

**2021 Hybrid Plan - Difference in Salary Replacement  
(Non-University)**

<u>Entry Age 25</u>		<u>Current TRS</u>	<u>2021 Hybrid Plan</u>			<u>Difference</u>
Age	Years of Service	Total	Foundational	Supplemental	Total	Difference
55	30	72.5%	61.7%	8.5%	70.2%	-2.3%
56	31	75.4%	63.7%	9.0%	72.8%	-2.6%
57	32	78.3%	65.8%	9.6%	75.4%	-2.9%
58	33	81.2%	67.9%	10.1%	78.0%	-3.2%
59	34	84.1%	69.9%	10.7%	80.6%	-3.5%
60	35	87.0%	72.0%	11.3%	83.3%	-3.7%
61	36	89.9%	75.4%	12.0%	87.4%	-2.5%
62	37	92.8%	78.8%	12.7%	91.5%	-1.3%
63	38	95.7%	82.4%	13.4%	95.8%	0.1%
64	39	98.6%	86.0%	14.2%	100.2%	1.7%
65	40	101.5%	89.7%	15.1%	104.8%	3.3%

<u>Entry Age 35</u>		<u>Current TRS</u>	<u>2021 Hybrid Plan</u>			<u>Difference</u>
Age	Years of Service	Total	Foundational	Supplemental	Total	Difference
55	20	26.2%	25.5%	5.3%	30.8%	4.7%
56	21	34.3%	29.1%	5.7%	34.8%	0.5%
57	22	38.8%	32.9%	6.1%	39.0%	0.2%
58	23	43.5%	36.9%	6.6%	43.5%	0.0%
59	24	48.5%	41.1%	7.1%	48.2%	-0.3%
60	25	53.7%	45.6%	7.6%	53.1%	-0.6%
61	26	55.9%	48.4%	8.1%	56.4%	0.5%
62	27	65.2%	51.2%	8.6%	59.9%	-5.4%
63	28	67.7%	54.2%	9.2%	63.4%	-4.3%
64	29	70.1%	57.2%	9.9%	67.1%	-3.0%
65	30	72.5%	67.3%	10.5%	77.8%	5.3%

<u>Entry Age 45</u>		<u>Current TRS</u>	<u>2021 Hybrid Plan</u>			<u>Difference</u>
Age	Years of Service	Total	Foundational	Supplemental	Total	Difference
55	10	11.1%	11.1%	2.5%	13.6%	2.5%
56	11	15.6%	13.3%	2.8%	16.1%	0.5%
57	12	18.4%	15.6%	3.1%	18.8%	0.4%
58	13	21.4%	18.2%	3.5%	21.7%	0.3%
59	14	24.6%	20.9%	3.8%	24.8%	0.2%
60	15	28.0%	23.8%	4.2%	28.1%	0.0%
61	16	29.9%	26.0%	4.6%	30.7%	0.8%
62	17	31.8%	28.3%	5.1%	33.4%	1.6%
63	18	33.7%	30.6%	5.5%	36.2%	2.5%
64	19	35.5%	33.0%	6.0%	39.1%	3.5%
65	20	37.4%	40.2%	6.6%	46.7%	9.4%