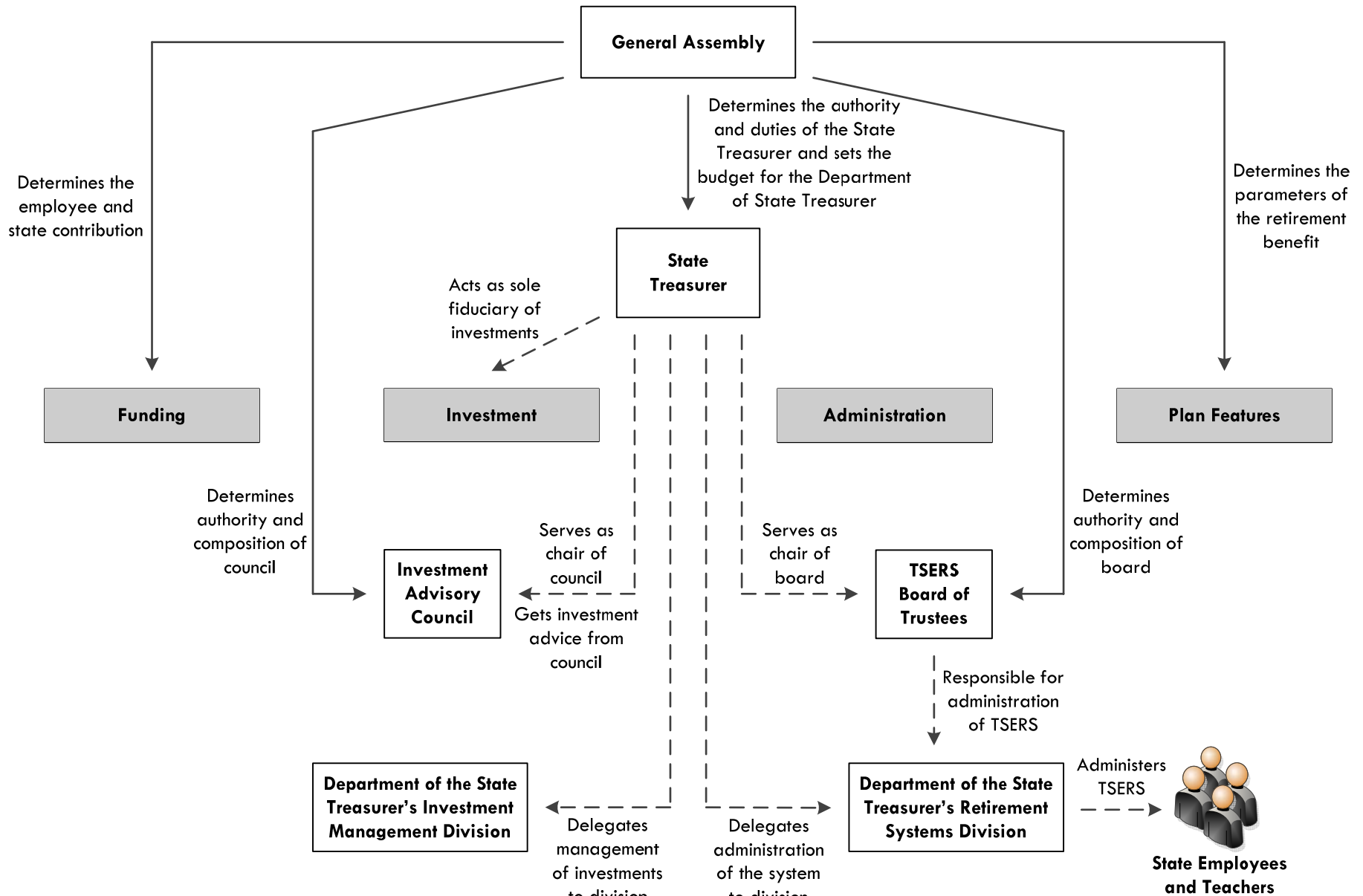


## Exhibit 4: Oversight, Management, and Administration of TSERS



Note: The General Assembly's authority is depicted with solid lines, and the authority and responsibility of other entities are depicted with dashed lines.

Source: Program Evaluation Division based on General Statutes.

## Appendix A: State Changes to Reduce the Costs of Providing Retirement Plans, 2005-2011

State	Increase employee contribution	Increase number of years for vesting	Increase normal retirement age and/or service requirements	Decrease final average salary	Decrease benefit formula multiplier	Decrease automatic cost-of-living adjustments
Alabama	✓					
Alaska						
Arizona	✓	✓	✓	✓		
Arkansas	✓				✓	
California				✓	✓	
Colorado	✓		✓	✓		✓
Connecticut						
Delaware	✓	✓	✓			
Florida	✓	✓	✓	✓		✓
Georgia						✓
Hawaii	✓	✓		✓	✓	✓
Idaho						
Illinois			✓	✓		✓
Indiana						
Iowa	✓	✓		✓		
Kansas			✓	✓		
Kentucky	✓		✓	✓	✓	
Louisiana	✓		✓	✓	✓	✓
Maine			✓			✓
Maryland	✓	✓	✓	✓	✓	✓
Massachusetts						
Michigan			✓	✓		✓
Minnesota	✓	✓				✓
Mississippi	✓	✓	✓		✓	✓
Missouri	✓	✓	✓	✓		
Montana	✓		✓	✓	✓	
Nebraska	✓			✓		
Nevada	✓		✓	✓	✓	✓
New Hampshire	✓		✓	✓	✓	
New Jersey	✓		✓	✓	✓	✓
New Mexico	✓		✓			
New York		✓	✓			
<b>North Carolina</b>		✓	✓			
North Dakota	✓	✓	✓	✓		
Ohio						
Oklahoma			✓			
Oregon						
Pennsylvania	✓	✓	✓	✓	✓	
Rhode Island			✓		✓	✓
South Carolina	✓					
South Dakota						✓
Tennessee						
Texas	✓		✓	✓		
Utah				✓		
Vermont	✓		✓	✓		
Virginia	✓			✓		✓
Washington	✓					✓
West Virginia			✓	✓		
Wisconsin	✓	✓				
Wyoming	✓					
<b>States with changes</b>	<b>29</b>	<b>14</b>	<b>27</b>	<b>25</b>	<b>13</b>	<b>17</b>

Note: States received checkmarks for any changes during the time period that clearly reduced the costs of providing their plans.

Source: Program Evaluation Division based on data from the National Conference of State Legislatures.