



Williamson Central Appraisal District
Texas County & District Retirement System
GASB 68 Report

For Measurement Date: December 31, 2023

Based on Actuarial Valuation Date: December 31, 2023

For Fiscal Year Ending: December 31, 2024

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Certification

Actuarial computations presented in this report under Statement No. 68 of the Governmental Accounting Standards Board are for purposes of assisting the plan sponsor in fulfilling their financial accounting requirements. No attempt is being made to offer any accounting opinion or advice. This report is for fiscal years ending between January 31, 2024 and December 31, 2024. The measurement date for determining plan assets and obligations is December 31, 2023. The calculations enclosed in this report have been made on a basis consistent with our understanding of the plan provisions. Determinations for purposes other than meeting financial reporting requirements may be significantly different than the results contained in this report. Accordingly, additional determinations may be needed for other purposes, such as judging benefit security or meeting employer funding requirements.

In preparing this report, we relied, without audit, on information as of December 31, 2023 furnished by the Texas County & District Retirement System (TCDRS). This information includes, but is not limited to, statutory provisions (as of January 1, 2024), member census data, and financial information.

We performed a limited review of the census and financial information used directly in our analysis and have found them to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete, our results may be different, and our calculations may need to be revised.

This report is only an estimate of the plan's financial condition as of a single date. It can neither predict the plan's future condition nor guarantee future financial soundness. While the valuation is based on an array of individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. No one set of assumptions is uniquely correct. Determining results using alternative assumptions is outside the scope of our engagement.

All costs, liabilities, rates of interest, and other factors for the plan have been determined on the basis of actuarial assumptions and methods which are individually reasonable (taking into account the experience of the plan and reasonable expectations); and which in combination, offer a reasonable estimate of anticipated experience affecting the plan and are expected to have no significant bias. The TCDRS Board adopted the actuarial methods and assumptions used in the financial reporting valuation. We believe they are reasonable for these purposes.

These estimates were developed using models employing standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice. Reliance on other experts is reflected in Milliman's capital market assumptions, and in Milliman's expected return model maintained by Milliman investment consultants.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the actuarial assignment, we did not perform an analysis of the potential range of such future measurements.

Milliman's work was prepared solely for TCDRS in TCDRS' capacity as plan administrator of the system. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's

work may not be provided to third parties without Milliman's prior written consent; provided, however, we understand that in performing its duties as plan administrator, TCDRS intends to distribute the report to its participating employers and to the independent auditors of its participating employers. In addition, TCDRS may be required to release a copy of the report, if a valid request is filed pursuant to the Texas Public Information Act.

Milliman does not have a legal contract with parties other than TCDRS. The distribution of Milliman's report by TCDRS to participating employers and their auditors does not create or imply any legal duty between Milliman and the participating employers or their auditors. Milliman does not intend to benefit or create a legal duty to any recipient of its work product other than TCDRS. Milliman does not authorize the inclusion of Milliman's name or reports in any offering, memorandum, prospectus, securities filing, or solicitation of investment. Any third-party recipient should engage qualified professionals for advice appropriate to its own specific needs.

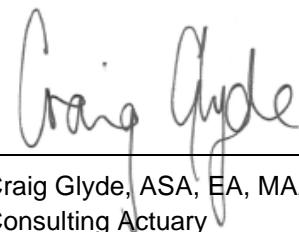
The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The signing actuaries are independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and has been prepared in accordance with generally recognized accepted actuarial principles and practices. Specifically, our calculation of the Net Pension Liability (including the assumptions used) was performed in compliance with the relevant Actuarial Standards of Practice. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.



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Overview of GASB 67 and GASB 68

GASB 67 applies to financial reporting for the Texas County & District Retirement System (TCDRS) and does not impact participating employers.

GASB 68 governs the specifics of reporting public pension plan obligations for employers.

An employer's GASB 68 valuation is used for financial disclosure and differs from the Summary Valuation Report which provides calculations related to the funding of the plan, including the required contribution rate. Note that although there are significant similarities between these two valuations, the numbers will differ due to the actuarial assumptions and methods applicable to each valuation.

The following GASB Statements provide additional information for, amend, or clarify GASB 67 and 68 and are reflected in this report:

- 1) GASB 73 provides information about accounting and reporting for pensions and related assets that are not within the scope of GASB 68, and amendments to certain provisions of GASB 67 and 68.
- 2) GASB 82 addresses certain issues with respect to GASB 67, GASB 68 and GASB 73.

Three key ways that GASB 68 affects employer financial statements are:

- 1) GASB 68 requires a liability for pension obligations, known as the Net Pension Liability, to be recognized on the balance sheets of participating employers.
- 2) Changes in the Net Pension Liability from year-to-year will be recognized as Pension Expense on the income statement or reported as deferred inflows/outflows of resources, depending on the type of change.
- 3) Deferred inflows/outflows of resources will need to be reported. These are amounts that are not entirely recognized when they occur. They are recognized over a period of time.

Under Statements 67 and 68, plan sponsors are encouraged to establish a formal funding policy that is separate from financial reporting calculations. A copy of the TCDRS funding policy is shown in Appendix E of this report.

Please refer to the Glossary shown in Appendix F of this report for more information on the relevant accounting terminology.

Net Pension Liability / (Asset)

Net Pension Liability / (Asset)	December 31, 2022	December 31, 2023
Total pension liability	\$35,188,706	\$37,574,507
Fiduciary net position	31,915,295	35,413,741
Net pension liability / (asset)	3,273,411	2,160,766
Fiduciary net position as a % of total pension liability	90.70%	94.25%
Pensionable covered payroll ⁽¹⁾	\$5,213,775	\$6,083,494
Net pension liability / (asset) as a % of covered payroll	62.78%	35.52%

The total pension liability was determined by an actuarial valuation as of the valuation date, calculated based on the discount rate and actuarial assumptions below.

Note: Rounding differences may exist above or in other tables in this report.

⁽¹⁾ Payroll is calculated based on contributions as reported to TCDRS.

Discount Rate

Discount rate ⁽²⁾	7.60%	7.60%
Long-term expected rate of return, net of investment expense ⁽²⁾	7.60%	7.60%
Municipal bond rate ⁽³⁾	Does not apply	Does not apply

⁽²⁾ This rate reflects the long-term rate of return funding valuation assumption of 7.50%, plus 0.10% adjustment to be gross of administrative expenses as required by GASB 68.

⁽³⁾ The plan's fiduciary net position is projected to be available to make all projected future benefit payments of current active, inactive, and retired members. Therefore, the discount rate for calculating the total pension liability is equal to the long-term expected rate of return, and the municipal bond rate does not apply. See page 6 of this report for further details.

Other Key Actuarial Assumptions

The demographic assumptions were developed from an actuarial experience investigation of TCDRS over the years 2017-2020. They were recommended by Milliman and adopted by the TCDRS Board of Trustees in December of 2021. All economic assumptions were recommended by Milliman and adopted by the TCDRS Board of Trustees in March of 2021. These assumptions, except where required to be different by GASB 68, are used to determine the total pension liability as of December 31, 2023. The assumptions are reviewed annually for continued compliance with the relevant actuarial standards of practice.

See Appendix B of this report (Actuarial Methods and Assumptions Used for GASB Calculations) for a listing of key assumptions used in the calculation of the total pension liability and other GASB 68 metrics.

See Appendix C (Actuarial Methods and Assumptions Used for Funding Valuation) of this report for a full description of the actuarial assumptions used in the funding valuation.

	Beginning Date	Ending Date
Valuation date	December 31, 2022	December 31, 2023
Measurement date	December 31, 2022	December 31, 2023
Employer's fiscal year	January 1, 2024	December 31, 2024

Long-Term Expected Rate of Return

The long-term expected rate of return on TCDRS assets is determined by adding expected inflation to expected long-term real returns, and reflecting expected volatility and correlation. The capital market assumptions and information shown below are provided by TCDRS' investment consultant, Cliffwater LLC. The numbers shown are based on January 2024 information for a 10-year time horizon.

Note that the valuation assumption for the long-term expected return is re-assessed in detail at a minimum of every four years, and is set based on a long-term time horizon. The TCDRS Board of Trustees adopted the current assumption at their March 2021 meeting. The assumption for the long-term expected return is reviewed annually for continued compliance with the relevant actuarial standards of practice. Milliman relies on the expertise of Cliffwater in this assessment.

Asset Class	Benchmark	Target Allocation ⁽¹⁾	Geometric Real Rate of Return ⁽²⁾
U.S. Equities	Dow Jones U.S. Total Stock Market Index	11.50%	4.75%
Global Equities	MSCI World (net) Index	2.50%	4.75%
Int'l Equities - Developed Markets	MSCI World Ex USA (net) Index	5.00%	4.75%
Int'l Equities - Emerging Markets	MSCI Emerging Markets (net) Index	6.00%	4.75%
Investment-Grade Bonds	Bloomberg U.S. Aggregate Bond Index	3.00%	2.35%
Strategic Credit	FTSE High-Yield Cash-Pay Index	9.00%	3.65%
Direct Lending	Morningstar LSTA US Leveraged Loan TR USD Index	16.00%	7.25%
Distressed Debt	Cambridge Associates Distressed Securities Index ⁽³⁾	4.00%	6.90%
REIT Equities	67% FTSE NAREIT All Equity REITs Index + 33% S&P Global REIT (net) Index	2.00%	4.10%
Master Limited Partnerships	Alerian MLP Index	2.00%	5.20%
Private Real Estate Partnerships	Cambridge Associates Real Estate Index ⁽⁴⁾	6.00%	5.70%
Private Equity	Cambridge Associates Global Private Equity & Venture Capital Index ⁽⁵⁾	25.00%	7.75%
Hedge Funds	Hedge Fund Research, Inc. (HFRI) Fund of Funds Composite Index	6.00%	3.25%
Cash Equivalents	90-Day U. S. Treasury	2.00%	0.60%

⁽¹⁾ Target asset allocation adopted at the March 2024 TCDRS Board meeting.

⁽²⁾ Geometric real rates of return equal the expected return for the asset class minus the assumed inflation rate of 2.2%, per Cliffwater's 2024 capital market assumptions.

⁽³⁾ Includes vintage years 2005-present of Quarter Pooled Horizon IRRs.

⁽⁴⁾ Includes vintage years 2007-present of Quarter Pooled Horizon IRRs.

⁽⁵⁾ Includes vintage years 2006-present of Quarter Pooled Horizon IRRs.

Depletion of Plan Assets / GASB Discount Rate

The discount rate is the single rate of return that, when applied to all projected benefit payments results in an actuarial present value of projected benefit payments equal to the total of the following:

1. The actuarial present value of benefit payments projected to be made in future periods in which (a) the amount of the pension plan's fiduciary net position is projected to be greater than the benefit payments that are projected to be made in that period and (b) pension plan assets up to that point are expected to be invested using a strategy to achieve the long-term rate of return, calculated using the long-term expected rate of return on pension plan investments.
2. The actuarial present value of projected benefit payments not included in (1), calculated using the municipal bond rate.

Therefore, if plan investments in a given future year are greater than projected benefit payments in that year and are invested such that they are expected to earn the long-term rate of return, the discount rate applied to projected benefit payments in that year should be the long-term expected rate of return on plan investments. If future years exist where this is not the case, then an index rate reflecting the yield on a 20-year, tax-exempt municipal bond should be used to discount the projected benefit payments for those years.

The determination of a future date when plan investments are not sufficient to pay projected benefit payments is often referred to as a depletion date projection. A depletion date projection compares projections of the pension plan's fiduciary net position to projected benefit payments and aims to determine a future date, if one exists, when the fiduciary net position is projected to be less than projected benefit payments.

The funding requirements under the employer's funding policy and the legal requirements under the TCDRS Act are such that a depletion is not projected to occur. To illustrate this, we have shown the projection of the Fiduciary Net Position in the following exhibit ("Projection of Fiduciary Net Position").

Since the fiduciary net position is projected to be sufficient to pay projected benefit payments in all future years, the discount rate for purposes of calculating the total pension liability and net pension liability of the employer is equal to the long-term assumed rate of return on investments. For GASB 68 this long-term assumed rate of return is net of investment expenses, but gross of administrative expenses. Therefore, we have used a discount rate of 7.60% which reflects the long-term assumed rate of return on assets for funding purposes of 7.50%, net of all expenses, increased by 0.10% to be gross of administrative expenses.

Projection of Fiduciary Net Position (see notes at end of schedule)*

Calendar Year Ending	Projected Beginning Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expenses** (d)	Projected Investment Earnings (e)	Projected Ending Fiduciary Net Position (a)+(b)-(c)-(d)+(e)
2024	\$35,413,741	\$1,620,107	\$1,716,373	\$35,414	\$2,686,532	\$37,968,592
2025	37,968,592	1,587,144	1,832,679	37,969	2,875,037	40,560,125
2026	40,560,125	1,561,800	1,970,863	40,560	3,065,797	43,176,299
2027	43,176,299	1,539,274	2,123,958	43,176	3,257,977	45,806,415
2028	45,806,415	1,518,780	2,289,332	45,806	3,450,834	48,440,890
2029	48,440,890	1,502,707	2,466,575	48,441	3,643,744	51,072,326
2030	51,072,326	1,484,966	2,662,393	51,072	3,835,669	53,679,495
2031	53,679,495	1,472,649	2,853,037	53,679	4,026,145	56,271,572
2032	56,271,572	1,460,685	3,075,776	56,272	4,214,291	58,814,501
2033	58,814,501	1,449,099	3,291,135	58,815	4,398,992	61,312,644
2034	61,312,644	1,440,833	3,425,670	61,313	4,583,431	63,849,925
2035	63,849,925	1,433,053	3,620,034	63,850	4,768,629	66,367,723
2036	66,367,723	1,424,931	3,813,345	66,368	4,952,373	68,865,315
2037	68,865,315	1,417,941	3,990,922	68,865	5,135,212	71,358,680
2038	71,358,680	1,413,892	4,163,141	71,359	5,318,039	73,856,112
2039	73,856,112	1,409,088	4,350,260	73,856	5,500,591	76,341,675
2040	76,341,675	1,404,043	4,552,830	76,342	5,681,656	78,798,202
2041	78,798,202	1,401,647	4,744,463	78,798	5,861,023	81,237,611
2042	81,237,611	1,398,479	4,912,034	81,238	6,039,958	83,682,776
2043	83,682,776	1,397,559	5,039,928	83,683	6,220,894	86,177,618
2044	86,177,618	1,397,813	5,198,260	86,178	6,404,512	88,695,506
2045	88,695,506	1,396,467	5,333,527	88,696	6,590,681	91,260,432
2046	91,260,432	1,397,726	5,453,094	91,260	6,781,106	93,894,910
2047	93,894,910	1,399,803	5,596,025	93,895	6,975,974	96,580,767
2048	96,580,767	1,403,057	5,736,077	96,581	7,174,896	99,326,062
2049	99,326,062	1,407,266	5,823,785	99,326	7,380,321	102,190,537
2050	102,190,537	1,416,392	5,928,339	102,191	7,594,354	105,170,753
2051	105,170,753	1,429,008	5,950,035	105,171	7,820,401	108,364,955
2052	108,364,955	1,444,484	6,030,589	108,365	8,060,613	111,731,098
2053	111,731,098	1,461,988	6,099,932	111,731	8,314,381	115,295,803

Projection of Fiduciary Net Position (see notes at end of schedule)*

Calendar Year Ending	Projected Beginning Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expenses** (d)	Projected Investment Earnings (e)	Projected Ending Fiduciary Net Position (a)+(b)-(c)-(d)+(e)
2054	\$115,295,803	\$1,481,791	\$6,103,386	\$115,296	\$8,585,775	\$119,144,687
2055	119,144,687	1,505,429	6,097,335	119,145	8,879,254	123,312,891
2056	123,312,891	1,532,225	6,075,711	123,313	9,197,688	127,843,780
2057	127,843,780	1,563,246	6,067,953	127,844	9,543,314	132,754,543
2058	132,754,543	1,596,773	5,949,639	132,755	9,922,013	138,190,934
2059	138,190,934	1,632,386	5,845,039	138,191	10,340,206	144,180,296
2060	144,180,296	1,672,001	5,723,837	144,180	10,801,174	150,785,454
2061	150,785,454	1,714,196	5,566,961	150,785	11,310,345	158,092,249
2062	158,092,249	1,758,377	5,401,634	158,092	11,873,205	166,164,104
2063	166,164,104	1,804,963	5,226,777	166,164	12,494,625	175,070,751
2064	175,070,751	1,855,084	5,043,114	175,071	13,179,919	184,887,569
2065	184,887,569	1,907,257	4,845,304	184,888	13,934,957	195,699,591
2066	195,699,591	1,962,232	4,635,826	195,700	14,766,132	207,596,430
2067	207,596,430	2,018,885	4,433,111	207,596	15,679,524	220,654,131
2068	220,654,131	2,077,707	4,228,566	220,654	16,681,247	234,963,865
2069	234,963,865	2,139,165	4,017,577	234,964	17,778,416	250,628,905
2070	250,628,905	2,202,500	3,812,561	250,629	18,978,385	267,746,600
2071	267,746,600	2,267,877	3,610,174	267,747	20,288,680	286,425,237
2072	286,425,237	2,335,277	3,412,548	286,425	21,717,446	306,778,988
2073	306,778,988	2,405,241	3,210,989	306,779	23,273,701	328,940,161
2074	328,940,161	2,477,249	3,014,643	328,940	24,967,134	353,040,961
2075	353,040,961	2,551,422	2,822,580	353,041	26,807,828	379,224,590
2076	379,224,590	2,627,965	2,631,981	379,225	28,806,772	407,648,121
2077	407,648,121	2,706,803	2,445,871	407,648	30,975,784	438,477,190
2078	438,477,190	2,788,008	2,263,609	438,477	33,327,472	471,890,583
2079	471,890,583	2,871,648	2,084,989	471,891	35,875,426	508,080,777
2080	508,080,777	2,957,797	1,910,252	508,081	38,634,263	547,254,505
2081	547,254,505	3,046,531	1,739,671	547,255	41,619,679	589,633,790
2082	589,633,790	3,137,927	1,573,663	589,634	44,848,526	635,456,946
2083	635,456,946	3,232,065	1,412,954	635,457	48,338,883	684,979,483

Projection of Fiduciary Net Position (see notes at end of schedule)*

Calendar Year Ending	Projected Beginning Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expenses** (d)	Projected Investment Earnings (e)	Projected Ending Fiduciary Net Position (a)+(b)-(c)-(d)+(e)
2084	\$684,979,483	\$3,329,027	\$1,258,595	\$684,979	\$52,110,124	\$738,475,060
2085	738,475,060	3,428,898	1,111,438	738,475	56,183,007	796,237,051
2086	796,237,051	3,531,765	972,305	796,237	60,579,792	858,580,066
2087	858,580,066	3,637,718	841,953	858,580	65,324,350	925,841,600
2088	925,841,600	3,746,849	721,099	925,842	70,442,297	998,383,806
2089	998,383,806	3,859,255	610,433	998,384	75,961,120	1,076,595,364
2090	1,076,595,364	3,975,032	510,292	1,076,595	81,910,335	1,160,893,844
2091	1,160,893,844	4,094,283	420,867	1,160,894	88,321,660	1,251,728,026
2092	1,251,728,026	4,217,112	342,122	1,251,728	95,229,189	1,349,580,476
2093	1,349,580,476	4,343,625	273,934	1,349,580	102,669,588	1,454,970,174
2094	1,454,970,174	4,473,934	215,919	1,454,970	110,682,299	1,568,455,518
2095	1,568,455,518	4,608,152	167,333	1,568,456	119,309,771	1,690,637,652
2096	1,690,637,652	4,746,396	127,409	1,690,638	128,597,701	1,822,163,702
2097	1,822,163,702	4,888,788	95,260	1,822,164	138,595,286	1,963,730,353
2098	1,963,730,353	5,035,452	69,877	1,963,730	149,355,488	2,116,087,685
2099	2,116,087,685	5,186,515	50,259	2,116,088	160,935,329	2,280,043,183
2100	2,280,043,183	5,342,111	35,432	2,280,043	173,396,188	2,456,466,007
2101	2,456,466,007	5,502,374	24,486	2,456,466	186,804,128	2,646,291,557
2102	2,646,291,557	5,667,445	16,599	2,646,292	201,230,241	2,850,526,353
2103	2,850,526,353	5,837,469	11,054	2,850,526	216,751,016	3,070,253,257

* Projection values include no assumed future cost-of-living adjustments. Fiduciary Net Position is projected to be positive for all future years.

** Administrative expenses are assumed to be 0.10% of Fiduciary Net Position.

Changes in Net Pension Liability / (Asset)

Changes in Net Pension Liability / (Asset)	Total Pension Liability (a)	Fiduciary Net Position (b)	Net Pension Liability / (Asset) (a) – (b)
Balances as of December 31, 2022	\$35,188,706	\$31,915,295	\$3,273,411
Changes for the year:			
Service cost	913,871		913,871
Interest on total pension liability ⁽¹⁾	2,684,672		2,684,672
Effect of plan changes ⁽²⁾	0		0
Effect of economic/demographic gains or losses	372,162		372,162
Effect of assumptions changes or inputs	0		0
Refund of contributions	(43,139)	(43,139)	0
Benefit payments	(1,541,766)	(1,541,766)	0
Administrative expenses		(18,492)	18,492
Member contributions		425,845	(425,845)
Net investment income		3,507,493	(3,507,493)
Employer contributions		1,155,863	(1,155,863)
Other ⁽³⁾	0	12,641	(12,641)
Balances as of December 31, 2023	<hr/> \$37,574,507	<hr/> \$35,413,741	<hr/> \$2,160,766

⁽¹⁾ Reflects the change in the liability due to the time value of money. TCDRS does not charge fees or interest.

⁽²⁾ No plan changes valued.

⁽³⁾ Relates to allocation of system-wide items.

Sensitivity Analysis

The following presents the net pension liability of the employer, calculated using the discount rate of 7.60%, as well as what the Williamson Central Appraisal District net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (6.60%) or 1 percentage point higher (8.60%) than the current rate.

1% Decrease	Current Discount Rate	1% Increase
6.60%	7.60%	8.60%
Total pension liability	\$42,543,057	\$37,574,507
Fiduciary net position	35,413,741	35,413,741
Net pension liability / (asset)	<hr/> \$7,129,316	<hr/> \$2,160,766
		(\$2,029,641)

Pension Expense / (Income)

Pension Expense / (Income)	<u>January 1, 2023 to December 31, 2023</u>
Service cost	\$913,871
Interest on total pension liability ⁽¹⁾	2,684,672
Effect of plan changes	0
Administrative expenses	18,492
Member contributions	(425,845)
Expected investment return net of investment expenses	(2,425,225)
Recognition of deferred inflows/outflows of resources	
Recognition of economic/demographic gains or losses	212,414
Recognition of assumption changes or inputs	369,005
Recognition of investment gains or losses	(588,541)
Other ⁽²⁾	(12,641)
Pension expense / (income)	<hr/> \$746,202

⁽¹⁾ Reflects the change in the liability due to the time value of money. TCDRS does not charge fees or interest.

⁽²⁾ Relates to allocation of system-wide items.

As of December 31, 2023, the deferred inflows and outflows of resources are as follows:

Deferred Inflows / Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources
Differences between expected and actual experience	\$0	\$467,125
Changes of assumptions	0	369,008
Net difference between projected and actual earnings	0	149,765
Contributions made subsequent to measurement date ⁽³⁾	N/A	Employer determined

Amounts currently reported as deferred outflows of resources and deferred inflows of resources related to pensions, excluding contributions made subsequent to the measurement date, will be recognized in pension expense as follows:

Year ended December 31:	
2024	\$334,943
2025	(6,331)
2026	799,304
2027	(142,018)
2028	0
Thereafter ⁽⁴⁾	0

⁽³⁾ Any eligible employer contributions made subsequent to the measurement date through the employer's fiscal year end should be reflected as outlined in Appendix D of this report.

⁽⁴⁾ Total remaining balance to be recognized in future years, if any. Note that additional future deferred inflows and outflows of resources may impact these numbers.

Schedule of Deferred Inflows and Outflows of Resources

Expense / (Income) Calculation				Balances of Deferred Inflows and Outflows as of 12/31/2023	
Original Amount (a)	Date Established (b)	Original Recognition Period ⁽¹⁾ (c)	Amount Recognized for 2023 ⁽¹⁾ (a) ÷ (c)	Inflows	Outflows
<i>Investment (gains) or losses</i>					
\$(1,082,268)	12/31/2023	5.0	\$(216,454)	\$865,814	\$0
4,568,344	12/31/2022	5.0	913,669	0	2,741,006
(4,028,186)	12/31/2021	5.0	(805,637)	1,611,275	0
(570,752)	12/31/2020	5.0	(114,150)	114,152	0
(1,829,845)	12/31/2019	5.0	(365,969)	0	0
<i>Economic/ demographic (gains) or losses</i>					
372,162	12/31/2023	5.0	74,432	0	297,730
138,298	12/31/2022	5.0	27,660	0	82,978
138,336	12/31/2021	4.0	34,584	0	34,584
259,165	12/31/2020	5.0	51,833	0	51,833
119,533	12/31/2019	5.0	23,905	0	0
<i>Assumption changes or inputs</i>					
0	12/31/2023	5.0	0	0	0
0	12/31/2022	5.0	0	0	0
43,921	12/31/2021	4.0	10,980	0	10,981
1,790,127	12/31/2020	5.0	358,025	0	358,027
0	12/31/2019	5.0	0	0	0

Employer contributions made subsequent to measurement date⁽²⁾

—————Employer Determined—————

⁽¹⁾ Investment (gains)/losses are recognized in pension expense over a period of five years; economic/demographic (gains)/losses and assumption changes or inputs are recognized over the rounded average remaining service life for all active, inactive, and retired members. The current year recognition period is calculated as follows:

Status	Count	Remaining Service	Recognition Period
Current Active Members	83	896	N/A
Current Inactive Members	49	0	N/A
Current Retirees and Beneficiaries	53	0	N/A
<i>Total (Recognition Period is Rounded)</i>	185	896	5

⁽²⁾ Any eligible employer contributions made subsequent to the measurement date through the employer's fiscal year end should be reflected as deferred outflows as outlined in Appendix D of this report.

Schedule of Changes in Net Pension Liability and Related Ratios

	Year Ended December 31									
	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Total Pension Liability										
Service cost	\$913,871	\$810,201	\$845,675	\$697,881	\$624,367	\$646,623	\$630,496	\$630,242	\$608,489	\$567,030
Interest on total pension liability	2,684,672	2,532,788	2,382,138	2,235,677	2,099,606	1,977,316	1,831,061	1,681,628	1,571,269	1,452,459
Effect of plan changes	0	0	135,289	0	0	0	0	75,708	(141,921)	0
Effect of assump. changes or inputs	0	0	43,921	1,790,127	0	0	128,738	0	236,165	0
Effect of economic/demographic (gains) or losses	372,162	138,298	138,336	259,165	119,533	13,998	169,993	15,852	(127,823)	87,622
Benefit payments/refunds	(1,584,904)	(1,587,989)	(1,469,473)	(1,307,338)	(1,169,603)	(1,044,679)	(899,746)	(788,378)	(782,324)	(634,259)
Net change in total pension liability	2,385,801	1,893,297	2,075,886	3,675,512	1,673,903	1,593,258	1,860,542	1,615,052	1,363,855	1,472,852
Total pension liability, beginning	<u>35,188,706</u>	<u>33,295,409</u>	<u>31,219,523</u>	<u>27,544,011</u>	<u>25,870,107</u>	<u>24,276,850</u>	<u>22,416,308</u>	<u>20,801,256</u>	<u>19,437,401</u>	<u>17,964,549</u>
Total pension liability, ending (a)	<u>\$37,574,507</u>	<u>\$35,188,706</u>	<u>\$33,295,409</u>	<u>\$31,219,523</u>	<u>\$27,544,011</u>	<u>\$25,870,107</u>	<u>\$24,276,850</u>	<u>\$22,416,308</u>	<u>\$20,801,256</u>	<u>\$19,437,401</u>
Fiduciary Net Position										
Employer contributions	\$1,155,863	\$990,618	\$1,062,504	\$930,642	\$816,553	\$697,702	\$675,586	\$710,915	\$604,153	\$580,824
Member contributions	425,845	364,964	336,078	342,868	304,546	296,534	293,368	275,529	262,349	252,208
Investment income net of inv exp	3,507,493	(1,982,293)	6,158,881	2,633,793	3,605,654	(419,133)	2,854,556	1,331,463	(322,420)	1,128,797
Benefit payments/refunds	(1,584,904)	(1,587,989)	(1,469,473)	(1,307,338)	(1,169,603)	(1,044,679)	(899,746)	(788,378)	(782,324)	(634,259)
Administrative expenses	(18,492)	(18,703)	(18,476)	(20,544)	(19,429)	(17,635)	(14,936)	(14,463)	(13,014)	(13,506)
Other	<u>12,641</u>	<u>(3,047)</u>	<u>5,724</u>	<u>1,526</u>	<u>1,891</u>	<u>(15,257)</u>	<u>787</u>	<u>69,457</u>	<u>50,179</u>	<u>(1,166)</u>
Net change in fiduciary net position	3,498,446	(2,236,449)	6,075,237	2,580,947	3,539,612	(502,468)	2,909,615	1,584,523	(201,078)	1,312,898
Fiduciary net position, beginning	<u>31,915,295</u>	<u>34,151,745</u>	<u>28,076,508</u>	<u>25,495,561</u>	<u>21,955,949</u>	<u>22,458,418</u>	<u>19,548,803</u>	<u>17,964,279</u>	<u>18,165,357</u>	<u>16,852,459</u>
Fiduciary net position, ending (b)	<u>\$35,413,741</u>	<u>\$31,915,295</u>	<u>\$34,151,745</u>	<u>\$28,076,508</u>	<u>\$25,495,561</u>	<u>\$21,955,949</u>	<u>\$22,458,418</u>	<u>\$19,548,803</u>	<u>\$17,964,279</u>	<u>\$18,165,357</u>
NPL / (asset), ending = (a) - (b)	<u>\$2,160,766</u>	<u>\$3,273,411</u>	<u>(\$856,336)</u>	<u>\$3,143,015</u>	<u>\$2,048,449</u>	<u>\$3,914,158</u>	<u>\$1,818,432</u>	<u>\$2,867,506</u>	<u>\$2,836,977</u>	<u>\$1,272,044</u>
Fiduciary net position as a % of total pension liability	94.25%	90.70%	102.57%	89.93%	92.56%	84.87%	92.51%	87.21%	86.36%	93.46%
Pensionable covered payroll	\$6,083,494	\$5,213,775	\$4,801,111	\$4,898,112	\$4,350,654	\$4,236,199	\$4,190,977	\$3,936,133	\$3,747,845	\$3,602,966
NPL/asset) as % of covered payroll	35.52%	62.78%	-17.84%	64.17%	47.08%	92.40%	43.39%	72.85%	75.70%	35.31%

This schedule is presented to illustrate the requirement to show information for 10 years. However, recalculations of prior years are not required, and if prior years are not reported in accordance with the standards of GASB 67/68, they should not be shown here. Therefore, we have shown only years for which the new GASB statements have been implemented.

Schedule of Employer Contributions⁽¹⁾

Year Ending December 31	Actuarially Determined Contribution ⁽¹⁾	Actual Employer Contribution ⁽¹⁾	Contribution Deficiency (Excess)	Pensionable Covered Payroll ⁽²⁾	Actual Contribution as a % of Covered Payroll
2014	\$560,261	\$580,824	\$(20,563)	\$3,602,966	16.1%
2015	566,299	604,153	(37,853)	3,747,845	16.1%
2016	566,016	710,915	(144,899)	3,936,133	18.1%
2017	656,726	675,586	(18,860)	4,190,977	16.1%
2018	682,875	697,702	(14,826)	4,236,199	16.5%
2019	704,371	816,553	(112,182)	4,350,654	18.8%
2020	861,088	930,642	(69,554)	4,898,112	19.0%
2021	804,186	1,062,504	(258,318)	4,801,111	22.1%
2022	943,693	990,618	(46,925)	5,213,775	19.0%
2023	1,091,379	1,155,863	(64,484)	6,083,494	19.0%

⁽¹⁾ TCDRS calculates actuarially determined contributions on a calendar year basis. GASB Statement No. 68 indicates the employer should report employer contribution amounts on a fiscal year basis.

⁽²⁾ Payroll is calculated based on contributions as reported to TCDRS.

Notes to Schedule of Employer Contributions

Valuation Date: Actuarially determined contribution rates are calculated each December 31, two years prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates (Dec. 31, 2021 valuation for 2023 contributions):

Actuarial Cost Method	Entry Age (level percentage of pay)
Amortization Method	Level percentage of payroll, closed
Remaining Amortization Period	11.0 years (based on contribution rate calculated in 12/31/2023 valuation)
Asset Valuation Method	5-year smoothed market
Inflation	2.50%
Salary Increases	Varies by age and service. 4.7% average over career including inflation.
Investment Rate of Return	7.50%, net of administrative and investment expenses, including inflation
Retirement Age	Members who are eligible for service retirement are assumed to commence receiving benefit payments based on age. The average age at service retirement for recent retirees is 61.
Mortality	135% of the Pub-2010 General Retirees Table for males and 120% of the Pub-2010 General Retirees Table for females, both projected with 100% of the MP-2021 Ultimate scale after 2010.
Changes in Assumptions and Methods Reflected in the Schedule of Employer Contributions*	2015: New inflation, mortality and other assumptions were reflected. 2017: New mortality assumptions were reflected. 2019: New inflation, mortality and other assumptions were reflected. 2022: New investment return and inflation assumptions were reflected.
Changes in Plan Provisions Reflected in the Schedule of Employer Contributions*	2015: No changes in plan provisions were reflected in the Schedule. 2016: No changes in plan provisions were reflected in the Schedule. 2017: Employer contributions reflect that a 1% flat COLA was adopted. Also, new Annuity Purchase Rates were reflected for benefits earned after 2017. 2018: No changes in plan provisions were reflected in the Schedule. 2019: No changes in plan provisions were reflected in the Schedule. 2020: No changes in plan provisions were reflected in the Schedule. 2021: No changes in plan provisions were reflected in the Schedule. 2022: Employer contributions reflect that a 1% flat COLA was adopted 2023: No changes in plan provisions were reflected in the Schedule.

**Only changes that affect the benefit amount and that are effective 2015 and later are shown in the Notes to Schedule.*

Appendix A—GASB 68 Plan Description for Williamson Central Appraisal District

A description of the pension plan pursuant to Paragraph 40 of GASB Statement No. 68 is as follows:

- a. Williamson Central Appraisal District participates in the Texas County & District Retirement System (TCDRS), which is a statewide, agent multiple-employer, public employee retirement system.
- b. A brief description of benefit terms:
 - 1) All full- and part-time non-temporary employees participate in the plan, regardless of the number of hours they work in a year. Employees in a temporary position are not eligible for membership.
 - 2) The plan provides retirement, disability and survivor benefits.
 - 3) TCDRS is a savings-based plan. For the district's plan, 7% of each employee's pay is deposited into his or her TCDRS account. By law, employee accounts earn 7% interest on beginning of year balances annually. At retirement, the account is matched at an employer set percentage (current match is 250%) and is then converted to an annuity.
 - 4) There are no automatic COLAs. Each year, the district may elect an ad hoc COLA for its retirees (if any). There are two COLA types, each limited by actual inflation.
 - 5) Benefit terms are established under the TCDRS Act. They may be amended as of Jan. 1 each year, but must remain in conformity with the Act.
- c. Membership information is shown in the chart below.
- d. The district's contribution rate is calculated annually on an actuarial basis, although the employer may elect to contribute at a higher rate. The Williamson Central Appraisal District contribution rate is based on the TCDRS funding policy adopted by the TCDRS Board of Trustees and must conform with the TCDRS Act. The employee contribution rates are set by the district and are currently 7%. Contributions to the pension plan from the district for 2023 are shown in the Schedule of Employer Contributions.
- e. The most recent annual comprehensive financial report for TCDRS can be found at the following link, TCDRS.org/Employer.

Membership Information

Members	Dec. 31, 2022	Dec. 31, 2023
Number of inactive employees entitled to but not yet receiving benefits:	48	49
Number of active employees:	78	83
Average monthly salary*:	\$5,680	\$6,175
Average age*:	43.73	43.50
Average length of service in years*:	10.36	10.05

Inactive Employees (or their Beneficiaries) Receiving Benefits

Number of benefit recipients:	54	53
Average monthly benefit:	\$2,341	\$2,493

**Averages reported for active employees.*

Appendix B—Actuarial Methods and Assumptions Used for GASB Calculations

All actuarial methods and assumptions used for this GASB analysis were the same as those used in the December 31, 2023 funding valuation (see Appendix C, following, for details), except as noted below and throughout this report. Please see the Williamson Central Appraisal District December 31, 2023 Summary Valuation Report for further details.

The following are the key assumptions and methods used in this GASB analysis.

Valuation Timing	Actuarially determined contribution rates are calculated on a calendar year basis as of December 31, two years prior to the end of the fiscal year in which the contributions are reported.
Actuarial Cost Method	Entry Age (level percent of pay) ⁽¹⁾
Amortization Method	
Recognition of economic/demographic gains or losses	Straight-Line amortization over Expected Working Life
Recognition of assumptions changes or inputs	Straight-Line amortization over Expected Working Life
Asset Valuation Method	
Smoothing period	5 years
Recognition method	Non-asymptotic
Corridor	None
Inflation	Same as funding valuation: See Appendix C
Salary Increases	Same as funding valuation: See Appendix C
Investment Rate of Return	7.60% (Gross of administrative expenses)
Cost-of-Living Adjustments	Cost-of-Living Adjustments for Williamson Central Appraisal District are not considered to be substantively automatic under GASB 68. Therefore, no assumption for future cost-of-living adjustments is included in the GASB calculations. No assumption for future cost-of-living adjustments is included in the funding valuation.
Mortality	Same as funding valuation: See Appendix C
Retirement Age	Same as funding valuation: See Appendix C
Turnover	Same as funding valuation: See Appendix C
Adjustment for Plans with the Partial-Lump Sum Payment Option (Liability and Normal Cost)	Same as funding valuation. For employers who have elected this option, a 0.75% increase is applied to the TPL related to the member deposit portion of the estimated monthly benefit for future retirees.

⁽¹⁾ Individual entry age cost method, as required by GASB 68, used for GASB calculations. Note that the replacement life entry age cost method is used for the funding actuarial valuation, which differs from the GASB-required approach in that it assumes that the current benefit provisions always applied.

Appendix C—Actuarial Methods and Assumptions Used for Funding Valuation

Except where indicated in the section of this GASB 68 report entitled “Actuarial Methods and Assumptions Used for GASB Calculations”, the assumptions used in this analysis for the December 31, 2023 financial reporting metrics are the same as those used in the December 31, 2023 actuarial valuation analysis for Williamson Central Appraisal District.

The following is a description of the assumptions used in the December 31, 2023 actuarial valuation analysis for Williamson Central Appraisal District. This information may also be found in the Williamson Central Appraisal District December 31, 2023 Summary Valuation Report.

Economic Assumptions

TCDRS system-wide economic assumptions:

Real rate of return	5.00%
Inflation	2.50%
Long-term investment return	7.50%

The assumed long-term investment return of 7.5% is net after investment and administrative expenses. It is assumed returns will equal the nominal annual rate of 7.5% for calculating the actuarial accrued liability and the normal cost contribution rate for the retirement plan of each participating employer.

The annual salary increase rates assumed for individual members vary by length of service and by entry-age group. The annual rates consist of a general wage inflation component of 3.00% (made up of 2.50% inflation and 0.5% productivity increase assumptions) and a merit, promotion and longevity component that on average approximates 1.7% per year for a career employee. (See Table 1 for Merit Salary Increases.)

Employer-specific economic assumptions:

Growth in membership	0.00%
Payroll growth for funding calculations	2.00%

The payroll growth assumption is for the aggregate covered payroll of an employer.

Table 1
Merit Salary Increases*

Years of Service	Entry Age			
	Before 30	Ages 30-39	Ages 40-49	50 and later
0	5.25%	4.75%	4.25%	3.50%
1	4.50	4.00	3.50	2.75
2	4.10	3.25	2.85	2.20
3	3.70	3.00	2.50	1.75
4	3.35	2.75	2.25	1.65
5	3.10	2.60	2.15	1.55
6	2.85	2.40	2.05	1.40
7	2.65	2.25	1.90	1.25
8	2.50	2.15	1.80	1.15
9	2.35	2.00	1.65	1.05
10	2.20	1.85	1.50	0.95
11	2.10	1.75	1.35	0.85
12	1.95	1.65	1.25	0.80
13	1.85	1.55	1.10	0.75
14	1.75	1.45	1.00	0.70
15	1.65	1.35	0.90	0.65
16	1.50	1.25	0.85	0.60
17	1.40	1.15	0.75	0.55
18	1.30	1.05	0.70	0.50
19	1.25	1.00	0.65	0.45
20	1.20	0.95	0.60	0.40
21	1.15	0.90	0.55	0.40
22	1.10	0.85	0.50	0.40
23	1.00	0.75	0.45	0.40
24	0.94	0.65	0.40	0.40
25	0.88	0.60	0.40	0.40
26	0.82	0.60	0.40	0.40
27	0.76	0.60	0.40	0.40
28	0.70	0.60	0.40	0.40
29	0.65	0.60	0.40	0.40
30 & Up	0.60	0.60	0.40	0.40

* These rates do not include the wage inflation rate of 3.00% per year. For example, a member who entered the system at age 20 and is in the first year of service is assumed to receive an 8.41% total annual increase in his salary. The 8.41% is a combination of the 5.25% merit increase and the 3.00% wage inflation. Note that the two components are compounded, so it is a slightly different result than just adding the two percentages.

Demographic Assumptions

TCDRS system-wide demographic assumptions:

Former Employees Working for Another TCDRS Employer — Former employees who have left their accounts on deposit and are now active depositing members with another TCDRS employer are treated for valuation purposes as active members with no future member deposits.

Family Composition — For current retirees, beneficiary information is supplied by TCDRS. For purposes of calculating the Survivor Benefit for current depositing and non-depositing members, male members are assumed to have a female beneficiary who is three years younger. Female members are assumed to have a male beneficiary who is three years older.

Internal Revenue Code Section 415 Limit — The Internal Revenue Code Section 415 maximum benefit limitations are not reflected in the valuation for funding purposes. Any limitation is reflected in a member's benefit after retirement.

Internal Revenue Code Section 401(a)(17) — Compensation is limited under IRC Section 401(a)(17) and the limit is assumed to increase at the rate of inflation for valuation purposes.

Option Elected at Retirement — Future retired members are assumed to elect the standard (single life) retirement option with a monthly benefit for the retiree's lifetime only. Current retirees and beneficiaries are valued based on the option previously selected. All options include a cash refund feature which for valuation purposes is approximated by assuming monthly payments are received for a minimum of four years. This approximation applies for both current and future retirees.

Replacement of Terminated Members — New employees are assumed to replace any terminated members and have similar entry ages.

Disability — The rates of disability used in this valuation are illustrated in Table 2. Members who become disabled are eligible to commence benefit payments regardless of age. Rates of disability are in a custom table based on TCDRS experience.

Table 2
Annual Rates of Disability*

Age	Work Related		All Causes	
	Male and Female	Male and Female	Male and Female	Male and Female
less than 25	0.001%	0.001%		
25	0.001	0.003		
26	0.001	0.006		
27	0.001	0.009		
28	0.001	0.011		
29	0.001	0.013		
30	0.001	0.014		
31	0.001	0.016		
32	0.001	0.018		
33	0.001	0.020		
34	0.001	0.023		
35	0.001	0.025		
36	0.001	0.028		
37	0.001	0.030		
38	0.001	0.034		
39	0.001	0.038		
40	0.001	0.042		
41	0.001	0.046		
42	0.001	0.050		
Age	Work Related		All Causes	
	Male and Female	Male and Female	Male and Female	Male and Female
43		0.001%		0.058%
44		0.001		0.066
45		0.001		0.074
46		0.001		0.082
47		0.001		0.090
48		0.001		0.099
49		0.001		0.108
50		0.001		0.117
51		0.001		0.126
52		0.001		0.135
53		0.001		0.144
54		0.001		0.153
55		0.001		0.162
56		0.001		0.171
57		0.001		0.180
58		0.001		0.189
59		0.001		0.198
60 & Above		0.000		0.000

* The probability of disability from All Causes is applicable for members who are vested (satisfied service requirement for retirement at age 60). Before a member is vested, the Work-Related disability assumptions are applicable. No disability retirements are assumed to occur after a member becomes eligible for service retirement.

Mortality

Depositing members	135% of Pub-2010 General Employees Amount-Weighted Mortality Table for males and 120% Pub-2010 General Employees Amount-Weighted Mortality Table for females, both projected with 100% of the MP-2021 Ultimate scale after 2010.
Service retirees, beneficiaries and non-depositing members	135% of Pub-2010 General Retirees Amount-Weighted Mortality Table for males and 120% Pub-2010 General Retirees Amount-Weighted Mortality Table for females, both projected with 100% of the MP-2021 Ultimate scale after 2010.
Disabled retirees	160% of Pub-2010 General Disabled Retirees Amount-Weighted Mortality Table for males and 125% Pub-2010 General Disabled Retirees Amount-Weighted Mortality Table for females, both projected with 100% of the MP-2021 Ultimate scale after 2010.

Service Retirement — Members eligible for service retirement are assumed to retire at the rates shown in Table 3.

Table 3
Annual Rates of Service Retirement*

Age	Active	Active	Active	Active	Deferred
	Svc < 15	Svc 15-24	Svc 25-29	Svc 30+	All Svc
40–49	5.3%	6.3%	7.7%	8.8%	0.0%
50	5.6	6.8	8.3	9.4	0.0
51	5.6	6.8	8.3	9.4	0.0
52	6.0	7.2	8.8	10.0	0.0
53	6.0	7.2	8.8	10.0	0.0
54	6.8	8.1	9.9	11.3	0.0
55	6.8	8.1	9.9	11.3	0.0
56	6.8	8.1	9.9	11.3	0.0
57	7.5	9.0	11.0	12.5	0.0
58	7.5	9.0	11.0	12.5	0.0
59	7.5	9.0	11.0	12.5	0.0
60	9.0	10.8	13.2	15.0	12.0
61	9.0	10.8	13.2	15.0	12.0
62	13.5	16.2	19.8	22.5	18.0
63	11.3	13.5	16.5	18.8	15.0
64	11.3	13.5	16.5	18.8	15.0
65	22.5	22.5	27.5	27.5	25.0
66	22.5	22.5	27.5	27.5	25.0
67	21.6	21.6	26.4	26.4	24.0
68	18.9	18.9	23.1	23.1	21.0
69	18.9	18.9	23.1	23.1	21.0
70	20.7	20.7	25.3	25.3	23.0
71	20.7	20.7	25.3	25.3	23.0
72	20.7	20.7	25.3	25.3	23.0
73	20.7	20.7	25.3	25.3	23.0
74	20.7	20.7	25.3	25.3	23.0
75 & Above	100.0	100.0	100.0	100.0	100.0

* For all eligible members ages 75 and later, retirement is assumed to occur immediately.

Employer-specific demographic assumptions:

Other Terminations of Employment — The rate of assumed future termination from active participation in the plan for reasons other than death, disability or retirement are illustrated in Table 4. The rates vary by length of service, entry-age group (age at hire) and gender. No termination after eligibility for retirement is assumed.

Table 4
Annual Rates of Termination

Years of Service	Entry Age 20		Entry Age 30		Entry Age 40		Entry Age 50	
	Male	Female	Male	Female	Male	Female	Male	Female
0	26.4%	26.4%	21.6%	21.6%	19.2%	19.2%	17.6%	17.6%
1	20.0	20.0	16.8	16.8	14.4	14.4	12.8	12.8
2	16.8	16.8	14.4	14.4	11.2	11.2	10.4	10.4
3	14.4	14.4	12.0	12.0	9.6	9.6	8.8	8.8
4	12.0	12.0	10.4	10.4	8.0	8.0	7.2	7.2
5	10.4	10.4	8.8	8.8	7.2	7.2	6.4	6.4
6	8.8	8.8	8.0	8.0	6.4	6.4	5.6	5.6
7	8.0	8.0	7.2	7.2	5.6	5.6	4.8	4.8
8	7.2	7.2	6.4	6.4	4.8	4.8	4.4	4.4
9	6.4	6.4	5.6	5.6	4.4	4.4	4.0	4.0
10	5.6	5.6	5.2	5.2	4.1	4.1	0.0	0.0
11	5.2	5.2	4.8	4.8	3.8	3.8	0.0	0.0
12	4.8	4.8	4.4	4.4	3.6	3.6	0.0	0.0
13	4.4	4.4	4.0	4.0	3.4	3.4	0.0	0.0
14	4.0	4.0	3.8	3.8	3.0	3.0	0.0	0.0
15	3.5	3.5	3.5	3.5	2.7	2.7	0.0	0.0
16	3.2	3.2	3.2	3.2	2.4	2.4	0.0	0.0
17	2.9	2.9	2.9	2.9	2.1	2.1	0.0	0.0
18	2.6	2.6	2.6	2.6	1.8	1.8	0.0	0.0
19	2.4	2.4	2.4	2.4	1.4	1.4	0.0	0.0
20	2.2	2.2	2.2	2.2	0.0	0.0	0.0	0.0
21	2.0	2.0	2.0	2.0	0.0	0.0	0.0	0.0
22	1.8	1.8	1.8	1.8	0.0	0.0	0.0	0.0
23	1.7	1.7	1.7	1.7	0.0	0.0	0.0	0.0
24	1.5	1.5	1.5	1.5	0.0	0.0	0.0	0.0
25	1.4	1.4	1.4	1.4	0.0	0.0	0.0	0.0
26	1.2	1.2	1.2	1.2	0.0	0.0	0.0	0.0
27	1.0	1.0	1.0	1.0	0.0	0.0	0.0	0.0
28	0.9	0.9	0.9	0.9	0.0	0.0	0.0	0.0
29	0.8	0.8	0.8	0.8	0.0	0.0	0.0	0.0
30 & Later	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Adjustment for Partial Lump-Sum Payment Option: Termination Rates

The termination rate is 0% for the two years immediately prior to retirement eligibility. Rates are reduced at ages near retirement as it is anticipated that a member would be less likely to take a withdrawal if the partial lump-sum payment option was available.

Withdrawals — Members who terminate may either elect to leave their account with TCDRS or withdraw their funds. The probability that a member elects a withdrawal varies by length of service and vesting schedule. Rates applied to your plan are shown in Table 5. For non-depositing members who are not vested, 100% are assumed to elect a withdrawal.

Table 5
Probability of Withdrawal

Years of Service	Probability	Years of Service	Probability
0	100%	15	26
1	100	16	25
2	100	17	24
3	100	18	23
4	100	19	22
5	100	20	21
6	100	21	20
7	100	22	19
8	34	23	19
9	33	24	18
10	32	25	18
11	31	26	17
12	30	27	17
13	29	28	16
14	27	29*	16

** Members with more than 29 years of service are not assumed to refund.*

Timing of Withdrawals — For former employees only eligible for a refund of their account balance, it is assumed there is a 10% probability of the former employee electing a refund of their account balance in each of the ten years following the valuation date. That is, the account balance is assumed to be distributed within ten years of the valuation date.

For current active members who will receive a refund of their account balance, it is assumed that 50% of those members elect a refund of their account balance immediately upon termination, and the remaining 50% elect a refund at a rate of 10% in each of the ten years following the year of refund.

Current deferred vested inactive members are assumed to keep their accounts with TCDRS until their assumed retirement.

Appendix D—Contributions Made Subsequent to Measurement Date

GASB Statement No. 71 (“GASB 71”), *Pension Transition for Contributions Made Subsequent to the Measurement Date – an Amendment of GASB Statement No. 68*, requires employer contributions made between the measurement date, which is the date used to determine an employer’s net pension liability (“NPL”), and the employer’s fiscal year end be reported as a deferred outflow of resources (“DOoR”). The statement “requires a beginning deferred outflow of resources for its pension contributions, if any, made subsequent to the measurement date of the beginning net pension liability.”

For GASB valuation purposes, TCDRS’ consulting actuary will compute each participating employer’s NPL as of Dec. 31 of each year. Employers will need to account for pension contributions (employer; not employee contributions or Group Term Life premiums) made between the measurement date and the employer’s fiscal year end as a DOoR. These contributions will not be reported to you as part of this GASB report; employers can access their monthly employer activity statements, which display employer contributions to the retirement plan via the TCDRS Employer Portal.

Appendix E—Summary of TCDRS Funding Policy

Texas County & District Retirement System Funding Policy

In Effect for the Dec. 31, 2023 Actuarial Valuation

Introduction

The funding policy governs how the Texas County & District Retirement System (TCDRS) determines the employer contributions required to ensure that benefits provided to TCDRS members are funded in a reasonable and equitable manner. The goals of TCDRS' funding policy are to fully fund benefits over the course of employees' careers to ensure intergenerational equity, and to balance rate and benefit stability with the need for the plan funding to be reflective of current plan conditions.

This policy documents the current funding policies in effect for the Dec. 31, 2023 actuarial valuation as established by state law, administrative rule and action by the TCDRS Board of Trustees (the board). The policy serves as a comprehensive funding overview and complies with the GASB reporting requirements for an agent multiple-employer plan.

TCDRS funding overview

TCDRS is a model for responsible, disciplined funding. TCDRS does not receive any state funding. As an agent, multiple-employer plan, each participating employer in the system funds its plan independently. A combination of three elements funds each employer's plan: employee deposits, employer contributions and investment income.

- The deposit rate for employees is 4%, 5%, 6% or 7% of compensation, as adopted by the employer's governing body.
- Participating employers are required to contribute at actuarially determined rates to ensure adequate funding for each employer's plan. Employer contribution rates are determined annually and approved by the TCDRS Board of Trustees.
- Investment income funds a large part of the benefits employees earn.

Pursuant to state law, employers participating in the system must pay 100% of their actuarially determined required contributions on an annual basis.

Each employer has the opportunity to make additional contributions in excess of its annual required contribution rate either by adopting an elected rate that is higher than the required rate or by making additional contributions on an ad hoc basis. Employers may make additional contributions to pay down their liabilities faster, pre-fund benefit enhancements and/or buffer against future adverse experience.

In addition, employers annually review their plans and may adjust benefits and costs based on their local needs and budgets. Although accrued benefits may not be reduced, employers may reduce future benefit accruals and immediately reduce costs.

Methodology for determining employer contribution rates

The board hires independent outside consulting actuaries to conduct an annual valuation to measure the funding status and to determine the required employer contribution rate for each employer plan. In order to calculate the employer contribution rate, the actuary does the following:

- Studies each employer's adopted plan of benefits and the profile of its plan participants, and uses assumptions established by the board to estimate future benefit payments.
- Discounts the estimate of future benefit payments to the present based on the long-term rate of investment return to determine the present value of future benefits.
- Compares the present value of future benefits with the plan's assets to determine the difference that needs to be funded based on the funding policy.

The valuation of each employer plan is based on the system funding policy and the assets, benefits and participant profile of each participating employer plan. The four key components in the determination of employer contribution rates are: the actuarial cost method, amortization policy, the asset valuation method and the actuarial assumptions.

Actuarial cost method

TCDRS has adopted the replacement life entry age cost method, a conservative cost method and an industry standard. The goal of this cost method is to fund benefits in an orderly manner for each participant over his or her career so that sufficient funds are accumulated by the time benefit payments begin. Under this approach, benefits are funded in advance as a level percentage of pay. This portion of the contribution rate is called the normal cost rate and generally remains stable from year to year.

Amortization policy

The portion of the contribution rate that funds any remaining unfunded amounts for benefits that are not covered by the normal cost is called the unfunded actuarial accrued liability (UAAL) rate. UAAL amounts occur when benefit enhancements are adopted that have not been funded in advance, or when actual investment or demographic experience varies from the actuarial assumptions (actuarial gains and losses). UAAL amounts are amortized on a level-dollar basis over a closed period with a layered approach. UAAL layers established Dec. 31, 2022 and earlier are amortized on a level-percentage-of-covered-payroll basis. The closed periods ensure all unfunded liabilities are financed over no more than 20 years from the time they occur. Each year new layers are established to amortize changes in the UAAL due to actuarial gains or losses, as well as any plan benefit changes elected by an employer for that year.

Benefit enhancements are amortized over a 15-year closed period. All other changes in the UAAL are amortized over 20-year closed periods. These amortization periods are generally more conservative than those of most other public retirement plans and are stricter than the minimum amortization period required under state law.

For newly participating districts that have five or fewer employees with at least one employee who is within five years of retirement eligibility, the consulting actuary may determine that any initial UAAL or any subsequent adoption of prior service credits is to be amortized over a five-year closed amortization period. This ensures that benefits are appropriately funded over the current generation of employees.

Notwithstanding the layered approach, the total UAAL payment may not be less than the required payment obtained by amortizing the entire UAAL over a 20-year period.

If a plan is overfunded, the overfunded actuarial accrued liability (OAAL) is calculated annually using a 30-year open amortization period on a level-dollar basis.

Asset valuation method

When determining the actuarial value of assets used for measuring a plan's funded status, TCDRS smooths each year's actuarial investment gains and losses and recognizes them over a five-year period to better reflect the system's long-term investment horizons and to keep employer contribution rates more stable. As actuarial asset investment gains and losses are recognized, they become part of the actuarial gains and losses for the year and are funded according to the amortization policy. The five-year period helps stabilize employer rates while still ensuring that rates are reflective of current market conditions.

In addition, the board has the ability to set aside reserves from investment earnings that are used to help offset future negative economic cycles. These reserves are held separately and are not counted as part of a participating employer's plan assets until they are passed through to employers when determined necessary by the board. Reserves help maintain rate stability for employers. In addition, reserves ensure that employers do not adopt benefit increases based on a temporarily lower plan cost at a high point in a market cycle and, conversely, are not as pressured to immediately reduce benefit levels during a low point in a market cycle.

Actuarial assumptions

Demographic and economic assumptions are used to estimate employer liabilities and to determine the amount of funding required from employer contributions as opposed to investment earnings. These assumptions reflect a long-term perspective of 30 years or more. Examples of key economic assumptions include long-term investment return, long-term inflation and annual payroll increase.

Demographic assumptions are the actuary's best estimate of what will happen to TCDRS members and retirees. Examples of demographic assumptions are employment termination rates, retirement rates and retiree mortality rates. A complete listing of all actuarial assumptions can be found in the annual system-wide valuation report.

Oversight

The board has established review policies to ensure that actuarial assumptions are appropriate and that the methodology for determining employer contribution rates is being correctly applied.

Review of actuarial assumptions

TCDRS' actuarial assumptions are periodically reviewed and revised as deemed necessary to reflect best estimates of future experience. Every four years, the TCDRS consulting actuary conducts an investigation of experience. TCDRS assumptions are compared to plan experience and future expectations, and changes to the assumptions are recommended as needed. The board adopts actuarial assumptions to be used in the valuation based on the results of this study.

An actuarial audit of every investigation of experience is required and must be performed by an independent auditing actuary to review the consulting actuary's analysis, conclusions and recommendations for accuracy, appropriateness and reasonableness. These audits alternate between a peer review and a full replication audit of the investigation of experience. In a peer review audit of the investigation, the reviewing actuary uses the raw results of the investigation for demographic assumptions as calculated by the consulting actuary to test the conclusions and recommendations. In addition, the reviewing actuary independently analyzes economic assumptions to test the results and recommendations of the consulting actuary. The reviewing actuary also examines the consulting actuary's methods and assumptions for reasonableness and internal consistency. In a full replication audit of the investigation, in addition to performing all of the steps of a peer review, the auditing actuary fully replicates the calculation of the investigation's raw results.

Review of employer contribution rates

In order to test accuracy and ensure that the actuarial methods and assumptions are being correctly applied, an audit of the valuation is required every four years. These audits are conducted by an independent reviewing actuary and alternate between a peer review and a full replication audit of the valuation. In the peer review audit of the valuation, the actuary uses a sample of participant data and TCDRS plans to test the results of the valuation. The reviewing actuary also examines the consulting actuary's methods and assumptions for reasonableness and internal consistency. In a full replication audit of the valuation, the auditing actuary performs all the steps of a peer review audit but instead of analyzing sample data and plans, the auditing actuary fully replicates the original actuarial valuation.

Review and modification of funding policy

The board will review this policy on a regular basis and may modify this policy at its discretion. Modifications to the policy may be submitted for consideration to the board by staff and/or outside consulting actuaries as circumstances warrant.

Appendix F—Glossary

Actuarially Determined Contribution	The required contribution that is calculated for the reporting period, determined based on the funding policy and the annual valuation.
Deferred Inflows/Outflows of Resources	Portion of changes in net pension liability that is not immediately recognized in Pension Expense. These changes include differences between expected and actual experience, changes in assumptions, and differences between expected and actual earnings on plan investments.
Discount Rate	Single rate of return that, when applied to all projected benefit payments, results in an actuarial present value of projected benefit payments equal to the sum of: <ol style="list-style-type: none">1) The actuarial present value of benefit payments projected to be made in future periods where the plan assets are projected to be sufficient to meet benefit payments, calculated using the Long-Term Expected Rate of Return.2) The actuarial present value of projected benefit payments not included in (1), calculated using the Municipal Bond Rate.
Fiduciary Net Position	Equal to market value of assets.
Long-Term Expected Rate of Return	Long-term expected rate of return on pension plan investments expected to be used to finance the payment of benefits.
Municipal Bond Rate	Yield or index rate for 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher.
Net Pension Liability / (Asset)	Total Pension Liability minus the Plan's Fiduciary Net Position.
Projected Benefit Payments	All benefits estimated to be payable through the pension plan to current active and inactive employees as a result of their past service and expected future service.
Service Cost	The portion of the actuarial present value of projected benefit payments that is attributed to a valuation year.
Total Pension Liability	The portion of actuarial present value of projected benefit payments that is attributable to past periods of member service using the Entry Age Normal cost method based on the requirements of GASB 67 and 68.