



**Plan Assessment for Plan Year 2025**  
**Williamson County Emergency Services District #3 – 798**  
**Participation Date – 10/1/2010**

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.

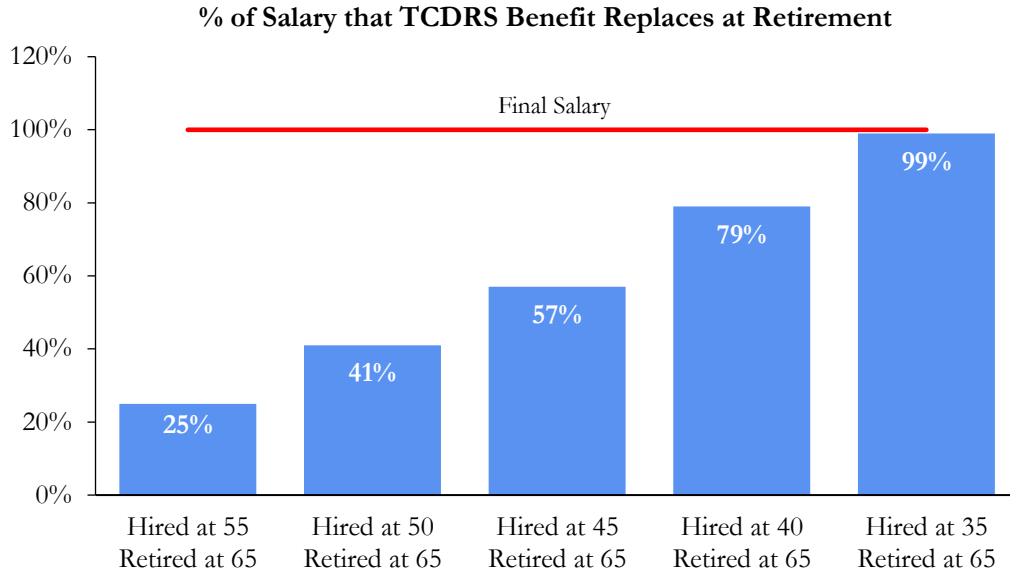
	<b>2025 Plan</b>
<b>Basic Plan Options</b>	
Employee Deposit Rate	7%
Employer Matching	250%
Prior Service Credit	150%
<b>Retirement Eligibility</b>	
Age 60 (Vesting)	5 years of service
Rule of	75 years total age + service
At Any Age	20 years of service
<b>Optional Benefits</b>	
Partial Lump Sum	No
Group Term Life	Active-only
<b>Retirement Plan Funding</b>	
Total Normal Cost Rate	17.71%
Employee Deposit Rate	<u>-7.00%</u>
Employer-Paid Normal Cost Rate	10.71%
UAAL / (OAAL) Rate	<u>3.35%</u>
Required Rate	14.06%
Elected Rate	N/A
<b>Contribution Rates</b>	
Retirement Plan Rate	14.06%
(greater of required and elected rate)	
Group Term Life Rate	0.07%
<b>Valuation Results (Dec. 31, 2023)</b>	
Actuarial Accrued Liability	\$7,573,954
Actuarial Value of Assets	<u>\$5,756,584</u>
Unfunded / (Overfunded) AAL	\$1,817,370
Funded Ratio	76.0%

**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:

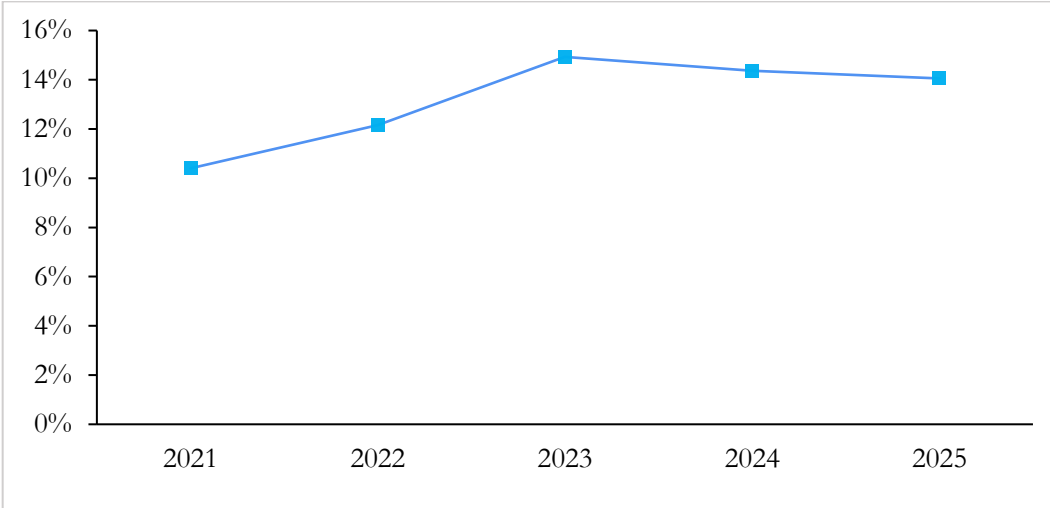


### Assumptions

- 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](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	<b>10.40%</b>	<b>12.16%</b>	<b>14.93%</b>	<b>14.36%</b>
Plan Changes Adopted	0.00%	4.64%	0.00%	N/A
Investment Return	0.04%	0.00%	0.11%	0.06%
Elected Rate/Lump Sum	0.00%	0.00%	0.00%	0.00%
Demographic/Other Changes	-0.54%	-0.36%	-0.68%	-0.36%
Assumptions/Methods	<u>2.26%</u>	<u>-1.51%</u>	<u>0.00%</u>	<u>0.00%</u>
Ending Rate	<b>12.16%</b>	<b>14.93%</b>	<b>14.36%</b>	<b>14.06%</b>
<b>Valuation Year</b>	2020	2021	2022	2023
<b>Funded Ratio</b>	82.8%	68.1%	71.0%	76.0%

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](https://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.