

**Ector County Independent School District  
Odessa, Texas**

**Memorandum**

**TO:** Board of Trustees

**FROM:** Tom Crowe, Superintendent of Schools

**SUBJECT: REQUEST FOR APPROVAL TO CHANGE TO THE REGION 10 457 FICA  
ALTERNATIVE PLAN ADMINISTERED BY TCG ADMINISTRATORS  
PROGRAM**

**DATE:** September 19, 2017

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To gain improved interest rates and more favorable terms for our part time employees and substitutes, ECISD is recommending board approval to terminate Section 457 Alternative FICA services with MidAmerica Administrative and Retirement Solutions and move all Section 457 Alternative FICA services and funds contributed by plan participants to the ESC Region 10 457 FICA Alternative Plan administered by TCG Administrators, 900 S Capital of Texas Hwy. Ste 35, Austin, Texas 78746. This move will be no cost to the District or Plan participants, and the move is recommended by our long standing third party administrator, First Financial. A copy of their recommendation is attached for your review. Should the Board approve the conversion, the conversion will begin with an effective date of November 1, 2017.

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It is recommended that the Board of Trustees approve the change to the Region 10 457 FICA Alternative Plan.

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Respectfully submitted,

**Tom Crowe**  
Superintendent of Schools

**David Harwell**  
Chief Financial Officer