

SECTION 13 RETIREMENT

A. Texas County & District Retirement System (www.tcdrs.org) (800-823-7782)

All regular full-time employees and regular part-time employees shall become members of the Texas County and District Retirement System upon their date of employment. Seven percent of the gross earnings (including sick pay, vacation pay, as well as worker's compensation payments where the injured employee continues to receive partial payment from the County and elects to have retirement deducted) for each employee must be deducted each bi-weekly pay period and deposited in the employee's retirement account. This deduction is mandatory. The 7% is matched in an equal or greater amount by the County. An employee's contribution earns interest after the first year and thereafter while on deposit.

Upon completion of the years of service required by Statute, employees will have a vested interest in the retirement system and upon retirement become eligible for benefits based on the contributions made by the employee and the County.

There is also a "Service" and "Non-Service" related Disability Retirement available. For specific criteria, contact the Human Resources Department.

Elected Officials/Department Heads/Supervisors are prohibited from directly or indirectly making re-employment agreements with employees. There should be no expectation, understanding, or agreement that the employee will be re-hired after retirement.

B. Social Security

All employees are covered by the Federal Social Security Act. A required percentage of an employee's salary is deducted to pay the employee's portion of this protection, and the County matches the deduction dollar for dollar. This plan was designed for an employee's future security and that of their dependents by providing retirement, disability, death survivor and Medicare benefits.