



**Plan Assessment for Plan Year 2024**  
**Fort Bend County – 178**  
**Participation Date – 1/1/1972**

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.

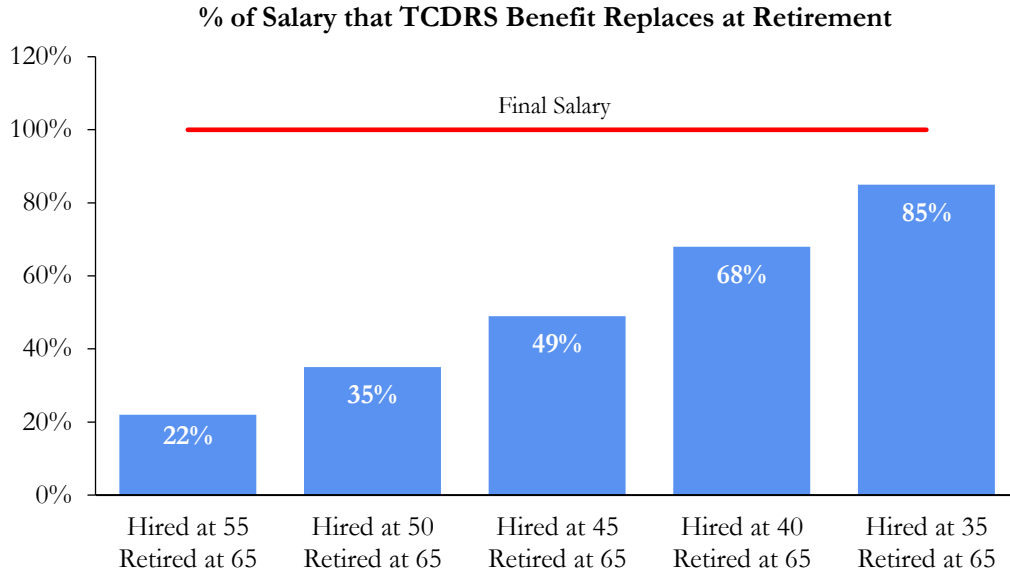
	<b>2024 Plan</b>
<b>Basic Plan Options</b>	
Employee Deposit Rate	7%
Employer Matching	200%
<b>Retirement Eligibility</b>	
Age 60 (Vesting)	8 years of service
Rule of	75 years total age + service
At Any Age	30 years of service
<b>Optional Benefits</b>	
Partial Lump Sum	No
Group Term Life	None
<b>Retirement Plan Funding</b>	
Total Normal Cost Rate	14.99%
Employee Deposit Rate	<u>-7.00%</u>
Employer-Paid Normal Cost Rate	7.99%
UAAL / (OAAL) Rate	<u>5.11%</u>
Required Rate	13.10%
Elected Rate	N/A
<b>Total Contribution Rate</b>	
Retirement Plan Rate	13.10%
(greater of required and elected rate)	
Group Term Life Rate	<u>N/A</u>
Total Contribution Rate	13.10%
<b>Valuation Results (Dec. 31, 2022)</b>	
Actuarial Accrued Liability	\$987,291,882
Actuarial Value of Assets	<u>\$856,851,454</u>
Unfunded / (Overfunded) AAL	\$130,440,428
Funded Ratio	86.8%

**Notes:**

Buyback adopted: 2000  
 Last COLA: 2014

## 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:

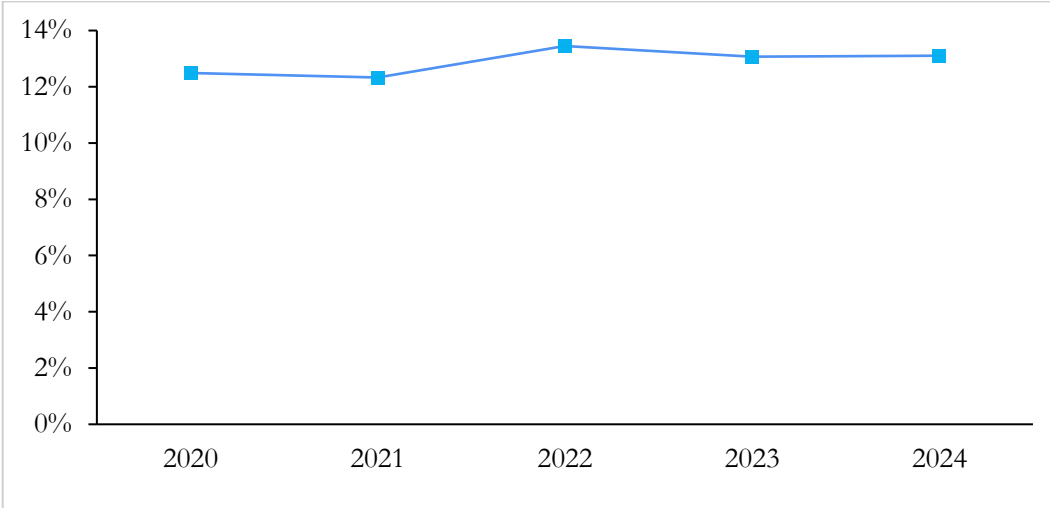


### Assumptions

- 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	2020-2021	2021-2022	2022-2023	2023-2024
Beginning Rate	12.49%	12.33%	13.45%	13.07%
Plan Changes Adopted	0.00%	0.00%	0.00%	N/A
Investment Return	-0.01%	-0.01%	-0.17%	0.23%
Elected Rate/Lump Sum	0.00%	0.00%	0.00%	0.00%
Demographic/Other Changes	-0.15%	-0.16%	0.09%	-0.20%
Assumptions/Methods	<u>0.00%</u>	<u>1.29%</u>	<u>-0.30%</u>	<u>0.00%</u>
Ending Rate	12.33%	13.45%	13.07%	13.10%
<b>Valuation Year</b>	2019	2020	2021	2022
<b>Funded Ratio</b>	87.8%	85.4%	86.4%	86.8%

A complete Summary Valuation Report for the Dec. 31, 2022 valuation will be available mid-May at [TCDRS.org/Employer](https://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, 2023.