



**Plan Assessment for Plan Year 2019**  
**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 meet your workforce needs and budget. 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.

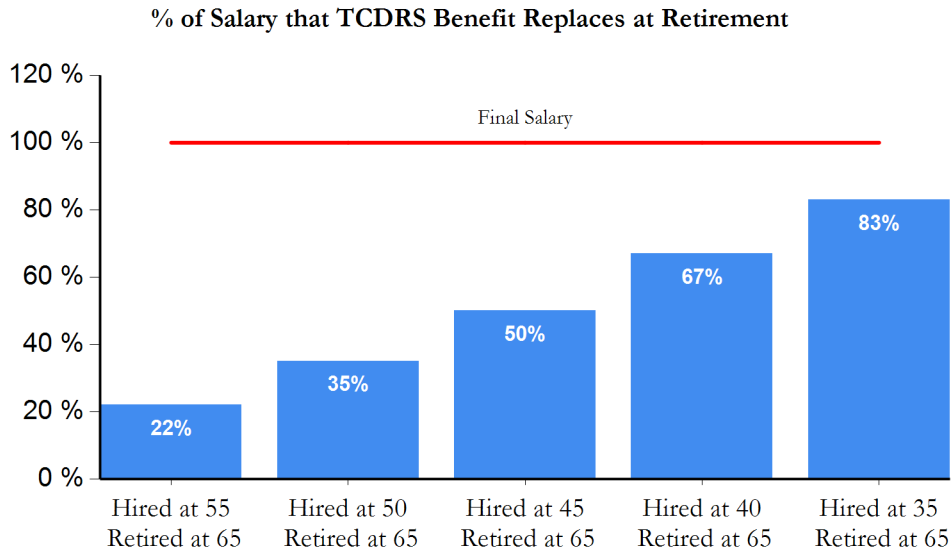
	<b>2019 Plan</b>
<b>Basic Plan Options</b>	
Employee Deposit Rate	7%
Employer Matching	200%
Prior Service Credit	165%
<b>Retirement Eligibility</b>	
Age 60 (Vesting)	8 years of service
Rule of	75 years total age + service
At Any Age	30 years of service
<b>Optional Benefits</b>	
Partial Lump-Sum Payment at Retirement	No
Group Term Life	None
<b>Retirement Plan Funding</b>	
Normal Cost Rate	6.75%
UAAL/(OAAL) Rate	5.11%
Required Rate	11.86%
Elected Rate	N/A
<b>Total Contribution Rate</b>	
Retirement Plan Rate (greater of required or elected rate)	11.86%
Group Term Life Rate	N/A
Total Contribution Rate	11.86%
<b>Valuation Results</b> (as of Dec. 31, 2017)	
Actuarial Accrued Liability	\$657,696,911
Actuarial Value of Assets	\$574,070,930
Unfunded Actuarial Accrued Liability	\$83,625,981
Funded Ratio	87.3%

**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:

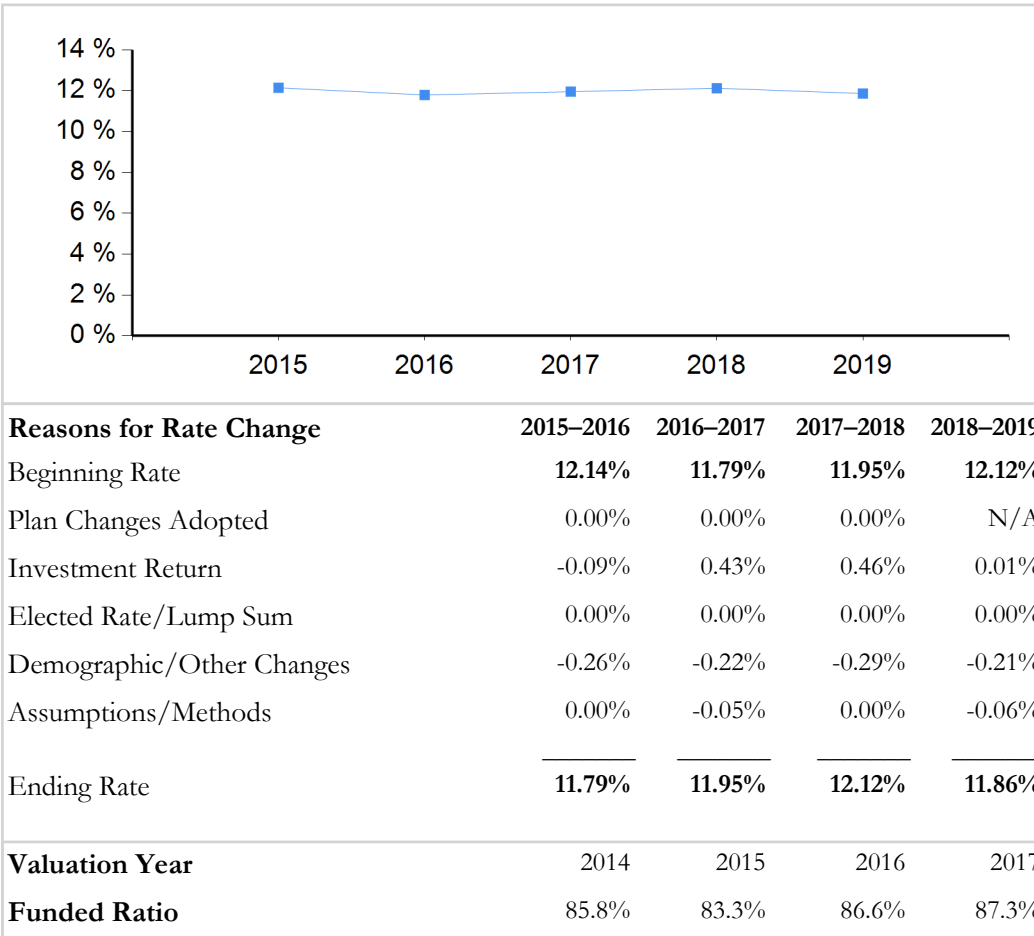


### Assumptions

- Employees are new hires and will work for you until retirement.
- Your current plan provisions will remain in effect through 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 [www.tcdrs.org/employer](http://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.



A complete Summary Valuation Report for the Dec. 31, 2017 valuation will be available mid-May at [www.tcdrs.org/employer](http://www.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, 2018.