

2026 Rates • Manor

September 18, 2025

Plan Provisions	Current	Option 1	Option 2
Employee Contribution Rate	7%	8%	8%
City Matching Ratio	2 to 1	2 to 1	2 to 1
Updated Service Credit (USC)	None	None	100% (Ad hoc)
Transfer USC *	No	No	No
COLA	None	None	None
Retroactive COLA	No	No	No
Retirement Eligibility	20 years	20 years	20 years
Vesting	5 years	5 years	5 years
Supplemental Death Benefit	Actives + Retirees	Actives + Retirees	Actives + Retirees
Contribution Rates	2026	2026	2026
Normal Cost Rate	5.81%	6.64%	6.64%
Prior Service Rate	<u>0.90%</u>	<u>1.02%</u>	<u>3.21%</u>
Retirement Rate	6.71%	7.66%	9.85%
Supplemental Death Rate	<u>0.14%</u>	<u>0.14%</u>	<u>0.14%</u>
Total Contribution Rate	6.85%	7.80%	9.99%
Unfunded Actuarial Liability	\$226,207	\$346,627	\$1,741,694
Funded Ratio	97.7%	96.5%	84.5%
Benefit Increase Amortization Period	20 years	20 years	20 years

* As of the December 31, 2024 valuation date, there were 25 employees with service in other TMRS cities eligible for transfer USC.