



**North Carolina**  
Total Retirement Plans



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**Summary of Alternatives  
For Presentation to the 2020 General Assembly**

<b>Retirement System</b>	<b>Employer Contributions</b>	<b>Enhance Benefits</b>
Teachers' and State Employees' Retirement System	Increase employer contribution rate <sup>1</sup> by 1.81% for a cost to the General Fund of \$199,927,514 and to the Highway Fund of \$6,196,843	No undistributed gain available for benefit enhancements
Consolidated Judicial	Increase employer contribution rate <sup>2</sup> by 2.84% for a cost to the General Fund of \$2,146,245	No undistributed gain available for benefit enhancements
Legislative	Increase employer contribution rate <sup>3</sup> by 0.84% for a cost to the General Fund of \$30,408	No undistributed gain available for benefit enhancements
Disability Income Plan	Decrease employer contribution rate by 0.01% of payroll for a reduction in contributions totaling approximately \$1.2 million from the General Fund <sup>4</sup>	N/A
National Guard	Maintain employer contribution <sup>5</sup> of \$11,031,715	Benefit enhancement not recommended at current contribution level
Death Benefit Plans	No change	No change