



Plan Assessment for Plan Year 2026
Edwards Aquifer Authority - Bexar County – 448
Participation Date – 2/1/1978

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.

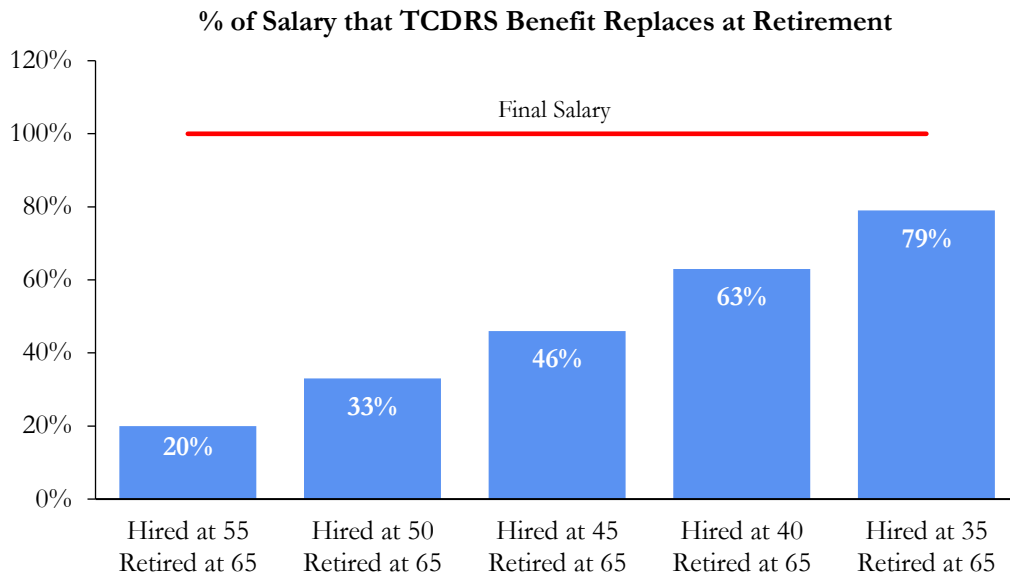
	2026 Plan
Basic Plan Options	
Employee Deposit Rate	7%
Employer Matching	180%
Retirement Eligibility	
Age 60 (Vesting)	8 years of service
Rule of	75 years total age + service
At Any Age	20 years of service
Optional Benefits	
Partial Lump Sum	Yes
Group Term Life	None
Retirement Plan Funding	
Total Normal Cost Rate	13.98%
Employee Deposit Rate	<u>-7.00%</u>
Employer-Paid Normal Cost Rate	6.98%
UAAL / (OAAL) Rate	<u>3.71%</u>
Required Rate	10.69%
Elected Rate	11.09%
Contribution Rates	
Retirement Plan Rate	11.09%
(greater of required and elected rate)	
Group Term Life Rate	N/A
Valuation Results (Dec. 31, 2024)	
Actuarial Accrued Liability	\$37,445,471
Actuarial Value of Assets	<u>\$33,883,714</u>
Unfunded / (Overfunded) AAL	\$3,561,757
Funded Ratio	90.5%

Notes:

No COLAs have been adopted.

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:

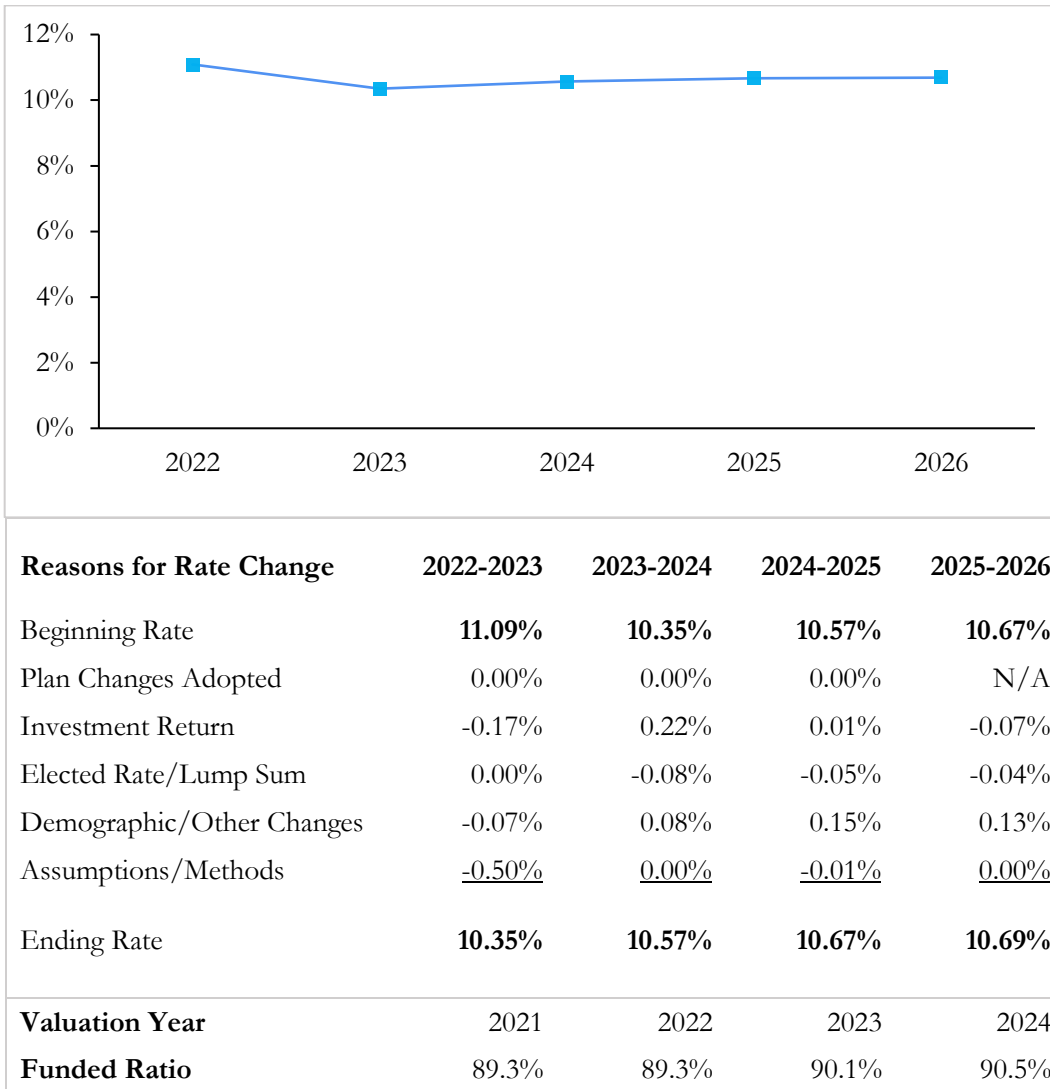


Assumptions

- 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).
- 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.



Full details on the valuation calculations are included in the Dec. 31, 2024 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. 15, 2025.