabilities, demands, claims, losses, costs and expenses, including reasonable attorney's fees, arising out of or resulting from the Employer's participation in the Arrangement and/or the Employer's voluntary or involuntary termination of participation in the Arrangement. The agreement of the Employer to



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

Revised
04/2021
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indemnify, defend and hold harmless survives the termination of the Employer's participation in the Arrangement and the termination of the Arrangement.

(c) Nonalienation.

Benefits under this Arrangement shall not be subject to alienation or legal process, except to the extent permitted under Government Code, Chapter 804.

(d) No Enlargement of Employment Rights.

The establishment of the Arrangement shall not confer any legal rights upon any employee or other person for a continuation of employment, nor shall it interfere with the rights of the Employer to discharge any employee and to treat the employee without regard to the effect which that treatment might have upon the employee as a Participant in the Arrangement.

(e) Information Required by Arrangement.

Benefit Recipients, other individuals and Employers shall furnish to the Administrator such evidence, data and information as the Administrator considers necessary or desirable for the purpose of administering the Arrangement.

(f) Paying Benefits, Costs and Expenses from TCDRS Assets is prohibited.

No assets of the System shall be used directly or indirectly to pay benefits under the Arrangement or to pay any costs or expenses of administering the Arrangement. Expenses of administering the Arrangement may include expenses for professional, legal, accounting, and other services, and other necessary or appropriate costs of administration.



Tax Guidance

FEDERAL INCOME TAX WITHHOLDING FOR MEMBERS

Payments made by the Employer from the 415 Qualified Replacement Benefit Arrangement (QRBA) are subject to federal income tax withholding as wages. **Because the income tax withholding is governed by Internal Revenue Code Section 3401, the retiree does not have an option of electing out of federal tax withholding (unlike withholding on qualified plan payments under Internal Revenue Code Section 3405). Generally, the member should complete a separate Form W-4 for withholding purposes.** When a QRBA payment is being made to a member who also concurrently receives another wage payment from a Participating Employer (for example, when the member is a reemployed retiree of a Participating Employer at the same time the member is being paid by the QRBA), the QRBA payment should be treated as supplemental wages. See Rev. Rul. 82-46, 1982-1 C.B. 158; IRS Notice 2000-38. IRS Publication 15, Circular E, Employer's Tax Guide explains how to withhold on **supplemental** wages.

FEDERAL REPORTING FOR MEMBERS

Reporting is done on a Form W-2, and the income tax withheld is reported on Form 941. IRS Notice 2000-38. This reporting is not optional.

FEDERAL INCOME TAX WITHHOLDING FOR BENEFICIARIES

No federal income tax withholding is applied to QRBA payments made to a survivor of the employee. IRS Notice 2000-38; see, e.g., Rev. Rul. 59-64.

FEDERAL REPORTING FOR BENEFICIARIES

QRBA benefits paid after the death of the member to a survivor are reported on a Form 1099-MISC, issued to the beneficiary. See Form 1099-MISC Instructions.

WITHHOLDING FOR FICA AND MEDICARE

As stated above, payments from a QRBA are subject to federal income tax withholding as wages. See also PLRs 201132028 and 201132029. Although excess benefits are treated as supplemental wages, despite the instructions in Publication 15, the issue of whether social security taxes also should be deducted from the excess benefit is not settled. Neither the IRS nor Social Security Administration have issued any guidance on the issue of whether social security taxes also should be deducted. Based on advice from TCDRS outside tax counsel, we believe that an Employer reasonably can take the position that the excess benefits are not subject to FICA withholding because benefits from the QRBA are related to income for which FICA withholding already was paid (for those Employers which participate in Social Security) or because the underlying wages on which the benefit is being paid were not subject to Social Security and the retirement benefit is not subject to Social Security taxes (for those Employers which do not participate in Social Security).



Johnson County TCDRS Retirement Plan

Erika Aguirre
May 9, 2022

1

More than
330,000
members and retirees

More than
800
employers

9.5%
40-year return

\$37B
in assets

87%
funded

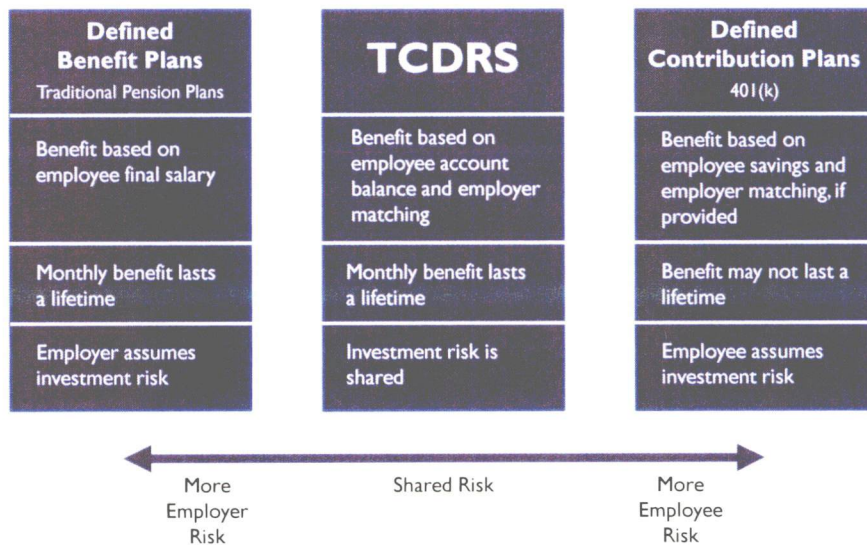
2

Set Up for Success

- ★ Created in 1967 by the Texas Legislature
- ★ Receives no funding from the State of Texas
- ★ Operating costs average 0.23% of assets
- ★ Managed independently by a nine-member board of trustees

3

Our Plan Design



4

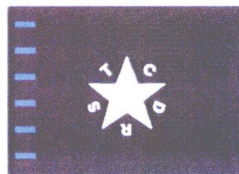
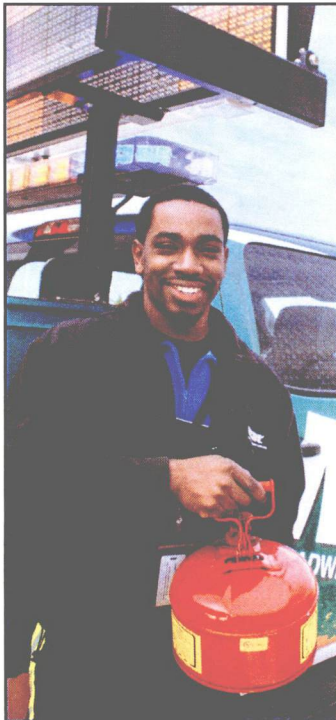
TCDRS Does Retirement Right

Here's why:

- ★ Savings-based benefits
- ★ Responsible plan funding
- ★ Flexibility and local control

5

5



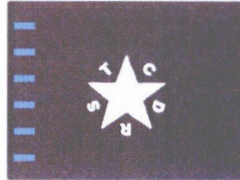
7% is deposited into your account and earns 7% annually.

EACH EMPLOYEE SAVES FOR THEIR OWN RETIREMENT

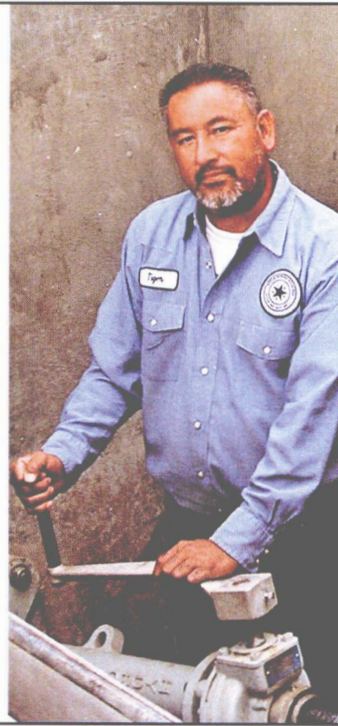
6

6

Final account
balance matched at
retirement. Current
matching is **200%**.



EARNING A
LIFETIME
BENEFIT



7

Benefits Texas

★ \$1.9 billion in benefits paid in 2021

– Benefits paid in Johnson County:
\$13,307,627

★ Supports:

– \$2.9 billion in total economic output
– 19,364 jobs created
– \$1.7 billion added to Texas GDP

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Your Plan of Benefits

- ★ Employee deposit rate: 7%
- ★ Employer matching rate: 200%
- ★ Vesting: 8 years of service
- ★ Retirement eligibility:
 - Age 60 with 8 years of service
 - Rule of 75 (must be vested)
 - 20 years of service at any age

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9

Investment Income Funds Benefits



74¢

Investment
Earnings

15¢

Employer
Contributions

11¢

Employee
Deposits

Estimated

10

10

Diversified Portfolio Reduces Risk

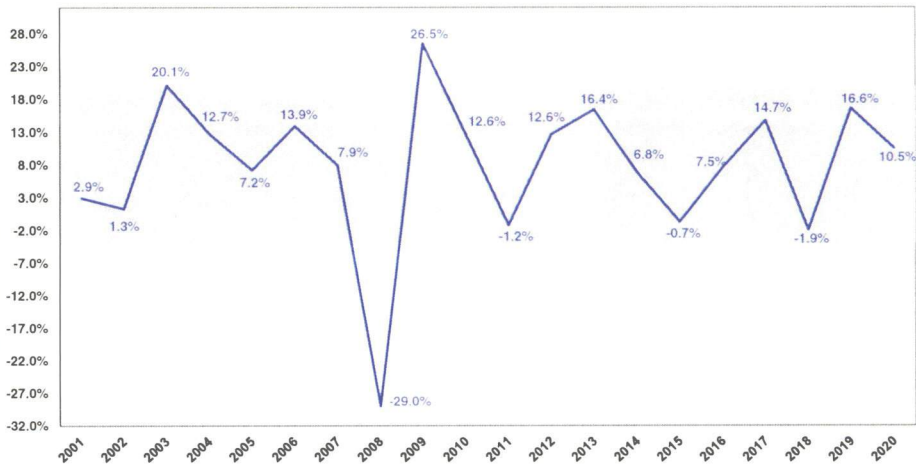
As of March 2021



11

Achieving Long-term Investment Goals (Net of All Fees)

Expected Risk & Return



12

Your Plan Funding

- ★ Employer rate for 2023: 10.52% of payroll
- ★ Elected rate: 11.49% of payroll
- ★ Your rate does two things:
 - Investing for your current employees' future benefits
 - Paying down your liabilities within 20 years

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Your Plan Rate Change: 2022-2023

Reason for Rate Change	2022-2023
2022 Rate	12.45%
Plan changes adopted	TBD
Investment returns	-0.13%
Elected rate/lump sum	0.00%
Demographic and other changes	-1.35%
Assumptions and methods	-0.45%
2023 Rate	10.52%
Dec. 31, 2021 Funded Ratio	87.7%

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Employee Participation

- ★ All employees should be enrolled in TCDRS
- ★ Only temporary employees may be excluded
- ★ Good idea to review enrollment periodically
- ★ No probationary periods for participation

15

15

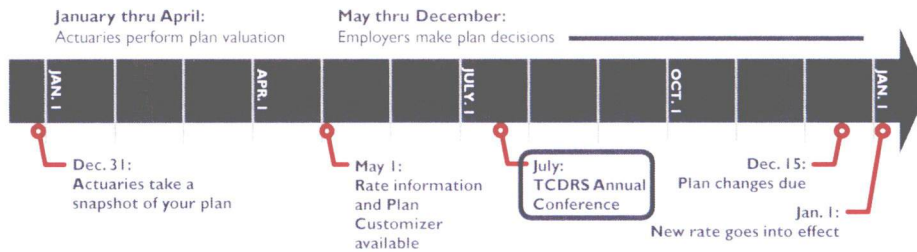
Rehiring Former Employees

- ★ Qualified plan status provides tax advantages for employee deposits and employer contributions.
- ★ In-service distributions could disqualify your TCDRS plan from this special tax status.
- ★ Rehiring former employees who received money from your TCDRS plan could be considered an in-service distribution unless there is a:
 - **Bona fide separation**
 - AND
 - **One calendar month break in service**

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When You Review Your Plan



17

17



Questions?

www.tcdrs.org

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Plan Assessment for Plan Year 2023
Johnson County – 225
Participation Date – 1/1/1968

It's that time of year again — time to look at your TCDRS retirement plan and decide whether or not your benefits are adequate and affordable. This plan assessment will give you an overview of the benefits you provide as well as how much it will cost to provide these benefits in the upcoming plan year.

	2023 Plan
Basic Plan Options	
Employee Deposit Rate	7%
Employer Matching	200%
Prior Service Credit	No Employees Eligible(1)
Retirement Eligibility	
Age 60 (Vesting)	8 years of service
Rule of	75 years total age + service
At Any Age	20 years of service
Optional Benefits	
Partial Lump Sum	No
Group Term Life	None
Retirement Plan Funding	
Total Normal Cost Rate	14.26%
Employee Deposit Rate	<u>-7.00%</u>
Employer-Paid Normal Cost Rate	7.26%
UAAL / (OAAL) Rate	<u>3.26%</u>
Required Rate	10.52%
Elected Rate	11.49%
Total Contribution Rate	
Retirement Plan Rate	11.49%
(greater of required and elected rate)	
Group Term Life Rate	<u>N/A</u>
Total Contribution Rate	11.49%
Valuation Results (Dec. 31, 2021)	
Actuarial Accrued Liability	\$157,151,358
Actuarial Value of Assets	<u>\$137,850,037</u>
Unfunded / (Overfunded) AAL	\$19,301,321
Funded Ratio	87.7%

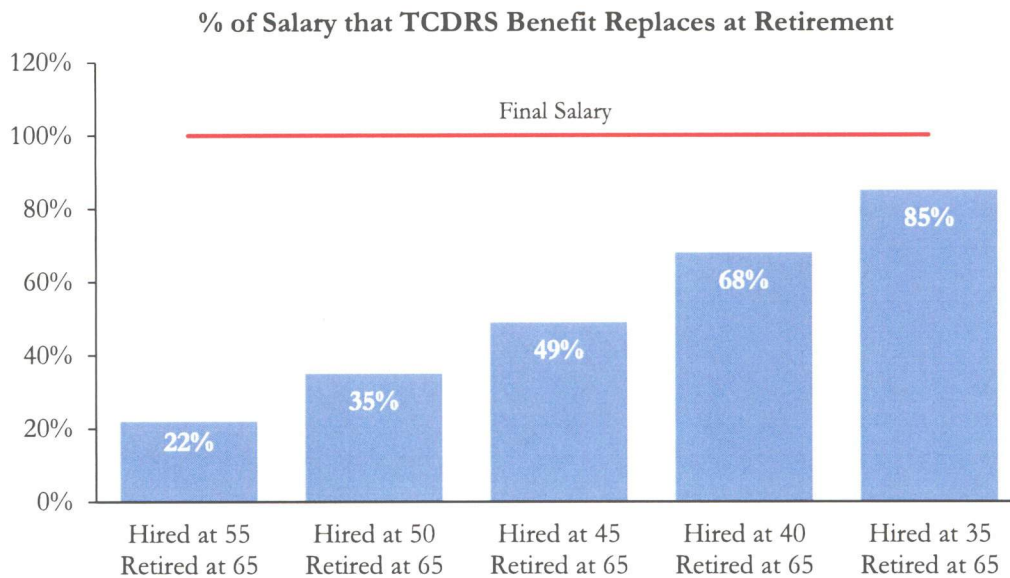
Notes:

Last COLA: 2009

1. No members were hired before the employer began participation in TCDRS, so prior service does not apply.

What You Are Providing

The TCDRS benefit is based on employee deposits, which earn 7% compound interest each year, and employer matching at retirement. The following chart shows the estimated TCDRS benefit as a percentage of final salary prior to retirement for a new hire:

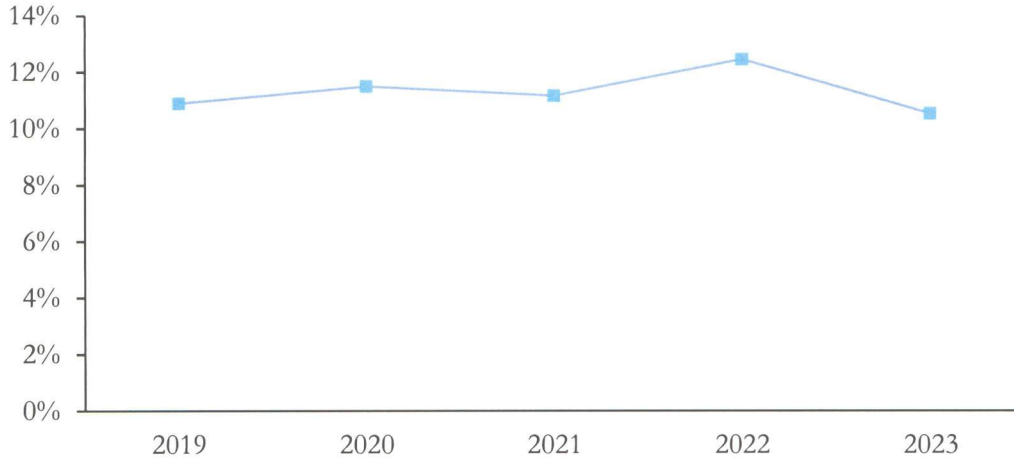


Assumptions

- Employees are new hires and will work for you until retirement.
- Your current plan provisions will remain in effect through an employee's retirement.
- Current laws governing TCDRS will continue as they are.
- Graded salary scales give bigger raises early in careers, with smaller raises later in careers (see Summary Valuation Report at [TCDRS.org/Employer](https://www.tcdrs.org/Employer)).
- Based on Single Life benefit.

Reasons for Rate Change

Below is a record of your required rate history for your retirement plan over the last five years.



Reasons for Rate Change	2019-2020	2020-2021	2021-2022	2022-2023
Beginning Rate	10.89%	11.49%	11.16%	12.45%
Plan Changes Adopted	0.00%	0.00%	0.00%	N/A
Investment Return	0.58%	-0.01%	-0.01%	-0.13%
Elected Rate/Lump Sum	0.00%	0.00%	-0.03%	0.00%
Demographic/Other Changes	0.02%	-0.32%	0.01%	-1.35%
Assumptions/Methods ⁽¹⁾	<u>0.00%</u>	<u>0.00%</u>	<u>1.32%</u>	<u>-0.45%</u>
Ending Rate	11.49%	11.16%	12.45%	10.52%
Valuation Year	2018	2019	2020	2021
Funded Ratio	88.2%	89.0%	86.4%	87.7%

1. 2022-2023: Reflects changes to the demographic assumptions (mortality, termination, service retirement, etc.)

A complete Summary Valuation Report for the Dec. 31, 2021 valuation will be available mid-May at TCDRS.org/Employer.

Next Steps

If you are interested in making plan changes, please contact your Employer Services Representative at 800-651-3848. Your benefit selections are due by Dec. 15, 2022.



Employer Plan History
Johnson County, #225

Summary

Employer Information

Participation date January 1968
 Fiscal year end September
 Social Security participation Yes
 Payroll payment method Electronic
 415 authorization No
 Partial Lump-Sum Payment No

Demographic Data

Number of depositing members 589
 Average age, depositing members 48.43
 Average service years, depositing members 13.04
 Number of benefit payees 380
 County population as of 2010 150,934

Plan Year	Basic Plan Options				Retirement Eligibility			Optional Benefits			Plan Funding			Total Contribution Rate			Valuation Results			
	Employee Deposit Rate	Employer Matching	Application of Matching	Prior Service Credit	Age 60 (Vesting)	Rule of	At Any Age	Group Term Life	COLA	Buyback Authorization	Required Plan Rate	Elected Rate	Additional Employer Contribution	Retirement Plan Rate	Group Term Life Rate	Total Contribution Rate	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded/(Overfunded) Actuarial Accrued Liability	Funded Ratio
2022	7%	200%	Future Only	155%	8	75	20				12.45%	11.49%		12.45%	12.45%	12.45%	\$147,358,678	\$127,264,928	\$20,093,750	86.4%
2021	7%	200%	Future Only	155%	8	75	20				11.16%	11.49%		11.49%	11.49%	11.49%	\$128,997,570	\$114,753,536	\$14,244,034	89.0%
2020	7%	200%	Future Only	155%	8	75	20				11.49%			11.49%	11.49%	11.49%	\$120,559,506	\$106,284,428	\$14,275,078	88.2%
2019	7%	200%	Future Only	155%	8	75	20				10.89%			10.89%	10.89%	10.89%	\$112,666,128	\$100,412,646	\$12,253,482	89.1%
2018	7%	200%	Future Only	155%	8	75	20				10.82%			10.82%	10.82%	10.82%	\$104,777,997	\$92,862,757	\$11,915,240	88.6%
2017	7%	200%	Future Only	155%	8	75	20				10.36%			10.36%	10.36%	10.36%	\$74,123,241	\$63,550,238	\$10,573,003	85.7%
2016	7%	200%	Future Only	155%	8	75	20				10.15%			10.15%	10.15%	10.15%	\$68,322,904	\$60,233,581	\$8,089,323	88.2%
2015	7%	200%	Future Only	155%	8	75	20				10.32%			10.32%	10.32%	10.32%	\$64,846,145	\$56,409,050	\$8,437,095	87.0%
2014	7%	200%	Future Only	155%	8	75	20				10.24%			10.24%	10.24%	10.24%	\$60,597,284	\$51,939,019	\$8,658,265	85.7%
2013	7%	200%	Future Only	155%	8	75	20				9.81%			9.81%	9.81%	9.81%	\$55,362,781	\$47,988,144	\$7,374,637	86.7%

Plan Year	Basic Plan Options				Retirement Eligibility			Optional Benefits			Plan Funding			Total Contribution Rate			Valuation Results			
	Employee Deposit Rate	Employer Matching	Application of Matching	Prior Service Credit	Age 60 (Vesting)	Rule of	At Any Age	Group Term Life	COLA	Buyback Authorization	Required Plan Rate	Elected Rate	Additional Employer Contribution	Retirement Plan Rate	Group Term Life Rate	Total Contribution Rate	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded/(Overfunded) Actuarial Accrued Liability	Funded Ratio
2012	7%	200%	Future Only	155%	8	75	20				9.41%			9.41%	9.41%	\$50,664,325	\$44,262,182	\$6,402,143	87.4%	
2011	7%	200%	Future Only	155%	8	75	20				9.02%			9.02%	9.02%	\$46,261,174	\$41,007,700	\$5,253,474	88.6%	
2010	7%	200%	Future Only	155%	8	75	20				8.92%			8.92%	8.92%	\$40,932,925	\$35,989,700	\$4,943,225	87.9%	
2009	7%	200%	Future Only	155%	8	75	20		3% FLAT		8.11%			8.11%	8.11%	\$38,186,267	\$36,022,415	\$2,163,852	94.3%	
2008	7%	200%	Future Only	155%	8	75	20				7.11%			7.11%	7.11%	\$33,979,884	\$32,139,577	\$1,840,307	94.6%	
2007	7%	200%	Future Only	155%	8	75	20				7.53%			7.53%	7.53%	\$30,802,429	\$28,142,322	\$2,660,107	91.4%	
2006	7%	200%	Future Only	155%	8	75	20				7.02%			7.02%	7.02%	\$28,108,202	\$25,391,094	\$2,717,108	90.3%	
2005	7%	200%	Future Only	155%	8	75	20				7.11%			7.11%	7.11%					
2004	7%	200%	Future Only	155%	8	75	20				7.47%			7.47%	7.47%					
2003	7%	200%	Future Only	155%	8	75	20				7.34%			7.34%	7.34%					
2002	7%	200%	Future Only	155%	8	75	20				6.90%			6.90%	6.90%					
2001	7%	200%	Future Only	155%	8	75	30				6.87%			6.87%	6.87%					
2000	7%	200%	Future Only	155%	8	75	30				6.85%			6.85%	6.85%					
1999	7%	200%	Future Only	155%	8	75	30				6.92%			6.92%	6.92%					
1998	7%	200%	Future Only	155%	8	75	30				6.57%			6.57%	6.57%					
1997	7%	200%	Future Only	155%	8	75	30				6.60%			6.60%	6.60%					
1996	7%	200%	Future Only	155%	8	75	30				6.57%			6.57%	6.57%					
1995	7%	200%	Future Only	155%	8	75	30				6.49%			6.49%	6.49%					
1994	7%	200%	Future Only	155%	10	80	30				5.50%			5.50%	5.50%					
1993	7%	200%	Future Only	155%	10	80	30				5.54%			5.54%	5.54%					
1992	7%	210%	Past & Future	155%	10	80	30				7.00%	7.00%		7.00%	7.00%					
1991	7%	210%	Past & Future	155%	10	80	30				7.00%	7.00%		7.00%	7.00%					

Plan Year	Basic Plan Options				Retirement Eligibility			Optional Benefits			Plan Funding			Total Contribution Rate			Valuation Results			
	Employee Deposit Rate	Employer Matching	Application of Matching	Prior Service Credit	Age 60 (Vesting)	Rule of	At Any Age	Group Term Life	COLA	Buyback Authorization	Required Plan Rate	Elected Rate	Additional Employer Contribution	Retirement Plan Rate	Group Term Life Rate	Total Contribution Rate	Actuarial Accrued Liability	Actuarial Value of Assets	Unfunded/(Overfunded) Actuarial Accrued Liability	Funded Ratio
1990	7%	210%	Past & Future	155%	10	80	30				7.00%	7.00%		7.00%	7.00%					
1989	7%	210%	Past & Future	155%	10	80	30				7.00%	7.00%		7.00%	7.00%					
1988	7%	200%	Past & Future	150%	10	80	30				7.00%	7.00%		7.00%	7.00%					
1987	7%	200%	Past & Future	150%	10	80	30				7.00%	7.00%		7.00%	7.00%					
1986	7%	200%	Past & Future	150%	10	80	30				7.00%	7.00%		7.00%	7.00%					
1985	7%	200%	Past & Future	150%	12		30				7.00%	7.00%		7.00%	7.00%					
1984	7%	160%	Past & Future	130%	12		30				7.00%	7.00%		7.00%	7.00%					
1983	5%	160%	Past & Future	130%	12		30				5.00%	5.00%		5.00%	5.00%					
1982	5%	160%	Past & Future	130%	12		30				5.00%	5.00%		5.00%	5.00%					
1981	5%	160%	Past & Future	130%	12		30				5.00%	5.00%		5.00%	5.00%					
1980	5%	120%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1979	5%	120%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1978	5%	120%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1977	5%	120%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1976	5%	100%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1975	5%	100%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1974	5%	100%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1973	5%	100%	Past & Future	100%	12		30				5.00%	5.00%		5.00%	5.00%					
1972	5%	100%	Past & Future	95%	12		30				5.00%	5.00%		5.00%	5.00%					
1971	5%	100%	Past & Future	95%	12		30				5.00%	5.00%		5.00%	5.00%					
1970	5%	100%	Past & Future	95%	12		30				5.00%	5.00%		5.00%	5.00%					
1969	5%	100%	Past & Future	95%	12		30				5.00%	5.00%		5.00%	5.00%					

Plan Year																					
1968	5%	Employee Deposit Rate																			
	100%	Employer Matching																			
	Past & Future	Application of Matching																			
	95%	Prior Service Credit																			
	12	Age 60 (Vesting)																			
		Rule of																			
	30	At Any Age																			
		Group Term Life																			
		COLA																			
		Buyback Authorization																			
	5.00%	Required Plan Rate																			
	5.00%	Elected Rate																			
		Additional Employer Contribution																			
	5.00%	Retirement Plan Rate																			
		Group Term Life Rate																			
	5.00%	Total Contribution Rate																			
		Actuarial Accrued Liability																			
		Actuarial Value of Assets																			
		Unfunded/(Overfunded) Actuarial Accrued Liability																			
		Funded Ratio																			

For over 50 years, TCDRS has been a model for providing reliable retirement benefits. Benefits are responsibly funded, which means costs are not pushed to future generations.



TCDRS – Doing Retirement Right

Top 20%

At 88% funded (91% including general reserve funds), we are in the top 20% of public retirement systems in the nation.

Funding

We do not receive state funding. Each plan is funded by investment earnings (77%), the employer (13%) and its employees (10%).

Returns

Our 35-year return is 8.8% for the period ending Dec. 31, 2018. We've consistently exceeded our portfolio benchmark.

Features

A TCDRS retirement plan has built-in features that make it financially strong:

SAVINGS-BASED:

Members save for their own retirement over the length of their careers. The TCDRS benefit is based on the final savings balance and employer matching. This is contrary to a traditional pension based on final salary where a late-career promotion or excessive overtime can increase employer costs beyond expectations.

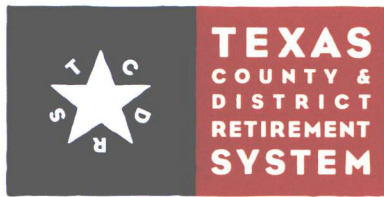
RESPONSIBLE FUNDING:

A key difference with TCDRS is that employers pay 100% of their required contribution every year.

FLEXIBILITY AND LOCAL CONTROL:

Employers can adjust their benefit levels to meet their needs and budgets. This level of flexibility is not standard in most traditional pension plans.





www.TCDRS.org

800-823-7782

We're here to help

Things have changed this year, but our mission hasn't: **We do retirement right.**

We are proud to serve the Texas counties and districts who serve and support our Texas communities — especially in challenging times — and we remain dedicated to providing steady, reliable service. If you have questions about your retirement benefits, please reach out to us.



Call us

When you call **800-823-7782**, our TCDRS Member Services Representatives are ready to answer your questions.



Meet us online

Meet with a TCDRS representative from the comfort of your home to learn more about your retirement benefits. All you need is a computer, or a mobile device, and an internet connection. No webcam required! Just visit [TCDRS.org/OnlineCounseling](https://www.tcdrs.org/OnlineCounseling).



Use our website

There are many things you can do when you sign into your online account at [TCDRS.org](https://www.tcdrs.org), including updating your beneficiaries, running benefit estimates and even applying for benefits online.



Watch our videos

Visit [TCDRS.org/MemberVideos](https://www.tcdrs.org/MemberVideos) for helpful retirement videos, including the most watched, "Am I Ready to Retire?"

[TCDRS.org](https://www.tcdrs.org) ★ 800-823-7782

