



Plan Assessment for Plan Year 2025
Webb County – 339
Participation Date – 12/1/1969

It's that time of year again — time to look at your TCDRS retirement plan and decide whether or not your benefits are adequate and affordable. This plan assessment will give you an overview of the benefits you provide as well as how much it will cost to provide these benefits in the upcoming plan year.

	2025 Plan
Basic Plan Options	
Employee Deposit Rate	6%
Employer Matching	250%
Retirement Eligibility	
Age 60 (Vesting)	8 years of service
Rule of	75 years total age + service
At Any Age	20 years of service
Optional Benefits	
Partial Lump Sum	No
Group Term Life	None
Retirement Plan Funding	
Total Normal Cost Rate	14.13%
Employee Deposit Rate	<u>-6.00%</u>
Employer-Paid Normal Cost Rate	8.13%
UAAL / (OAAL) Rate	<u>4.81%</u>
Required Rate	12.94%
Elected Rate	12.30%
Contribution Rates	
Retirement Plan Rate	12.94%
(greater of required and elected rate)	
Group Term Life Rate	N/A
Valuation Results (Dec. 31, 2023)	
Actuarial Accrued Liability	\$477,729,969
Actuarial Value of Assets	<u>\$425,268,693</u>
Unfunded / (Overfunded) AAL	\$52,461,276
Funded Ratio	89.0%

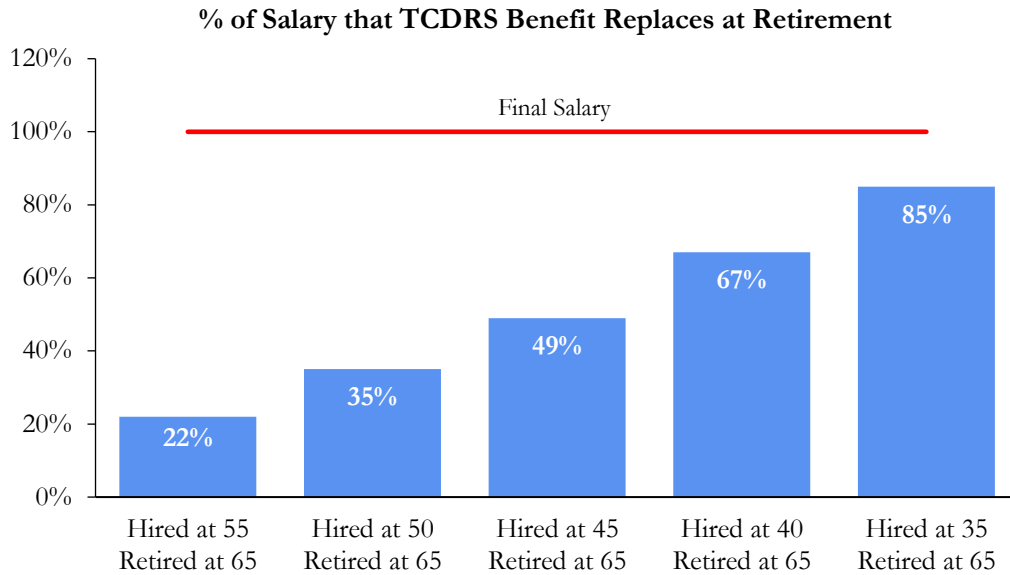
Notes:

Buyback adopted: 2013

Last COLA: 2023

What You Are Providing

The TCDRS benefit is based on employee deposits, which earn 7% compound interest each year, and employer matching at retirement. The following chart shows the estimated TCDRS benefit as a percentage of final salary prior to retirement for a new hire:

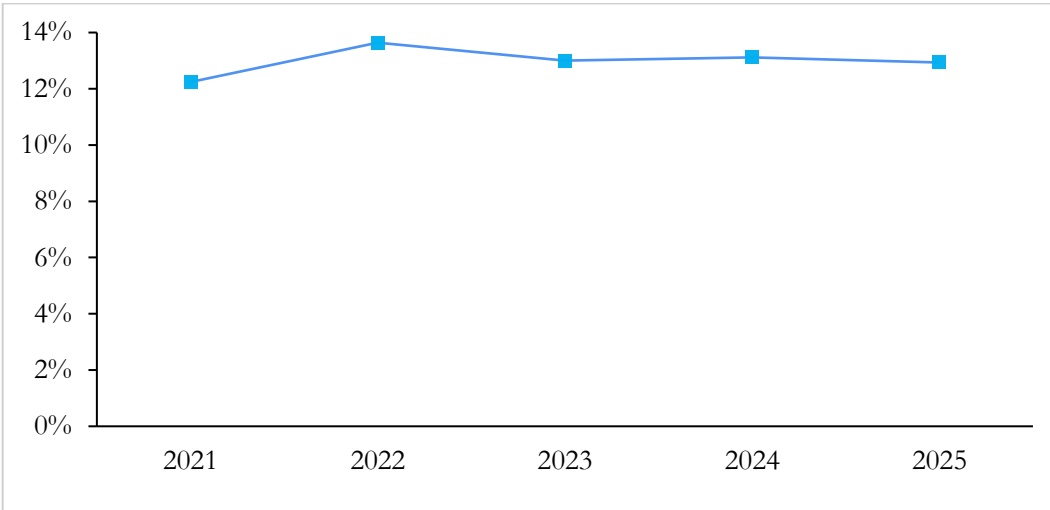


Assumptions

- Employees are new hires and will work for you until retirement.
- Your current plan provisions will remain in effect through an employee's retirement.
- Current laws governing TCDRS will continue as they are.
- Graded salary scales give bigger raises early in careers, with smaller raises later in careers (see Summary Valuation Report at [TCDRS.org/Employer](https://www.tcdrs.org/Employer)).
- Based on Single Life benefit.

Reasons for Rate Change

Below is a record of your required rate history for your retirement plan over the last five years.



Reasons for Rate Change	2021-2022	2022-2023	2023-2024	2024-2025
Beginning Rate	12.24%	13.64%	13.00%	13.12%
Plan Changes Adopted	0.00%	0.16%	0.00%	N/A
Investment Return	0.04%	-0.16%	0.27%	0.01%
Elected Rate/Lump Sum	0.00%	-0.16%	0.00%	0.00%
Demographic/Other Changes	-0.09%	-0.17%	-0.15%	-0.18%
Assumptions/Methods	<u>1.45%</u>	<u>-0.31%</u>	<u>0.00%</u>	<u>-0.01%</u>
Ending Rate	13.64%	13.00%	13.12%	12.94%
Valuation Year	2020	2021	2022	2023
Funded Ratio	87.2%	88.1%	88.5%	89.0%

Full details on the valuation calculations are included in the Dec. 31, 2023 Summary Valuation Report which will be available mid-May at TCDRS.org/Employer.

Next Steps

If you are interested in making plan changes, please contact your Employer Services Representative at 800-651-3848. Your benefit selections are due by Dec. 16, 2024.