

**MONTGOMERY COUNTY, TEXAS
EMPLOYEE POLICY MANUAL
4. BENEFITS AND LEAVE**

4.1 RETIREMENT

- PARTICIPATION** 4.1-1 Montgomery County is a member of the Texas County and District Retirement System (TCDRS). Enrollment is mandatory for all regular employees who work at least 900 hours per year and, effective January 1, 2006, begins on their date of employment.
- CONTRIBUTIONS** 4.1-2 Options regarding the amount of employee and employer contributions and other provisions of the Plan are determined by the Texas State Legislature and adopted by Commissioners Court.
- BENEFITS** 4.1-3 Covered employees are encouraged to read the “Member Information Guide” updated periodically by TCDRS and distributed by the Human Resources Department for complete details regarding benefits and provisions of the plan. Information is also available at the System’s website, www.tcdrs.org.
- CONTINUATION OF HEALTH BENEFITS** 4.1-4 Employees eligible to retire under the provisions of TCDRS as adopted by Commissioners Court who are covered by our health plan may continue their health benefits in compliance with Chapter 175 of the Texas Local Government Code.
- 4.1-5 Dependent eligibility is predicated on the retired employee. If the retired employee does not choose retiree coverage for himself/herself, covered dependents will not be allowed to continue coverage under this provision.
- 4.1-6 The retiree must notify the County in writing on or before the date of retirement that he wishes to enroll in retiree medical coverage. Any request to enroll after the date of retirement will be denied.
- 4.1-7 Rates will be adjusted as needed by Montgomery County Commissioners Court.
- 4.1-8 Payments are due monthly, payable on the first of the month. Any payments not received by the 10th of the month in which due will result in termination of benefits; no reinstatement will be allowed.
- RETURN TO SERVICE** 4.1-9 Employees who retire from Montgomery County and start receiving benefits from TCDRS may be rehired and continue receiving their annuity as long as a) the original termination was “bona fide” under the IRS guidelines, and b) there was a separation from employment of at least one calendar month. In order to be a bona fide termination, there can be no prior agreement between the County and the retiree that he/she will be rehired after retiring, and the retiree may not be given preferential status when applying for a vacant position.