

Hidalgo County, #207
Authorization to maintain TCDRS plan provisions
Plan Year 2013

With respect to the participation of Hidalgo County in the Texas County & District Retirement System (TCDRS) for the 2013 plan year, the following order was adopted:

1. Hidalgo County makes no change in the plan provisions for non-retirees.
- * 2. With respect to benefit payments being paid to retirees or their beneficiaries, Hidalgo County (**check one box**):
 - does not adopt a cost-of-living adjustment (COLA).
 - adopts a ____% CPI-based COLA.
 - adopts a 3% flat-rate COLA.
- * 3. The required employer contribution rate for Plan Year 2013 will be the following:

(a) Required rate without COLA:	10.32%
(b) COLA rate:	+ <u>0.18</u> (enter 0 if not adopting a COLA)
(c) Total required rate (a + b):	= <u>10.50%</u>
- * 4. Employers may elect to pay a rate greater than the **total required rate** listed above. Hidalgo County adopts for Plan Year 2013 (**check one box**):
 - the **total required rate** listed above.
 - add a new elected rate of _____%.
5. In the event the 2013 total required rate as set out above exceeds 11%, and if a current waiver of that limit is not on file with TCDRS, the Commissioners Court of Hidalgo County hereby waives the 11% limit on the rate of employer contributions and such waiver will remain effective with respect to future plan years until properly revoked by official action.

Certification

I certify that the foregoing authorization concerning the participation of Hidalgo County in TCDRS for Plan Year 2013 truly and accurately reflects the official action taken during a properly posted and noticed meeting on _____, 2012, by the Commissioners Court of Hidalgo County as such action is recorded in the official minutes.

Authorized Signature, County Judge of Hidalgo County

Printed Name

Dated: _____

* Please fill in the required information for items 2, 3 and 4 before signing and sending this document to TCDRS.

RETIREMENT PLAN ASSESSMENT

FOR PLAN YEAR 2013

Hidalgo County – 207

Hidalgo County, #207
Retirement plan assessment
for plan year 2013

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 currently provide. It also includes estimates on how much it will cost to provide these benefits in 2013.

If you are interested in changing your plan provisions for 2013, please contact your TCDRS Employer Services Representative. We will send you cost and benefit information on any changes you are considering. If you are satisfied with your current plan, please complete and return your authorization by Dec. 17, 2012.

If you have questions, contact your TCDRS Employer Services Representative at 800-651-3848.

NEXT STEPS

1. If you are not considering any plan changes ...
complete and return your authorization by Dec. 17, 2012.
2. If you are only adopting a COLA or elected rate ...
complete and return your authorization by Dec. 17, 2012.
3. If you are considering changing or adding other plan provisions ...
contact TCDRS at 800-651-3848. We will be happy to send you the rates and authorization for the plan changes you are considering.

KEY DATES

Oct. 01, 2012

Deadline to contact TCDRS in writing if you are considering authorizing a buyback.

Dec. 17, 2012

Send in your authorization to TCDRS confirming your 2013 plan provisions.

YOUR BENEFITS

Basic Benefit Provisions:

Employee deposit rate — 7%

Matching rate — 200%

Prior service credit — 160%

Retirement Eligibility:

Age 60 with 8 years of service

Any age with 20 years of service

Rule of 75 (age plus years of service equals 75)

Cost-of-Living Adjustments (COLAs) for retirees:

Your last adopted COLA was a 4% flat-rate COLA in 2009.

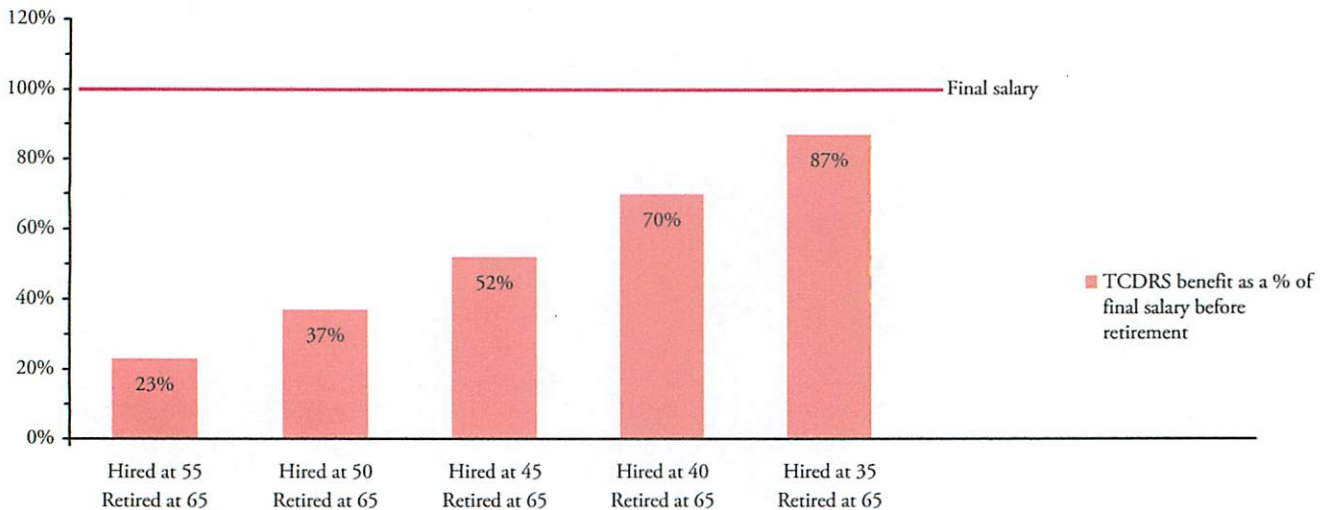
Optional Benefit Provisions:

- *Buyback* – You last passed a buyback authorization in 2009.
- *Partial lump-sum payment* – This allows an employee to withdraw part of his or her TCDRS account balance as a lump sum at retirement.

WHAT YOU ARE PROVIDING

Under your plan, each employee makes deposits into his or her personal TCDRS account by paying in a percentage of each paycheck. Employee accounts earn 7% interest each year, which is compounded annually based on the account balance at the beginning of the year. If one of your employees chooses to receive a retirement benefit, TCDRS adds the employee's personal account balance to matching and other credits you provide as an employer. We then convert that sum into a monthly benefit payment, payable for life.

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).
- Based on Life Only benefit.

YOUR COSTS

Your employer contribution rate represents the percentage of payroll your organization needs to contribute to fund future benefits for your current employees, former employees and retirees.

To calculate your total required rate, add the rate for any COLA you plan to adopt to the provided calculated contribution rate.

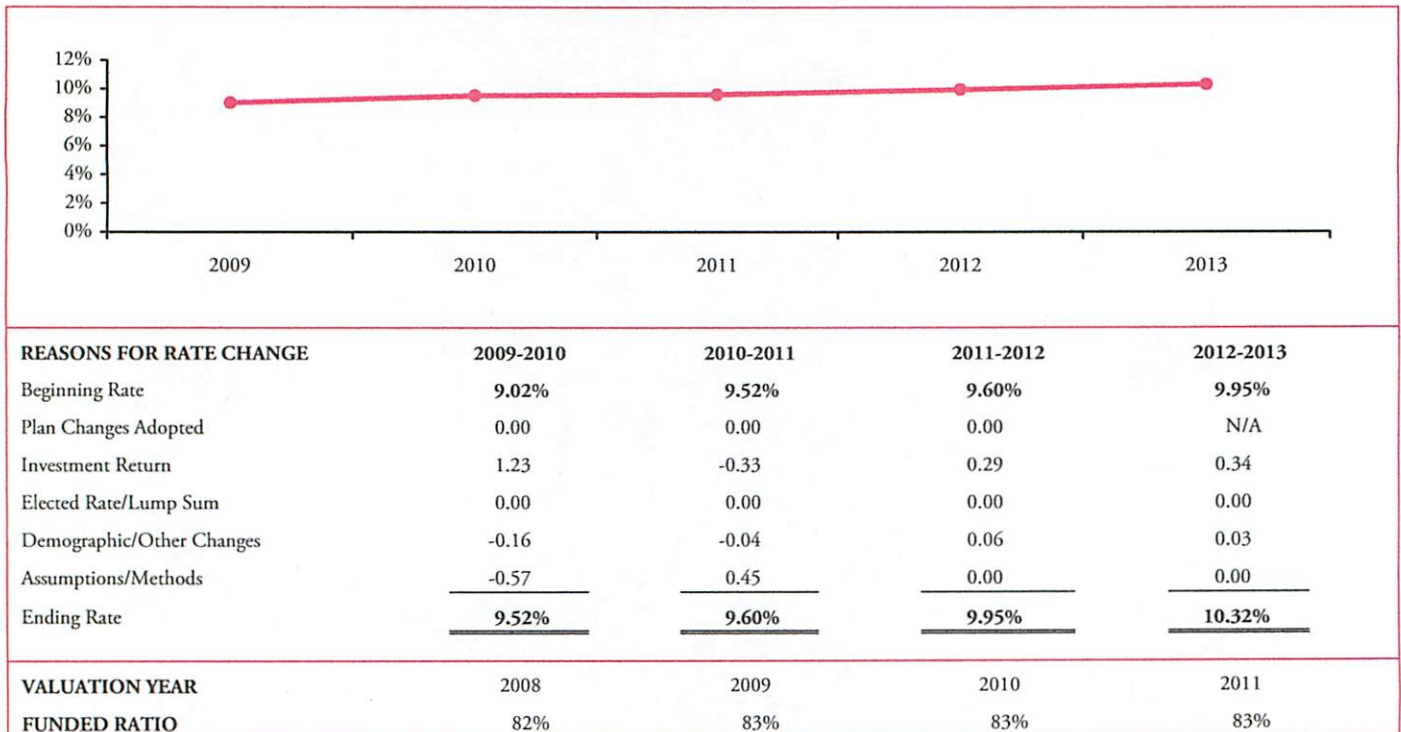
Your normal cost rate		6.95%
Your UAAL rate	+	3.37%
Calculated contribution rate		<u>10.32%</u>
COLA rate (if adopting)	+	<u>.18</u>
Total required rate		<u>10.50%</u>

To determine the cost of your plan in dollars, move the decimal for your "Total required rate" two places to the left, then multiply it by your estimated payroll for next year.

COLAs must be authorized each year. They are not "automatic." If you wish to authorize a COLA for the next plan year, you can estimate the cost based on the schedule of rates below:

10%	0.01	
20%	0.02	
30%	0.04	
40%	0.07	
50%	0.12	
60%	0.18	
70%	0.28	
80%	0.39	
90%	0.50	
100%	0.61	
		1% 0.06
		2% 0.12
		3% 0.18
	% of payroll	% of payroll

Below is a record of your required employer contribution rate history over the last five years.



A complete Summary Valuation Report for the Dec. 31, 2011 valuation is available on the web.