
Tennessee Board of Regents Retirement Plan Legacy Plan Employees

One of the most valuable benefits of employment with Tennessee Board of Regents is coverage under the State's retirement system. Employees who became members of TCRS after July 1, 1981 and before July 1, 2014 are non-contributory. The State's non-contributory plan is referred to as the **Legacy Plan**. Rehired employees are eligible for enrollment in the **Legacy Plan** as follows:

- Vested in **Legacy Plan** with a break in service – may return to **Legacy Plan** upon reemployment with State agency.
- Not vested in **Legacy Plan** and return to service in less than 7 years – may return to **Legacy Plan**.
- Not vested in **Legacy Plan** and return to service after 7 years – must enroll in new *Hybrid Plan*.
- If eligible for the **Legacy Plan**, the rehired employee must be enrolled in the same retirement plan he/she was previously a member (i.e. TCRS to TCRS Legacy and ORP to ORP Legacy).

All regular, full-time employees are required to participate in the retirement plan as a condition of employment. For regular part-time employees, membership in a retirement plan is optional. In addition to the State's retirement system, rehired employees will also be automatically enrolled to contribute 2% into a defined contribution plan (401k). While the auto-enroll is an automated process, employees do have an opportunity to 'opt-out' of the 2% contribution.

Auto-enroll:

Auto-enroll allows an employer to automatically deduct elective deferrals from an employee's wages unless the employee makes an election not to contribute or to contribute a different amount. Employees will receive a letter from the Defined Contribution Record-Keeper, which is currently Empower Retirement. Employees will have thirty (30) days from the date of the letter to opt-out or change the contribution amount.

Eligible rehired employees determined to be "Exempt" from the Fair Labor Standards Act (FLSA) have two retirement plans available, the TCRS or ORP. Eligible rehired employees determined to be "Nonexempt" from the Fair Labor Standards Act (FLSA) have one retirement plans available, which is the TCRS. Rehired employees will be electronically enrolled in the same retirement plan he/she was previously a member (i.e. TCRS to TCRS Legacy and ORP to ORP Legacy).

Employees will be required to enter beneficiary information online once the account is set-up with the chosen vendor.