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](http://tcrs.tn.gov).