TENNESSEE CONSOLIDATED RETIREMENT SYSTEM

VALUATION AND REPORT
AS OF
JULY 1, 2007

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

BPS&M
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November 16, 2007

The Honorable Dale Sims
Chairman, Board of Trustees
Tennessee Consolidated Retirement System
Tenth Floor
Andrew Jackson State Office Building
Nashville, Tennessee 37243-0230

Dear Mr. Sims:

Submitted herewith are the results of an actuarial valuation of the Tennessee Consolidated Retirement System prepared as of July 1, 2007, 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,

Justin C. Thacker, F.S.A.

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Enclosures

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TABLE OF CONTENTS

SECTION

A. INTRODUCTION

An actuarial valuation of the Tennessee Consolidated Retirement System was performed as of July 1, 2007. 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, 2008.

The Tennessee Consolidated Retirement System (TCRS) was established as of July 1, 1972 as a successor to the following superseded retirement systems: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As of the date of establishment, all members and beneficiaries of the superseded systems were covered under the Consolidated System. The assets of each superseded system were transferred to the credit of the Consolidated System, and no further contributions have been made to the superseded systems by either the members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, 2007.

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, 2005 and July 1, 2007 valuations.

THE NUMBER AND ANNUAL COMPENSATION OF
ACTIVE MEMBERS INCLUDED IN THE 2005 AND 2007 VALUATIONS

	Number			Compensation		
GROUP	2005	2007	***Pct Change***	2005	2007	***Pct Change***
Group I						
Contributory Teachers	68,364	70,731	3.5%	3,000,295,689	3,241,763,117	8.0%
General Employees:						
State	62,318	64,399	3.3%	2,133,835,872	2,391,369,574	12.1%
University of Tennessee (TIAA)	488	382	(21.7%)	45,988,317	37,505,932	(18.4%)
Separately Funded Systems	580	591	1.9%	38,664,956	43,553,055	12.6%
Sub-Total	63,386	65,372	3.1%	2,218,489,145	2,472,428,561	11.4%
Political Subdivisions	74,048	76,335	3.1%	1,886,897,919	2,078,985,125	10.2%
Total - Group I	205,798	212,438	3.2%	7,105,682,753	7,793,176,803	9.7%
Group II						
State Policemen and Wildlife Officers	64	38	(40.6%)	4,033,557	2,690,160	(33.3%)
Firemen and Policemen	76	53	(30.3%)	4,070,284	2,979,692	(26.8%)
Total - Group II	140	91	(35.0%)	8,103,841	5,669,852	(30.0%)
Group III (including Superseded Systems)						
State Judges - Group III	2	1	(50.0%)	230,856	137,100	(40.6%)
Attorneys General - Group III	3	3	--	335,148	408,871	22.0%
County Judges - Group III	4	0	(100.0%)	281,736	0	(100.0%)
County Officials - Group III	13	8	(38.5%)	749,417	495,633	(33.9%)
State Judges - Superseded	3	1	(66.7%)	362,592	144,260	(60.2%)
Attorneys General - Superseded	3	2	(33.3%)	300,166	240,140	(20.0%)
County Judges - Superseded	0	0	--	0	0	--
County Officials - Superseded	7	5	(28.6%)	372,540	299,689	(19.6%)
Total - Group III	35	20	(42.9%)	2,632,455	1,725,693	(34.4%)
Group IV - Judges	177	176	(0.6%)	20,537,205	24,250,870	18.1%
State - All Groups	132,026	136,337	3.3%	5,245,988,051	5,742,858,401	9.5%
Political Subdivisions- All Groups	74,124	76,388	3.1%	1,890,968,203	2,081,964,817	10.1%
Grand Total - All Groups	206,150	212,725	3.2%	7,136,956,254	7,824,823,218	9.6%

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

	Number			Amount		
GROUP	2005	2007	***Pct Change***	2005	2007	***Pct Change***
Group I						
Contributory Teachers	31,867	34,724	9.0%	550,942,986	660,172,003	19.8%
General Employees:						
State	29,785	32,487	9.1%	327,542,554	386,890,446	18.1%
University of Tennessee (TIAA)	2,025	2,029	0.2%	20,238,360	23,646,074	16.8%
Separately Funded Systems	123	154	25.2%	1,426,354	2,296,004	61.0%
Sub-Total	31,933	34,670	8.6%	349,207,268	412,832,524	18.2%
Political Subdivisions	24,208	26,937	11.3%	130,396,453	160,248,613	22.9%
Total - Group I	88,008	96,331	9.5%	1,030,546,707	1,233,253,140	19.7%
Group II						
State Policemen and Wildlife Officers	592	603	1.9%	15,819,208	17,471,220	10.4%
Firemen and Policemen	591	590	(0.2%)	12,878,285	13,962,111	8.4%
Total - Group II	1,183	1,193	0.8%	28,697,493	31,433,331	9.5%
Group III (including Superseded Systems)						
State Judges - Group III	0	0	--	0	0	--
Attorneys General - Group III	13	15	15.4%	388,696	505,114	30.0%
County Judges - Group III	25	29	16.0%	425,179	582,854	37.1%
County Officials - Group III	80	76	(5.0%)	1,324,248	1,417,253	7.0%
State Judges - Superseded	86	82	(4.7%)	5,711,391	6,454,855	13.0%
Attorneys General - Superseded	116	114	(1.7%)	5,454,036	6,311,042	15.7%
County Judges - Superseded	126	118	(6.3%)	4,197,666	4,591,070	9.4%
County Officials - Superseded	184	176	(4.3%)	3,716,269	3,801,324	2.3%
Total - Group III	630	610	(3.2%)	21,217,485	23,663,512	11.5%
Group IV - Judges	72	96	33.3%	2,361,663	3,649,198	54.5%
State - All Groups	65,094	70,703	8.6%	939,548,610	1,117,788,457	19.0%
Political Subdivisions- All Groups	24,799	27,527	11.0%	143,274,738	174,210,724	21.6%
Grand Total - All Groups	89,893	98,230	9.3%	1,082,823,348	1,291,999,181	19.3%

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 proceeding 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 are being funded by level annual contributions which are intended to pay off the group's <u>total</u> 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.

The continued pattern of mortality improvement noted in 2004 and previous experience studies is compatible with national trends and suggests that actuarial valuation procedures should be modified to anticipate future improvements. Relatively few public or private plan sponsors, however, have adopted projection mortality tables in which future improvements are recognized. The recognition of future improvements, as opposed to those that have only occurred in the past, was considered but was not incorporated into the current mortality tables. It was recommended that projected mortality (or at least a more conservative mortality assumption) be adopted at the earliest feasible date.

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. This assumption will be studied again in 2008, and additional changes can be made at that time if the trend to retire later continues.

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.

2007 Valuation

Plan contribution rates resulting from the current and preceding valuations are shown in the schedule on page C-13. Plan contributions established by the current valuation are again impacted by previous adverse investment experience. 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 are still being phased-in with the valuation asset smoothing method. Actuarial experience in the aggregate since the 2005 valuation resulted in an increase in the contribution level; however, the increase was much smaller than in recent valuations. The impact of plan experience is discussed further in the Gain and Loss Analysis section of the report. 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.

The 2007 valuation recognized benefit modifications that were adopted by the legislature since the 2005 valuation 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. No other significant changes in plan benefits were implemented since the 2005 actuarial valuation. Annual contribution rates include an administrative charge of 0.15%.

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 with the current valuation. In addition, the three groups of State Judges and Attorneys General were combined for reporting purposes as of July 1, 2007.

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 has 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 has 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 and will 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 is believed that a ten-year method will more adequately smooth contribution rate volatility than the previous five-year smoothing method. Since this change is prospective only, it did not affect either the unfunded accrued liability or the contribution rates as of the valuation date.

Adverse experience discussed above may dramatically affect political subdivision contribution rates and may result in 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 extend the amortization period upon which payments are based beyond the existing schedules up to thirty years.

Future expectations

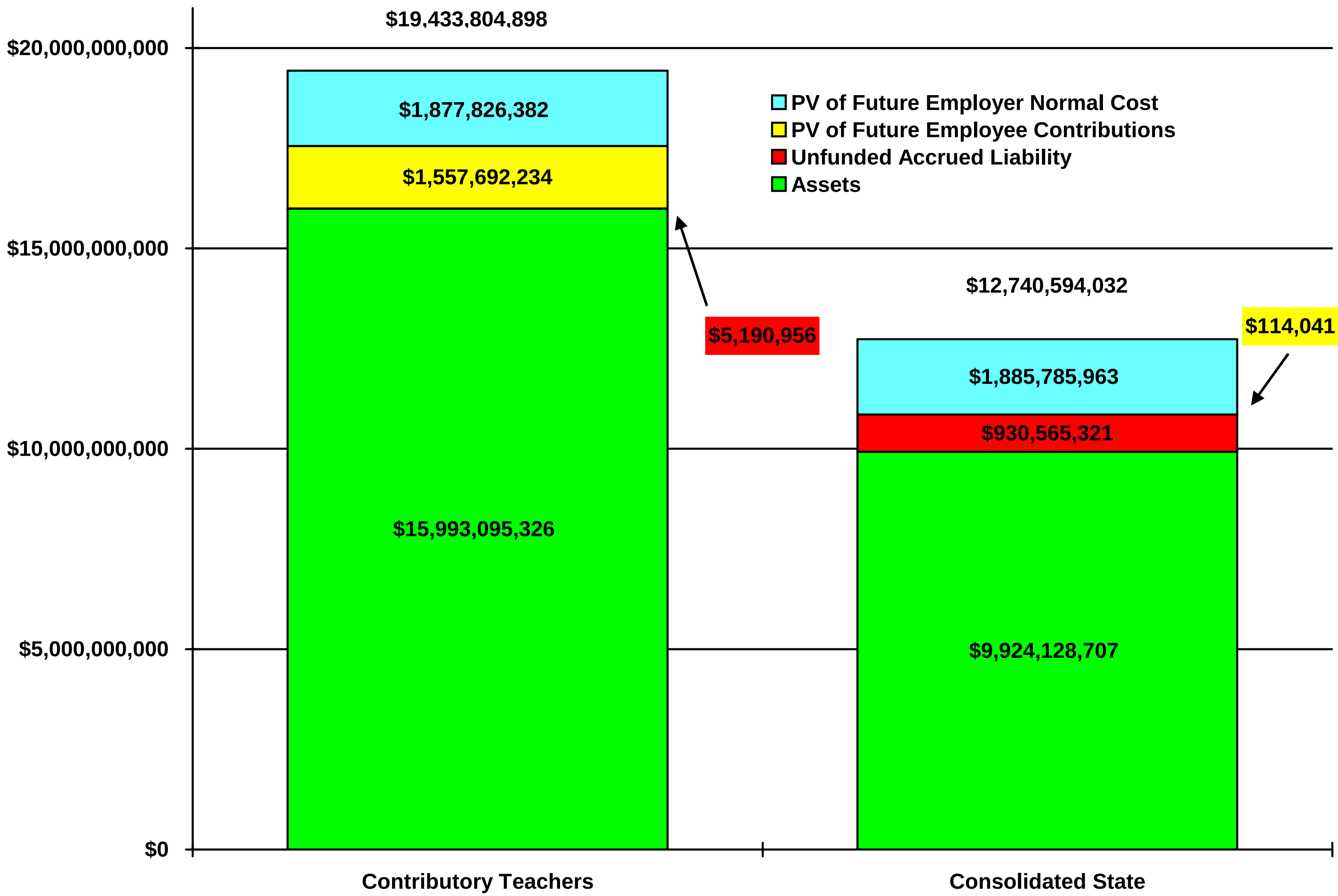
The pattern of plan contributions produced by valuations since 1975 had until 1999 been generally downward. This pattern was due primarily to actuarial gains occurring during that period. However, since 1999, the pattern of plan contributions has been sharply upward for both Teacher and State groups as investment losses have been recognized.

All prior investment losses have been fully recognized with the 2007 actuarial valuation. In fact, approximately $1,250,000,000 of investment gains are now currently excluded from valuation assets. This gain will be recognized during future valuations and will put downward pressure on the contribution rates. As a result, future expectations are that the recent upward spikes in the contribution rates should subside barring any significant negative experience. Investment performance is the most likely source of future contribution rate fluctuations, but the change to a ten-year smoothing method should also help to reduce this volatility.

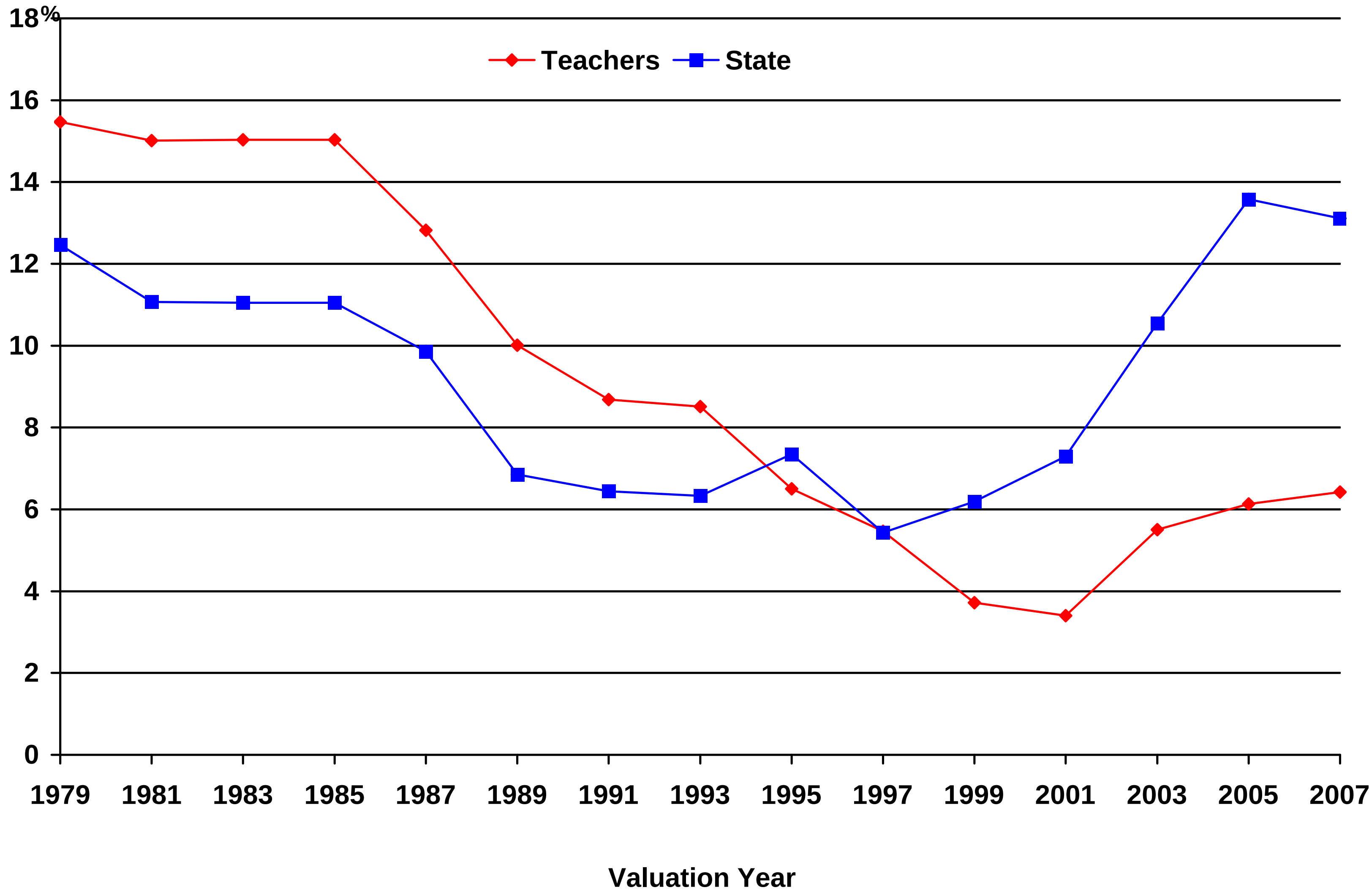
In recent years, there has been upward pressure on contribution rates due to new entrants. Rates for new entrants were generally higher than those for existing participants because they did not have the benefit of past actuarial gains that affected existing participant rates. In the short-term future, new entrants will continue to put upward pressure on the Teacher contribution rates, but new entrants will actually help lower the rate for the State group since the 2007 State contribution rate is 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 2008.

VALUE OF BENEFITS
July 1, 2007



HISTORY OF TCRS CONTRIBUTION RATES



COMPARISON OF TCRS EMPLOYER CONTRIBUTION RATES

	2007 Active Payroll	2005 Contribution Rate	2007 Contribution Rate
Contributory Teachers	$3,241,771,714	6.13%	6.42%
Consolidated State [1, 2, 3]	2,432,602,295	13.58%	13.11%
State Judges (Groups I, III & IV), Attorneys General (Groups I & III), State Judges and Attorneys General (Superseded) [4]	68,492,469	25.18%	23.27%

[1] 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.

[2] The University of Tennessee pays an additional 10% of covered payroll for TIAA coverage. The rates shown relate only to TCRS benefits.

[3] The County Judges and Officials (All) group is fully funded and has been combined with the Consolidated State group for reporting purposes.

[4] State Judges (Groups I, III & IV), Attorneys General (Groups I & III) and State Judges and Attorneys General (Superseded) have been combined for reporting purposes.

VALUATION BALANCE SHEET
TENNESSEE CONSOLIDATED RETIREMENT SYSTEM
July 1, 2007

ASSETS	**Total State**	**Contibutory Teachers**	**Consolidated State**	**State Judges & Attorneys-General**
Present assets creditable to:				
State Accumulation Fund	$22,828,158,274	$13,398,508,680	$9,166,358,171	$263,291,423
Members' Fund	3,386,836,344	2,594,586,646	757,770,536	34,479,162
Total Present Assets	$26,214,994,618	$15,993,095,326	$9,924,128,707	$297,770,585
Present value of prospective contributions payable to:				
State Accumulation Fund:				
Normal	$3,822,067,457	$1,877,826,382	$1,885,785,963	$58,455,112
Accrued Liability	1,025,156,148	5,190,956	930,565,321	89,399,871
Total	$4,847,223,605	$1,883,017,338	$2,816,351,284	$147,854,983
Members' Fund	1,559,379,148	1,557,692,234	114,041	1,572,873
Total Prospective Contributions	$6,406,602,753	$3,440,709,572	$2,816,465,325	$149,427,856
Total Assets	$32,621,597,371	$19,433,804,898	$12,740,594,032	$447,198,441
LIABILITIES				
Present value of prospective benefits payable on accounts of:				
Present retired members and contingent annuitants	$12,544,677,397	$7,499,063,838	$4,841,917,160	$203,696,399
Present active members	19,503,069,132	11,702,722,358	7,564,562,320	235,784,454
Former members	573,850,842	232,018,702	334,114,552	7,717,588
Total Liabilities	$32,621,597,371	$19,433,804,898	$12,740,594,032	$447,198,441

Political Subdivisions

Until 1983, all participating political subdivisions contributed the same normal cost rate. The balancing item which was used to insure that each political subdivision "paid its own way" was the contribution to amortize the unfunded accrued liability; the unfunded accrued liability was whatever was left for each political subdivision after existing assets and the present value of the "standard" normal cost rate and employee contributions were deducted from the present value of future benefits.

In 1983, the changes made by the State were also offered to the political subdivisions. In particular, each political subdivision was encouraged to freeze its unfunded accrued liability, so that in the future its normal cost would be the balancing item, reflecting actuarial gains and losses. All but about 30 of the more than 400 participating units accepted this change in 1983, and the remaining units did so in 1985.

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, 2007

TOTAL SYSTEM

ASSETS	Total State	Polisubs	Grand Total
Present assets creditable to:			
State Accumulation Fund	$22,828,158,274	$4,001,181,918	$26,829,340,192
Members' Fund	3,386,836,344	896,792,065	4,283,628,409
Total Present Assets	$26,214,994,618	$4,897,973,983	$31,112,968,601
Present value of prospective contributions payable to:			
State Accumulation Fund:			
Normal	$3,822,067,457	$1,321,097,983	$5,143,165,440
Accrued Liability	1,025,156,148	577,645,568	1,602,801,716
Total	$4,847,223,605	$1,898,743,551	$6,745,967,156
Members' Fund	1,559,379,148	515,995,791	2,075,374,939
Total Prospective Contributions	$6,406,602,753	$2,414,739,342	$8,821,342,095
Total Assets	$32,621,597,371	$7,312,713,325	$39,934,310,696
LIABILITIES			
Present value of prospective benefits payable on accounts of:			
Present retired members and contingent annuitants	$12,544,677,397	$1,902,875,092	$14,447,552,489
Present active members	19,503,069,132	5,234,527,606	24,737,596,738
Former members	573,850,842	175,310,627	749,161,469
Total Liabilities	$32,621,597,371	$7,312,713,325	$39,934,310,696

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, no gain and loss analysis was attempted for the TCRS prior to 1979. Improvements in data handling procedures allow for enhanced analysis but the primary procedure for analyzing TCRS experience has been the experience study. The most recent experience study covers the period for July 1, 2000 through June 30, 2004 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. Since concern had been expressed in prior years over the growth of the unfunded accrued liability of the TCRS (even though it was being amortized, commencing in 1975), it was decided to perform a gain and loss analysis of that quantity from the June 30, 1977 valuation to the June 30, 1979 valuation, which represented the System's initial attempt at a gain and loss analysis. Similar analyses were performed as part of the 1981 and 1983 valuations. The gain and loss analyses in more recent valuations, however, were conducted with respect to the normal cost percentage, because changes in the accrued liability, which was frozen as of 1981 and eliminated for most funding groups, were no longer meaningful.

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 2007 valuation contribution rates.

CAUSES OF CHANGE IN CONTRIBUTION RATE

	Teachers	Consolidated State
Investment results	0.61%	0.50%
Salary increases	(0.57)	(0.16)
New entrants	0.22	(0.21)
Cost of living escalation	(0.14)	(0.14)
Prior service purchases	0.14	0.09
Contribution rate change delay	0.08	0.43
Benefit improvements	0.06	0.13
Group combinations	0.00	(0.17)
Other	(0.11)	0.05
Subtotal	0.29%	0.52%
Reestablishment of unfunded liability (20-year amortization)	0.00%	(0.99%)
Total Change	0.29%	(0.47%)

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 2005.

Investment results - Market value returns on plan assets during the fiscal years ending in 2006 and 2007 were positive 6.9% and positive 13.2% respectively. Investment performance is not reflected immediately in the valuation asset amount. Valuation assets are based on a five year moving average of market values. The rate of return on valuation assets during the two year period was approximately 0.55% per year less than the assumed return of 7.5% per annum. Investment deficiencies resulted in valuation assets that were approximately $180,000,000 and $100,000,000 less 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 2005-2007 period for both groups was slightly below the assumed age-based rates used in preparing the 2005 valuation report. This resulted in a reduction in the contribution rate for both groups.

New Entrants - State and Teacher groups respectively added over 10,900 and 9,500 new entrants during the past two years. The replacements represent 17% and 13.5% of the active participant census population as of the valuation date. 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 put upward pressure on the Teacher contribution rate and helped to lower the State contribution rate.

Cost of Living Escalation - The inflation experienced during the review period produced COLA increases that were slightly less than the assumed rate of 3% per year. COLA adjustments for July 1, 2006 and July 1, 2007 payment dates were 3.0% and 2.5% respectively. 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. Prior service was recognized for approximately 4,100 participants during the past two years due to such purchases and credits.

Contribution Rate Change Delay - Contribution rates have generally declined over the past twenty years, and 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 were greater than those actually required by the valuation. Such additional contributions were responsible for a decline in rates required by the next biennial valuation. Alternatively, situations in which contribution rates rise produce a contribution deficit and cause rates to increase. For the 2005-2006 fiscal year, continuation of the 2003 valuation report State employee rate of 10.54% resulted in decreased plan assets in comparison to the 13.58% rate anticipated by the 2005 valuation. Consequently, contribution rates for the State group rose by 0.43%. Similarly, the Teacher contribution rate increased between the 2003 and 2005 valuations from 5.50% to 6.13%. The contribution deficit resulting from delaying application of valuation rates in the 2005-2006 fiscal year resulted in a contribution increase of 0.08%.

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. The unfunded liability used in the calculations has been reestablished for all groups as of the valuation date based on the entry age actuarial cost method.

Tennessee Consolidated Retirement System
Schedule of Funding Progress
July 1, 2007

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
Teachers	15,993,095,326	15,998,286,282	5,190,956	99.97%	3,241,771,714	0.16%
Consolidated State*	9,924,128,707	10,854,694,028	930,565,321	91.43%	2,432,602,295	38.25%
State Judges & Attorneys General**	297,770,585	387,170,456	89,399,871	76.91%	68,492,469	130.53%
Total State	26,214,994,618	27,240,150,766	1,025,156,148	96.24%	5,742,866,478	17.85%
Political Subdivisions ***	4,897,973,983	5,475,619,551	577,645,568	89.45%	2,081,964,100	27.75%
Total	31,112,968,601	32,715,770,317	1,602,801,716	95.10%	7,824,830,578	20.48%

*** The County Judges and Officials (All) group is fully funded and has been combined with the Consolidated State group for reporting purposes.**
**** State Judges (Groups I, III, IV), Attorneys General (Groups I, III) and State Judges and Attorneys General (Superseded) have been combined for reporting purposes.**
***** 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 27,700 records for former members with deferred vested benefits and approximately 38,200 records on other terminated members. Of this latter group, about 19,100 relate to those who terminated without vested benefits, but who have not withdrawn their contributions, and the remaining 19,100 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.

G. BENEFIT PAYMENT PROJECTION

Advance funding for TCRS is based upon ongoing plan concepts including recognition of the likelihood that 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. The net effect of various factors on the retirement payment pattern is that benefit payments from the TCRS during the twenty year projection period are expected to increase by an average of approximately 6% per annum. Some variation in benefit payment growth is projected with the highest rates of increase expected to occur immediately with increases of almost 9% anticipated.

BENEFIT PAYMENT PROJECTION

Year	*Current retirees*	*Current and future active employees*	*Total*
2007	$1,267,396,189	$56,371,249	$1,323,767,438
2008	1,265,070,537	170,978,773	1,436,049,310
2009	1,260,547,584	292,705,156	1,553,252,740
2010	1,254,125,755	421,200,620	1,675,326,375
2011	1,245,522,777	555,454,027	1,800,976,804
2012	1,234,650,352	696,821,905	1,931,472,257
2013	1,221,407,724	844,539,277	2,065,947,001
2014	1,205,785,516	998,327,167	2,204,112,683
2015	1,187,706,825	1,156,642,921	2,344,349,746
2016	1,167,121,657	1,320,796,396	2,487,918,053
2017	1,143,970,882	1,490,677,348	2,634,648,230
2018	1,118,259,513	1,664,088,588	2,782,348,101
2019	1,089,983,136	1,839,635,489	2,929,618,625
2020	1,059,182,328	2,016,823,521	3,076,005,849
2021	1,025,920,801	2,196,336,106	3,222,256,907
2022	990,276,352	2,378,212,506	3,368,488,858
2023	952,352,294	2,561,856,104	3,514,208,398
2024	912,289,184	2,748,791,131	3,661,080,315
2025	870,247,636	2,936,584,772	3,806,832,408
2026	826,405,655	3,122,798,121	3,949,203,776

H. OUTLINE OF BENEFIT AND CONTRIBUTION PROVISIONS

(As Amended through July 1, 2007)

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 $48,600 in 2007 and will be $51,600 in 2008. "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
SERVICE RETIREMENT				
Full Benefit:				
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%#	1.75%#	2.00%	2.50%
% over SSIL	1.75#	2.25#	2.50	2.50
Early Reduced Benefit:				
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.			
25 Year Benefit:				
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.

#See explanation on page H-3.

TENNESSEE CONSOLIDATED RETIREMENT SYSTEM
(Continued)

	GROUP			
	I	II	III	IV
Vested Benefit:				
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			
Maximum Benefit: (before reduction)	90%# of average final compensation	80%	75%	75%
Minimum Benefit:	$96.00# 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%#	1.575%#	1.800%	2.250%
% over SSIL	1.575#	2.025#	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
ORDINARY DISABILITY RETIREMENT (Continued)				
Maximum Benefit:	75%# of average final compensation			
Minimum Benefit: (no reduction)	$96.00# for each year of creditable service to date of disability retirement, but not in excess of 100% of final compensation.			
ACCIDENTAL DISABILITY RETIREMENT				
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%# of average final compensation	50%# of average final compensation	N/A	N/A
After age 62 or receipt of Social Security Disability	33-1/3%# of average final compensation	33-1/3%# 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.				
INACTIVE DISABILITY				
Eligibility condition	5 years	5 years	8 years	8 years
Benefit:	Actuarial equivalent of age 55 benefit			
ORDINARY DEATH BENEFITS				
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
ORDINARY DEATH BENEFITS (Continued)				
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.			
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
MEMBER CONTRIBUTION RATES				
Contributory				
% 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
Non-Contributory				
% 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
SERVICE RETIREMENT			
Full Benefit:			
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%[#]	1.875%[#]	1.875%[#]
% over SSB	1.875[#]	1.875[#]	1.875[#]
Vested Benefit:			
Eligibility conditions	10 years or 4 years at higher learning institute (only Class A)		
Benefit	Full benefit deferred to age 60		
Minimum Benefit (No reduction)	$96.00[#]	$103.92[#]	$103.92[#]
DISABILITY RETIREMENT			
Eligibility conditions	10 years	10 years	10 years
Benefit percentages:			
% up to SSB	1.0125%*[#]	1.6875%**[#]	1.6875%**[#]
% over SSB	1.6875[#]	1.6875[#]	1.6875[#]
Minimum Benefit (No reduction)	$96.00[#]	$103.92[#]	$103.92[#]

* 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%.[#]

SUPERSEDED SYSTEMS

TENNESSEE TEACHERS' RETIREMENT SYSTEM
(Continued)

	PRIOR CLASS A	TRANSFERRED CLASS B	PRIOR CLASS B
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			
Contributory			
% of compensation up to SSB	3.0%	5.0%	7.0%
% of compensation in excess of SSB	3.0%	5.0%	7.0%
Non-Contributory	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
Benefit percentages (% of AFC for each year of creditable service):			
% up to SSB	1.125%#	1.875%#	1.875%#
% over SSB	1.750#	1.875#	1.875#
Vested Benefit:			
Eligibility conditions	10 years	10 years	10 years
	Payable at age 55 or later		
Benefit	Full benefit reduced by 4/10 of 1% for each month prior to eligibility for full benefit		
Maximum Benefit:	75%# of average final compensation		
Minimum Benefit:			
(Per year of creditable service) No reduction	$96.00#	$103.92#	$103.92#
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[#]
Maximum Benefit	75% of average final compensation		
Minimum Benefit (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%

* 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
SERVICE RETIREMENT			
Full Benefit:			
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%[#]	2.250%[#]	2.250%[#]
Vested Benefit:			
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		
Maximum Benefit	75%[#] of average final compensation		
Minimum Benefit (Per year of creditable service)	Class A - $96.00[#] Class B - $103.92[#]	N/A	Class A - $96.00[#] Class B - $103.92[#]
DISABILITY RETIREMENT			
Eligibility conditions	Class A - 10 years Class B - 5 years	5 years	Class A - 10 years Class B - 5 years
Benefit percentages	1.9125%*[#]	2.025%**[#]	2.025%*[#]
Maximum Benefit	75% of average final compensation		
Minimum Benefit (No projected service)	Class A - $96.00[#] Class B - $103.92[#]	N/A	Class A - $96.00[#] Class B - $103.92[#]

* 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%.[#]

SUPERSEDED SYSTEMS

TENNESSEE STATE RETIREMENT SYSTEM
(Continued)

	GAME AND FISH OFFICERS	STATE POLICEMEN	FIREMEN AND POLICEMEN
ACCIDENTAL DISABILITY			
Eligibility conditions	N/A	In performance of duty	N/A
Benefit	N/A	50% of AFC#	N/A
ORDINARY DEATH BENEFITS			
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.		
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%)		
DEATH IN PERFORMANCE OF DUTY	N/A	50% of AFC#	N/A
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% Class B - 7.0%

*Optional to political subdivisions.

SUPERSEDED SYSTEMS

	STATE JUDGES	ATTORNEYS GENERAL	COUNTY JUDGES
SERVICE RETIREMENT			
Full Benefit:			
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%*
Vested Benefit:			
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
Maximum Benefit	75% of BB	75% of BB	75% of BB
DISABILITY RETIREMENT			
Eligibility conditions	10 years	10 years	8 years
Benefit	Full service benefit	Full service benefit	Full service benefit
Minimum Benefit	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
<u>DEATH BENEFIT</u>			
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.		
<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>MEMBER CONTRIBUTION RATES</u>	3.0%	8.0% contributory 3.0% non-contributory	8.0% contributory 3.0% non-contributory

SUPERSEDED SYSTEMS
(Continued)

	COUNTY OFFICIALS	PUBLIC SERVICE COMMISSIONERS
SERVICE RETIREMENT		
Full Benefit:		
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
Maximum Benefit	75% of AFC	75% of salary at retirement
Vested Benefit:		
Eligibility conditions	12 years	Immediate
Benefit	Full benefit deferred to age 55	Deferred to age 65 or to age 54 with 12 years
DISABILITY RETIREMENT		
Eligibility conditions	N/A	10 years
Benefit	N/A	Full benefit
DEATH BENEFITS		
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)

	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

TABLE I-1

CONTRIBUTORY TEACHERS

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY AGE

Age Group	Number	Earnings Total	Earnings Average
1-20	4	$153,598	$38,400
21-25	3,227	110,802,995	34,336
26-30	8,787	325,054,804	36,993
31-35	9,603	391,216,202	40,739
36-40	9,266	406,010,074	43,817
41-45	7,711	354,900,825	46,025
46-50	9,125	445,685,811	48,842
51-55	10,716	550,945,879	51,413
56-60	9,214	489,744,675	53,152
61-65	2,544	138,055,872	54,267
66-70	419	23,101,097	55,134
71-75	84	4,513,568	53,733
76-80	19	993,374	52,283
81-85	8	384,267	48,033
86-90	4	200,076	50,019
Total	70,731	$3,241,763,117	$45,832

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	Earnings Average
1-20	232	$4,417,761	$19,042
21-25	2,398	59,638,340	24,870
26-30	5,157	150,857,528	29,253
31-35	5,744	188,080,504	32,744
36-40	6,493	227,230,590	34,996
41-45	8,130	295,936,400	36,401
46-50	10,209	392,762,271	38,472
51-55	10,819	444,485,998	41,084
56-60	9,602	409,849,685	42,684
61-65	4,344	195,862,055	45,088
66-70	1,389	63,404,922	45,648
71-75	460	19,421,003	42,220
76-80	143	5,417,624	37,885
81-85	39	1,470,713	37,711
86-90	7	338,105	48,301
Total	65,166	$2,459,173,499	$37,737

TABLE I-3

POLITICAL SUBDIVISION GENERAL EMPLOYEES

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY AGE

Age Group	Number	Earnings Total	Earnings Average
1-20	293	$5,758,060	$19,652
21-25	2,926	70,277,292	24,018
26-30	5,342	144,072,217	26,970
31-35	7,155	197,058,913	27,541
36-40	9,574	262,206,121	27,387
41-45	11,174	301,328,562	26,967
46-50	11,809	327,585,496	27,740
51-55	11,062	318,596,758	28,801
56-60	9,368	260,920,928	27,852
61-65	4,723	125,407,214	26,552
66-70	1,886	43,527,851	23,079
71-75	742	16,655,405	22,447
76-80	241	4,776,577	19,820
81-85	31	670,803	21,639
86-90	9	142,928	15,881
Total	76,335	$2,078,985,125	$27,235

TABLE I-4

UNIVERSITY OF TENNESSEE (TIAA)

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY AGE

Age Group	Number	Earnings Total	Earnings 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	8	1,088,037	136,004
56-60	86	8,177,428	95,086
61-65	169	16,486,109	97,550
66-70	82	7,528,338	91,809
71-75	25	3,055,077	122,203
76-80	8	834,866	104,358
81-85	4	336,077	84,019
86-90	0	0	0
Total	382	$37,505,932	$98,183

TABLE I-5

GROUP II

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY AGE

Age Group	Number	Earnings Total	Earnings 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	1	16,852	16,852
46-50	1	53,688	53,688
51-55	24	1,603,643	66,818
56-60	58	3,603,240	62,124
61-65	6	340,299	56,716
66-70	1	52,130	52,130
71-75	0	0	0
76-80	0	0	0
81-85	0	0	0
86-90	0	0	0
Total	91	$5,669,852	$62,306

TABLE I-6

GROUP III

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY AGE

Age Group	Number	Earnings Total	Earnings 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	4	295,378	73,844
61-65	7	770,167	110,023
66-70	3	193,403	64,467
71-75	5	322,485	64,497
76-80	1	144,260	144,260
81-85	0	0	0
86-90	0	0	0
Total	20	$1,725,693	$86,284

TABLE I-7

TOTAL

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY AGE

Age Group	Number	Earnings Total	Earnings Average
1-20	529	$10,329,419	$19,526
21-25	8,551	240,718,627	28,151
26-30	19,286	619,984,549	32,147
31-35	22,502	776,355,619	34,502
36-40	25,333	895,446,785	35,347
41-45	27,016	952,182,639	35,245
46-50	31,144	1,166,087,266	37,442
51-55	32,629	1,316,720,315	40,354
56-60	28,332	1,172,591,334	41,388
61-65	11,793	476,921,716	40,441
66-70	3,780	137,807,741	36,457
71-75	1,316	43,967,538	33,410
76-80	412	12,166,701	29,531
81-85	82	2,861,860	34,901
86-90	20	681,109	0
Total	212,725	$7,824,823,218	$36,784

TABLE II-1

CONTRIBUTORY TEACHERS

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY LENGTH OF SERVICE

Service Group	Number	Earnings Total	Earnings Average
0	5,100	$188,933,841	$37,046
1	4,018	146,360,236	36,426
2	3,716	140,316,566	37,760
3	3,369	130,219,980	38,652
4	2,990	118,068,577	39,488
0-4	19,193	723,899,200	37,717
5-9	15,139	642,780,748	42,459
10-14	11,329	534,362,659	47,168
15-19	7,026	355,741,370	50,632
20-24	6,423	342,182,953	53,275
25-29	5,249	285,569,020	54,404
30-34	4,330	239,733,089	55,366
35-39	1,721	98,388,111	57,169
40-44	253	15,106,435	59,709
45-49	68	3,999,532	58,817
Total	70,731	$3,241,763,117	$45,832

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	Earnings Average
0	4,908	$137,091,331	$27,932
1	4,220	125,561,132	29,754
2	4,234	143,619,073	33,920
3	3,224	105,144,543	32,613
4	2,995	100,131,257	33,433
0-4	19,581	611,547,336	31,232
5-9	12,636	426,619,926	33,762
10-14	8,310	311,186,919	37,447
15-19	6,770	272,204,998	40,208
20-24	7,961	342,730,136	43,051
25-29	5,167	240,210,434	46,489
30-34	3,171	165,761,194	52,274
35-39	1,148	64,256,173	55,972
40-44	312	18,824,458	60,335
45-49	110	5,831,925	53,018
Total	65,166	$2,459,173,499	$37,737

TABLE II-3

POLITICAL SUBDIVISION GENERAL EMPLOYEES

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY LENGTH OF SERVICE

Service Group	Number	Earnings Total	Earnings Average
0	7,695	$163,550,276	$21,254
1	6,211	135,322,251	21,788
2	5,527	127,309,991	23,034
3	4,335	101,939,178	23,515
4	4,170	101,271,123	24,286
0-4	27,938	629,392,819	22,528
5-9	19,536	518,045,919	26,518
10-14	12,304	366,013,222	29,747
15-19	7,701	246,174,404	31,967
20-24	4,839	166,392,600	34,386
25-29	2,687	99,478,784	37,022
30-34	1,137	44,426,100	39,073
35-39	169	7,814,282	46,238
40-44	17	847,204	49,836
45-49	7	399,791	57,113
Total	76,335	$2,078,985,125	$27,235

TABLE II-4

UNIVERSITY OF TENNESSEE (TIAA)

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY LENGTH OF SERVICE

Service Group	Number	Earnings Total	Earnings 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	5	209,763	41,952
10-14	6	405,650	67,608
15-19	6	425,094	70,849
20-24	8	852,726	106,590
25-29	27	2,895,566	107,243
30-34	176	18,073,250	102,688
35-39	127	11,784,496	92,791
40-44	19	2,045,465	107,656
45-49	8	813,922	101,740
Total	382	$37,505,932	$98,183

TABLE II-5

GROUP II

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS
BY LENGTH OF SERVICE

Service Group	Number	Earnings Total	Earnings 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	1	16,852	16,852
25-29	0	0	0
30-34	80	5,069,560	63,369
35-39	10	583,440	58,344
40-44	0	0	0
45-49	0	0	0
Total	91	$5,669,852	$62,306

TABLE II-6

GROUP III

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY LENGTH OF SERVICE

Service Group	Number	Earnings Total	Earnings 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	11	1,007,642	91,603
35-39	9	718,051	79,783
40-44	0	0	0
45-49	0	0	0
Total	20	$1,725,693	$86,284

TABLE II-7

TOTAL

DISTRIBUTION OF ACTIVE PARTICIPANTS' EARNINGS BY LENGTH OF SERVICE

Service Group	Number	Earnings Total	Earnings Average
0	17,703	$489,575,448	$27,655
1	14,449	407,243,619	28,185
2	13,477	411,245,630	30,515
3	10,928	337,303,701	30,866
4	10,155	319,470,957	31,459
0-4	66,712	1,964,839,355	29,453
5-9	47,316	1,587,656,356	33,554
10-14	31,949	1,211,968,450	37,934
15-19	21,503	874,545,866	40,671
20-24	19,232	852,175,267	44,310
25-29	13,130	628,153,804	47,841
30-34	8,905	474,070,835	53,236
35-39	3,184	183,544,553	57,646
40-44	601	36,823,562	61,270
45-49	193	11,045,170	57,229
Total	212,725	$7,824,823,218	$36,784

TABLE III

DISTRIBUTION OF CURRENT BENEFITS BY AGE GROUPS

RETIRED LIVES

Age Group	Number	Annual Benefit Total	Annual Benefit Average
1-20	0	$0	$0
21-25	1	15,890	15,890
26-30	1	16,205	16,205
31-35	25	206,418	8,257
36-40	58	365,636	6,304
41-45	223	1,395,087	6,256
46-50	655	5,644,971	8,618
51-55	3,282	53,561,657	16,320
56-60	11,882	202,402,707	17,034
61-65	18,025	258,025,781	14,315
66-70	18,582	245,976,520	13,237
71-75	15,937	204,401,007	12,826
76-80	12,534	150,588,882	12,014
81-85	8,617	93,808,884	10,886
86-90	8,408	75,589,536	8,990
Total	98,230	$1,291,999,181	$13,153

TABLE IV

DISTRIBUTION OF CURRENT BENEFITS BY YEARS SINCE RETIREMENT

RETIRED LIVES

Years Since Retirement	Number	Annual Benefit Total	Annual Benefit Average
0	5,794	$81,121,744	$14,001
1	6,319	95,458,369	15,107
2	6,260	93,362,968	14,914
3	5,778	86,040,352	14,891
4	5,654	80,084,720	14,164
0- 4	29,805	436,068,153	14,631
5-9	24,038	339,369,019	14,118
10-14	17,495	225,501,544	12,889
15-19	11,730	143,925,791	12,270
20-24	7,967	83,575,995	10,490
25-29	4,739	42,113,717	8,887
30-34	2,056	17,906,985	8,710
35-39	351	3,120,673	8,891
40-44	31	293,910	9,481
45-49	18	123,394	6,855
Total	98,230	$1,291,999,181	$13,153

TABLE V

BRINGING FORWARD AMOUNTS TO BE AMORTIZED

	Contributory Teachers	Consolidated State	State Judges & Attorneys General
2005 Unfunded Supplemental Liability	0	0	39,806,610
Contribution	0	0	5,394,663
Interest	0	0	2,580,896
2006 Unfunded Supplemental Liability	0	0	36,992,843
Contribution	0	0	5,394,663
Interest	0	0	2,369,864
2007 Unfunded Supplemental Liability	0	0	33,968,044
8-Year Amortization Payment	na	na	5,394,663
Eligible Payroll	3,241,771,714	2,432,602,295	68,492,469
Contribution as % of Pay	na	na	7.876%

TABLE V (Continued)
REESTABLISHMENT OF UNFUNDED ACCRUED LIABILITY
July 1, 2007

	Contributory Teachers	Consolidated State	State Judges & Attorneys General
Entry Age Past Service Liability	15,998,286,282	10,854,694,028	387,170,456
Valuation Assets	15,993,095,326	9,924,128,707	297,770,585
Unfunded Accrued Liability	5,190,956	930,565,321	89,399,871
20-Year Amortization Contribution	473,667	84,912,737	8,157,609
Eligible Payroll	3,241,771,714	2,432,602,295	68,492,469
Contribution as % of Pay	0.015%	3.491%	11.910%

TABLE VI
CALCULATION OF CONTRIBUTION RATES

	Contributory Teachers	Consolidated State	State Judges & Attorneys General
1. Present Value of Benefits	19,433,804,898	12,740,594,032	447,198,441
2. Current Members' Fund	2,594,586,646	757,770,536	34,479,162
3. Current State Accumulation Fund	13,398,508,680	9,166,358,171	263,291,423
4. Present Value of Future Employee Contributions	1,557,692,234	114,041	1,572,873
5. Unfunded Accrued Liability	5,190,956	930,565,321	89,399,871
6. Present Value of Future Normal Costs, ((1)-(2)-(3)-(4)-(5))	1,877,826,382	1,885,785,963	58,455,112
7. Present Value of Future Salaries	31,169,318,146	20,949,596,739	563,568,484
8. Normal/Aggregate Cost Percentage ((6)/(7))	6.025%	9.002%	10.372%
9. Unfunded Accrued Liability Percentage (Table V)	0.015%	3.491%	11.910%
20-Year Amortization			
10. Total Contribution Rate ((8)+(9)) x 1.0375+0.15%			
20-Year Amortization	6.416%	13.111%	23.268%

TABLE VII

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, 2000 through June 30, 2004 and expectations regarding future events and economic conditions.

The assumptions and methods have been adopted as of July 1, 2005 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. Through reestablishment prior to July 1, 2007, unfunded liabilities were eliminated for all groups except State Judges and Attorneys General (Superseded) with the aggregate actuarial funding method used for those groups for which no unfunded accrued liability existed. Effective July 1, 2007, unfunded accrued liabilities were reestablished and are being amortized over a 20-year period.

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 VII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

Salary Increases:

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

Age	Rate
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:

3.0% 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 VII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

Post Retirement Mortality:

	Annual Rate of Mortality After					
	Service Retirement				Disability Retirement	
	Teachers and Group III		Others			
Age	Male	Female	Male	Female	Male	Female
40	0.1%	0.1%	0.2%	0.1%	2.2%	2.2%
50	0.3	0.2	0.4	0.2	2.7	2.7
55	0.4	0.3	0.7	0.3	3.4	3.4
60	0.6	0.5	1.1	0.7	3.9	3.9
65	1.0	0.8	1.7	1.0	4.5	4.5
70	1.9	1.3	2.6	1.5	5.3	5.3
75	3.5	2.3	4.3	2.6	6.6	6.6
80	6.1	4.3	7.3	4.4	8.7	8.7
85	10.3	7.7	10.9	7.6	12.3	12.3
90	18.2	13.7	16.5	14.2	18.0	18.0
95	25.9	19.9	24.3	22.3	26.7	26.7

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 VII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

GROUP I

TEACHERS

MALE

Age	Mortality	Disability	Annual Rate of Withdrawal		
			First Year	Second Year	Later
20	0.03%	0.01%	18.0%	13.5%	9.7%
25	0.04	0.01	18.0	13.5	8.4
30	0.05	0.01	18.0	13.5	6.2
35	0.05	0.02	18.0	13.5	3.9
40	0.07	0.08	18.0	13.5	2.2
45	0.10	0.14	18.0	13.5	1.4
50	0.17	0.20	18.0	13.5	1.8
55	0.29	0.20	18.0	13.5	3.4
60	0.51	--	18.0	13.5	5.0
65	0.94	--	--	--	--

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

TABLE VII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

GROUP I

TEACHERS

FEMALE

Age	Mortality	Disability	Annual Rate of Withdrawal		
			First Year	Second Year	Later
20	0.02%	0.01%	18.0%	13.5%	10.5%
25	0.02	0.01	18.0	13.5	9.9
30	0.02	0.01	18.0	13.5	7.7
35	0.03	0.02	18.0	13.5	5.1
40	0.05	0.08	18.0	13.5	2.7
45	0.06	0.14	18.0	13.5	1.3
50	0.09	0.20	18.0	13.5	1.5
55	0.15	0.20	18.0	13.5	3.7
60	0.29	--	18.0	13.5	5.0
65	0.56	--	--	--	--

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

TABLE VII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

GROUP I

GENERAL EMPLOYEES

MALE

Age	Mortality	Disability		Annual Rate of Withdrawal					
				First Year		Second Year		Later	
		State	Polisubs	State	Polisubs	State	Polisubs	State	Polisubs
20	0.04%	0.08%	0.04%	32.6%	25.6%	27.2%	21.6%	17.7%	13.6%
25	0.05	0.08	0.04	26.2	22.6	23.3	18.5	14.0	10.1
30	0.06	0.09	0.04	24.3	21.4	20.0	17.3	9.1	7.0
35	0.06	0.14	0.04	22.3	20.3	17.2	16.0	5.0	4.7
40	0.07	0.19	0.10	20.4	19.2	15.1	14.8	2.5	3.2
45	0.11	0.23	0.26	18.4	18.1	13.6	13.5	1.9	2.6
50	0.18	0.27	0.45	16.5	17.0	12.7	12.3	1.9	2.8
55	0.31	0.29	0.55	16.5	16.3	12.3	11.5	2.6	3.5
60	0.56	--	--	16.5	16.3	12.2	11.5	4.3	4.2
65	1.02	--	--	--	--	--	--	--	--

* 10.0% is added to service retirement rate at age when employee is first eligible for unreduced benefit.

TABLE VII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

GROUP I

GENERAL EMPLOYEES

FEMALE

Age	Mortality	Disability		Annual Rate of Withdrawal					
				First Year		Second Year		Later	
		State	Polisubs	State	Polisubs	State	Polisubs	State	Polisubs
20	0.02	0.04%	0.04%	32.6%	25.6%	27.2%	21.6%	18.5%	20.4%
25	0.02	0.04	0.04	26.2	22.6	23.3	18.5	15.7	15.5
30	0.02	0.05	0.04	24.3	21.4	20.0	17.3	11.1	10.9
35	0.03	0.07	0.04	22.3	20.3	17.2	16.0	6.7	7.2
40	0.05	0.17	0.10	20.4	19.2	15.1	14.8	3.5	4.9
45	0.07	0.28	0.26	18.4	18.1	13.6	13.5	2.3	3.8
50	0.10	0.37	0.45	16.5	17.0	12.7	12.3	2.4	3.6
55	0.16	0.45	0.55	16.5	16.3	12.3	11.5	3.3	4.0
60	0.31	--	--	16.5	16.3	12.2	11.5	5.0	4.7
65	0.60	--	--	--	--	--	--	--	--

* 10.0% is added to service retirement rate at age when employee is first eligible for unreduced benefit.

TABLE VII (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.

Age	*Teachers*	*State*	*Polisubs*	*Group II*	*Group III*
50	6.5%	7.0%	6.0%	10.0%	--
51	7.0	7.0	6.0	10.0	8.0%
52	7.0	7.0	6.5	15.0	8.0
53	8.5	7.0	6.5	15.0	8.0
54	9.0	7.0	7.5	20.0	8.0
55	10.0	7.0	7.5	20.0	9.6
56	12.0	8.0	8.0	20.0	9.6
57	13.5	8.0	9.5	20.0	9.6
58	14.0	8.5	10.5	25.0	9.6
59	14.5	8.5	10.5	25.0	9.6
60	15.0	9.0	9.5	30.0	9.6
61	20.0	11.5	15.0	30.0	9.6
62	26.0	21.5	24.5	45.0	20.0
63	19.5	14.5	16.5	35.0	9.6
64	24.0	16.0	17.5	35.0	9.6
65	37.5	29.0	26.0	40.0	20.0
66	30.5	17.5	18.5	40.0	20.0
67	28.5	17.5	16.0	40.0	20.0
68	28.5	17.5	16.0	100.0	20.0
69	28.5	17.5	16.5	100.0	20.0
70	100.0	17.5	18.0	100.0	20.0
71	100.0	20.5	18.0	100.0	100.0
72	100.0	20.5	18.0	100.0	100.0
73	100.0	20.5	18.0	100.0	100.0
74	100.0	20.5	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

	Teachers	State	Polisubs	Group II	Group III
	8%	4.0%	4.0%	na	na

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

	Teachers	State	Polisubs	Group II	Group III
	12.5%	10.0%	10.0%	15.0%	na

TABLE VII (Continued)

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

GROUP II

	Annual Rate of	
Age	Disability	Withdrawal
20	0.08%	7.5%
25	0.08	7.5
30	0.09	7.5
35	0.14	7.5
40	0.19	7.5
45	0.23	7.5
50	0.27	7.5
55	0.29	--

* 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	0.02
40	0.08
45	0.14
50	0.20
55	0.20
60	--
65	--

TABLE VIII
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.

11/16/2007	Justin Thacker
Date	Justin C. Thacker, F.S.A.