

**TENNESSEE CONSOLIDATED  
RETIREMENT SYSTEM**

**VALUATION AND REPORT  
AS OF  
JULY 1, 2011**



Bryan, Pendleton, Swats & McAllister, LLC  
A Wells Fargo Company

November 18, 2011

The Honorable David H. Lillard, Jr.  
Chairman, Board of Trustees  
Tennessee Consolidated Retirement System  
Tenth Floor  
Andrew Jackson State Office Building  
Nashville, Tennessee 37243-0230

Dear Mr. Lillard:

Submitted herewith are the results of an actuarial valuation of the Tennessee Consolidated Retirement System prepared as of July 1, 2011, pursuant to the provisions of TCA Section 8-34-506. Also included are the actuary's recommendations with respect to contributions by the employers.

We trust that this report will be helpful in formulation of policy with respect to the operation and financing of the System. We very much appreciate the opportunity to serve the Board of Trustees, and will be pleased to supplement this report in any way, as you request.

The staff of the Tennessee Consolidated Retirement System has been extremely helpful and cooperative in developing the information required for this valuation. Their cooperation has been greatly appreciated, and is hereby acknowledged.

Respectfully submitted,

A handwritten signature in black ink that reads 'Justin Thacker'. The signature is written in a cursive style with a large, sweeping 'J' and 'T'.

Justin C. Thacker, F.S.A.

/mec

Enclosures

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## **A. INTRODUCTION**

An actuarial valuation of the Tennessee Consolidated Retirement System was performed as of July 1, 2011. The purpose of the valuation was to determine the funding requirements of the various components of the System, with the intention that the funding requirements indicated by the valuation would be used as the basis for contributions commencing on July 1, 2012.

The Tennessee Consolidated Retirement System (TCRS) was established as of July 1, 1972 as a successor to the following superseded retirement systems:

- Tennessee State Retirement System
- Tennessee Teachers' Retirement System
- Tennessee Judges Retirement System
- Retirement System for County Paid Judges of Tennessee
- Attorneys General Retirement System of Tennessee
- Public Service Commissioners' Retirement System
- Tennessee Retirement System for County Officials

As of the date of establishment, all members and beneficiaries of the superseded systems were covered under the Consolidated System. The assets of each superseded system were transferred to the credit of the Consolidated System, and no further contributions have been made to the superseded systems by either the members or the employers. Separate accounting is maintained under the Consolidated System for the assets and liabilities attributable to the various classes of members and beneficiaries. Benefits under the System are funded by contributions made by members and employers (including the State). The level of such contributions is determined biennially by an actuarial valuation. This report presents the results of the actuarial valuation of the System performed as of July 1, 2011.

The following sections of this report discuss the membership in the System as of the valuation date; the funding levels generated under the approach to funding adopted by the Board; the current financial status of the System as a whole and of each major subdivision of the System; an analysis of the factors causing change in the required contribution levels; the validity of the records on which the study was based; the benefits provided by current and superseded systems; and the data on which the valuation was based and the actuarial assumptions utilized in the valuation.

## B. MEMBERSHIP

The statute which established the Tennessee Consolidated Retirement System in 1972 specified the three following classifications of employment:

- Group I Teachers and General Employees (State and Political Subdivisions)
- Group II State Policemen, Wildlife Officers, Firemen and Policemen
- Group III State Judges, County Judges, Attorneys General, County Officials, and Public Service Commissioners

Any person who was a member of a superseded system as of June 30, 1972 became a member of the Consolidated System on the date of establishment. Such a member could elect to remain covered by the benefit and contribution provisions of the superseded system of which he was a member, in which case he was classified as a "prior class member". If he did not so elect, he was classified as a member of Group I, Group II or Group III on the basis of his employment category.

Effective July 1, 1976, all new entrants to the System, without regard to their employment category, entered the System as Group I employees. Despite this change, several small groups (those previously classified as "Group III") are treated differently from the bulk of the general employees with respect to funding levels for various reasons.

Effective September 1, 1990, a new Group IV category became available to State Judges. State Judges previously participating in Group I or Group III became eligible to transfer to the new category, and those becoming State Judges on or after the effective date automatically enter Group IV.

The following tables show the number of active and retired members included in the July 1, 2009 and July 1, 2011 valuations.

THE NUMBER AND ANNUAL COMPENSATION OF  
ACTIVE MEMBERS INCLUDED IN THE 2009 AND 2011 VALUATIONS

GROUP	Number		Pct Change	Compensation		Pct Change
	2009	2011		2009	2011	
<b>Group I</b>						
Contributory Teachers	73,590	75,139	2.1%	3,523,942,726	3,626,582,283	2.9%
<b>General Employees:</b>						
State	61,425	59,402	(3.3%)	2,420,917,023	2,329,453,493	(3.8%)
University of Tennessee (TIAA)	290	234	(19.3%)	31,065,355	26,052,104	(16.1%)
Separately Funded Systems	635	622	(2.0%)	48,693,371	47,699,967	(2.0%)
Sub-Total	62,350	60,258	(3.4%)	2,500,675,749	2,403,205,564	(3.9%)
Political Subdivisions	78,757	79,469	0.9%	2,279,879,194	2,353,751,984	3.2%
Total - Group I	214,697	214,866	0.1%	8,304,497,669	8,383,539,831	1.0%
<b>Group II</b>						
State Policemen and Wildlife Officers	20	7	(65.0%)	1,426,929	518,555	(63.7%)
Firemen and Policemen	35	19	(45.7%)	2,202,371	1,187,254	(46.1%)
Total - Group II	55	26	(52.7%)	3,629,300	1,705,809	(53.0%)
<b>Group III (including Superseded Systems)</b>						
State Judges - Group III	1	1	-	148,668	154,320	3.8%
Attorneys General - Group III	3	3	-	428,602	429,404	0.2%
County Judges - Group III	0	0	-	0	0	--
County Officials - Group III	7	3	(57.1%)	487,154	232,721	(52.2%)
State Judges - Superseded	1	1	-	156,480	162,336	3.7%
Attorneys General - Superseded	2	2	-	251,844	253,320	0.6%
County Judges - Superseded	0	0	-	0	0	--
County Officials - Superseded	4	2	(50.0%)	278,246	119,502	(57.1%)
Total - Group III	18	12	(33.3%)	1,750,994	1,351,603	(22.8%)
<b>Group IV - Judges</b>	180	172	(4.4%)	26,731,318	26,689,705	(0.2%)
State - All Groups	136,158	135,588	(0.4%)	6,054,527,716	6,058,347,710	0.1%
Political Subdivisions- All Groups	78,792	79,488	0.9%	2,282,081,565	2,354,939,238	3.2%
Grand Total - All Groups	214,950	215,076	0.1%	8,336,609,281	8,413,286,948	0.9%

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES CURRENTLY PAYABLE TO  
BENEFICIARIES ON THE RETIREMENT ROLLS

GROUP	Number		Pct Change	Amount		Pct Change
	2009	2011		2009	2011	
<b>Group I</b>						
Contributory Teachers	37,337	40,130	7.5%	746,710,077	850,065,796	13.8%
<b>General Employees:</b>						
State	36,525	39,544	8.3%	462,608,995	534,127,889	15.5%
University of Tennessee (TIAA)	1,993	1,954	(2.0%)	24,592,789	26,521,052	7.8%
Separately Funded Systems	177	204	15.3%	2,787,057	3,380,681	21.3%
Sub-Total	38,695	41,702	7.8%	489,988,841	564,029,622	15.1%
Political Subdivisions	29,975	32,959	10.0%	190,792,209	226,715,758	18.8%
Total - Group I	106,007	114,791	8.3%	1,427,491,127	1,640,811,176	14.9%
<b>Group II</b>						
State Policemen and Wildlife Officers	605	579	(4.3%)	18,430,678	18,614,502	1.0%
Firemen and Policemen	590	585	(0.8%)	14,533,519	15,194,606	4.5%
Total - Group II	1,195	1,164	(2.6%)	32,964,197	33,809,108	2.6%
<b>Group III (including Superseded Systems)</b>						
State Judges - Group III	0	0	--	0	0	--
Attorneys General - Group III	14	14	--	517,222	539,155	4.2%
County Judges - Group III	31	28	(9.7%)	646,380	628,333	(2.8%)
County Officials - Group III	70	70	--	1,402,217	1,541,666	9.9%
State Judges - Superseded	75	65	(13.3%)	6,059,999	5,349,944	(11.7%)
Attorneys General - Superseded	110	103	(6.4%)	5,872,604	5,625,667	(4.2%)
County Judges - Superseded	101	92	(8.9%)	4,181,842	3,858,167	(7.7%)
County Officials - Superseded	153	136	(11.1%)	3,293,776	3,040,307	(7.7%)
Total - Group III	554	508	(8.3%)	21,974,040	20,583,239	(6.3%)
<b>Group IV - Judges</b>	119	122	2.5%	4,410,092	4,681,285	6.1%
State - All Groups	77,310	83,041	7.4%	1,281,513,728	1,457,974,444	13.8%
Political Subdivisions- All Groups	30,565	33,544	9.7%	205,325,728	241,910,364	17.8%
Grand Total - All Groups	107,875	116,585	8.1%	1,486,839,456	1,699,884,808	14.3%

## C. DETERMINATION OF FUNDING LEVELS

### General Method

The statute which established the Tennessee Consolidated Retirement System prescribed a "frozen initial liability" method of valuation, under which an initial unfunded accrued liability is established for each major cost group, and the remainder of the cost of the System is borne by a "normal cost" contribution. Under that method as it is usually utilized, the "normal cost" calculated as a part of each subsequent valuation absorbs any variation of actual from expected experience.

Prior to 1975, the unfunded accrued liability was not being amortized. In that year, a 40-year amortization of the unfunded accrued liability was begun, except that (in accordance with the statute at that time) cost of living benefits remained on a "pay-as-you-go" basis.

In 1977, the statute was changed to provide for advance funding of cost of living benefits. It was decided to amortize the additional accrued liability arising from these benefits as a percent of payroll, rather than by level dollar annual payments. The result was to arrive at a contribution rate consisting of three segments: a "normal cost"; an "accrued liability level dollar" amortization of the unfunded accrued liability for basic benefits; and an "accrued liability percent of payroll" amortization for the additional accrued liability arising from cost of living benefits. For closed groups, all of the unfunded accrued liability was amortized on a level dollar basis.

Under the present statute, the Trustees can decide whether to freeze the prior valuation's unfunded accrued liability, or to reestablish that figure. From time to time, the unfunded accrued liability has been reestablished rather than frozen. Reestablishment has generally occurred when there have been significant changes in benefits or actuarial experience and has been elected in order to more accurately portray the unfunded liability of the system.

### State

#### Funding History

In 1981, the State began making the contributions previously made by State Group I employees and teachers associated with higher education, in lieu of part of the salary increase these participants would otherwise have received. Separate contribution rates were developed for "contributory" (K-12) teachers and "non-contributory" (higher education) teachers. These rates were artificially adjusted so as to retain a reasonable relationship between the two rates; exact separate calculations were not made because the total pool of assets accumulated for teachers was not being accumulated separately for the two groups.

In 1983, several improvements were made to the funding program:

1. The unfunded accrued liability was treated as if it had been frozen in 1981, rather than being reestablished. This action had little effect on 1983 contribution rates, but established the desired precedent --- once frozen, the unfunded accrued liability would decrease regularly until it disappeared in 2015.
2. All of the "percent of payroll" amortization piece for State employees and 70% of the equivalent piece for teachers were shifted to the stronger "level dollar" amortization basis.
3. Contribution rates for several of the smaller groups were recombined to reflect more accurately the sources of the money used to fund them.

Separate rates were again computed for "contributory" and "non-contributory" teachers, involving an artificial differential intended to keep the relationship of the two rates reasonable.

In 1984 and again in 1985, the Legislature allocated excess general State funds to the TCRS. Some of these funds were allocated to the superseded ("prior class") State Judges and Attorney General Systems, for which existing funding was not proving adequate. The intention of this infusion of funds was to make it feasible to fund the remaining liabilities of these closed systems in reasonably level dollar amounts over the next 30 years. Other funds were intended to fund in advance the "bonus", "aged teacher" and "aged State employee" programs that had previously been funded on a year-by-year basis from the operating budget.

In 1985, the remaining 30% of the frozen accrued liability for teachers was shifted to the "level dollar" amortization basis. A new set of actuarial assumptions was adopted, based on the 1984 study of actual experience under the TCRS. The rates called for by the 1985 valuation were generally somewhat lower than the rates then being contributed. As a conservative measure, the Board of Trustees voted to continue utilizing the then-current rates, rather than allowing the rates to drop.

Between 1985 and 1987, the TCRS experienced large actuarial gains due to investment earnings substantially in excess of the actuarial assumption of 8.5%. Even when the smoothing procedure utilized since 1981 was applied to plan assets, to avoid undue fluctuations in contribution rates, the strong investment performance of the two-year period generated actuarial gains, lowering the required contribution rates. The Board of Trustees, unsure how the stock market would react to a 500 point decline of the Dow Jones Industrial Average on October 19, 1987, adopted contribution rates which "split the difference" between the then-current rates and the much lower rates called for by the 1987 valuation. Contribution rates for the major groups still dropped significantly; nevertheless, the adopted rates included considerable margins over the "required" rates, in order to minimize the likelihood of having to increase the rates in 1989.

Also in 1987, a "consolidated State" contribution rate covering all groups for whom the State was directly responsible was adopted. This group included higher education (non-contributory) teachers and a closed group of University of Tennessee teachers whose TIAA benefits are supplemented by the TCRS, as well as all Group I and Group II State employees. This change was made for purposes of administrative simplicity, and also to avoid questions concerning

classification of higher education employees which had arisen in the past. Teachers who were still contributing to the TCRS (K-12 teachers) remained as a separate group.

Between 1987 and 1989, the valuation "target" rates necessary to continue the 40-year funding program begun in 1975 decreased still further. Several factors contributed to this decline. First, the unfunded accrued liability frozen in 1981 was being amortized by level dollar annual contributions; as the covered payroll increases, as it had each year since 1983, these level dollar amounts represent a decreasing percentage of each year's covered payroll. Second, actuarial gains had emerged. Third, the fact that contributions during the two years actually exceeded the targets called for by the 1987 valuation meant that current assets exceeded the amounts which would have been on hand if the valuation "target" rates had actually been adopted. For all these reasons, the 1989 valuation rates declined significantly from the 1987 rates.

A 1988 study of experience under the TCRS had led to the adoption by the Board of Trustees of a new set of actuarial assumptions for the 1989 valuation. While some of the new assumptions would require less money to go into the trust (for example, it was assumed that continuing participants would receive annual salary increases of 7% each year, rather than 8%), overall the new set of assumptions was more conservative than the old set. Therefore, the "1989 valuation rates" were somewhat higher than they would have been if the new, more conservative set of assumptions had not been adopted.

Because it was felt that most of the conditions which had caused the required contribution rates to decline from 1987 to 1989 would continue to apply after 1989, the Board of Trustees voted to adopt the 1989 "target" rates as the actual contribution rates, effective July 1, 1990.

As expected, the required contribution rates developed in 1991 were lower than the 1989 rates. The Board of Trustees again voted to adopt the 1991 "target" rates as the actual contribution rates, effective July 1, 1992.

The quadrennial experience study performed in 1992 indicated that the demographic assumptions which had been used in the 1989 and 1991 valuations had turned out to be accurate. Investment performance during the preceding few years had substantially exceeded the 8% interest assumption, and salary increases during the last few years had fallen short of the 7% salary assumption. Therefore, the Board of Trustees took the position that continuing to utilize the same set of actuarial assumptions was an appropriate practice, retaining a reasonable yet conservative approach to the calculation of required contribution rates.

From 1991 to 1993, the System generated unusually large actuarial gains. Investment earnings exceeded expected earnings (on the 8% basis) by over \$675,000,000. Freezes on salaries had minimized salary increases during the valuation period, leading to additional large actuarial gains. The effect of these two large sources of gains was to lower required contribution rates substantially.

A further result of these actuarial gains was to create several anomalies in the funding method; the most prominent of which was a "negative normal cost" for the Consolidated State. The unfunded accrued liability of each group for which a contribution rate is obtained had not been

reestablished since 1981. During that period, there had been substantial actuarial gains, culminating in the large gains from 1991 to 1993. All of the gains had been absorbed into the "normal cost" component of the contribution. As a result, the remaining unfunded accrued liability had become the major component of the remaining employer liability; in the case of the Consolidated State, the unfunded accrued liability, which had been brought forward as a dollar amount from year to year, exceeded the State's total liability for the group.

In order to remove these anomalies, the Board of Trustees decided, as authorized by TCA Section 8-37-304, to reestablish the unfunded accrued liability for each group. The result was that a much smaller unfunded accrued liability remained for teachers, that unfunded accrued liabilities increased for County Judges and Officials and for State Judges and Attorneys General (Superseded), and that there was no longer an unfunded accrued liability for the other contribution groups.

Actual contributions for the two smaller groups which still had unfunded accrued liabilities were not affected by the reestablishment. Benefits for County Judges and Officials are funded through litigation taxes, so the actuarially determined contribution rate serves only as a benchmark. Superseded State Judges and Attorneys General were being funded by level annual contributions which were intended to pay off the group's total liability by 2015, without regard to the subdivision between "normal cost" and "accrued liability."

Rather than allowing the rates to drop substantially, the Board of Trustees followed the course which had been authorized in previously-approved legislation:

1. Portability among members who had service in more than one membership classification was improved.
2. The base benefit of active and retired members in most categories was increased by 5%.
3. The amortization period for the Contributory Teachers was decreased to 10 years. However, the Board retained the right to increase the amortization period in the future.

Even after these benefit and funding improvements, the 1993 contribution rates for the major groups decreased slightly.

From 1993 to 1995, actuarial experience was not as favorable as it had been in prior years. Although the required contribution rate for Contributory Teachers decreased further, the required contribution rate for the Consolidated State group increased for the first time in several years.

The Trustees adopted the actuary's recommendation that unfunded accrued liabilities be reestablished for the three groups for which such liabilities existed. Since Section 8-37-305 of the TCA specifies that the accrued liability contribution is to be discontinued for any member classification as soon as the unfunded accrued liability becomes zero, the unfunded accrued liabilities were not reestablished for the groups which had reached that goal in 1993.

Reestablishment for the three entities with remaining liabilities was elected in order to maintain a more realistic balance between the accrued liability contribution and the normal cost contribution.

As mentioned above, the Board retained the right to extend the amortization period for Contributory Teachers from the eight-year period remaining from the ten-year amortization schedule adopted in 1993 to a period that in 1995 was permitted to be as much as twenty years. The primary purpose of retaining this right was as a safety valve to avoid undue strain on the State's resources in the event of a future increase in required contributions due to actuarial losses. Reversion to the twenty-year amortization schedule was elected in order to mitigate contribution volatility associated with the leveraged position as plan assets equaled approximately 80% of projected benefit values.

The quadrennial experience study conducted in 1996 led the Trustees to adopt a set of more conservative withdrawal and mortality assumptions for the Contributory Teacher group. The study also concluded that economic assumptions should be revised to reflect lower prevailing rates of inflation, as inflation had declined significantly since the previous review was conducted. Consequently, the assumed investment return rate was revised downward from the 8% per annum rate used in the 1995 valuation to 7.5%. The assumed annual rate of salary increase, which is also expected to contain an inflation component, was revised downward from 7% to 5.5%.

Unrelated to the assumption changes resulting from the experience study was a recommended modification in the asset valuation method. An asset smoothing procedure had been applied in determining the asset value upon which contributions are based since 1981. The purpose of the smoothing process was to dampen the effect of investment volatility so that contributions were not unduly affected by short-term changes in investment results. Under the procedure used in prior plan valuations, fixed income investments had been treated differently than equities and had been valued at book value. Equities were valued by adjusting the book value of the equity portion of the portfolio by a factor which reflected the five-year moving average ratio of the equity market to book values.

While the previous methodology had served the purpose of reducing volatility adequately, the procedure differed from the methods mandated by the then recently applicable Governmental Accounting Standards Board (GASB) Statements 25 and 27. Under the GASB standards, the entire portfolio, rather than the equity portion only, must be adjusted to recognize changes in market value. The revised methodology approved for the plan expanded the moving average procedure then in use to apply to all plan assets.

The 1997 valuation recognized benefit modifications that were adopted by the legislature in the 1997 Appropriation Act as follows –

1. The arithmetic, or simple, form of cost-of-living adjustment was replaced by a geometric, or compounded, adjustment. The modification was effective January 1, 1998 and included a "catch-up" feature for then current retirees.
2. Salary "loading" for Consolidated State employees hired prior to July 1, 1981 and for whom employee contributions had been eliminated was permanently extended.

3. Contribution rates related to the geometric cost-of-living adjustment and permanent salary extension were implemented effective as of January 1, 1998 and July 1, 1998, respectively.

As of July 1, 1997, an unfunded accrued liability remained for the Contributory Teacher group and two other small groups. The Trustees elected to reestablish the liability for all three groups resulting in the elimination of the unfunded accrued liability for Contributory Teachers and leaving an unfunded accrued liability for only the County Judges and Officials and State Judges and Attorneys General (Superseded).

Contribution rates produced by the 1999 valuation continued to benefit from favorable investment experience. Lower than expected salary increases to Teachers also contributed to lower contribution rates. Factors influencing higher contributions were the addition of new entrants for whom contribution rates were higher because they did not benefit from prior accumulated gains and modifications in valuation programming to accommodate improvements in valuation techniques. The trend for the Teachers employer contribution rate continued to decline. An increase in the State employer contribution rate resulted in the State rate for the first time exceeding that for Teachers.

Between 1997 and 1999, TCRS record keeping procedures were revised to eliminate maintenance of the fund book value. Since prior asset valuation methods were based on a historical comparison of the relationship between book and market value, the valuation asset method was revised for the 1999 valuation. A primary consideration in selecting the revised method was that the prior method should not be altered more than necessary. Under the revised method, the asset value used in computing plan contributions was determined by recognizing “excess earnings” occurring in each preceding year over a five year period following the year of recognition. Excess earnings in a year are earnings above the investment returns that would have occurred if the plan earned the actuarially assumed rate for the year. Excess earnings or losses so computed for each year were phased in ratably over five years. For conservatism, excess gains or losses for a year were applied first to offset accumulated excess earnings on a dollar for dollar basis before phasing in the remainder.

During 1999, an actuarial audit of the primary calculations underlying the valuation was conducted by Buck Consultants. Conclusions and opinions resulting from the audit were discussed in a report prepared by Buck Consultants. Significantly, the audit endorsed the actuarial valuation methodology and the basic liability results used in computing contributions for the TCRS.

A quadrennial experience study conducted in 2000 concluded that economic assumptions including the assumed rate of investment return and the inflation assumption should be unchanged. Modifications were recommended for the salary increase rate and many of the demographic assumptions.

The assumed rate of salary increase employed in the 1999 actuarial valuation was a uniform rate of 5.5% that was applied to all ages. The assumed rate was higher than actual aggregate experience. Also, the pattern of actual salary increase rates was such that increases for younger

participants were considerably higher than those for older participants. An age graded scale was recommended to replace the uniform scale. The revised scale was slightly lower than the prior scale but more accurately reflected career salary patterns.

In the four-year period covered by the experience study, post retirement mortality rates improved extending the precedent established in earlier studies. Improvement was observed for both Teacher and State groups. Since the standard tables did not appear to represent the TCRS retiree mortality pattern, a revised table modeled after TCRS experience was developed.

Predicted rates of termination and retirement of both State and Teacher groups were modified significantly to recognize separation patterns measured on the basis of liabilities. The revised tables recommended by the study resulted in increased contribution rates for both groups. Following a policy of gradual absorption of significant contribution rate changes, the Board elected to phase-in the termination rates for the State and Political Subdivision groups ratably over a cycle of three actuarial biennial valuations beginning in 2001.

The aggregate effect of recommended salary and demographic changes (including the decision to phase-in State termination rates) in the 2001 actuarial valuation was to increase Teacher and State employer contribution rates by 0.3% and 1.1% respectively.

Administrative factors for survivorship, early reduction and delayed retirement had been last revised prior to 1990. Since the time of their adoption, the assumed actuarial valuation interest rate was reduced from 8.0% to 7.5%, and mortality improvements had been implemented. Accordingly, the Board recommended modification of the administrative factors as of July 1, 2002.

Plan contributions established by the 2003 actuarial valuation suffered from continued adverse investment experience. Rates of investment return for fiscal years ending in both 2002 and 2003 were below that assumed in the valuation. Contribution rates for the Teacher and State groups increased by 2.1% and 2.8%, respectively, due primarily to the unfavorable investment performance.

In addition, the 2003 valuation recognized the second step in the phase-in process of adopting the recommended termination rates for the State and Political Subdivision groups. Consolidated State contributions increased by 0.40% due to the 2003 change in termination assumptions.

A quadrennial experience study was conducted in 2004 covering the period of plan operations from July 1, 2000 through June 30, 2004. The review concluded that economic assumptions including the assumed rate of investment return and the inflation assumption should be unchanged. The study also validated the salary increase rates developed with the previous experience study. Modifications, however, were recommended for many of the demographic assumptions.

In the four-year period covered by the experience study, post retirement mortality rates were noted to have improved predominantly in the male population of both the State and Teacher

groups, extending the precedent established in earlier studies. As a result, new post retirement mortality rates were recommended to better reflect the actual experience.

Modifications were also recommended with the 2004 experience study to the termination and retirement rates. The new study validated the need to recognize the final phase-in of termination rates for the State group recommended from the 2000 study, with only a minor additional change recommended in 2004. Retirement rates dropped sharply during the study period from 2000 – 2004. Since retirement rate experience could be temporarily related to recent economic cycles, the 2004 study recommended that approximately one half of the reduction in retirement rates be reflected in the actuarial valuation, with further review again during the next experience study.

The 2005 actuarial valuation resulted in continued contribution rate increases for both groups. Contribution rates for Teacher and State groups increased by 2.63% and 3.18%, respectively, due to actuarial experience primarily from the recognition of prior investment performance. The aggregate effect of the recommended assumption changes in the 2005 actuarial valuation was to reduce the Teacher and State employer contribution rates by 2.0% and 0.14% respectively.

As of July 1, 2005, the unfunded liability was eliminated for the County Judges and Officials group as it became fully funded. An unfunded accrued liability was only recognized for the State Judges and Attorneys General (Superseded) group.

Rates of investment return for fiscal years ending in 2006 and 2007 were 6.9% and 13.2%, respectively. While these market returns exceeded our assumed return for the two-year period, prior losses were still being phased-in with the valuation asset smoothing method for the 2007 valuation. Actuarial experience in the aggregate between 2005 and 2007 resulted in an increase in the contribution level; however, the increase was much smaller than in recent valuations. Contribution rates for Teacher and State groups increased by 0.29% and 0.52%, respectively, due to actuarial experience, primarily the recognition of prior investment performance.

Additional steps were taken with the 2007 valuation in an effort to curb contribution rate volatility going forward. First, the unfunded actuarial accrued liability was reestablished for all groups and amortized over a 20-year period. Even though the unfunded accrued liability had been eliminated in prior years for the State and Teacher groups (mostly due to excess asset performance on the 1990's), adverse investment performance since the 1990's had created an unfunded accrued liability as of the valuation date. The net effect of this change was to reduce the State contribution rate by 0.99%. Since the Teacher group had a relatively small unfunded accrued liability after reestablishment, the change did not impact the Teacher contribution rate.

In addition, a ten-year asset smoothing method was adopted to be used prospectively for fiscal years beginning after June 30, 2007. The purpose of this change was to more adequately smooth investment performance since the plan's contribution rates are so highly leveraged on the volatility of plan assets. It was believed that a ten-year method would more adequately smooth contribution rate volatility than the previous five-year smoothing method. Since this change was prospective only, it did not affect either the unfunded accrued liability or the contribution rates with the 2007 valuation.

The 2007 valuation also recognized benefit modifications that were adopted by the legislature during the prior period as follows –

1. An ad hoc increase for retirees with retirement dates on or before July 1, 1989. This increase was effective prospectively for retired State and Teacher participants on January 1, 2007. Each political subdivision was given the choice of offering the increase to its retirees.
2. Increase in the minimum benefit calculation to General Assembly members. The minimum benefit of \$70 per year of service began being indexed with the same percentage as the COLA paid to retirees effective July 1, 2006.
3. Benefits for public safety officers increased allowing for an unreduced benefit at age 55 with 25 years of service. In addition, the bridge benefit for public safety officers will begin at age 55 instead of age 60. Each political subdivision was given the choice of offering the increase to its public safety officers.

The impact on the State contribution rate due to these benefit improvements was minimal since the number of employees affected were small relative to the entire group.

Since the County Judges and Officials group was deemed to be fully funded as of July 1, 2005, this group was combined with the Consolidated State group for reporting purposes as of July 1, 2007. In addition, the three groups of State Judges and Attorneys General were combined for reporting purposes as of July 1, 2007.

Plan contributions established by the 2009 valuation were again impacted by adverse investment experience. Rates of investment return for fiscal years ending in 2008 and 2009 were negative 1.2% and negative 15.3%, respectively. The market returns between 2007 and 2009 created significant losses for the plan. Actuarial experience in the aggregate resulted in an increase in the contribution level. Contribution rates for Teacher and State groups increased by 4.28% and 5.16%, respectively, due to actuarial experience, primarily the recognition of prior investment performance.

A quadrennial experience study was conducted in 2008 covering the period of plan operations from July 1, 2004 through June 30, 2008. The study compared the actuarial assumptions used to determine contribution rates with the actual experience of the plan. The review concluded that economic assumptions including the assumed rate of investment return and the core inflation assumption should be unchanged. The study also validated the salary increase rates developed in a prior experience study. It was, however, recommended to change the future Cost of Living Adjustment assumption applicable to retiree benefits. The future COLA assumption was changed from 3.0% to 2.5% to better reflect expected experience since the annual COLA is limited to 3.0%. Historical experience validated this change. The effect on employer contributions of adopting the 2.5% future COLA assumption was to decrease the State rate by 2.74% and the Teacher rate by 2.88%.

In the four-year period covered by the experience study, post retirement mortality rates were noted to have improved in both the State and Teacher groups (unlike the 2004 study which

reflected little mortality improvement among the Teacher group). As a result, new post retirement mortality rates were recommended to better reflect the actual experience. The effect on employer contributions of adopting the recommended mortality rates was to increase the State rate by 1.61% and increase the Teacher rate by 1.85%.

Modifications were also recommended with the 2008 experience study to the retirement rates. Retirement rates dropped sharply during the study period from 2000 to 2004. The 2004 study reflected only a portion of the change at that time in order to monitor the delayed retirement trend. Retirement rate experience continued to reflect later retirements during the 2004 – 2008 study period. As a result, changes to retirement rates were recommended in order to match experience. As a result of adopting recommended retirement rates, employer contribution rates for the State and Teacher groups decreased by 1.40% and 0.42%, respectively. Other changes to the demographic assumptions were minor and did not result in a significant change in employer contribution rates.

Due to the significant asset losses experienced between the 2007 and 2009 valuations, the valuation assets determined according to the asset smoothing method as of July 1, 2009 were limited to 120% of the market value of assets. In addition, the unfunded actuarial accrued liability has been reestablished again for all groups and amortized over a 20-year period. The net effect of the reestablishment was to reduce the State contribution rate by 0.72% and the Teacher contribution rate by 0.30%.

During 2010, an actuarial audit of the primary calculations underlying the valuation was conducted by Gabriel Roeder Smith & Company. Conclusions and opinions resulting from the audit were discussed in a report prepared by Gabriel Roeder Smith & Company. Significantly, the audit endorsed the actuarial valuation results used in computing contributions for the TCRS.

Administrative factors for survivorship, early reduction and delayed retirement had been last revised in 2002. Since the time of their adoption, the assumed actuarial valuation cost of living assumption was reduced from 3.0% to 2.5%, and mortality improvements had been implemented. Accordingly, the Board recommended modification of the administrative factors as of July 1, 2011. No material change to liabilities occurred from this update.

### **2011 Valuation**

Plan contribution rates resulting from the current and preceding valuations are shown in the schedule on page C-15. Plan contributions established by the current valuation were favorably impacted by a strong investment performance. Rates of investment return for fiscal years ending in 2010 and 2011 were 10.2% and 19.9%, respectively. These market returns have created significant gains for the plan. In addition, actual salary increases since the 2009 valuation were less than assumed in the actuarial valuation. Contribution rates for Teacher and State groups would have decreased by 3.20% and 3.11%, respectively, due to the actuarial experience. However, prior investment losses are still being smoothed into the valuation assets. Specifically, \$3,020,000,000 of net investment losses are currently excluded from valuation assets and will be recognized over the next five valuation cycles (ten years). In order to maintain contribution rate

stability, the amortization period was reset to 6 years for Teachers and 9 years for the State. The net effect of the actuarial experience and resetting the amortization periods was to reduce the Teacher contribution rate by 0.17% and increase the State contribution rate by 0.13%. The impact of plan experience is discussed further in the Gain and Loss Analysis section of the report.

New benefit modifications that were adopted by the legislature since the 2009 valuation included a provision for political subdivisions to voluntarily elect to establish minimum benefits of \$8, \$14, or \$20 per year of service for county commissioners, school board members, and other such positions. The effect of this benefit improvement was minimal. Annual contribution rates continue to include an administrative charge of 0.16%.

As prior investment losses continue to be recognized, political subdivisions may experience future contribution rates that are difficult to sustain for some entities. In order to reduce contribution volatility, it is recommended that sponsors be permitted to reestablish the unfunded accrued liability and reset the amortization period upon which payments are based to a new schedule up to thirty years.

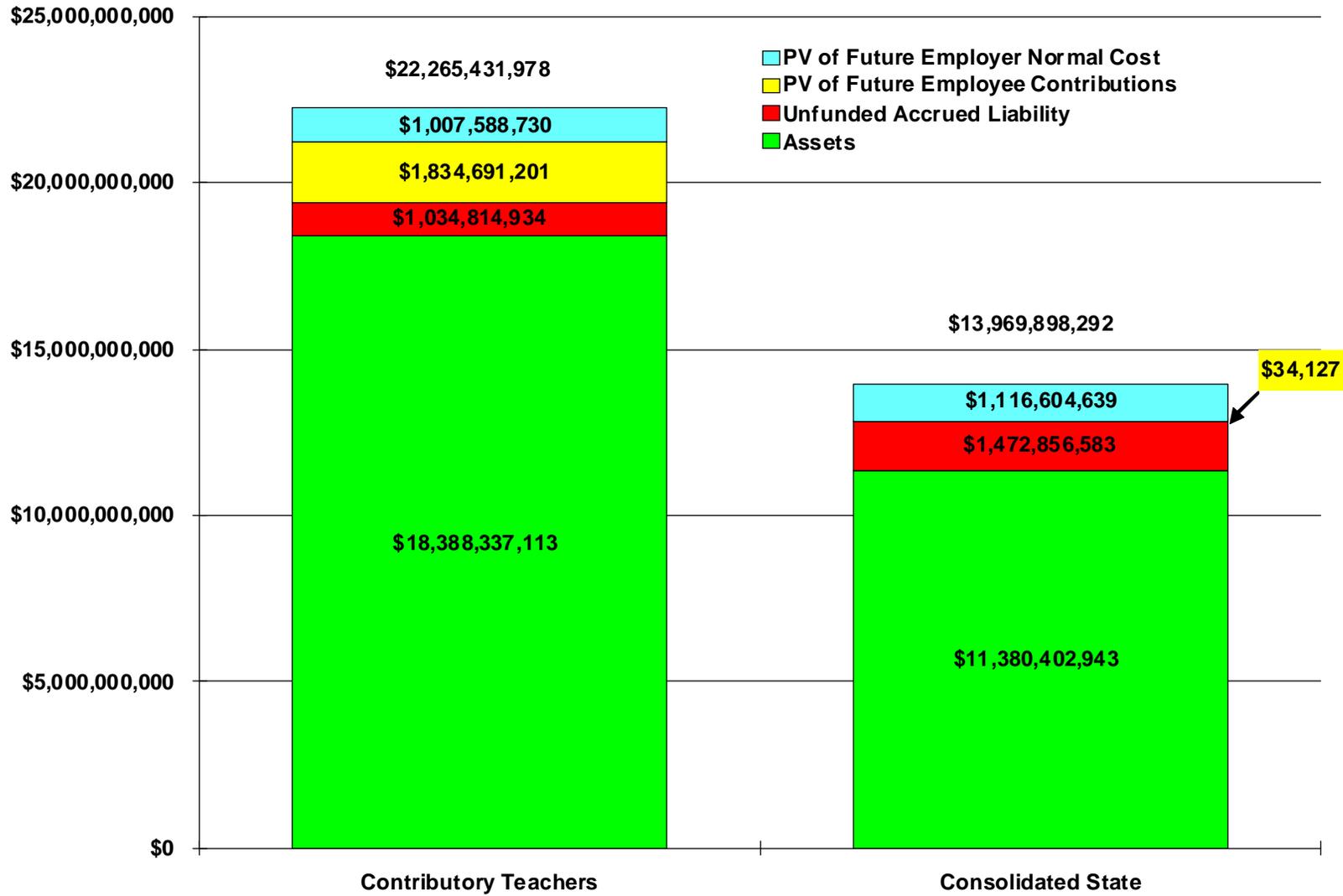
*Future expectations*

TCRS assets are based upon a valuation asset method that endeavors to reduce contribution volatility by recognizing investment gains and losses ratably over a ten-year period from the date of occurrence. Approximately \$3,020,000,000 of net investment losses are currently excluded from valuation assets and will be recognized over the next five valuation cycles (ten years). Continued recognition of prior investment losses is expected to increase Teacher and State contribution rates in 2013. This increase can be managed by resetting the amortization period for the unfunded accrued liability in light of long-term contribution rate expectations, budget planning and actuarially sound funding levels. Investment performance is the most likely source of future contribution rate volatility.

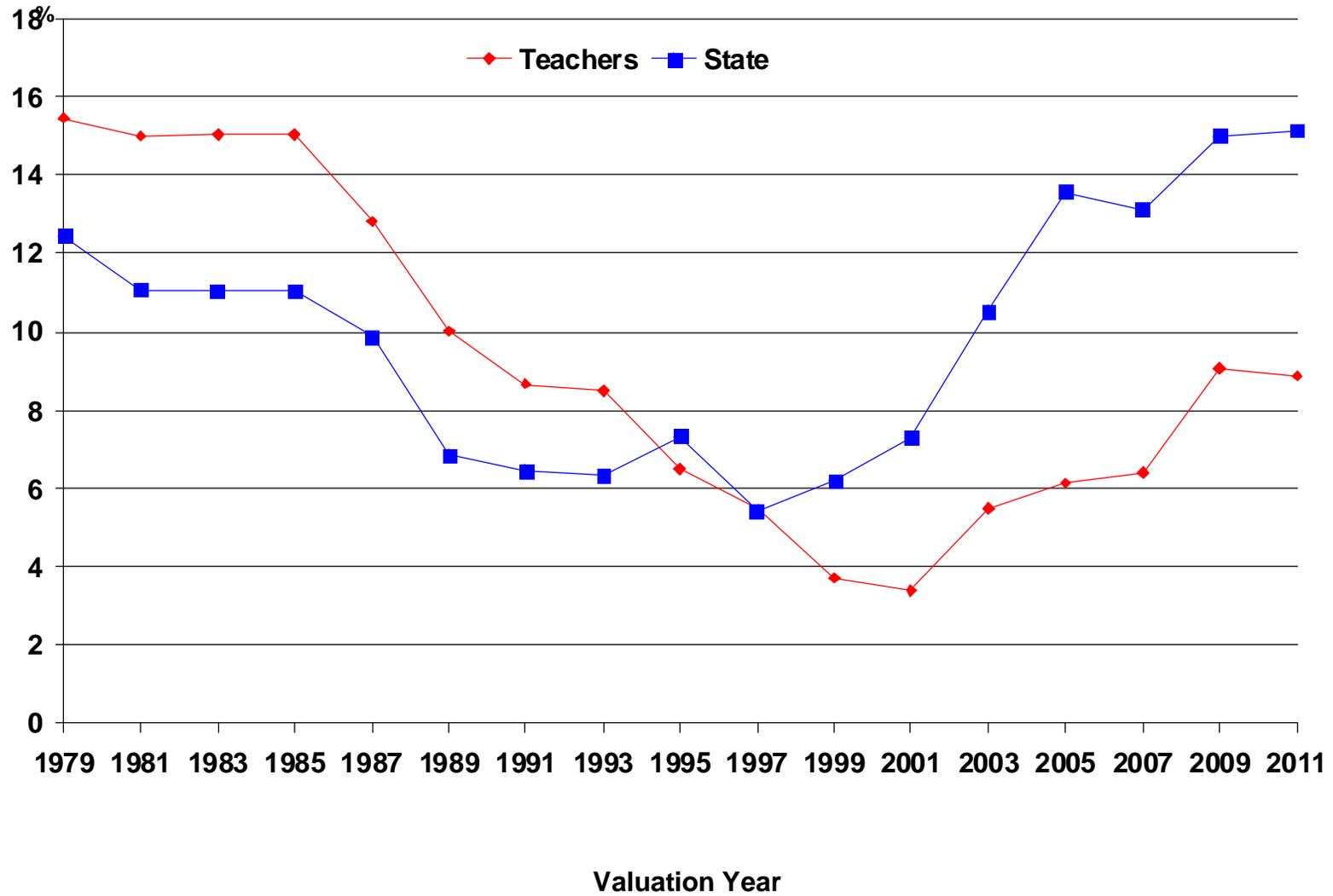
In recent years, there has been upward pressure on contribution rates due to new entrants. Rates for new entrants were generally higher than those for existing participants because they did not have the benefit of past actuarial gains that affected existing participant rates. In the short-term future, new entrants will help lower the rate for the State and Teacher groups since the 2011 contribution rates are greater than the rate for new entrants (due to recent actuarial losses). Another factor contributing to future contribution rates is the opportunity for rehired former participants to purchase prior service credits. This results in upward rate pressure for both the Teacher and the State groups.

Finally, another risk for future contribution rate increases is the issue of projected mortality. Continued mortality improvements will put upward pressure on the contribution rates in the future. This item will be monitored again during the next experience study to be performed in 2012.

### VALUE OF BENEFITS July 1, 2011



### HISTORY OF TCRS CONTRIBUTION RATES



**COMPARISON OF TCRS EMPLOYER CONTRIBUTION RATES**

	2011 Active Payroll	2009 Contribution Rate	2011 Contribution Rate
Contributory Teachers	\$3,626,582,283	9.05%	8.88%
Consolidated State <sup>1,2</sup>	2,356,580,152	15.01%	15.14%
State Judges (Groups I, III & IV), Attorneys General (Groups I & III), State Judges and Attorneys General (Superseded) <sup>3</sup>	75,185,275	20.91%	20.57%

- <sup>1</sup> The Consolidated State contribution rate includes the costs attributable to bridge and service retirement benefits for public safety officers. A separate contribution rate for this group will be collected and will offset the Consolidated State contribution rate.
- <sup>2</sup> The University of Tennessee pays an additional 10% of covered payroll for TIAA coverage. The rates shown relate only to TCRS benefits.
- <sup>3</sup> State Judges (Groups I, III & IV), Attorneys General (Groups I & III) and State Judges and Attorneys General (Superseded) are combined for reporting purposes.

**VALUATION BALANCE SHEET**  
**TENNESSEE CONSOLIDATED RETIREMENT SYSTEM**  
**July 1, 2011**

<b>ASSETS</b>	<b>Contributory Teachers</b>	<b>Consolidated State</b>	<b>State Judges &amp; Attorneys- General</b>
Present assets creditable to:			
State Accumulation Fund	\$15,325,765,679	\$10,776,329,573	\$309,105,041
Members' Fund	3,062,571,434	604,073,370	40,333,459
Total Present Assets	<u>\$18,388,337,113</u>	<u>\$11,380,402,943</u>	<u>\$349,438,500</u>
Present value of prospective contributions payable to:			
State Accumulation Fund:			
Normal	\$1,007,588,730	\$1,116,604,639	\$55,470,560
Accrued Liability	1,034,814,934	1,472,856,583	81,774,775
Total	<u>\$2,042,403,664</u>	<u>\$2,589,461,222</u>	<u>\$137,245,335</u>
Members' Fund	<u>1,834,691,201</u>	<u>34,127</u>	<u>1,624,796</u>
Total Prospective Contributions	<u>\$3,877,094,865</u>	<u>\$2,589,495,349</u>	<u>\$138,870,131</u>
<b>Total Assets</b>	<u>\$22,265,431,978</u>	<u>\$13,969,898,292</u>	<u>\$488,308,631</u>
<b>LIABILITIES</b>			
Present value of prospective benefits payable on accounts of:			
Present retired members and contingent annuitants	\$9,467,842,648	\$6,276,316,379	\$197,132,783
Present active members	12,518,011,843	7,238,087,866	272,769,198
Former members	<u>279,577,487</u>	<u>455,494,047</u>	<u>18,406,650</u>
<b>Total Liabilities</b>	<u>\$22,265,431,978</u>	<u>\$13,969,898,292</u>	<u>\$488,308,631</u>

**Political Subdivisions**

The next page comprises an actuarial balance sheet showing the assets and liabilities relating to the participating political subdivisions. The split between normal cost and accrued liability contributions for political subdivisions is theoretical, since no summary of the split for individual political subdivisions is available at the time of this report, but all other figures, including the total value of prospective employer contributions, reflect the actual situation. The table also combines the figures for political subdivisions with the aggregate State figures to provide a summary for the entire TCRS.

**VALUATION BALANCE SHEET**  
**TENNESSEE CONSOLIDATED RETIREMENT SYSTEM**  
**July 1, 2011**

TOTAL SYSTEM

ASSETS	Contributory Teachers	Total State (Including State Judges & Attorneys-General)	Polisubs	Grand Total
Present assets creditable to:				
State Accumulation Fund	\$15,325,765,679	\$11,085,434,614	\$5,461,751,471	\$31,872,951,764
Members' Fund	3,062,571,434	644,406,829	1,100,852,325	4,807,830,588
Total Present Assets	<u>\$18,388,337,113</u>	<u>\$11,729,841,443</u>	<u>\$6,562,603,796</u>	<u>\$36,680,782,352</u>
Present value of prospective contributions payable to:				
State Accumulation Fund:				
Normal	\$1,007,588,730	\$1,172,075,199	\$886,440,557	\$3,066,104,486
Accrued Liability	1,034,814,934	1,554,631,358	799,102,966	3,388,549,258
Total	<u>\$2,042,403,664</u>	<u>\$2,726,706,557</u>	<u>\$1,685,543,523</u>	<u>\$6,454,653,744</u>
Members' Fund	<u>1,834,691,201</u>	<u>1,658,923</u>	<u>582,617,580</u>	<u>2,418,967,704</u>
Total Prospective Contributions	<u>\$3,877,094,865</u>	<u>\$2,728,365,480</u>	<u>\$2,268,161,103</u>	<u>\$8,873,621,448</u>
<b>Total Assets</b>	<b>\$22,265,431,978</b>	<b>\$14,458,206,923</b>	<b>\$8,830,764,899</b>	<b>\$45,554,403,800</b>
<b>LIABILITIES</b>				
Present value of prospective benefits payable on accounts of:				
Present retired members and contingent annuitants	\$9,467,842,648	\$6,473,449,162	\$2,560,587,467	\$18,501,879,277
Present active members	12,518,011,843	7,510,857,064	6,013,575,239	26,042,444,146
Former members	279,577,487	473,900,697	256,602,193	1,010,080,377
<b>Total Liabilities</b>	<u>\$22,265,431,978</u>	<u>\$14,458,206,923</u>	<u>\$8,830,764,899</u>	<u>\$45,554,403,800</u>

## D. GAIN AND LOSS ANALYSIS

The contribution rate for any defined benefit pension plan is based on a set of actuarial assumptions. It is assumed that investments will increase in value at a certain rate, that salary increases will be granted according to a certain schedule, and that, in the aggregate, participants will withdraw, become disabled, die, and retire in certain patterns. Assumptions must also be made concerning other events --- for example, the pattern of future social security increases, or the percentage of participants who are married at the time of death.

It is possible to predict what would happen to the present value of benefits, the plan's assets, the normal cost rate, and the unfunded accrued ("past service" or "supplemental") liability from one valuation date to the next if all the actuarial assumptions prove to be exactly correct. Variations from these predicted values arise whenever actual experience differs from the actuarial assumptions. Analysis of these variations can reveal the degree to which actual experience has differed from assumed and can, over a period of years, provide an indication as to the validity of the various actuarial assumptions. Variations from "predicted" values also can arise from external sources, such as benefit changes and refinement of programming techniques.

A complete gain and loss analysis is a complex, technical task. It requires that the initial valuation be reproduced, predicting the amount of reserve expected to be released due to each type of decrement (death, disability, retirement, withdrawal) and the amount of liability expected to be incurred as a result of those terminations. Similar "expected" values must be obtained for increases in liability due to salary increases, and for changes in assets due to contributions, benefit payments, and interest earnings.

All these quantities must then be compared to actual experience. This process requires tracing each individual from the first valuation, determining if he is still active or, if not, why not and what benefit was paid and/or what liability remains for him.

Because of the complexity of this task, which is exacerbated by the fact that two years elapse between valuations, the primary procedure for analyzing TCRS experience has been the experience study. The most recent experience study covers the period for July 1, 2004 through June 30, 2008 and is set forth in a separate report.

One of the difficulties with a gain and loss analysis is the lack of intermediate check points at which progress can be determined. An initial value is projected, and is compared to an actual value at the end of the period. As a completely separate process, the "gain" or "loss" from each of a number of separate sources is calculated. It is then hoped that the net effect of the various gains and losses will approximately equal the difference between the projected value and the actual value. There is no method by which an individual gain or loss item can be "checked" against an intermediate figure.

Gains and losses may be measured with respect to the present value of benefits, the accrued liability, or the normal cost percentage. The gain and loss analyses with each valuation are

conducted with respect to the normal cost percentage in order to measure the impact on the contribution rate.

The availability of a detailed analysis of past actuarial experience through the experience analysis process mitigates the need for a comparable analysis in the biennial valuation. Due to the availability of accurate detailed information in the experience report, the scope of valuation experience analyses was limited to the more accessible sources of gain and loss. Specifically, gains and losses due to death, disability, and turnover were not analyzed, since it was felt that doing so involved time and expense disproportionate to the attention given the results. Similarly, effects of early and delayed retirement were not quantified.

The table below indicates the effect of each measured assumption upon the 2011 valuation contribution rates.

**CAUSES OF CHANGE IN CONTRIBUTION RATE**

	Teachers	Consolidated State
	<hr/>	<hr/>
Investment results	(1.61)%	(1.86)%
Salary increases	(1.23)	(1.52)
New entrants	(0.07)	(0.30)
Cost of living escalation	(0.23)	(0.25)
Prior service purchases (estimated)	0.10	0.10
Contribution rate change delay	0.31	0.26
Other	(0.47)	0.46
	<hr/>	<hr/>
Subtotal	(3.20%)	(3.11%)
Re-amortization of unfunded liability (6-year amortization for Teachers, 9-year amortization for State)	3.03%	3.24%
Total Change	(0.17%)	0.13%

Presented below is a brief discussion regarding items in the table. Comparisons to assumptions and methods are made to the assumptions and methods used in the previous valuation conducted in 2009.

**Investment results** - Market value returns on plan assets during the fiscal years ending in 2010 and 2011 were 10.2% and 19.9%, respectively. Investment performance is not reflected immediately in the valuation asset amount. Valuation assets are based on a ten year moving average of market values. The rate of return on valuation assets during the two year period was

approximately 1.7% per year greater than the assumed return of 7.5% per annum. Investment gains resulted in valuation assets that were approximately \$570,000,000 and \$375,000,000 greater for the Teachers and Consolidated State groups, respectively, than would have been achieved if returns were equal to the assumed rate.

**Salary Increases** - The annual weighted-average rate of salary increase during the 2009-2011 period for both groups was below the assumed age-based rates used in preparing the 2009 valuation report. This resulted in a reduction in the contribution rate for both groups.

**New Entrants** - Rate pressure attributable to new entrants exists when the overall contribution rate is higher or lower than the contribution rate associated with only the new entrants. Contribution rates can be different for new entrants in comparison to rates for continuing participants, who benefit from past accumulated actuarial gains or losses. Employees entering the plan during the past two plan years carried employer contribution rates of approximately 8% and 11% for Teacher and State groups, respectively. This helped to lower the contribution rates for both Teachers and the State.

**Cost of Living Escalation** - The inflation experienced during the review period produced aggregate COLA increases that were less than the assumed rate of 2.5% per year. COLA adjustments for July 1, 2010 and July 1, 2011 payment dates were 2.7% and 1.5%, respectively, for a combined effective COLA adjustment of 2.1% per year. Lower than anticipated COLA adjustments among retirees resulted in a lower liability for these participants than expected.

**Prior Service Purchases and Sick Leave Credits** - Employee purchases of prior service credits and credits for sick leave result in liabilities to the plan that are not fully offset by related employee contributions. The impact of prior service purchases and sick leave credits has been estimated for purposes of the gain and loss summary.

**Contribution Rate Change Delay** - The policy of delaying the application of contribution rates produced by a valuation for one year means that contributions in the year following the valuation are greater or less than those actually required by the valuation. For the 2009-2010 fiscal year, continuation of the 2007 State employee rate of 13.11% resulted in lower plan assets in comparison to the 15.01% rate anticipated by the 2009 valuation. Consequently, contribution rates for the State group increased slightly by 0.26%. Similarly, the Teacher contribution rate increased between the 2007 and 2009 valuations from 6.42% to 9.05%. The contribution deficit resulting from delaying application of valuation rates in the 2009-2010 fiscal year resulted in a contribution increase of 0.31%.

**Other** - The "other" category in the table above incorporates items that are not separately identified or are relatively insignificant. Included in the "other" category are differences between assumed and actual rates of retirement, termination, death and disability.

## E. FUNDING STATUS

Until the unfunded accrued liability was frozen in 1981, it was occasionally used as a measure of the actuarial soundness of the funding of the TCRS. Concern was expressed when the unfunded amount was large and/or increasing as was the situation from 1975 to 1981. In fact, the liability is a by-product of the actuarial valuation method utilized to determine contribution rates for a retirement plan and the amount may vary significantly from one method to another. This variability renders comparability among plans on the basis of progress or lack of progress against the unfunded accrued liability standard as an unsatisfactory approach. However, comparability on this basis for a single plan from one year to another may be appropriate as long as the valuation method used for the plan does not change during the period of comparison.

From 1983 through 1987, valuations included an analysis of the Plan Termination Liability (PTL) as a measure of funding progress. This liability is equal to the present value of the benefits which are expected to be paid to retired and other inactive employees, plus the present value of the benefits that have accrued to date for active employees. Thus, it is a measure of the total obligation under the plan in the event the plan was to terminate in the current year. Since it relates strictly to a plan termination situation, the PTL is not a particularly significant figure for an ongoing plan.

In 1987, the Governmental Accounting Standards Board ("GASB") issued its Statement Number 5, setting out information to be disclosed concerning the progress being made in funding a pension plan sponsored by a governmental unit. Statement Number 5 compared the Pension Benefit Obligation ("PBO") to the assets available as of the date of measurement. The PBO increases throughout an employee's career, pro-rating throughout his period of service the liability which is expected to be generated by his benefits. Unlike the PTL, it does not relate to the "shutdown value" as of any given time; it represents a method of spreading the pension cost related to a particular employee throughout his working lifetime, and measuring the amount of that cost which has been accrued as of the date of measurement.

Due to its nature, the PBO as of a particular date does not have any special significance. However, followed over a number of years, the "percentage funded" (i.e., the ratio of assets to PBO) would be expected to increase if progress is being made in the funding of a pension plan and it was reasonable during the period when GASB 5 was effective to make inferences regarding funding progress using this standard.

In 1994, the Governmental Accounting Standards Board revised the methodology to be used in presenting funding progress results to require reporting based upon a plan's unfunded accrued liability. This GASB pronouncement relating to financial reporting standards was effective for fiscal years ending June 30, 1997. The statements provide that certain parameters are to be used in determining the unfunded liability position in each year, including a parameter for the measurement of plan assets. A schedule of funding progress based upon comparison to the unfunded accrued liability is to be included in financial statements for the years in which the calculations are consistent with the parameters.

The schedule presented herein is based upon valuation results for the current valuation period only and is consistent with GASB Statement Number 50 released in May 2007. Information for earlier periods is presented in the TCRS Comprehensive Annual Financial Report. Results displayed in the table below are based upon the frozen initial liability actuarial valuation method used by the plan.

**Tennessee Consolidated Retirement System  
Schedule of Funding Progress  
July 1, 2011**

Funding Group	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Actuarial Accrued Liability as a Pct of Covered Payroll
<b>Consolidated State</b>	\$11,380,402,943	\$12,853,259,526	\$1,472,856,583	88.54%	\$2,356,580,152	62.50%
<b>State Judges &amp; Attorneys General</b>	349,438,500	431,213,275	81,774,775	81.04%	75,185,275	108.76%
<b>Total State</b>	\$11,729,841,443	\$13,284,472,801	\$1,554,631,358	88.30%	\$2,431,765,427	63.93%
<b>Teachers</b>	18,388,337,113	19,423,152,047	1,034,814,934	94.67%	3,626,582,283	28.53%
<b>Political Subdivisions *</b>	6,562,603,796	7,361,706,762	799,102,966	89.15%	2,354,939,238	33.93%
<b>Total</b>	\$36,680,782,352	\$40,069,331,610	\$3,388,549,258	91.54%	\$8,413,286,948	40.28%

\* Political subdivision results are presented in the aggregate and are not representative of results for individual entities.

## F. VALIDITY OF DATA

The quality of the records available on retired members and on active members was excellent. Almost every record relating to a retired life was used in the valuation. Similarly, very few records on active participants had to be excluded due to questionable data. A list of the records containing apparent discrepancies has been furnished to the staff of the System.

In addition to retired and active members, the master records of the System contain approximately 33,200 records for former members with deferred vested benefits and approximately 42,300 records on other terminated members. Of this latter group, about 21,700 relate to those who terminated without vested benefits, but who have not withdrawn their contributions, and the remaining 20,600 relate to those for whom records are incomplete for various reasons, such as failure to complete membership cards, reporting contradictory social security numbers, etc.

For inactive members with vested benefits, the vested benefit was calculated and the value of the benefit was compared with the current value of the member's accumulated contributions; the larger of the two amounts was established as a liability of the System. For all other "miscellaneous" categories, the amount of each member's accumulated contributions was established as a liability of the System; thus, some liability was established for each of these records.

Records on active participants were obtained from the master file which has been built on all TCRS participants. The records were examined extensively with only minor discrepancies being observed. In general, the TCRS records seem to be in excellent condition, especially for a system which is so large and which receives data from so many widely-dispersed sources.

	<b>Contributory Teachers</b>	<b>Total State (Including State Judges &amp; Attorneys- General)</b>	<b>Polisubs</b>
Number of Deferred Vested	6,112	17,242	9,867
Average Age of Deferred Vested	47.3	50.6	49.8
Average Earnings of Deferred Vested	\$36,272	\$27,277	\$24,708
Average Service of Deferred Vested	9.6	9.1	9.2

## G. BENEFIT PAYMENT PROJECTION

Advance funding for TCRS is based upon ongoing plan concepts including recognition of the likelihood of when currently active participants will retire in the future. An examination of the incidence of future benefit payments can be of interest to financial managers in forecasting future cash flows from the plan. Such information is valuable in assessing the liquidity needs that must be satisfied by plan investments in order to satisfy the needs of participants.

Plan benefits are funded by means of employee and employer contributions accumulated in advance of the benefit payment commencement date. Consequently, significant funds build up within the plan during the working lifetime of participants. The following table provides a projection of expected benefit payment patterns. The projection is based upon assumptions utilized in preparing the actuarial valuation. The assumptions include those regarding future salary levels, retirement dates, incidence of disability and mortality and annual cost of living adjustments.

Payments in the table are separated into amounts paid to existing retirees and amounts paid to current and future active employees who are expected to retire in the future. Payments to existing retirees decline with increases attributable to cost of living adjustment mitigating decreases related to the incidence of mortality. In the aggregate, the decline in payments to existing retirees is more than offset by the influx of new retirees.

**BENEFIT PAYMENT  
PROJECTION**

<i>Year</i>	<i>Current retirees</i>	<i>Current and future active employees</i>	<i>Total</i>
2011	\$1,669,761,156	\$62,904,701	\$1,732,665,857
2012	1,662,213,818	191,912,286	1,854,126,104
2013	1,652,161,838	323,811,601	1,975,973,439
2014	1,639,575,341	459,024,270	2,098,599,611
2015	1,624,302,180	600,492,471	2,224,794,651
2016	1,606,223,903	746,709,858	2,352,933,761
2017	1,585,218,198	898,101,079	2,483,319,277
2018	1,561,204,220	1,056,049,222	2,617,253,442
2019	1,534,097,520	1,220,628,569	2,754,726,089
2020	1,503,851,479	1,390,163,469	2,894,014,948
2021	1,470,438,963	1,562,108,323	3,032,547,286
2022	1,433,841,266	1,741,417,170	3,175,258,436
2023	1,394,061,597	1,930,047,674	3,324,109,271
2024	1,351,140,824	2,123,082,541	3,474,223,365
2025	1,305,144,856	2,320,984,105	3,626,128,961
2026	1,256,155,005	2,523,970,626	3,780,125,631
2027	1,204,282,216	2,730,820,186	3,935,102,402
2028	1,149,673,560	2,944,899,470	4,094,573,030
2029	1,092,541,003	3,165,553,624	4,258,094,627
2030	1,033,133,719	3,391,025,509	4,424,159,228

## H. OUTLINE OF BENEFIT AND CONTRIBUTION PROVISIONS

(As Amended through July 1, 2011)

Any person who becomes a teacher not participating in a local retirement fund, a general employee of the State, a state policeman, or a wildlife officer on or after July 1, 1972 becomes a member of the Tennessee Consolidated Retirement System as a condition of employment. Membership is optional for any person who becomes a state judge, a part-time employee, a commissioner, a county judge or county official in a participating political subdivision, an attorney general, an assistant attorney general, a criminal investigator, or an elected or appointed official of the general assembly. Membership is mandatory for any person employed on or after July 1, 1993 as an attorney general in the office of the Attorney General and reporter. Membership is compulsory for other employees of participating political subdivisions, except that for employees in service on the date the political subdivision commences participation, membership is optional.

A member of a superseded system as of June 30, 1972 had the choice of becoming a Group I, II, or III member of the Consolidated System according to his employment classification, or remaining subject to the benefit and contribution provisions of the superseded system as a "prior class" member with all rights, benefits and privileges under the superseded system. This choice was extended to members eligible to enter Group III prior to September 1, 1974. A transferred former Class A or Class B member of the System who is not a prior class member receives the greater of the retirement allowance provided under the Consolidated System or the superseded system. Effective July 1, 1976, all new members began to enter Group I, regardless of employment classification. Effective September 1, 1990, new state judges began to enter a new Group IV; Group I and Group III state judges could elect to transfer to this new category.

"Creditable service" means membership service under the Consolidated System for which contributions are made by the member, plus prior service credited under a superseded system as of June 30, 1972. Additional service may also be credited for certain periods of military service and service before the date of membership for which the member makes the required contributions.

The term "Average Final Compensation "(AFC) means average compensation during the five consecutive years of creditable service producing the highest average. "Social Security Integration Level" (SSIL) means, for the calendar year in which a member retires, the average annual amount of earnings (rounded to the nearest multiple of \$600) with respect to which old age and survivors' benefits would be provided under Title II of the Federal Social Security Act for a male employee attaining age 65 in such calendar year, computed as though for each year prior to such calendar year, annual earnings are at least equal to the maximum amount of earnings subject to contributions under the provisions of the Federal Insurance Contributions Act. The SSIL is \$59,400 in 2011 and will be \$61,800 in 2012. "Social Security Base" (SSB) means for each calendar year the amount of a member's compensation subject to Social Security contributions, except that for years prior to 1966 SSB means \$6,600 for the superseded Teachers' System. For the period prior to July 1, 1963 SSB means \$4,200 and for the period between

July 1, 1963 and January 1, 1966 SSB means \$4,800 under the superseded State System. "Benefit Base" (BB) means the annual salary in the position from which certain prior class members in a superseded system covering elected officials retired, as of the dates of their retirement; except that for members who are eligible for escalation, the Benefit Base is increased to reflect any post-retirement changes in annual salary for the position from which the member retired.

The regular form of benefit under the System is a monthly annuity payable to the member for life, with all payments ceasing at his death. In lieu of the regular benefit, a member may elect an optional plan to convert his allowance into a reduced benefit of equivalent actuarial value in accordance with one of the following options:

Option I - In the event of the member's death, the designated beneficiary will receive 100% of the member's reduced monthly benefit for life.

Option II - In the event of the member's death, the designated beneficiary will receive 50% of the member's reduced monthly benefit for life.

Option III - In the event of the member's death, the designated beneficiary will receive 100% of the member's reduced monthly benefit for life. Should the beneficiary die before the member, the benefit payable to the member reverts to the unreduced regular benefit.

Option IV - In the event of the member's death, the designated beneficiary will receive 50% of the member's reduced monthly benefit for life. Should the beneficiary die before the member, the benefit payable to the member reverts to the unreduced regular benefit.

Social Security Adjustment - A member may convert his retirement allowance into an increased benefit payable prior to the date he is eligible to receive Social Security benefits and a reduced allowance payable after that date, so that his total income will be approximately the same before and after the commencement of Social Security payments.

Benefits payable to retired members are increased on each July 1 according to the percentage increase in the Consumer Price Index during the preceding calendar year, provided that the increase will not exceed 3% of the current benefit in any year, and provided that the member has been retired for at least 12 months. Prior to July 1, 1998, the CPI increase percentage was applied to the initial base, rather than the current benefit.

Every member is guaranteed the return of his account balance arising from his own contributions (including interest) either as benefit payments to him or his designated beneficiary, or upon his death or termination as a lump sum amount equal to the excess of his accumulated contributions over any benefits paid on his behalf.

Effective July 1, 1981, the System became non-contributory (or, for classes of employees who previously contributed more than 5%, contribution rates were reduced by 5%) for State employees and for teachers in higher education. Teachers in grades K-12 and political

subdivisions remained contributory, except that political subdivisions were given the option of electing to become non-contributory.

For employees who moved from "contributory" to "non-contributory" on July 1, 1981, withdrawals in the event of termination have been calculated as though their personal contributions had continued, and retirement benefits have been calculated by loading each of the next 15 years' salaries by 3.6%. This provision, which otherwise would have expired on June 30, 1996, has been extended permanently effective July 1, 1998 by the Legislature for those members in the system at the onset of non-contributory retirement.

The following summaries give the main provisions of the Tennessee Consolidated Retirement System on which the valuation was based. Summaries are also given of the various superseded systems, whose provisions are applicable for certain members. Throughout these summaries, the symbol # means that the actual benefit (or minimum or maximum) is 105% of the indicated amount for State employees (including teachers) in these categories, and that participating political subdivisions may elect this improvement as an optional provision.

Note: In the following tables, minimum benefits are described as \$96.00 per year or \$103.92 per year for various classifications. These amounts apply to members with at least 10 years of creditable service. If a benefit is calculated for a member with less than 10 years of creditable service, minimum benefits of \$84.00 per year and \$91.92 per year, respectively, apply instead of the amounts shown in the tables.

TENNESSEE CONSOLIDATED RETIREMENT SYSTEM

	GROUP			
	I	II	III	IV
<u>SERVICE RETIREMENT</u>				
<u>Full Benefit:</u>				
Eligibility conditions (Age and years of creditable service)	Age 60 and vested, or 30 years	Age 60 and vested, or 55 with 25 years or 30 years of service*	Age 65 and vested, or age 55 with 24 years or 30 years	Age 55 with 24 years, or Age 60 with 8 years
Benefit percentages (% of AFC for each year of Creditable service):				
% up to SSIL	1.50% <sup>#</sup>	1.75% <sup>#</sup>	2.00%	2.50%
% over SSIL	1.75 <sup>#</sup>	2.25 <sup>#</sup>	2.50	2.50
<u>Early Reduced Benefit:</u>				
Eligibility conditions	N/A	55 with 10 years	Age 55 with 8 years	N/A
Benefit	Full benefit reduced by 4/10 of 1% for each month prior to eligibility for full benefit.			
<u>25 Year Benefit:</u>				
Eligibility Conditions	25 years	N/A	N/A	N/A
Benefit	Full benefit is reduced 4/10 of 1% for each of first 60 months prior to 30 years of service. Benefit so calculated is further reduced by actuarial factor if member's age at commencement of benefits is less than 55.			

\*See note on next page.

<sup>#</sup>See explanation on page H-3.

**TENNESSEE CONSOLIDATED RETIREMENT SYSTEM**  
(Continued)

	GROUP			
	I	II	III	IV
<u>Vested Benefit:</u>				
Eligibility conditions	5 years**	10 years	8 years	8 years
Benefit	Reduced benefit payable at age 55 or later Benefit further reduced by 15% for each year of service less than 10 years			
<u>Maximum Benefit:</u> (before reduction)	90% <sup>#</sup> of average final compensation	80%	75%	75%
<u>Minimum Benefit:</u>	\$96.00 <sup>#</sup> for each year of creditable service, but not in excess of 100% of average final compensation.			

ORDINARY DISABILITY RETIREMENT

Eligibility conditions	5 years	5 years	8 years	8 years
Benefit percentages:*				
% up to SSIL	1.350% <sup>#</sup>	1.575% <sup>#</sup>	1.800%	2.250%
% over SSIL	1.575 <sup>#</sup>	2.025 <sup>#</sup>	2.250	2.250

\* Benefit % for each year of creditable service. If service to date of disability retirement is less than 20 years, projected years of service to the full benefit date are added to creditable service, but not to bring total years of creditable service to more than 20 years, nor less than ten years of creditable service. Benefit changes to normal service benefit (including projected years of service) when the conditions for normal service retirement are met.

NOTE: During certain time restricted periods, certain Group II members could elect to become covered by a special provision whereby the eligibility condition for service retirement is age 55 (and vested) or 25 years of service. In order to elect this provision of the law, the Group II member must make additional contributions to the retirement system at the rate of 5% of salary.

\*\*If membership date is prior to 7-1-79, 4 years.

**TENNESSEE CONSOLIDATED RETIREMENT SYSTEM**  
(Continued)

	GROUP			
	I	II	III	IV
<u>ORDINARY DISABILITY RETIREMENT (Continued)</u>				
<u>Maximum Benefit:</u>	75% <sup>#</sup> of average final compensation			
<u>Minimum Benefit:</u> (no reduction)	\$96.00 <sup>#</sup> for each year of creditable service to date of disability retirement, but not in excess of 100% of final compensation.			
<u>ACCIDENTAL DISABILITY RETIREMENT</u>				
Eligibility condition	In performance of duty	In performance of duty	N/A	N/A
Benefit:				
To age 62 or receipt of Social Security Disability	50% <sup>#</sup> of average final compensation	50% <sup>#</sup> of average final compensation	N/A	N/A
After age 62 or receipt of Social Security Disability	33-1/3% <sup>#</sup> of average final compensation	33-1/3% <sup>#</sup> of average final compensation	N/A	N/A
For members joining on or after 7/1/97, benefit is determined in same manner as ordinary disability.				
<u>INACTIVE DISABILITY</u>				
Eligibility condition	5 years	5 years	8 years	8 years
Benefit:	Actuarial equivalent of age 55 benefit			
<u>ORDINARY DEATH BENEFITS</u>				
1. Eligibility condition	Eligible for early or service retirement benefit			
Benefit	Survivor benefit as if member had retired and elected joint and 100% survivor annuity			

**TENNESSEE CONSOLIDATED RETIREMENT SYSTEM**  
(Continued)

	GROUP			
	I	II	III	IV
<u>ORDINARY DEATH BENEFITS (Continued)</u>				
2. Eligibility condition*	10 years	10 years	10 years	10 years
Benefit	To surviving spouse, as if member had retired and elected immediate joint and 100% survivor annuity (Option I)			
3. Eligibility condition	In service within 150 days and no other benefit			
Benefit	Lump sum equal to the member's account balance plus an equal amount payable from the employer fund.			

ACCIDENTAL DEATH BENEFITS

Eligibility condition      Death in performance of duty

Benefit      50% of average final compensation to eligible dependent(s). The aggregate total death benefit payable on account of a member who dies in the line of duty shall have a value of not less than \$50,000. If the death benefit is payable to a single beneficiary, the guaranteed minimum value shall be paid in monthly installments calculated on a sixty-month basis.

If no surviving spouse exists on the date of the member's death and if the projected payments to be made to all the minor children do not exceed a minimum total value of \$50,000 the projected excess shall be paid to the member's estate for the benefit of all the member's surviving children regardless of age.  
(All death benefits are assumed to be ordinary death benefits for valuation purposes.)

INACTIVE DEATH BENEFITS

Eligibility condition*	10 years	10 years	10 years	10 years
Benefit	To surviving spouse as if member had retired and elected Option II (50%)			

\* Optional to political subdivisions

**TENNESSEE CONSOLIDATED RETIREMENT SYSTEM**  
(Continued)

	GROUP			
	I	II	III	IV
<u>MEMBER CONTRIBUTION RATES</u>				
<u>Contributory</u>				
% of compensation up to SSB	5.0%	5.5%	5.5%	N/A
% of compensation in excess of SSB	5.0%	5.5%	7.0%	N/A
<u>Non-Contributory</u>				
% of compensation up to SSB	0.0%	0.5%	0.5%	0.5%
% of compensation in excess of SSB	0.0%	0.5%	2.0%	2.0%

**SUPERSEDED SYSTEMS  
TENNESSEE TEACHERS' RETIREMENT SYSTEM**

	PRIOR CLASS A	TRANSFERRED CLASS B	PRIOR CLASS B
<b><u>SERVICE RETIREMENT</u></b>			
<b><u>Full Benefit:</u></b>			
Eligibility conditions (Age and years of creditable service)	----- Age 60 or 30 years -----		
Benefit percentages (% of AFC for each year of creditable service):			
% up to SSB	1.125% <sup>#</sup>	1.875% <sup>#</sup>	1.875% <sup>#</sup>
% over SSB	1.875 <sup>#</sup>	1.875 <sup>#</sup>	1.875 <sup>#</sup>
<b><u>Vested Benefit:</u></b>			
Eligibility conditions	10 years or 4 years at higher learning institute (only Class A)		
Benefit	Full benefit deferred to age 60		
<b><u>Minimum Benefit</u></b> (No reduction)	\$96.00 <sup>#</sup>	\$103.92 <sup>#</sup>	\$103.92 <sup>#</sup>
<b><u>DISABILITY RETIREMENT</u></b>			
Eligibility conditions	10 years	10 years	10 years
Benefit percentages:			
% up to SSB	1.0125%* <sup>#</sup>	1.6875%** <sup>#</sup>	1.6875%** <sup>#</sup>
% over SSB	1.6875 <sup>#</sup>	1.6875 <sup>#</sup>	1.6875 <sup>#</sup>
<b><u>Minimum Benefit</u></b> (No reduction)	\$96.00 <sup>#</sup>	\$103.92 <sup>#</sup>	\$103.92 <sup>#</sup>

\* If service to date of disability retirement is less than 20 years, projected years of service to the full benefit date are added to creditable service, but not to bring total years of creditable service to more than 20 years, nor less than 10 years.

\*\* Total benefit package percentage based on years of service not to be less than 25%.<sup>#</sup>

**SUPERSEDED SYSTEMS**

**TENNESSEE TEACHERS' RETIREMENT SYSTEM**

(Continued)

	PRIOR CLASS A	TRANSFERRED CLASS B	PRIOR CLASS B
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DEATH BENEFITS

1. Eligibility condition	Eligible for early or service retirement		
Benefit	Joint and 100% survivor option as if member had retired and elected this option		
2. Eligibility condition	10 years	10 years	10 years
Benefit	To surviving spouse, as if member had retired and elected immediate joint and 100% survivor annuity (Option I)		
3. Eligibility condition	In service within 120 days and no other benefit		
Benefit	Lump sum equal to the member's account balance plus an equal amount payable from the employer fund		

INACTIVE DEATH BENEFITS

Eligibility condition*	10 years	10 years	10 years
Benefit	To surviving spouse as if member had retired and elected Option II (50%)		

MEMBER CONTRIBUTION RATES

<u>Contributory</u>			
% of compensation up to SSB	3.0%	5.0%	7.0%
% of compensation in excess of SSB	3.0%	5.0%	7.0%
<u>Non-Contributory</u>	0.0%	0.0%	2.0%

\*Optional to political subdivisions

**SUPERSEDED SYSTEMS**

**TENNESSEE STATE RETIREMENT SYSTEM**

**GENERAL EMPLOYEES**

**PRIOR  
CLASS A**

**TRANSFERRED  
CLASS B**

**PRIOR  
CLASS B**

SERVICE RETIREMENT

Full Benefit:

Eligibility conditions (Age and years of creditable service)	Age 65	Age 60 with 20 years or 30 years	Age 60 with 20 years or 30 years
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Benefit percentages  
(% of AFC for each year of creditable service):

% up to SSB	1.125% <sup>#</sup>	1.875% <sup>#</sup>	1.875% <sup>#</sup>
% over SSB	1.750 <sup>#</sup>	1.875 <sup>#</sup>	1.875 <sup>#</sup>

Vested Benefit:

Eligibility conditions	10 years	10 years	10 years
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Payable at age 55  
or later

Benefit	Full benefit reduced by 4/10 of 1% for each month prior to eligibility for full benefit		
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Maximum Benefit: 75%<sup>#</sup> of average final compensation

Minimum Benefit:

(Per year of creditable service)

No reduction	\$96.00 <sup>#</sup>	\$103.92 <sup>#</sup>	\$103.92 <sup>#</sup>
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Death Benefits:

- |                           |  |          |          |
|---------------------------|--|----------|----------|
| 1. Eligibility condition  | Eligible for early or service retirement   |          |          |
| Benefit                   | Joint and 100% survivor option as if member had retired and elected this option.                               |          |          |
| 2. Eligibility condition* | 10 years   | 10 years | 10 years |
| Benefit                   | To surviving spouse, as if member had retired and elected immediate joint and 100% survivor annuity (Option I) |          |          |

\* Optional to political subdivisions.

**SUPERSEDED SYSTEMS**

**TENNESSEE STATE RETIREMENT SYSTEM**

(Continued)

		GENERAL EMPLOYEES		
		PRIOR CLASS A	TRANSFERRED CLASS B	PRIOR CLASS B

3. Eligibility condition	In service within 120 days and no other benefit
Benefit	Lump sum equal to the member's account balance plus an equal amount payable from the employer fund.

INACTIVE DEATH BENEFITS

Eligibility condition***	10 years	10 years	10 years
Benefit	To surviving spouse as if member had retired and elected Option II (50%)		

DISABILITY RETIREMENT

Eligibility conditions	10 years	5 years	5 years
Benefit percentages:			
% up to SSB	1.0125%*#	1.6875%**#	1.6875%**#
% over SSB	1.5750#	1.6875#	1.6875#
<u>Maximum Benefit</u>	75% of average final compensation		
<u>Minimum Benefit</u> (No reduction)	\$96.00#	\$103.92#	\$103.92#

MEMBER CONTRIBUTION RATES

Contributory

% of compensation up to SSB	3.0%	5.5%	7.0%
% of compensation in excess of SSB	5.0%	5.5%	7.0%

Non-Contributory

0.0%	0.0%	2.0%
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\* If service to date of disability retirement is less than 20 years, projected years of service to the full benefit date are added to creditable service, but not to bring total years of creditable service to more than 20 years.

\*\* Total benefit percentage based on years of service not to be less than 25%.#

\*\*\* Optional to political subdivisions

**SUPERSEDED SYSTEMS**

**TENNESSEE STATE RETIREMENT SYSTEM**

(Continued)

	GAME AND FISH OFFICERS	STATE POLICEMEN	FIREMEN AND POLICEMEN
<b><u>SERVICE RETIREMENT</u></b>			
<b><u>Full Benefit:</u></b>			
Eligibility conditions (Age and years of creditable service)	Age 60 or 55 with 25 years, or 30 years	Age 50 or 25 years	Age 55 with 25 years, or 30 years
Benefit percentages (% of AFC for each year of creditable service)	2.125% <sup>#</sup>	2.250% <sup>#</sup>	2.250% <sup>#</sup>
<b><u>Vested Benefit:</u></b>			
Eligibility conditions	10 years	10 years	10 years
	Payable at age 55 or later for Class A Payable upon completion of 10 years for Class B		
Benefit	Full benefit reduced by 4/10 of 1% for each month prior to eligibility for full benefit		
<b><u>Maximum Benefit</u></b>	75% <sup>#</sup> of average final compensation		
<b><u>Minimum Benefit</u></b> (Per year of creditable service)	Class A - \$96.00 <sup>#</sup> Class B - \$103.92 <sup>#</sup>	N/A	Class A - \$96.00 <sup>#</sup> Class B - \$103.92 <sup>#</sup>
<b><u>DISABILITY RETIREMENT</u></b>			
Eligibility conditions	Class A - 10 years Class B - 5 years	5 years	Class A - 10 years Class B - 5 years
Benefit percentages	1.9125%* <sup>#</sup>	2.025%** <sup>#</sup>	2.025%* <sup>#</sup>
<b><u>Maximum Benefit</u></b>	75% of average final compensation		
<b><u>Minimum Benefit</u></b> (No projected service)	Class A - \$96.00 <sup>#</sup> Class B - \$103.92 <sup>#</sup>	N/A	Class A - \$96.00 <sup>#</sup> Class B - \$103.92 <sup>#</sup>

\* For Class A, if service to date of disability retirement is less than 20 years, projected years of service to age 55 are added to creditable service, but not to bring total years of creditable service to more than 20 years. Class B does not get projected years.

\*\* Total benefit percentage based on years of service (without projection) not to be less than 25%.<sup>#</sup>

**SUPERSEDED SYSTEMS**

**TENNESSEE STATE RETIREMENT SYSTEM**  
(Continued)

	GAME AND FISH OFFICERS	STATE POLICEMEN	FIREMEN AND POLICEMEN
<u>ACCIDENTAL DISABILITY</u>			
Eligibility conditions	N/A	In performance of duty	N/A
Benefit	N/A	50% of AFC <sup>#</sup>	N/A
<u>ORDINARY DEATH BENEFITS</u>			
1. Eligibility conditions	In service within 120 days and no other benefit		
Benefit	Lump sum equal to the member's account balance plus an equal amount payable from the employer fund.		
2. Eligibility conditions*	10 years	10 years	10 years
Benefit	To surviving spouse, as if member had retired and elected immediate joint and 100% survivor annuity (Option I)		
3. Eligibility conditions	Eligible for early or service retirement		
Benefit	Joint and 100% survivor option as if member had retired and elected this option.		
<u>INACTIVE DEATH BENEFITS</u>			
Eligibility condition	10 years	10 years	10 years
Benefit	To surviving spouse as if member had retired and elected Option II (50%)		
<u>DEATH IN PERFORMANCE OF DUTY</u>	N/A	50% of AFC <sup>#</sup>	N/A

(All death benefits are assumed to be ordinary death benefits for valuation purposes.)

MEMBER CONTRIBUTION RATES

% of compensation to SSB	5.0%	6.63%	Class A - 3.0% Class B - 7.0%
% of compensation in excess of SSB	5.0%	6.63%	Class A - 5.0%

\*Optional to political subdivisions.

**SUPERSEDED SYSTEMS**

	STATE JUDGES	ATTORNEYS GENERAL	COUNTY JUDGES
<b><u>SERVICE RETIREMENT</u></b>			
<b><u>Full Benefit:</u></b>			
Eligibility conditions (Age and years of service)	Age 65 or age 54 with 8 years	Age 54 with 10 years	Age 55 with 8 years
Benefit percentages (% of BB for each year of creditable service)	3.75%	3.75%	3.0%*
<b><u>Vested Benefit:</u></b>			
Eligibility conditions	Immediate	10 years	8 years
Benefit	Full benefit deferred to age 54 with 8 years or age 65	Full benefit deferred to age 54	Full benefit deferred to age 55
<b><u>Maximum Benefit</u></b>	75% of BB	75% of BB	75% of BB
<b><u>DISABILITY RETIREMENT</u></b>			
Eligibility conditions	10 years	10 years	8 years
Benefit	Full service benefit	Full service benefit	Full service benefit
<b><u>Minimum Benefit</u></b>	N/A	N/A	25% of AFC

BB (Benefit Base) definition:

- (1) If member's benefit is subject to escalation, the BB is the salary the retired member would have received had he remained in office.
- (2) If member's benefit is not subject to escalation, the BB is the salary at the time the member retired or the salary in effect May 1, 1975, whichever is greater.

\* Minimum total rate of 75% of average final compensation after 24 years of creditable service.

**SUPERSEDED SYSTEMS**  
(Continued)

	STATE JUDGES	ATTORNEYS GENERAL	COUNTY JUDGES
<b><u>DEATH BENEFIT</u></b>			
Eligibility conditions			
1. Eligible for service retirement	If elected, survivorship option as if member retired; otherwise 100% joint and survivor option to designated beneficiary	If elected, survivorship option as if member retired; otherwise 100% joint and survivor option to designated beneficiary	If elected, survivorship option as if member retired; otherwise 50% joint and survivor option to designated beneficiary
2. Eligibility conditions	10 years	10 years	10 years
Benefit	To surviving spouse, as if member had retired and elected immediate joint and 100% survivor annuity (Option I)		
3. 10 years	N/A	Optional benefit paid at age 54 if elected	N/A
4. Age 54 with 10 years or 18 years	N/A	50% joint and survivor option as if member had retired	N/A
5. Eligibility condition	In service within 120 days and no other benefit		
Benefit	Lump sum equal to the member's account balance plus an equal amount payable from the employer fund.		
<b><u>INACTIVE DEATH BENEFITS</u></b>			
Eligibility condition	10 years	10 years	10 years
Benefit	To surviving spouse as if member had retired and elected Option II (50%)		
<b><u>MEMBER CONTRIBUTION RATES</u></b>	3.0%	8.0% contributory 3.0% non-contributory	8.0% contributory 3.0% non-contributory

**SUPERSEDED SYSTEMS**  
(Continued)

	COUNTY OFFICIALS	PUBLIC SERVICE COMMISSIONERS
<b><u>SERVICE RETIREMENT</u></b>		
<b><u>Full Benefit:</u></b>		
Eligibility conditions (Age and years of service)	Age 55 with 12 years	Age 65 or age 54 with 12 years
Benefit percentages (% of BB or AFC for each year of creditable service)	2.5% of AFC	3.75% of salary at retirement
<b><u>Maximum Benefit</u></b>	75% of AFC	75% of salary at retirement
<b><u>Vested Benefit:</u></b>		
Eligibility conditions	12 years	Immediate
Benefit	Full benefit deferred to age 55	Deferred to age 65 or to age 54 with 12 years
<b><u>DISABILITY RETIREMENT</u></b>		
Eligibility conditions	N/A	10 years
Benefit	N/A	Full benefit
<b><u>DEATH BENEFITS</u></b>		
1. Eligibility conditions	12 years	Eligible for full benefit
Benefit	Full benefit payable to beneficiary for 10 years; if eligible for service retirement, beneficiary may elect joint and 100% survivor option	If elected, survivorship option as if member retired; otherwise 100% joint and survivor option to designated beneficiary
2. Eligibility conditions	10 years	10 years
Benefit	To surviving spouse, as if member had retired and elected immediate joint and 100% survivor annuity (Option I)	
3. Eligibility condition	In service within 120 days and no other benefit	
Benefit	Lump sum equal to the member's account balance plus an equal amount payable from the employer fund.	

**SUPERSEDED SYSTEMS**  
(Continued)

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	COUNTY OFFICIALS	PUBLIC SERVICE COMMISSIONERS
<u>INACTIVE DEATH BENEFITS</u>		
1. Eligibility conditions	10 years	10 years
Benefit	To surviving spouse as if member had retired and elected Option II (50%)	
2. Eligibility conditions	Out of service more than 120 days	
Benefit	Lump sum payment equal to member's account balance	
<u>MEMBER CONTRIBUTION RATES</u>	8.0%	8.0%

I. APPENDIX

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**TABLE I-1**  
**CONTRIBUTORY TEACHERS**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY AGE**

Age Group	Number	Earnings	
		Total	Average
1-20	1	\$39,780	\$39,780
21-25	3,414	124,408,256	36,441
26-30	9,374	364,581,243	38,893
31-35	10,427	452,075,434	43,356
36-40	11,268	531,648,123	47,182
41-45	9,682	476,625,117	49,228
46-50	8,437	432,009,049	51,204
51-55	9,161	491,562,901	53,658
56-60	8,530	475,124,446	55,700
61-65	4,090	234,283,261	57,282
66-70	619	36,121,504	58,355
71-75	108	6,454,011	59,759
76-80	24	1,407,402	58,642
81-85	4	241,756	60,439
86-90	0	0	0
Total	75,139	\$3,626,582,283	\$48,265

**TABLE I-2**  
**STATE GENERAL EMPLOYEES**  
**(INCLUDES NON-CONTRIBUTORY TEACHERS AND SEPARATELY-FUNDED SYSTEMS)**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY AGE**

Age Group	Number	Earnings	
		Total	Average
1-20	88	\$2,350,535	\$26,711
21-25	1,567	40,420,426	25,795
26-30	4,109	123,809,060	30,131
31-35	5,412	185,959,137	34,361
36-40	6,211	231,194,019	37,223
41-45	6,884	269,126,017	39,094
46-50	8,731	350,124,281	40,101
51-55	9,984	419,133,885	41,981
56-60	9,335	410,812,265	44,008
61-65	5,496	256,001,647	46,580
66-70	1,655	81,924,482	49,501
71-75	520	24,560,240	47,231
76-80	157	6,857,030	43,675
81-85	47	1,570,141	33,407
86-90	0	0	0
Total	60,196	\$2,403,843,165	\$39,934

**TABLE I-3**  
**POLITICAL SUBDIVISION GENERAL EMPLOYEES**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY AGE**

Age Group	Number	Earnings	
		Total	Average
1-20	179	\$3,519,383	\$19,661
21-25	2,697	67,766,342	25,127
26-30	5,248	149,464,921	28,480
31-35	6,869	204,944,324	29,836
36-40	9,333	283,634,415	30,390
41-45	10,935	325,361,394	29,754
46-50	12,255	365,938,910	29,860
51-55	11,895	361,641,336	30,403
56-60	10,367	320,968,751	30,961
61-65	6,141	179,898,021	29,295
66-70	2,306	61,414,510	26,632
71-75	899	21,731,119	24,173
76-80	278	6,127,483	22,041
81-85	67	1,341,075	20,016
86-90	0	0	0
<b>Total</b>	<b>79,469</b>	<b>\$2,353,751,984</b>	<b>\$29,618</b>

**TABLE I-4**  
**UNIVERSITY OF TENNESSEE (TIAA)**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY AGE**

Age Group	Number	Earnings	
		Total	Average
1-20	0	\$0	\$0
21-25	0	0	0
26-30	0	0	0
31-35	0	0	0
36-40	0	0	0
41-45	0	0	0
46-50	0	0	0
51-55	0	0	0
56-60	9	1,373,728	152,636
61-65	79	8,830,475	111,778
66-70	98	10,659,096	108,766
71-75	31	3,197,429	103,142
76-80	12	1,584,817	132,068
81-85	5	406,559	81,311
86-90	0	0	0
Total	234	\$26,052,104	\$111,334

**TABLE I-5**  
**GROUP II**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY AGE**

Age Group	Number	Earnings	
		Total	Average
1-20	0	\$0	\$0
21-25	0	0	0
26-30	0	0	0
31-35	0	0	0
36-40	0	0	0
41-45	0	0	0
46-50	0	0	0
51-55	1	65,705	65,705
56-60	17	1,162,554	68,385
61-65	8	477,550	59,693
66-70	0	0	0
71-75	0	0	0
76-80	0	0	0
81-85	0	0	0
86-90	0	0	0
<b>Total</b>	<b>26</b>	<b>\$1,705,809</b>	<b>\$65,608</b>

TABLE I-6

GROUP III

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS  
BY AGE

Age Group	Number	Earnings	
		Total	Average
1-20	0	\$0	\$0
21-25	0	0	0
26-30	0	0	0
31-35	0	0	0
36-40	0	0	0
41-45	0	0	0
46-50	0	0	0
51-55	0	0	0
56-60	0	0	0
61-65	1	146,367	146,367
66-70	6	742,928	123,821
71-75	0	0	0
76-80	4	299,972	74,993
81-85	1	162,336	162,336
86-90	0	0	0
Total	12	\$1,351,603	\$112,633

**TABLE I-7**

**TOTAL**

**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS  
BY AGE**

Age Group	Number	Earnings	
		Total	Average
1-20	268	\$5,909,698	\$22,051
21-25	7,678	232,595,024	30,294
26-30	18,731	637,855,224	34,053
31-35	22,708	842,978,895	37,123
36-40	26,812	1,046,476,557	39,030
41-45	27,501	1,071,112,528	38,948
46-50	29,423	1,148,072,240	39,020
51-55	31,041	1,272,403,827	40,991
56-60	28,258	1,209,441,744	42,800
61-65	15,815	679,637,321	42,974
66-70	4,684	190,862,520	40,748
71-75	1,558	55,942,799	35,907
76-80	475	16,276,704	34,267
81-85	124	3,721,867	30,015
86-90	0	0	0
Total	215,076	\$8,413,286,948	\$39,118

**TABLE II-1**  
**CONTRIBUTORY TEACHERS**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY LENGTH OF SERVICE**

Service Group	Number	Earnings	
		Total	Average
0	4,557	\$177,689,068	\$38,993
1	3,831	146,872,423	38,338
2	3,713	146,737,796	39,520
3	4,381	177,808,036	40,586
4	3,885	162,587,257	41,850
0-4	20,367	811,694,580	39,853
5-9	15,096	674,071,665	44,652
10-14	13,561	674,601,025	49,746
15-19	9,418	504,311,393	53,548
20-24	6,304	352,018,843	55,841
25-29	4,602	264,852,172	57,552
30-34	3,344	196,739,388	58,834
35-39	1,947	115,973,582	59,565
40-44	427	27,331,748	64,009
45-49	73	4,987,887	68,327
Total	75,139	\$3,626,582,283	\$48,265

**TABLE II-2**  
**STATE GENERAL EMPLOYEES**  
**(INCLUDES NON-CONTRIBUTORY TEACHERS AND SEPARATELY-FUNDED SYSTEMS)**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY LENGTH OF SERVICE**

Service Group	Number	Earnings	
		Total	Average
0	3,363	\$108,820,020	\$32,358
1	2,598	81,389,485	31,328
2	2,128	67,907,967	31,912
3	3,367	110,924,158	32,945
4	3,026	100,376,187	33,171
0-4	14,482	469,417,817	32,414
5-9	12,997	476,982,328	36,699
10-14	9,447	360,818,658	38,194
15-19	6,378	271,651,557	42,592
20-24	5,939	267,753,380	45,084
25-29	5,990	284,775,775	47,542
30-34	2,957	155,097,070	52,451
35-39	1,491	85,293,062	57,205
40-44	395	25,029,498	63,366
45-49	120	7,024,020	58,534
Total	60,196	\$2,403,843,165	\$39,934

**TABLE II-3**  
**POLITICAL SUBDIVISION GENERAL EMPLOYEES**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY LENGTH OF SERVICE**

Service Group	Number	Earnings	
		Total	Average
0	5,670	\$125,586,566	\$22,149
1	4,772	108,310,942	22,697
2	4,682	113,246,363	24,188
3	5,982	150,688,970	25,190
4	5,152	133,492,186	25,911
0-4	26,258	631,325,027	24,043
5-9	17,689	491,917,583	27,809
10-14	14,470	447,715,290	30,941
15-19	8,930	305,219,922	34,179
20-24	6,192	229,791,643	37,111
25-29	3,414	136,706,297	40,043
30-34	1,740	74,547,865	42,844
35-39	606	28,254,915	46,625
40-44	142	6,872,843	48,400
45-49	28	1,400,599	50,021
Total	79,469	\$2,353,751,984	\$29,618

**TABLE II-4**  
**UNIVERSITY OF TENNESSEE (TIAA)**  
**DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS**  
**BY LENGTH OF SERVICE**

Service Group	Number	Earnings	
		Total	Average
0	0	\$0	\$0
1	0	0	0
2	0	0	0
3	0	0	0
4	0	0	0
0-4	0	0	0
5-9	1	25,357	25,357
10-14	3	187,578	62,526
15-19	4	340,531	85,132
20-24	1	57,043	57,043
25-29	9	890,038	98,893
30-34	51	6,386,622	125,227
35-39	101	11,244,425	111,330
40-44	52	5,294,552	101,818
45-49	12	1,625,958	135,496
Total	234	\$26,052,104	\$111,334

TABLE II-5

GROUP II

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS  
BY LENGTH OF SERVICE

Service Group	Number	Earnings	
		Total	Average
0	0	\$0	\$0
1	0	0	0
2	0	0	0
3	0	0	0
4	0	0	0
0-4	0	0	0
5-9	0	0	0
10-14	0	0	0
15-19	0	0	0
20-24	0	0	0
25-29	0	0	0
30-34	1	71,556	71,556
35-39	21	1,402,368	66,779
40-44	3	182,694	60,898
45-49	1	49,191	49,191
Total	26	\$1,705,809	\$65,608

TABLE II-6

GROUP III

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS  
BY LENGTH OF SERVICE

Service Group	Number	Earnings	
		Total	Average
0	0	\$0	\$0
1	0	0	0
2	0	0	0
3	0	0	0
4	0	0	0
0-4	0	0	0
5-9	0	0	0
10-14	0	0	0
15-19	0	0	0
20-24	0	0	0
25-29	0	0	0
30-34	0	0	0
35-39	9	1,069,765	118,862
40-44	3	281,838	93,946
45-49	0	0	0
Total	12	\$1,351,603	\$112,633

TABLE II-7

TOTAL

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS  
BY LENGTH OF SERVICE

Service Group	Number	Earnings	
		Total	Average
0	13,590	\$412,095,654	\$30,323
1	11,201	336,572,850	30,048
2	10,523	327,892,126	31,160
3	13,730	439,421,164	32,004
4	12,063	396,455,630	32,865
0-4	61,107	1,912,437,424	31,297
5-9	45,783	1,642,996,933	35,887
10-14	37,481	1,483,322,551	39,575
15-19	24,730	1,081,523,403	43,733
20-24	18,436	849,620,909	46,085
25-29	14,015	687,224,282	49,035
30-34	8,093	432,842,501	53,484
35-39	4,175	243,238,117	58,261
40-44	1,022	64,993,173	63,594
45-49	234	15,087,655	64,477
Total	215,076	\$8,413,286,948	\$39,118

**TABLE III**  
**DISTRIBUTION OF CURRENT BENEFITS BY AGE GROUPS**  
**RETIRED LIVES**

Age Group	Number	Annual Benefit	
		Total	Average
1-20	0	\$0	\$0
21-25	0	0	0
26-30	4	47,363	11,841
31-35	9	86,398	9,600
36-40	79	663,240	8,395
41-45	154	1,098,671	7,134
46-50	576	4,997,341	8,676
51-55	2,846	43,992,746	15,458
56-60	11,330	198,803,318	17,547
61-65	25,232	397,387,140	15,749
66-70	23,762	356,580,025	15,006
71-75	18,786	269,476,184	14,345
76-80	14,269	196,225,398	13,752
81-85	10,108	129,176,704	12,780
86-90	9,430	101,350,280	10,748
Total	116,585	\$1,699,884,808	\$14,581

**TABLE IV**  
**DISTRIBUTION OF CURRENT BENEFITS BY YEARS SINCE RETIREMENT**  
**RETIRED LIVES**

Years Since Retirement	Number	Annual Benefit	
		Total	Average
0	5,875	\$90,768,270	\$15,450
1	7,341	114,988,318	15,664
2	8,205	127,780,029	15,573
3	6,839	102,865,979	15,041
4	7,038	103,510,788	14,707
0- 4	35,298	539,913,384	15,296
5-9	27,858	431,170,919	15,477
10-14	21,656	323,896,406	14,956
15-19	14,261	198,741,809	13,936
20-24	9,107	118,039,106	12,961
25-29	5,129	57,053,304	11,124
30-34	2,431	23,100,282	9,502
35-39	711	6,898,747	9,703
40-44	118	945,044	8,009
45-49	16	125,807	7,863
Total	116,585	\$1,699,884,808	\$14,581

**TABLE V-1**  
**MARKET VALUE OF ASSETS**  
**July 1, 2011**

<u>Asset Allocation</u>	<u>Market Value</u>
North American Equity	\$13,440,211,958
International Equity	5,028,800,468
US Fixed Income	10,315,706,275
International Fixed Income	551,809,300
Inflation Hedged Bond	2,576,721,396
Real Estate	1,080,406,898
Private Equity	74,529,236
Short Term Fund	501,842,306
Other <sup>1</sup>	91,986,568
Total Market Value	\$33,662,014,405

Note: The above breakdown was provided by the TCRS.

<sup>1</sup>Other includes receivables and payables.

**TABLE V-2**  
**CHANGE IN MARKET VALUE OF ASSETS**  
**July 1, 2011**

	<b>Contributory Teachers</b>	<b>Consolidated State</b>	<b>State Judges &amp; Attorneys- General</b>	<b>Polisubs</b>	<b>Grand Total</b>
Market Value of Assets at July 1, 2009	\$13,359,796,095	\$8,313,593,292	\$272,609,963	\$4,420,379,550	\$26,366,378,900
Employer Contributions	236,545,073	322,302,487	18,159,515	258,214,711	835,221,786
Employee Contributions	185,701,557	1,188,776	495,834	67,851,336	255,237,503
Investment Income	1,376,220,920	865,384,556	17,696,415	465,475,370	2,724,777,261
Benefit Payments	(754,287,799)	(543,932,665)	(19,000,542)	(217,973,032)	(1,535,194,038)
Refunds of Employee Contributions	(16,199,486)	(2,892,730)	0	(16,837,884)	(35,930,100)
Administrative Expense	(16,325,112)	(10,834,857)	(200,161)	(8,459,269)	(35,819,399)
Net Transfers <sup>1</sup>	18,204,720	(14,983,682)	156,821	(3,437,204)	(59,345)
Market Value of Assets at July 1, 2010	\$14,389,655,968	\$8,929,825,177	\$289,917,845	\$4,965,213,578	\$28,574,612,568
Employer Contributions	339,833,422	366,918,776	16,445,980	273,760,662	996,958,840
Employee Contributions	189,804,312	1,413,548	394,926	69,111,722	260,724,508
Investment Income	2,793,251,784	1,751,914,364	33,535,120	981,666,898	5,560,368,166
Benefit Payments	(810,224,940)	(586,050,708)	(19,021,914)	(237,520,835)	(1,652,818,397)
Refunds of Employee Contributions	(17,256,869)	(1,808,286)	(43,486)	(16,765,649)	(35,874,290)
Administrative Expense	(19,274,816)	(12,616,854)	(223,838)	(9,850,410)	(41,965,918)
Net Transfers <sup>1</sup>	9,218,407	(5,781,484)	(324,346)	(3,103,649)	8,928
Market Value of Assets at July 1, 2011	\$16,875,007,268	\$10,443,814,533	\$320,680,287	\$6,022,512,317	\$33,662,014,405

<sup>1</sup>Net transfers within a given year may not reconcile to zero due to timing.

**TABLE V-3**  
**HISTORY OF INVESTMENT RETURNS**  
**July 1, 2011**

<u>Year Ending</u>	<u>Investment Return</u>
June 30, 2011	19.86 %
June 30, 2010	10.24
June 30, 2009	(15.27)
June 30, 2008	(1.21)
June 30, 2007	13.15
June 30, 2006	6.94
June 30, 2005	7.30
June 30, 2004	9.32
June 30, 2003	4.90
June 30, 2002	(1.92)
June 30, 2001	(1.57)
June 30, 2000	7.91
June 30, 1999	9.47
June 30, 1998	15.10
June 30, 1997	15.70

Note: The above investment returns are on a market value basis.

**TABLE V-4  
ACTUARIAL VALUE OF ASSETS  
July 1, 2011**

<b>Year Ending</b>	<b>Actual Investment Return</b>	<b>Expected Investment Return at 7.50%</b>	<b>Excess Income Base</b>	<b>Recognized as of June 30, 2011</b>	<b>Deferred as of June 30, 2011</b>
June 30, 2011	\$5,560,368,166	\$2,126,553,307	\$3,433,814,859	\$343,381,486	\$3,090,433,373
June 30, 2010	2,724,777,261	1,949,848,310	774,928,951	154,985,790	619,943,161
June 30, 2009	(4,836,986,786)	2,357,334,600	(7,194,321,386)	(2,158,296,417)	(5,036,024,969)
June 30, 2008	(405,332,444)	2,416,533,412	(2,821,865,856)	(1,128,746,344)	(1,693,119,512)
June 30, 2007	3,815,211,225	2,152,427,637	1,662,783,588	1,662,783,588	0
June 30, 2006	n/a	n/a	n/a	n/a	n/a
June 30, 2005	n/a	n/a	n/a	n/a	n/a
June 30, 2004	n/a	n/a	n/a	n/a	n/a
June 30, 2003	n/a	n/a	n/a	n/a	n/a
June 30, 2002	n/a	n/a	n/a	n/a	n/a

Total Deferred Income: (\$3,018,767,947)

1. Market Value of Assets	\$33,662,014,405
2. Total Deferred Income	(3,018,767,947)
3. Preliminary Actuarial Value of Assets, (1) - (2)	\$36,680,782,352
4. Actuarial Value of Assets, (3) but not less than 80% of (1) or greater than 120% of (1)	\$36,680,782,352
5. Ratio of Actuarial Value to Market Value, (4) / (1)	108.97%

	<b>Contributory Teachers</b>	<b>Consolidated State</b>	<b>State Judges &amp; Attorneys-General</b>	<b>Polisubs</b>	<b>Grand Total</b>
Market Value of Assets at July 1, 2011	\$16,875,007,268	\$10,443,814,533	\$320,680,287	\$6,022,512,317	\$33,662,014,405
Ratio of Actuarial Value to Market Value	108.97%	108.97%	108.97%	108.97%	108.97%
Actuarial Value of Assets at July 1, 2011	\$18,388,337,113	\$11,380,402,943	\$349,438,500	\$6,562,603,796	\$36,680,782,352

TABLE VI

BRINGING FORWARD AMOUNTS TO BE AMORTIZED

	<u>Contributory Teachers</u>	<u>Consolidated State</u>	<u>State Judges &amp; Attorneys General</u>
<b>2009 Unfunded Supplemental Liability</b>	1,086,894,913	1,546,982,244	85,890,321
<b>Contribution</b>	99,177,585	141,159,887	7,837,367
<b>Interest</b>	74,078,800	105,436,677	5,853,972
<b>2010 Unfunded Supplemental Liability</b>	1,061,796,128	1,511,259,034	83,906,926
<b>Contribution</b>	99,177,585	141,159,887	7,837,367
<b>Interest</b>	72,196,391	102,757,436	5,705,216
<b>2011 Unfunded Supplemental Liability</b>	1,034,814,934	1,472,856,583	81,774,775
<b>Amortization Period</b>	6 years	9 years	18 years
<b>Amortization Payment</b>	205,080,963	214,786,551	7,837,367
<b>Eligible Payroll</b>	3,626,582,283	2,356,580,152	75,185,275
<b>Contribution as % of Pay</b>	5.655%	9.114%	10.424%

**TABLE VII**  
**CALCULATION OF CONTRIBUTION RATES**

	<b>Contributory Teachers</b>	<b>Consolidated State</b>	<b>State Judges &amp; Attorneys General</b>
<b>1. Present Value of Benefits</b>	22,265,431,978	13,969,898,292	488,308,631
<b>2. Current Members' Fund</b>	3,062,571,434	604,073,370	40,333,459
<b>3. Current State Accumulation Fund</b>	15,325,765,679	10,776,329,573	309,105,041
<b>4. Present Value of Future Employee Contributions</b>	1,834,691,201	34,127	1,624,796
<b>5. Unfunded Accrued Liability</b>	1,034,814,934	1,472,856,583	81,774,775
<b>6. Present Value of Future Normal Costs, ((1)-(2)-(3)-(4)-(5))</b>	1,007,588,730	1,116,604,639	55,470,560
<b>7. Present Value of Future Salaries</b>	36,696,157,181	20,963,007,965	600,048,146
<b>8. Normal/Aggregate Cost Percentage ((6)/(7))</b>	2.746%	5.327%	9.244%
<b>9. Unfunded Accrued Liability Percentage (Table VI)</b>	5.655%	9.114%	10.424%
<b>10. Total Contribution Rate ((8)+(9)) x 1.0375+0.16%</b>	8.876%	15.142%	20.566%

**TABLE VIII**

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

The actuarial assumptions and methods set forth below have been selected by the actuary based on results of an actuarial experience study covering the period from July 1, 2004 through June 30, 2008 and expectations regarding future events and economic conditions.

The assumptions and methods were adopted as of July 1, 2009 unless otherwise noted.

**Actuarial Funding Method:**

Frozen Initial Liability. Unfunded accrued liabilities were originally established and funded over the 40-year period commencing in 1975. If, through reestablishment, no unfunded accrued liabilities are recognized, the aggregate actuarial funding method is utilized. Effective July 1, 2009, unfunded accrued liabilities were reestablished and were amortized over a 20-year period. Effective July 1, 2011, the amortization period was reset to 6 years for Teachers and 9 years for the State.

**Asset Valuation Method:**

(Effective for fiscal years ending on or before June 30, 2007):

Five-year moving market value average. Earnings in excess of or below expected investment returns are recognized over a five year period. Investment gains and losses are applied to offset accumulated investment gains or losses prior to determining the amount of earnings to be phased in.

(Effective prospectively for fiscal years ending after June 30, 2007):

Ten-year moving market value average. Earnings in excess of or below expected investment returns are recognized over a ten year period. In no event will the actuarial value of assets be less than 80% of the market value of assets or greater than 120% of the market value of assets.

**Interest Rate:**

7.5% per annum, compounded annually

**TABLE VIII (Continued)**

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**Salary Increases:**

Salary increase rates vary by age. Sample rates are shown below.

<u>Age</u>	<u>Rate</u>
20	9.49%
30	7.25
40	5.86
50	4.79
60	4.30
65	4.22

**Increase in Social Security Wage Base:**

3.5% annual increase

**Cost of Living Adjustment:**

2.5% annual increase in monthly retirement benefits

**Inflation:**

3.0% annual rate of inflation is assumed in establishing economic assumptions

**Marital Status:**

(a) Percent married --

Eligible for service retirement – 80%

Ineligible for service retirement – 75%

(b) Age difference – males are assumed to be four years older than spouse

TABLE VIII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

**Post Retirement Mortality:**

Age	Annual Rate of Mortality After					
	Service Retirement				Disability Retirement	
	Teachers and Group III		Others		Male	Female
	Male	Female	Male	Female		
40	0.1%	0.1%	0.2%	0.1%	2.6%	2.6%
50	0.3	0.2	0.4	0.2	3.3	3.3
55	0.5	0.3	0.7	0.4	3.7	3.7
60	0.6	0.5	1.0	0.7	4.1	4.1
65	1.0	0.7	1.4	0.9	4.6	4.6
70	1.8	1.1	2.2	1.3	5.5	5.5
75	3.0	1.9	3.8	2.3	6.9	6.9
80	5.2	3.4	6.5	4.3	9.2	9.2
85	9.3	6.5	10.2	7.2	12.9	12.9
90	17.7	12.7	16.7	13.7	18.4	18.4
95	27.0	19.8	24.6	22.5	26.4	26.4

The mortality assumptions include mortality improvements through June 30, 2008 (the most recent experience study observation date). There is no assumed mortality improvement beyond this date.

**Separations from Service:**

Representative values of the assumed annual rates of death, disability, withdrawal and service retirement for the various membership groups are shown on the following pages.

**TABLE VIII (Continued)**  
**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**GROUP I**

TEACHERS

*MALE*

Age	Mortality	Disability	Annual Rate of Withdrawal		
			First Year	Second Year	Later
20	0.02	0.01%	18.0%	13.5%	10.0
25	0.02	0.01	18.0	13.5	8.5
30	0.03	0.01	18.0	13.5	6.0
35	0.05	0.03	18.0	13.5	3.6
40	0.06	0.08	18.0	13.5	2.0
45	0.09	0.14	18.4	13.5	1.5
50	0.13	0.17	19.7	14.2	2.0
55	0.18	0.17	22.1	16.8	3.1
60	0.29	--	25.5	21.6	4.7
65	0.45	--	28.0	23.5	--

\* 12.5% is added to service retirement rate at age when employee is first eligible for unreduced benefit.

**TABLE VIII (Continued)**  
**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

***GROUP I***

TEACHERS

*FEMALE*

Age	Mortality	Disability	Annual Rate of Withdrawal		
			First Year	Second Year	Later
20	0.01	0.01%	18.0%	13.5%	10.5%
25	0.01	0.01	18.0	13.5	10.0
30	0.02	0.01	18.0	13.5	7.6
35	0.03	0.03	18.0	13.5	4.6
40	0.04	0.08	18.0	13.5	2.3
45	0.07	0.14	18.4	13.5	1.1
50	0.10	0.17	19.7	14.2	1.6
55	0.15	0.17	22.1	16.8	3.8
60	0.24	--	25.5	21.6	5.0
65	0.35	--	28.0	23.5	--

\* 12.5% is added to service retirement rate at age when employee is first eligible for unreduced benefit.

TABLE VIII (Continued)  
 SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

GROUP I

GENERAL EMPLOYEES

MALE

Age	Mortality	Disability		Annual Rate of Withdrawal					
		State	Polisubs	First Year		Second Year		Later	
				State	Polisubs	State	Polisubs	State	Polisubs
20	0.03%	0.06%	0.03%	30.0%	26.2%	24.6%	21.8%	17.8%	13.7%
25	0.03	0.06	0.03	25.4	23.0	21.4	19.1	14.4	10.3
30	0.04	0.07	0.03	23.0	21.8	18.6	17.9	9.6	7.4
35	0.06	0.11	0.03	20.8	20.7	16.1	17.0	5.2	5.1
40	0.09	0.16	0.08	18.6	19.2	13.8	15.9	2.6	3.5
45	0.12	0.22	0.20	16.5	17.7	12.0	14.1	1.8	2.8
50	0.17	0.27	0.38	14.8	17.0	11.1	13.0	2.2	2.8
55	0.24	0.27	0.49	15.3	17.4	11.6	13.0	2.6	3.6
60	0.39	--	--	17.9	20.4	14.4	14.9	4.3	4.6
65	0.61	--	--	24.0	26.3	20.5	19.1	--	--

\* 7.5% is added to service retirement rate at age when employee is first eligible for unreduced benefit.

TABLE VIII (Continued)  
 SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

GROUP I

GENERAL EMPLOYEES

FEMALE

Age	Mortality	Disability		Annual Rate of Withdrawal					
		State	Polisubs	First Year		Second Year		Later	
				State	Polisubs	State	Polisubs	State	Polisubs
20	0.02	0.03%	0.03%	30.0%	26.2%	24.6%	21.8%	18.3%	19.6%
25	0.02	0.03	0.03	25.4	23.0	21.4	19.1	14.8	15.1
30	0.02	0.04	0.03	23.0	21.8	18.6	17.9	10.3	11.1
35	0.04	0.06	0.03	20.8	20.7	16.1	17.0	6.3	7.7
40	0.06	0.14	0.08	18.6	19.2	13.8	15.9	3.4	5.4
45	0.09	0.24	0.20	16.5	17.7	12.0	14.1	2.2	4.1
50	0.13	0.33	0.38	14.8	17.0	11.1	13.0	2.3	3.8
55	0.20	0.38	0.49	15.3	17.4	11.6	13.0	3.4	4.3
60	0.31	--	--	17.9	20.4	14.4	14.9	4.9	5.3
65	0.47	--	--	24.0	26.3	20.5	19.1	--	--

\* 7.5% is added to service retirement rate at age when employee is first eligible for unreduced benefit.

TABLE VIII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

*SERVICE RETIREMENT RATES*

The following rates are applied at each age at which a member is eligible for an unreduced service retirement benefit.

MALE

<u>Age</u>	<u>Teachers</u>	<u>State</u>	<u>Polisubs</u>	<u>Group II</u>	<u>Group III</u>
50	6.5%	6.0%	9.0%	10.0%	--
51	7.0	6.0	9.0	10.0	8.0%
52	7.0	6.0	9.0	15.0	8.0
53	8.5	6.0	9.0	15.0	8.0
54	9.0	6.5	9.0	20.0	8.0
55	10.0	6.5	9.0	20.0	9.6
56	12.0	7.0	9.0	20.0	9.6
57	12.0	7.0	9.5	20.0	9.6
58	13.0	7.5	9.5	25.0	9.6
59	14.0	8.0	10.0	25.0	9.6
60	15.0	8.5	10.5	30.0	9.6
61	16.0	11.0	15.0	30.0	9.6
62	22.0	16.0	20.0	45.0	20.0
63	16.0	12.0	17.5	35.0	9.6
64	18.0	14.0	17.5	35.0	9.6
65	35.0	22.0	24.0	40.0	20.0
66	16.0	15.5	18.5	40.0	20.0
67	16.0	15.5	16.0	40.0	20.0
68	16.0	15.5	16.0	100.0	20.0
69	16.0	15.5	16.5	100.0	20.0
70	16.0	15.5	18.0	100.0	20.0
71	17.0	15.5	18.0	100.0	100.0
72	17.0	15.5	18.0	100.0	100.0
73	17.0	15.5	18.0	100.0	100.0
74	17.0	15.5	18.0	100.0	100.0
75	100.0	100.0	100.0	100.0	100.0

Additional increments for retirees who have fifteen or more years of service at retirement on or after age 60

8.0%	2.0%	2.0%	na	na
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Additional increments for retirees in the year in which they are first eligible for unreduced retirement prior to age 60

12.5%	7.5%	7.5%	15.0%	na
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TABLE VIII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

*SERVICE RETIREMENT RATES*

The following rates are applied at each age at which a member is eligible for an unreduced service retirement benefit.

FEMALE

<u>Age</u>	<u>Teachers</u>	<u>State</u>	<u>Polisubs</u>	<u>Group II</u>	<u>Group III</u>
50	6.5%	7.5%	8.0%	10.0%	--
51	7.0	7.5	8.0	10.0	8.0%
52	8.0	7.5	8.0	15.0	8.0
53	9.0	7.5	8.0	15.0	8.0
54	10.0	7.5	8.0	20.0	8.0
55	10.0	7.5	8.0	20.0	9.6
56	12.0	8.0	9.0	20.0	9.6
57	14.0	8.0	9.5	20.0	9.6
58	14.0	8.0	10.0	25.0	9.6
59	15.0	8.0	11.0	25.0	9.6
60	17.0	9.0	11.0	30.0	9.6
61	20.0	12.0	13.0	30.0	9.6
62	26.0	18.0	18.0	45.0	20.0
63	19.5	12.0	16.0	35.0	9.6
64	24.0	14.0	16.0	35.0	9.6
65	37.5	22.0	22.0	40.0	20.0
66	24.0	17.0	19.0	40.0	20.0
67	24.0	17.0	19.0	40.0	20.0
68	24.0	17.0	19.0	100.0	20.0
69	24.0	17.0	19.0	100.0	20.0
70	34.0	17.0	19.0	100.0	20.0
71	40.0	17.0	19.0	100.0	100.0
72	40.0	17.0	19.0	100.0	100.0
73	40.0	17.0	19.0	100.0	100.0
74	40.0	17.0	19.0	100.0	100.0
75	100.0	100.0	100.0	100.0	100.0

Additional increments for retirees who have fifteen or more years of service at retirement on or after age 60

8.0%	2.0%	2.0%	na	na
------	------	------	----	----

Additional increments for retirees in the year in which they are first eligible for unreduced retirement prior to age 60

12.5%	7.5%	7.5%	15.0%	na
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**TABLE VIII (Continued)**

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

***GROUP II***

Age	Annual Rate of		
	Disability - Male	Disability - Female	Withdrawal
20	0.06%	0.03%	7.5%
25	0.06	0.03	7.5
30	0.07	0.04	7.5
35	0.11	0.06	7.5
40	0.16	0.14	7.5
45	0.22	0.24	7.5
50	0.27	0.33	7.5
55	0.27	0.38	7.5

\* 15.0% is added to service retirement rate at age when employee is first eligible for unreduced benefit if prior to age 60.

***GROUP III***

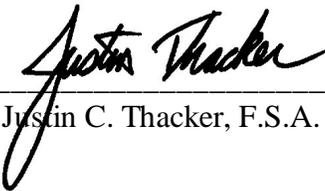
Age	Annual Rate of Disability
20	0.01%
25	0.01
30	0.01
35	0.03
40	0.08
45	0.14
50	0.17
55	0.17
60	--
65	--

TABLE IX

ACTUARIAL CERTIFICATION

The actuarial valuation summarized in this report has been performed utilizing generally accepted actuarial principles and is based on the current provisions of the TCRS and on actuarial assumptions which we consider to be internally consistent and reasonably related, in the aggregate, to experience under the plan and to reasonable expectations. The valuation was performed in accordance with principles of practice prescribed by the Actuarial Standards Board, by me personally or by other qualified actuaries under my direct supervision. I am a member of the American Academy of Actuaries and have experience in performing valuations for public retirement systems. It is our opinion that the results fully and fairly disclose the actuarial position of the plan on the valuation date.

November 18, 2011



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Justin C. Thacker, F.S.A.