

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.