



Plan Assessment for Plan Year 2023

Lubbock County – 251

Participation Date – 8/1/1968

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	13.61%
Employee Deposit Rate	-7.00%
Employer-Paid Normal Cost Rate	6.61%
UAAL / (OAAL) Rate	4.44%
Required Rate	11.05%
Elected Rate	11.11%

Total Contribution Rate

Retirement Plan Rate	11.11%
(greater of required and elected rate)	
Group Term Life Rate	N/A
Total Contribution Rate	11.11%

Valuation Results (Dec. 31, 2021)

Actuarial Accrued Liability	\$318,554,635
Actuarial Value of Assets	<u>\$282,672,939</u>
Unfunded / (Overfunded) AAL	\$35,881,696
Funded Ratio	88.7%

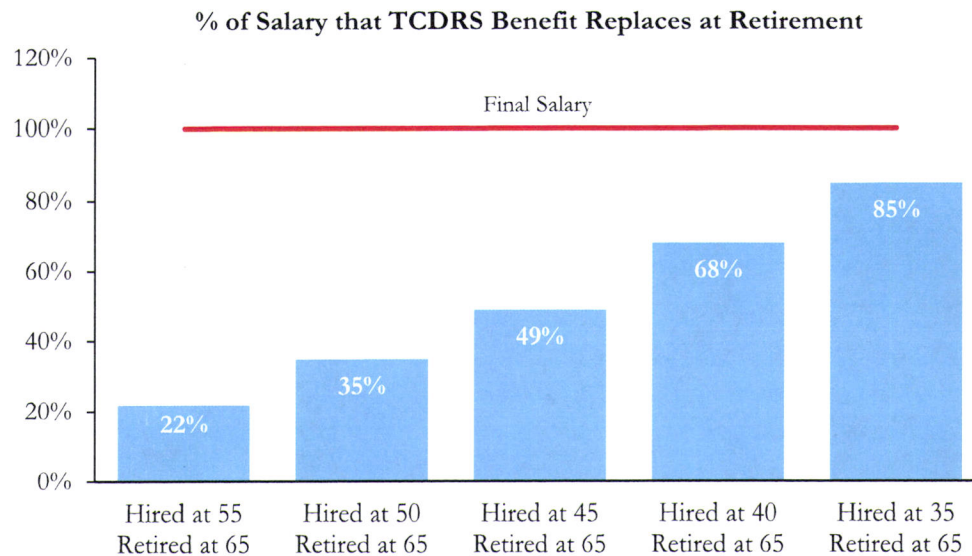
Notes:

Buyback adopted: 1990

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:

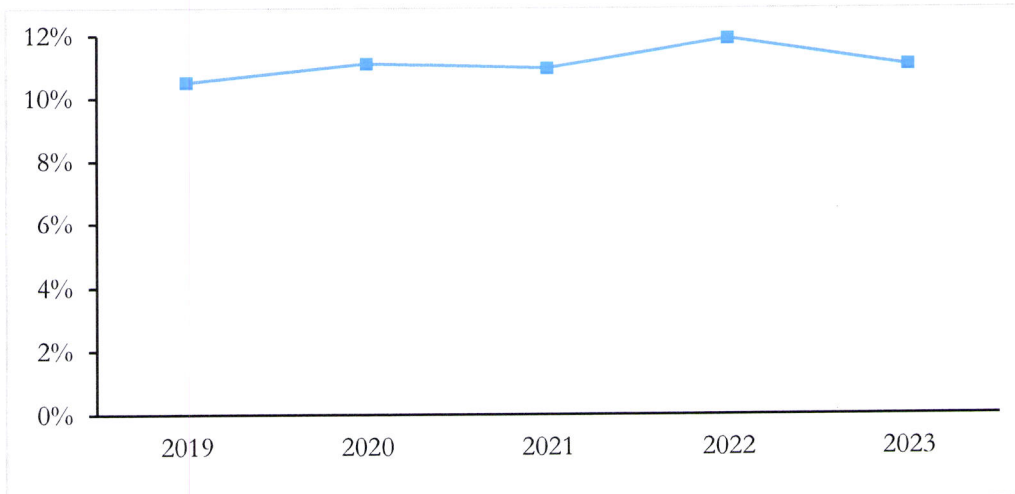


Assumptions

- 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://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	10.50%	11.11%	10.95%	11.90%
Plan Changes Adopted	0.00%	0.00%	0.00%	N/A
Investment Return	0.55%	-0.02%	-0.02%	-0.20%
Elected Rate/Lump Sum	0.00%	0.00%	-0.01%	0.00%
Demographic/Other Changes	0.06%	-0.14%	-0.06%	-0.16%
Assumptions/Methods ⁽¹⁾	0.00%	0.00%	1.04%	-0.49%
Ending Rate	11.11%	10.95%	11.90%	11.05%
Valuation Year	2018	2019	2020	2021
Funded Ratio	87.8%	89.4%	87.4%	88.7%

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.