

Summary Comparison of 2021 Hybrid Plan (Non-University)

Elements	Current TRS	2021 Hybrid Plan
Social Security	Replaces	Replaces
Plan Type	Defined Benefit	Hybrid
Employee Contributions	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%
Employer Contributions	3% to health insurance	3% to health insurance
State Contributions	13.355% to pension, 0.75% to health insurance, total of 14.105%	8% to Foundational, mandatory 2% to Supplemental, 0.75% to health insurance, total of 10.75%
Retirement Eligibility	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
Final Average Salary	High 3 with 27 years of service and age 55, otherwise High 5	High 5
Sick Leave Payment	Yes	Added to Supplemental balance only
Benefit Factors	1.7% with 10 years of service to 2.5% with 26 years of service	1.85% at age 55 to 2.25% at age 65
Career Factors	3% for years of service after 30	0% at 33 up to 0.25% at 38 years of service (this factor applies to all years of service)
Interest on Foundational Benefit	2.5%	Rolling average of the 30-year Treasury Bill rate until member is vested, 2.5% once the member is vested
Interest on Supplemental Benefit	N/A	Rolling average of the 30-year Treasury Bill rate
Cost of Living Adjustment	1.5%	1.5%
Health Insurance	Access to retirement with state premium contributions	Access at retirement with state premium contributions at age 60; member pays full premium before age 60
Inviolable Contract	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
Risk	State	N/A
Risk Controls	N/A	Managed by TRS board under statutory requirements