

THE STATE OF TEXAS

COUNTY OF SABINE

On this 24th day of November, 1980, the Honorable Commissioner's Court met in regular session with the following members present, to-wit:

Royce C. Smith	County Judge
R. E. Smith	Commissioner, Precinct No. 1
Eldridge Ellison	Commissioner, Precinct No. 3
Jimmy Vickers	Commissioner, Precinct No. 4
Minnie Gooch	Clerk of the Court

We were notified by Texas County & District Retirement System that an Act provides that certain counties and districts will be entitled to add certain types of benefits and/or increase other types of benefits effective January 1, 1981, without increasing the required monthly deposits or contributions. Motion by Commissioner R. E. Smith seconded by Commissioner Jimmy Vickers to go with Plan 3 in Exhibit 1 of the Exhibits marked "A" and attached to the minutes of this date. Motion carried.

Motion by Commissioner Eldridge Ellison, seconded by Commissioner R. E. Smith that courthouse will be closed December 24, 25, and 26th for Christmas and also it will be closed January 1 and 2, 1981 for New Years. All voted in favor of the motion.

Motion by Commissioner R. E. Smith, seconded by Commissioner Eldridge Ellison that next court date be changed to Friday, December 5th. Motion carried.

Motion by Commissioner R. E. Smith seconded by Commissioner Jimmy Vickers that the Road & Bridge Special money in the amount of \$4,415.98 be divided in the usual manner, between the 4 commissioner precincts. Motion carried.

In February 1979, the Commissioners Court of Sabine County passed a Resolution in regards to the County's matching fund commitment to secure High Speed Teletype Equipment for Sabine County Sheriff's Department.

Whereas, as of this current date the project has not been funded by the Criminal Justice Division.

Whereas, as of this date November 24, 1980, the Commissioners Court of Sabine County along with Sheriff Blain Greer declared that this is an emergency situation and with this emergency we hereby request the immediate funding. Motion by Commissioner R. E. Smith seconded by Commissioner Eldridge Ellison that this resolution be passed. Motion carried.

Accounts were allowed and made payable.

There being no further business, the court adjourned.

*Roy E. Smith*  
COUNTY JUDGE

*R. E. Smith*  
COMMISSIONER, PRECINCT NO. 1

*E. Ellison*  
COMMISSIONER, PRECINCT NO. 3

*B. W. Russell*  
COMMISSIONER, PRECINCT NO. 2

*Wicker*  
COMMISSIONER, PRECINCT NO. 4

*Miriam Gosch*  
CLERK OF THE COURT

\*\*\*\*\*  
see exhibits





"(a) Allocated (Special) Prior Service Credits heretofore allowed by said County and now in effect shall be increased from the present 90 % of the Maximum (Special) Prior Service Credit of each member affected to 110 % of said amount.

"(b) Credit for Current Service allowable to TCDRS members for service performed for said County shall be increased from the present factor of 100 % of the deposits of each member (1.0 to :1 matching ratio) to a factor of 160 % (1.6 to :1 matching ratio) of said amount.

*line #7*  
"(c) Monthly payments as to annuities for prior service arising from prior service credits allowed by said County and in effect December 31, 1980 shall be increased as to payments for January, 1981 and thereafter by 22.22 % of the monthly benefit paid to such annuitant for the month of December, 1980 (excluding any amounts paid as distributive benefits).

*line #8*  
"(d) Annuities for current service attributable to said subdivision and in effect December 31, 1980, shall be increased as to monthly benefits payable for January, 1981 and thereafter by 300 % of the monthly benefit paid to such annuitant for the month of December, 1980 (excluding any amounts paid as distributive benefits).

"2. Any person who is a TCDRS member of this County on or after January 1, 1981 and who shall have accumulated twenty (20) or more years of creditable service, or who shall have accumulated twelve (12) or more years of creditable service and has attained the age of sixty (60) shall have the right of "deferred service retirement" under the terms and conditions prescribed in Subsection 11 of Section VI of Article 6228g, Vernon's Texas Civil Statutes as amended.

"3. Any person who is a TCDRS member of this County on or after January 1, 1981, and who has accumulated at least twelve (12) years of creditable service with this and other participating subdivisions which have adopted twelve-year vesting, shall have the right, despite withdrawal from service prior to attainment of age sixty (60), to remain a member and to retire at or after age sixty (60), conditioned that he lives to date of retirement and that he shall not have withdrawn his accumulated deposits with the System.

"4. Prior service credit (not exceeding 36 months total) shall be, and is hereby allowed (effective January 1, 1981) for active service in the armed forces of the United States performed by a TCDRS member of this County under the following conditions, viz.:

"(a) Such service was performed prior to date of the County's participation in Texas County and District Retirement System.

"(b) Such service was performed during a time that the United States was involved in organized conflict with foreign forces, whether in a formal state of war or police action;

"(c) Such person was an employee of said County immediately prior to the beginning of such service in the armed forces, entered such military service without intervening employment, and returned to employment of said County within one hundred eighty (180) days following his discharge or release from active duty with the armed forces; and

"(d) Such person has not heretofore been allowed credit for any part of such military service."

"5. Any person who is a TCDRS member of this County on or after January 1, 1981, and who was a member of the military service of the United States during the period from April 6, 1917 to November 11, 1919, or from October 16, 1940 to October 31, 1974, and who otherwise qualifies under the requirements of paragraph (d)(9) of Subsection 11, Section VI of Article 6228g, Vernon's

Texas Civil Statutes, shall be granted current service credit for each month of such military service (not exceeding the limits prescribed in said Act) for which such member makes application and makes deposits within the time and manner as required by said Act. Any prior service allowed such member pursuant to paragraph 4, above, of this order shall be included in determining the maximum credit which may be allowed such member for military service.

The above order being read, it was moved and seconded that the same do pass and be adopted. Thereupon, the question being called for, the following members voted Aye: R. E. Smith, Eldridge Ellison, Jimmy Vickers, \_\_\_\_\_; and the following voted No: none.

Witness our hands officially this 25th day of November, 19 30.

Roy E. Smith  
County Judge

R. E. Smith  
Commissioner, Precinct No. 1

H. W. Russell  
Commissioner, Precinct No. 2

E. Ellison  
Commissioner, Precinct No. 3

Vickers  
Commissioner, Precinct No. 4

ATTEST:

Minnie Goach  
County Clerk and Ex-Officio  
Clerk of the Commissioners  
Court, Sabine  
County, Texas

EXHIBIT 1

Actuarial Valuation as of 12/31/79 with Benefit Increase Effective 1/1/81

1% Sabine County

EV 4 YEARS

	Present	+ PAST Plan 1	+ CURRENT Plan 2	THE TWO Plan 3
1. Allocated (Special) <sup>REPORT WITHIN</sup> Prior Service Credit Percentage	90 %	125 %	95 %	110 %
2. Credit for Current Service (Employer Matching Ratio)	100 % (1.0 to 1)	150 % (1.5 to 1)	170 % (1.7 to 1)	160 % (1.6 to 1)
3. Service Required for Deferred Service Retirement Selection	12 years/age 60 or 20 years	12 years/age 60 or 20 years	12 years/age 60 or 20 years	12 years/age 60 or 20 years
4. Service Required for Vesting	12 years	12 years	12 years	12 years
5. Military Service Credit Authorized for:				
a. Prior Service	yes	yes	yes	yes
b. Current Service	yes	yes	yes	yes
6. Funding Period ?	8.53 years	24.08 years	24.98 years	24.48 years
7. Percentage Increase in:				
a. Credits for Prior Service (for members not retired)		38.89 %	5.56 %	22.22 %
b. Annuities for Prior Service (for retired members)		38.89 %	5.56 %	22.22 %
8. Percentage Increase in:				
a. Credits for Current Service (for members not retired)		25.00 %	35.00 %	30.00 %
b. Annuities for Current Service (for retired members)		25.00 %	35.00 %	30.00 %

100  
+ 90 - 70  
100 - 100  
190

100 + 90.00  
100 + 100  
150

Exhibit "A" continued

## Exhibit 5

### Military Service

An amendment to the TCDRS Act made in 1975 permits an employee to count certain military service as creditable service for the purpose of retirement.

What military service can be counted? Any military service rendered during World War I or during the period beginning with the start of World War II and ending in 1974.

Can the military service be counted even if the employee was not a county or district employee at the time he entered military service? Yes, a person who becomes a county or district employee at any time after completion of military service is eligible for consideration.

How much military service can be counted? If the employee has 10 or more years of county or district service, he is entitled to count up to three years of military service. If he has 15 or more years of service, he is entitled to count up to five years of military service.

Can an employee receive credit for military service even if he is already receiving a military retirement benefit provided by a federal law for at least 20 years active military duty? No, the TCDRS Act prohibits this.

Can an employee receive credit for military service even if he has already been granted retirement credit for military service by either TCDRS or any other public retirement system governed by the laws of the State of Texas? No, the TCDRS Act also prohibits this.

When must an employee apply for retirement credit for the military service? Application must be made within one year after the later of (a) the effective date the county or district permits its employees to have credit for military service, or (b) the date the employee is first eligible (completes 10 years of county or district service) to have credit for military service.

What does the employee have to pay to TCDRS to receive credit for military service? In most cases \$15.00 per month for the number of months of military service being claimed. For example, an employee claiming three years of military service would pay TCDRS \$540.00 ( $\$15.00 \times 12 \text{ months} \times 3 \text{ years}$ ), and an employee claiming five years of military service would pay \$900.00 ( $\$15.00 \times 12 \text{ months} \times 5 \text{ years}$ ).

What does the county or district pay TCDRS? A matching amount is paid by the county or district.



How does it benefit the employee who claims retirement credit for his military service? It will increase the employee's TCDRS retirement benefit approximately \$10.00 to \$20.00 per month, depending on his age and date of retirement, on the benefit design of his employer's TCDRS plan and on the length of his military service. Moreover, counting the military service as TCDRS creditable service may enable the employee to more quickly have the rights of vesting, deferred service retirement, disability retirement and service retirement.

How does the 1975 amendment, as described above, affect any credits previously granted for military service under Section VI(11)(d)(6) of the TCDRS Act? Before the 1975 amendment to the TCDRS Act, TCDRS permitted employees having certain military service in electing counties and districts to count their military service as creditable service. Such military service was limited to situations where the employee entered military service directly from county or district employment and returned to employment with the county or district within 180 days following his release from military duty. The 1975 military service amendment will not affect any credit for military service previously granted by TCDRS except that the employee will not be able to count this service again under the 1975 amendment.

Exhibit 2

Provisions of the TCDRS Act  
Relating to Increase in Benefits

11. (a) A participating subdivision may increase benefits theretofore granted, or credits upon which future retirements will be allowed, or may adopt any additional coverage allowed by this Act, in the time and manner, and subject to the conditions set out in this section.
- (b) A participating subdivision may provide for increase in such benefits or credits or may adopt additional coverage only after an actuarial valuation (as Prescribed by Section 8, Section 4(e)) has been made as of December 31 valuation date which is co-terminal with, or subsequent to, completion of three or more years of participation from and after the later of the following dates, viz:
  - (1) the original date of participation by the subdivision involved; or
  - (2) the effective date of the latest preceding increase in benefits, or extension of coverage, allowed by such subdivision under this section.
- (c) Any extension of coverage, or increase in benefits, may be made effective only on January 1 of a calendar year, and after the lapse of twelve months from the actuarial valuation date above mentioned.
- (d) The increases in credits or benefits and additional coverages which may be adopted and allowed by the subdivision (conditioned that it may provide for funding the same as hereinbelow provided) are one or more of the following:
  - (1) Increase in Multiple Matching Credits theretofore allowed and to be allowed thereafter with such increase to be a multiple of 10% of member deposits, provided that all Multiple Matching Credits theretofore allowed shall be further increased, if necessary, so that all Multiple Matching Credits are provided on the basis of the same percentage of member deposits;
  - (2) Increase in monthly benefit payments attributable to benefits payable from the Current Service Annuity Reserve Fund;
  - (3) Increase in Allocated Prior Service Credits theretofore granted and in effect;
  - (4) Increase in monthly benefit payments attributable to benefits payable from the Subdivision Accumulation Fund;

- (5) Granting the right of deferred service retirement, as hereinbelow defined, to any of its employees who has accumulated twenty (20) or more years of Creditable Service with such subdivision and other participating subdivisions which have adopted twenty-year deferred service eligibility. The term "right of deferred service retirement" as used above means the right to file a written selection with the Retirement Board of an optional allowance and designated nominee (as provided in Subsection 3 of Section 7), and in the event the member thereafter dies before retirement he shall be considered to have retired under the optional benefit selected effective as of the last day of the calendar month next preceding the month in which death occurs. In event any person eligible for deferred service retirement shall die without having a written selection of optional allowance and designated beneficiary on file with said Board, and if the member leaves a lawful spouse surviving, then the surviving spouse of such member may select the optional benefit in the same manner as if the member had made the selection; but if the member leaves no lawful spouse surviving, then at the election of the executor or administrator of the estate of the member, the member shall be considered to have retired under an Option 4A benefit effective at the end of the month preceding the death of the member, or such deceased member shall be considered as having been a member at death, and the estate of the member shall be entitled to receive the accumulated contributions of the member.
- (6) Granting prior service credit for any periods of active service (not in excess of 36 months total), in the armed forces of the United States performed during the time the United States was involved in organized conflict with foreign forces, whether in a formal state of war or police action, to any person who was an employee of such subdivision immediately prior to the beginning of such service in the armed forces, who entered such service without intervening employment and who returned to the employment of the participating subdivision within one hundred eighty (180) days following his discharge from or release from active duty with the armed forces:
- (7) Granting the right of deferred service retirement, as that term is defined in Paragraph (5) above, to

- any of its employees who shall have attained the age of sixty (60) years and has accumulated twelve (12) or more years of creditable service with such subdivision and other participating subdivisions which have adopted twelve-year deferred service eligibility, provided, however, that no participating subdivision shall be eligible to grant the benefits described in this Paragraph (7) unless such subdivision has previously granted or is currently granting the twenty-year deferred service benefits as described in Paragraph (5) above.
- (8) Granting to any of its employees who has accumulated at least twelve (12) years of creditable service with such subdivision and other participating subdivisions which have adopted twelve-year vesting, the right, if he withdraws from service prior to attainment of age sixty (60), to remain a member and to retire at age sixty (60), or at any date subsequent thereto, conditioned that the member is still living at date of retirement and conditioned that he has not withdrawn his accumulated contributions.
- (9) Granting to any person who is or was a member of the military service during the time the United States was or is involved in organized conflict with foreign forces, whether in a state of war or a police action involving conflict with foreign forces, or for reason of crisis within this country, and within a period of twelve (12) months after the end of the conflict, and who has been or is relieved from active military service under conditions other than dishonorable, and who at any time thereafter becomes a member of the Texas County and District Retirement System, either as an elective or appointive officer or an employee, the right to apply for and receive credit for retirement service under this Act, upon the following conditions having been met: (A) If such elective official or appointive official or employee has been employed by a participating subdivision or subdivisions for ten (10) years and has ten (10) years' retirement credit as an employee, he shall be allowed Current Service Credit and Multiple Matching Credit for each month of his active military service, but not to exceed three (3) years. (B) If such elective official or appointive official or employee has been employed by a participating subdivision or subdivisions for fifteen (15) years, and has fifteen (15) years' retirement credit as an employee, he shall be allowed Current Service Credit and Multiple

Matching Credit for each month of his active military service, but not to exceed five (5) years. (C) Notwithstanding any other provisions herein no person otherwise eligible for credit for military service herein shall be eligible to receive such credit if such person shall be receiving or hereafter receives any military retirement provided by any federal law or regulation or federal retirement act, for at least twenty (20) years' active duty. No person shall be granted credit for any such service that is simultaneously credited by the Texas County and District Retirement System or by any other retirement system or program established under or governed by the laws of this State. All applications for credit for military service under this Act must be made within one year after the effective date of granting by the subdivision of such credit for military service, or within one year of the date the person making such application first is eligible for said credit, whichever is later. Any person applying for credit authorized by this provision shall pay to the Texas County and District Retirement System a sum equal to the number of months in actual service for which credit or additional credit is sought times his average per month deposit, not to exceed Fifteen Dollars (\$15) per month, made with the retirement system during the first twelve (12) months as an employee after becoming a member of the retirement system. Such contributions made for military retirement credit shall be deposited in the member's individual account in the Employees Saving Fund. Benefit contributions shall be made by the subdivision in an amount equal to the amount deposited by the member, and shall be deposited to its account in the Subdivision Accumulation Fund. The Board of Trustees of the Texas County and District Retirement System shall determine and by order define the period or periods which shall be recognized as organized conflict or crisis within the contemplation of this Act; and thereupon shall allow credit for every full month of such period or periods.

- (e) No increase in monthly benefit payments attributable to benefits payable from the Current Service Annuity Reserve Fund or from the Subdivision Accumulation Fund, Allocated Prior Service Credits, Current Service Credits, or Multiple Matching Credits theretofore allowed shall be permitted which would produce greater benefits for such completed service than would be provided for Current Service Credits and Multiple Matching Credits allowable for comparable current and future service.

- (f) No such proposed increase in benefits or credits, or proposed extension of coverage shall be permitted if the result thereof (on the basis of calculations made by the actuary and approved by the Board) would impair the ability of the subdivision to fund within twenty-five (25) years from date of the December 31 valuation referred to in 11(b) above all obligations that are charges against its account in the Subdivision Accumulation Fund.
- (g) No such increase in benefits or credits or proposed extension of coverage shall be permitted unless it is determined and certified by the actuary that the particular December 31 valuation date referred to in 11(b) above, all obligations of the subdivision then existing before any such increase, would be amortized on or before the 20th anniversary of said particular December 31 valuation date.
- (h) No such increase in benefits or credits, or proposed extension of coverage shall be effective unless and until the proposal is approved by the Board as conforming to all of the requirements above.

### Exhibit 3

#### Deferred Service Retirement

The right of deferred service retirement is the right of a beneficiary to receive additional death benefit protection, payable in the form of a monthly annuity, if an employee dies before retirement. An employee who does not have this right has a more limited death benefit protection in that the beneficiary has a right only to a refund of the employee's accumulated TCDRS deposits.

Under all the proposed plans shown in Exhibit 1, each employee who (a) has 12 or more years of service and is age 60 or older, or (b) has 20 or more years of service, regardless of age, will have the right to apply for deferred service retirement.

How does deferred service retirement work? Let's assume John Doe, who is an employee age 60, with credit for 12 years of service with TCDRS, a prior service certificate for \$8,259.21 and accumulated deposits of \$1,214.94, dies before retiring.

Under a plan that does not have a 12 years and age 60 deferred service retirement, his designated beneficiary would be entitled to receive only his accumulated deposits of \$1,214.94. If his county or district elects (or has already elected) the deferred service retirement plan described above, the member's designated beneficiary shall be entitled to receive a monthly annuity instead of his accumulated deposits.

If he is survived by his wife, Mary Doe, who is also age 60, and he has designated her to receive a lifetime income by selecting Option 1 on his deferred service retirement application, then she will be entitled to receive at least \$55.00 per month for as long as she lives. Assuming that she lives 21 years (her approximate life expectancy), she will receive total payments of at least \$13,860.00 ( $\$55.00 \times 12 \times 21$ ).

Let's take a second example. Assume Ralph Smith, who is an employee age 57, has credit for 20 years of service with TCDRS, a prior service certificate for \$13,765.35 and accumulated deposits of \$2,024.90. Further assume that he dies.

Under a plan without the 20 year deferred service retirement, his designated beneficiary would be entitled to receive his accumulated deposits of \$2,024.90. However, if his county or district elects (or has already elected) the deferred service retirement plan described above, then the member's designated beneficiary shall be entitled to receive a monthly annuity instead of his accumulated deposits.

If he is survived by his wife, Margaret Smith, who is also age 57, and he has designated her to receive a lifetime income by selecting Option 1, then she will be entitled to receive at least \$87.00 per month for as long as she lives. Assuming that she lives 23 years (her approximate life expectancy), she will receive total payments of at least \$24,012.00 ( $\$87.00 \times 12 \times 23$ ).



#### Exhibit 4

#### Vesting

The right of vesting is the right of an employee to receive a TCDRS retirement benefit when he reaches retirement age (60 or higher) if he/she terminates employment with the county or district before reaching retirement age. An employee with a right to vesting forfeits that right if he elects to receive a refund of accumulated deposits upon termination of employment.

How does vesting work? Assume Ralph Jones, who is an employee age 45 in 1980, has credit for 12 years of service with TCDRS, a prior service credit of \$9,911.05, and accumulated deposits of \$1,457.93. Further assume he terminates employment with the county or district.

If his county or district elects (or has already elected) the 12-year vesting plan and Mr. Jones does not withdraw his accumulated deposits, then he will be entitled to make application for retirement upon attaining age 60 in 1995 and, based on the above assumed figures, can begin receiving a TCDRS Standard Benefit estimated to be at least \$165.00 per month, or the actuarial equivalent thereof in the form of another optional retirement allowance.



## TEXAS COUNTY AND DISTRICT RETIREMENT SYSTEM

Phone 512/476-6631, 802 Perry-Brooks Building, Austin, Texas 78701

November 3, 1980

### STAFF

J. ROBERT BROWN  
DIRECTOR  
AUSTIN

TERRY HORTON  
COMPTROLLER  
AUSTIN

GAYNOR KENDALL  
LEGAL COUNSEL  
AUSTIN

ROBERT M. MAY  
ACTUARY  
AUSTIN

RONALD C. SCHULTE  
INVESTMENT COUNSEL  
AUSTIN

### BOARD OF TRUSTEES

CHAIRMAN  
ROY ORR  
COMMISSIONER  
DALLAS

VICE CHAIRMAN  
PAUL HOPKINS  
COMMISSIONER  
GALVESTON

J. C. DUVALL  
JUDGE, CRIMINAL COURT  
FORT WORTH

NORMENT FOLEY  
COMMISSIONER  
UVALDE

RAMIRO M. GUERRA  
COUNTY JUDGE  
EDINBURG

BILL D. HICKS  
COMMISSIONER  
ODESSA

WILBURN C. RUST  
COUNTY AUDITOR  
AUSTIN

CARL S. SMITH  
TAX ASSESSOR-COLLECTOR  
HOUSTON

CLINTON W. UHR  
COUNTY TREASURER  
SAN ANTONIO

MEMO TO: Corresponding Officials and County Judges of TCDRS Subdivisions Eligible to Increase Benefits

FROM: J. Robert Brown, Director

RE: Results of 1980 Special Actuarial Studies

The Texas County and District Retirement System Act provides that certain counties and districts will be entitled to add certain types of benefits and/or increase other types of benefits effective January 1, 1981 without increasing the required monthly deposits being made by the employees and contributions being made by the county or district. Counties and districts eligible are those that:

1. Have completed three or more years of participation as of December 31, 1979 since the later of either the original participation date or the effective date of the last increase in benefits, and
2. Have an amortization period as of December 31, 1979 for the obligations then existing before any increase in benefits that is not greater than 20 years.

According to calculations of the Actuary, your county or district meets the favorable actuarial experience requirements, and special actuarial studies have been made to indicate the benefit changes you may select. A summary of the results of the special actuarial studies is shown in Exhibit 1.

Also enclosed are four other exhibits to describe some of the benefits that may have been considered in your special actuarial studies: (a) Subsection 11, Section VI of the TCDRS Act, as amended in 1979, is attached as Exhibit 2 for your reference; (b) Section VI(11) (d) (5) and Section VI(11) (d) (7) define the right of deferred service retirement and examples of the effect of this right are shown in Exhibit 3; (c) Vesting is

Results of 1980 Special Actuarial Studies  
Page two

described in Section VI(11) (d) (8), and examples age given in Exhibit 4; and (d) Credit in TCDRS for military service is defined in Section VI(11) (d) (9) and Exhibit 5 provides a summary of this benefit and some illustrative examples.

Items 1 through 6 of Exhibit 1 describe your TCDRS benefit status under your present plan and proposed alternate plan(s). Items 7 and 8 measure the changes in retirement benefits that would result from the adoption of one of the alternate plans shown.

One, two or three plans may be shown in Exhibit 1. Two plans are shown in situations where it is possible to develop both a plan (Plan 1) which gives first priority to improvement in prior service benefits and a plan (Plan 2) which gives first priority to improvement in all current service benefits. If this results in wide variations in the improvements in prior service and current service benefits between Plan 1 and Plan 2, an alternate plan (Plan 3) has been developed as a compromise between the two. In some situations, only one plan (Plan 1) is shown because it was not possible to develop a second plan which improved all current service benefits (Item 2 of Exhibit 1) to a level greater than that shown in Plan 1.

At retirement each member's total monthly benefit is determined as the sum of his annuity for prior service and his annuity for current service. For those members who have already retired or who will be retiring in the next few years, selection of Plan 1, which gives the greatest percentage increase in prior service annuities, will result in the greatest increase in total monthly benefit. On the other hand, younger members who are many years away from retirement would receive the greatest increase in their total monthly benefit if you select Plan 2, since it gives the greatest percentage increase in current service benefits.

Please observe any comments that may appear on the lower portion of your Exhibit 1.

After your Commissioners' Court has decided on the plan desired, an Order must be passed designating the increased benefits selected. We, therefore, are enclosing a model Order to be used as a guideline in the preparation of your Order. If some parts of this model Order are

Results of 1980 Sepcial Actuarial Studies  
Page three

not applicable to your subdivision, such items should be omitted in the preparation of your Order. We will need to receive your completed Order no later than January 1, 1981.

Please do not hesitate to call or write to us if you need any additional assistance in this regard.

JRB/dg  
Enclosures