

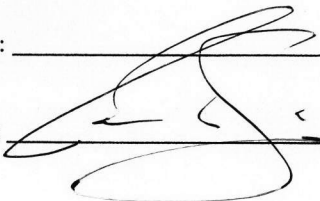


**Plan Agreement for Plan Year 2016
Webb County – 339
Effective as of Jan. 1, 2016**

Basic Plan Options	
Employee Deposit Rate:	6%
Employer Matching:	250%
Prior Service Credit:	70%
Retirement Eligibility	
At 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 Payment at Retirement:	No
Group Term Life:	None
COLA:	30% CPI
Retirement Plan Funding	
Elected Rate:	N/A
Total Contribution Rate	
Retirement Plan Rate:	10.40%
Group Term Life Rate:	N/A
Total Contribution Rate:	10.40%

Certification

I certify that the plan agreement for the participation of Webb County in TCDRS for the 2016 plan year truly and accurately reflects the official action taken during properly posted and noticed meeting on 9-14-15 (mm/dd/yy) by the Commissioners Court and such action is recorded in the official minutes.

Printed Name: _____ Title: _____
 County Judge:  _____ Date: _____