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**SOUTHWEST TEXAS JUNIOR COLLEGE  
MEMORANDUM**

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**TO:** BOARD OF TRUSTEES  
**FROM:** ADMINISTRATION  
**SUBJECT:** OPTIONAL RETIREMENT PROGRAM  
**DATE:** JUNE 17, 2021

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The State of Texas funds two retirement programs for the College's qualified employees. TRS is funded at a rate of 7.75% and ORP is funded at a rate of 6.6%.

Administration recommends an increase in the College's contribution of 1.15% for the ORP plan.