



**Plan Agreement for Plan Year 2027**  
**Panola County – 282**  
**Effective as of Jan. 1, 2027**

|                                         |                              |
|-----------------------------------------|------------------------------|
| <b>Basic Plan Options</b>               |                              |
| Employee Deposit Rate:                  | 7%                           |
| Employer Matching:                      | 250%                         |
| Prior Service Credit:                   | 175%                         |
| <b>Retirement Eligibility</b>           |                              |
| At 60 (Vesting)                         | 8 years of service           |
| Rule of                                 | 75 years total age + service |
| At Any Age                              | 30 years of service          |
| <b>Optional Benefits</b>                |                              |
| Partial Lump-sum Payment at Retirement: | No                           |
| Group Term Life:                        | Active-plus-retirees         |
| COLA:                                   | 100% CPI                     |
| <b>Retirement Plan Funding</b>          |                              |
| Elected Rate:                           | 10.65%                       |
| 2026 Additional Employer Contribution:  | \$630,000.00                 |
| <b>Total Contribution Rate</b>          |                              |
| Retirement Plan Rate:                   | 10.65%                       |
| Group Term Life Rate:                   | .35%                         |
| Total Contribution Rate:                | 11.00%                       |

Rates are contingent on receiving the additional employer contribution by Dec. 31, 2026.

**Certification**

I certify that the plan agreement for the participation of Panola County in TCDRS for the 2027 plan year truly and accurately reflects the official action taken during properly posted and noticed meeting on 08/11/26 (mm/dd/yy) by the Commissioners Court and such action is recorded in the official minutes.

County Judge's Printed Name: Rodger G. McLane

County Judge's Signature: 

Date: 08/11/2026