



**AGENDA**  
**DECEMBER 19, 2019**  
**LAVON CITY COUNCIL**  
**CITY HALL, 120 SCHOOL ROAD, LAVON, TEXAS**  
**SPECIAL MEETING**  
**6:45 PM**

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- 1. PRESIDING OFFICER TO CALL THE MEETING TO ORDER AND ANNOUNCE THAT A QUORUM IS PRESENT**
- 2. PLEDGE OF ALLEGIANCE AND INVOCATION**
- 3. ITEMS FOR CONSIDERATION**
  - A. Discussion action regarding Ordinance No. 2019-12-02 to increase the rate of deposits to the Texas Municipal Retirement System by the employees of the City of Lavon.**
- 4. PRESIDING OFFICER TO ADJOURN THE CITY COUNCIL MEETING**

1. Notice is hereby given that members of the Lavon Economic Development Corporation Board, Lavon Planning and Zoning Commission, Parks and Recreation Board, and Reinvestment Zone #1 (TIF) Board of Directors may be in attendance at the Lavon City Council Meeting.
2. The Council may vote and/or act upon each of the items listed in this Agenda except for discussion items.
3. The Council reserves the right to meet in Executive Session closed to the public at any time in the course of this meeting to discuss matters listed on the agenda, as authorized by the Texas Open Meetings Act, Texas Government Code, Chapter 551, including §551.071 (private consultation with the attorney for the City); §551.072 (discussing purchase, exchange, lease or value of real property); §551.074 (discussing personnel or to hear complaints against personnel); and §551.087 (discussing economic development negotiations). Any decision held on such matters will be taken or conducted in Open Session following the conclusion of the Executive Session.

This is to certify that this Agenda was duly posted on the City's website at [www.cityoflavon.com](http://www.cityoflavon.com) and at City Hall on or before 5:00 PM on December 16, 2019.

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Kim Dobbs, City Administrator/City Secretary



# CITY OF LAVON

## Agenda Brief

MEETING: December 19, 2019

ITEM: 3 - A

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**Item:**

Discussion action regarding Ordinance No. 2019-12-02 to increase the rate of deposits to the Texas Municipal Retirement System by the employees of the City of Lavon

**Background:**

The City of Lavon is a member of the Texas Municipal Retirement System (TMRS). Currently full-time employees are required to deposit 6% of their earnings into the system and the City matches at a rate of 2:1.

In TMRS, an employee contribution of 5% is the entry and lowest level of employee participation and 1:1 is the minimum City match. The maximum level of participation is a 7% employee contribution and 2:1 match.

In an effort to improve the levels of competitive compensation and benefits for the employees, the City Council voted to increase the contribution rate from 6% to 7%. An ordinance is required to adjust the contribution rate.

Of seventeen North Texas peer cities surveyed twelve cities (71%) were at 7%, four cities (33%) were at 6% (including Lavon) and one city (<1%) was at 5%. The City of Lavon does not participate in additional TMRS benefits that are listed on the attached survey sheet. Common benefits among peer cities include Updated Service Credits, Cost of Living Annuity and Military Service Credit.

**Financial Consideration:**

Funding was appropriated in the adopted budget.

**Staff Notes:**

Approval is recommended.

**Attachments:**

- 1) TMRS Ordinance
- 2) Survey of area cities

**CITY OF LAVON, TEXAS  
ORDINANCE NO. 2019-12-02**

TMRS Contribution Rate



TMRS-Dep

**TEXAS MUNICIPAL RETIREMENT SYSTEM**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LAVON, TEXAS TO INCREASE THE RATE OF DEPOSITS TO THE TEXAS MUNICIPAL RETIREMENT SYSTEM BY THE EMPLOYEES OF THE CITY OF LAVON.**

**BE IT ORDAINED BY THE CITY COUNCIL OF LAVON, TEXAS:**

**Section 1.** That all employees of the City of Lavon, who are members of the Texas Municipal Retirement System, shall make deposits to the System at the rate of **7%** of their individual earnings.

**Section 2.** This ordinance shall become effective on the **1st day of January, 2020.**

**DULY PASSED and APPROVED** by the City Council of the City of Lavon, Texas, on the 19<sup>th</sup> day of December 2019.

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Vicki Sanson  
Mayor

**ATTEST:**

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Kim Dobbs  
City Administrator/City Secretary

TMRS Comparison  
Aug-19

City	Employee Deposit Rate	Municipal Current Matching Ratio	Contributing Members	Population	Vesting Requirements	Updated Service Credit Rate (%)	Updated Service Credit Year Effective	Annuity Increase (%)	Annuity Increase Year Effective	Military Service Credit	Buy Back Effective Date
Caddo Mills	6%	2-1	15	1,350	5 Yrs						
Fairview	7%	2-1	74	9,100	5 Yrs	100 T	2011R				
Farmersville	5%	2-1	35	3,542	5 Yrs	100 T	2005R	70	2005R		7/14/1992
Fate	7%	2-1	57	8,600	5 Yrs	100 T	2010R				
Garland	7%	2-1	2,094	231,517	5 Yrs	100 T	1999R		70	2008	1/16/1990
Greenville	7%	2-1	337	27,200	5 Yrs	100 T	1995R		70	2009	2/10/2004
Josephine	6%	1.5-1	11	1,000	5 Yrs	100 T	2007R				
Lavon	6%	2-1	18	3220	5 Yrs						
Lucas	7%	2-1	40	5,450	5 Yrs	100 T	2006R		70	2015R	
McKinney	7%	2-1	1,171	136,500	5 Yrs	100 T	1996R		70	2003R	
Murphy	7%	2-1	123	18,387	5 Yrs	100 T	2002R		70	2002R	
Parker	6%	2-1	25	3,958	5 Yrs	100 T	1998R				
Princeton	7%	2-1	99	7,069	5 Yrs	100 T	1992R		70	1992R	Jan-90
Rockwall	7%	2-1	292	39,028	5 Yrs	100 T	2001R		70	2001R	Jul-93
Royse City	7%	2-1	75	10,349	5 Yrs	100 T	2009R		30	2012R	8/2/1983
Sachse	7%	2-1	156	20,860	5 Yrs	100 T	1998R		70	1998R	
Wylie	7%	2-1	336	43,001	5 Yrs	100 T	1995R		70	1995R	12/12/2000