

**HARRIS COUNTY BOARD OF COMMISSIONERS
WORK SESSION**

January 4, 2022

5:30 PM

Room 223, Harris County Courthouse

Commissioners Present: Andrew Zuerner, Susan Andrews, Rob Grant, Bobby Irions, Becky Langston. Staff Present: Randy Dowling, County Manager; Russell Britt, County Attorney; Nancy McMichael, County Clerk.

CALL TO ORDER. Chairman Zuerner called the meeting to order and said that this was to discuss proposed adjustments to the County's retirement plans, both the Defined Benefit (DB) and Defined Contribution (DC), and that Paul Bates, with ACCG/GebCorp, was present to discuss same.

Mr. Bates reviewed a PowerPoint presentation to include an increase to the DB benefit multiplier to 1.75% per year of service or to 2.00% per year of service, and to apply the chosen increase to the past 20, 15, or 10 years or for future service only, effective 07/01/2022; and for the DC for the County to make a basic contribution in the amount of 2.25% of the employees' compensation, which is currently capped at \$675 per year, and to make a matching contribution equal to 50% of the first 4% contributed to the 457(b), which is currently capped at \$660 per year.

Following discussion, Mr. Bates was asked to provide information as to what other counties, comparable to Harris County, do; what the industry standard is for a County the size of Harris; and demographics of current employees.

(Note: Because of the request for more information before a decision can be made in Regular Session, this item was removed from the Regular Session agenda.)

ADJOURNMENT