

## Summary Comparison of 2021 Hybrid Plan (Non-University)

Elements	Current TRS	2021 Hybrid Plan
<b>Social Security</b>	Replaces	Replaces
<b>Plan Type</b>	Defined Benefit	Hybrid
<b>Employee Contributions</b>	9.105% to pension, 3.75% to health insurance, total of 12.855%	9% to Foundational, mandatory 2% to Supplemental, 3.75% to health insurance, total of 14.75%
<b>Employer Contributions</b>	3% to health insurance	3% to health insurance
<b>State Contributions</b>	13.355% to pension, 0.75% to health insurance, total of 14.105% and pay the employer share of health insurance premiums for pre-65 retirees	8% to Foundational, mandatory 2% to Supplemental, 0.75% to health insurance, total of 10.75% and pay the employer share of health insurance premiums for pre-65 retirees
<b>Retirement Eligibility</b>	27 years of service, age 55 with 10 years of service or age 60 with 5 years of service	Age 55 with 10 years of service or age 65 with 5 years of service
<b>Benefit Reduction</b>	6% for the lessor of: each year of service less than 27 or each year of age less than 60	6% for the lessor of: each year of service less than 30 or each year of age less than 60
<b>Final Average Salary</b>	High 3 with 27 years of service and age 55, otherwise High 5	High 5
<b>Sick Leave Payment</b>	Yes	Added to Supplemental balance only
<b>Benefit Factors</b>	1.7% with 10 years of service to 2.5% with 26 years of service	1.7% at age 55, through age 60, up to 1.9% at age 65
<b>Career Factors</b>	3% for years of service after 30	0.25% when years of service is between 20 - 29.99, 0.5% when years of service is equal to or greater than 30
<b>Interest on Foundational Benefit</b>	2.5%	Rolling average of the 30-year Treasury Bill rate until member is vested, 2.5% once the member is vested
<b>Interest on Supplemental Benefit</b>	N/A	Rolling average of the 30-year Treasury Bill rate
<b>Cost of Living Adjustment</b>	1.5%	1.5% on the Foundational benefit
<b>Health Insurance</b>	Access to retirement with state premium contributions, with 15 years of service	Access to retirement with state premium contributions, with 15 years of service
<b>Life Insurance</b>	\$2,000 for Active members, \$5,000 for Retired members	\$5,000 for Active members, \$10,000 for Retired members
<b>Inviolable Contract</b>	Inviolable contract applies, benefits may be changed for new hires	Inviolable contract applies to state's statutory contributions and benefits already earned; future benefits may be changed by TRS Board of Trustees
<b>Risk</b>	State	N/A
<b>Risk Controls</b>	N/A	Managed by TRS board as required by law