

Tennessee Department of Treasury



Legacy Plan vs. Hybrid Plan

Legacy Plan

Defined Benefit

1.500% benefit formula
5 year vesting
Retirement eligibility
Service: age 60 and vested
Early: age 55 and vested
Employee contributions: 5%
Employer contributions: actuarially determined

Defined Contribution

Employee contributions: optional
Employer contributions: optional

Total Contributions DB + DC

Employee contributions: 5%
Employer contributions: actuarially determined

Employees impacted

Certified staff hired or previously enrolled in TCRS prior to July 1, 2014. All full-time Classified staff.

Hybrid Plan with Cost Controls

Defined Benefit

1.0% benefit formula
5 year vesting
Retirement eligibility:
Service: rule of 90 or 65 and vested
Early: rule of 80 or age 60 and vested
Employee contributions: 5%
Employer contributions: 4%

Defined Contribution

Employee contributions: 2% auto-enrollment with opt-out feature
Employer contributions: 5%

Total Contributions DB + DC

Employee contributions: 7% (including 2% auto-enrollment)
Employer contributions: 9%

Employees impacted

Certified staff hire on or after July 1, 2014

For more information, including a new employee brochure and FAQs, refer to the tab labeled "Hybrid Plan - Cost Controls" via <http://tcrs.tn.gov>.