

By: Truitt

H.C.R. No. 99

CONCURRENT RESOLUTION

1 WHEREAS, Employers include health and retirement benefits in  
2 their compensation packages as a competitive business practice; and

3 WHEREAS, The State of Texas is required by law to provide  
4 health and retirement benefits through the Employees Retirement  
5 System of Texas, and these benefits serve to attract and retain  
6 employees; and

7 WHEREAS, Recent state and national events have illustrated  
8 the economic and political challenges in providing benefit  
9 programs, but the fact remains that benefits play an important role  
10 in fostering, promoting, and encouraging state service; now,  
11 therefore, be it

12 RESOLVED, That the 82nd Legislature of the State of Texas  
13 hereby request the lieutenant governor and the speaker of the house  
14 of representatives to create a joint interim committee to conduct a  
15 comprehensive, data-driven study of the benefits, including health  
16 insurance, retirement programs, and other benefits, of active and  
17 retired employees of the State of Texas; and, be it further

18 RESOLVED, That the study's purview cover the programs  
19 administered by the Employees Retirement System of Texas; and, be  
20 it further

21 RESOLVED, That the study specifically consider: (1) the  
22 impact on the state of offering retirement and health benefits; (2)  
23 the impact on employees of being offered retirement and health  
24 benefits; and (3) the impact of retiree health benefits in

1 calculating Other Post-Employment Benefit (OPEB) liabilities; and,  
2 be it further

3       RESOLVED, That the study specifically address the  
4 feasibility of the current defined benefit plan, as well as the  
5 feasibility of creating a defined contribution or hybrid plan,  
6 placing each option within the context of (1) providing a proper  
7 system for managing risk; (2) encouraging employee behavior that  
8 best meets the workforce needs of the State of Texas; (3) funding  
9 benefits in a sound manner; and (4) providing adequate retirement  
10 income at a reasonable retirement age after a reasonable period of  
11 employment; and, be it further

12       RESOLVED, That the committee submit not later than September  
13 1, 2012, a full report, including findings and recommendations, to  
14 the lieutenant governor, the speaker of the house of  
15 representatives, and the governor.