ARKANSAS TEACHER RETIREMENT SYSTEM

Enabling Laws

Act 211 of 2016 A.C.A. §24-7-101 et seq.

History and Organization

MISSION:

The Arkansas Teacher Retirement System (ATRS) is a cost sharing, multiple-employer, combination contributory/non-contributory defined benefit pension plan. ATRS provides age and service retirement benefits, Teacher Deferred Retirement Option Plan benefits, disability retirement benefits, survivor benefits, and lump sum death benefits for public school teachers and other educationally related employees as defined by Act 427 of 1973, as amended. ATRS is committed to providing high quality member services (including education and counseling), effectively and prudently managing the investment of the assets of the System, and making accurate and timely benefit payments to retired members or beneficiaries.

As of June 30, 2013, ATRS had 70,660 active members; 36,254 retired members and beneficiaries receiving benefits; 4,265 T-DROP participants; and 13,099 terminated plan members entitled to but not yet receiving benefits. The monthly benefits payroll averaged over \$65,000,000. The System had 337 participating employers. As of June 30, 2013, total assets were over \$13,600,000,000 with net assets available for benefits of over \$12,800,000,000. The System's revenue sources consist of employer and employee contributions and investment earnings.

HISTORY OF THE AGENCY:

The Teacher Retirement System of the State of Arkansas was established by authority of the Arkansas General Assembly on March 17, 1937 pursuant to Act 266 of 1937. Numerous changes were made to the teacher retirement laws over the next 20 years. Act 93 of 1957 combined the existing laws and made further refinements. Act 93 of 1957 was superseded by Act 42 of 1971, which included the changes made since 1957. The teacher retirement laws were rewritten in entirety by Act 427 of 1973. Subsequent changes have been made in the form of amendments to Act 427. Statutes covering the Teacher Retirement System are primarily located in Title 24 of the Arkansas Code, particularly Chapter 7.

Act 541 of 1977 placed the system on the level-percent of payroll funding method and for the first time provided that the employer contribution rate is determined by the most recent actuarial valuation of the System. Act 472 of 1989 exercised the General Assembly's prerogative to set the employer contribution rate. Act 1446 of 2013 authorized the ATRS Board of Trustees to set the employer contribution rate beginning July 1, 2015 subject to legislative mandates. The current employer contribution rate is set at 14% of active member payroll.

On July 1, 2001, the Board of Trustees raised the multipliers for contributory and non-contributory service to 2.15% and 1.39% respectively under the provisions of Act 396 of 1999. Beginning in 1997, ATRS is prohibited by various statutes from implementing any benefit enhancement if (1) it would cause ATRS' unfunded actuarial accrued liabilities to exceed a thirty-year amortization or (2) ATRS has unfunded actuarial accrued liabilities being amortized over a period exceeding thirty years until the unfunded actuarial accrued liability is reduced.

Act 504 of 1985 established a non-contributory plan for members of the system in addition to the contributory plan. Act 93 of 2007, effective July 1, 2007, provides that beginning July 1, 2007, and each July 1 thereafter, active noncontributory members may make an irrevocable election to become contributory; inactive members may make an irrevocable election to become contributory at the time of reemployment regardless of a previous noncontributory status; new members who are not under contract or are contracted less than 181 days enter the system as non-contributory but may make an irrevocable election to become contributory.

Act 653 of 1989 provided that any person employed full-time by a school district after July 1, 1989, must become a member of the Teacher Retirement System. Act 43 of 1991 removed the right of a part-time employee to be excluded from membership in the Teacher Retirement System. Act 974 of 2011 required members to earn 160 days in a fiscal year to obtain one year of credited service.

Act 1096 of 1995 established the Teacher Deferred Retirement Option Plan (T-DROP), which allows members to defer receipt of benefit payments, and to continue to work in a position covered by Teacher Retirement. In order to make T-DROP more cost neutral, Acts 991 and 992 of 2003 made changes in the methods for calculating T-DROP deposits for new members in the T-DROP on or after September 1, 2003. Act 298 of 2007, effective July 1, 2007, changes the date for entering T-DROP to July 1; provides for the extension of employer contribution requirement for post and pre-September 2003 T-DROP members beyond July 1, 2011. Act 743 of 2009 causes T-DROP employer contributions to be the same as the regular employer contribution rate after July 1, 2009.

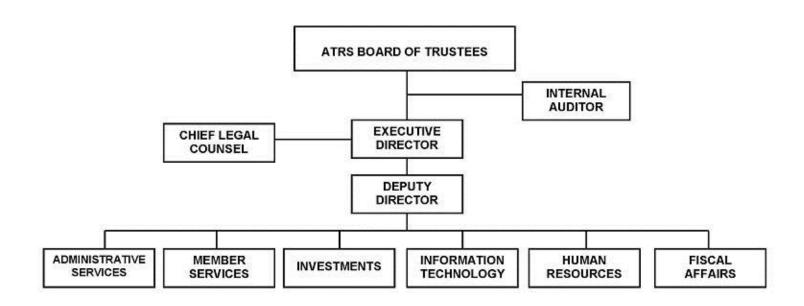
Act 461 of 2001 defined "Normal Retirement Age" as age 65, thus allowing members who reach that age to apply for retirement benefits without termination of employment. Act 45 of 2011 also designates that members under age 65 must terminate employment for a minimum of 1 month to be eligible for retirement benefits.

ADMINISTRATION:

The general administration and responsibility for the proper operation of the system and for making effective the provisions of the teacher retirement laws is vested in the 15-member Board of Trustees. The State Bank Commissioner, State Treasurer, State Auditor and the

Commissioner of the Department of Education serve as ex-officio members on the Board. Eleven (11) members are elected to the Board; eight (8) are active members and three (3) represent retirees. The Board believes that its paramount purpose is to provide an adequate and equitable retirement plan for the members of the System, to protect its members in the event of total and permanent disability, and to provide in part for their dependents upon their deaths.

The trustees serve without compensation except reimbursement for any necessary expenses incurred in attending meetings of the Board or in performing other official duties as defined by the Board. The Board appoints the Executive Director for the system as well as an actuarial firm to serve as technical advisor on matters regarding the operation of the system on an actuarial basis. The Board has the authority to employ professional investment counsel and to appoint a medical board to advise the Board on disability claims. The Board meets at least quarterly and must have eight (8) members present for a quorum. At least eight (8) concurring votes are needed to reach a decision.



Agency Commentary

During the last biennium, ATRS assets have increased \$2 billion, active membership has remained near 70,000, and the ATRS benefit payroll

has grown to \$85 million per month (over \$1 billion annually) with additional payments for lump sum death benefits, T-DROP distributions, and refunds. This growth has resulted in greater complexity of ATRS investments and higher demand for member services. In addition, compliance with IRS regulations, tax laws, and new Government Accounting Standards Board (GASB) rules have added time and complexity to ATRS operations.

It is imperative that ATRS be adequately staffed, trained, and prepared to provide the high quality services that ATRS members should expect to receive and to fulfill the fiduciary duty to safeguard and properly account for ATRS assets. From providing reliable benefit estimates to members, maintaining proper accounting records, and ensuring compliance with IRS requirements, it is incumbent upon ATRS to provide accurate and timely information to the General Assembly, Governor, ATRS Board of Trustees, and ATRS members to use in decision-making processes.

Through fiscal responsibility, ATRS has remained a strong, stable pension system during difficult market cycles. The ATRS budget request was created to meet the demands presented by system growth and to provide enhanced services to ATRS members, while maintaining a conservative budget approach.

ATRS continues to operate efficiently within the ATRS budget by maintaining staffing levels below the number of authorized positions. ATRS receives no general revenue appropriation from the state and uses the ATRS trust fund assets for the payment of all operating expenses and benefit payments. ATRS is funded by member and employer contributions as well as investment returns produced within the trust fund.

In addition to Base Level, ATRS requests the following for the 2017 - 2019 Biennium:

Appropriation 20V - Property Management

ATRS requests a continuation of Base Level budget for this appropriation. The base level will allow for any necessary expenses that arise related to property management. ATRS has been conservative in this area utilizing funds only when absolutely necessary.

Appropriation 20W - Teacher Retirement System Operations

ATRS is looking to continue the surrender of full time positions (six [6] in the 2015-2017 biennial budget cycle) and is requesting to surrender four (4) additional positions as follows: **Fiscal Support Specialist (C112)** - **Computer Support Specialist (C117)** - **Attorney (C124)** - **Public Information Coordinator (C120)**

ATRS requests four (4) additional extra help positions (to move to twenty (20) total extra help positions) with an additional \$200,000 for the

twenty (20) extra help positions. Extra help positions are utilized within ATRS to provide flexible coverage and allow ATRS to rely upon experienced staff on a reduced schedule, at such peak times as retirement season, 1099 tax processing, mailing and response to member annual statements, and during legislative cycles. ATRS uses extra help in important positions such as licensed attorney hearing officers, internal auditors, attorney specialists, and other high level responsibility positions. These positions are also utilized to maintain coverage in important positions during employee illness/maternity leave/military deployment/vacation periods due to full-time employee work volume.

ATRS also requests a reallocation of resources of \$1,000,000 from Data Processing Services to Investment Counsel. ATRS has developed and maintains in-house computer systems that have decreased the need for contracted data processing services. Additionally, ATRS has contracted with a local financial institution to provide investment consulting services for enhanced due diligence on more Arkansas related investments.

Appropriation C26 - Teacher Retirement System Cash

The Arkansas Teacher Retirement System (ATRS) requests an additional \$210,000,000 for FY2018 and \$410,000,000 for FY2019 for Non-Employee Benefits to meet its obligations for pension retiree benefits paid by electronic funds transfer (EFT) as paper warrants from the State Auditor's office continue to decrease. This fund is used to pay all electronic funds payments to retired members. Paper warrants are paid using a separate line item within our Treasury Fund. ATRS has experienced growth in both the number of retirees and the amounts of annuities paid in recent years. Retiree payments from this fund have increased an average of 7.9% over the past three (3) fiscal years. With this trend in place, the anticipation that more retirees will receive payments via EFT, and as paper warrants processed through the Treasury decrease, an increase in appropriation will be necessary to meet these demands.

Audit Findings

DIVISION OF LEGISLATIVE AUDIT

AUDIT OF:

ARKANSAS TEACHER RETIREMENT SYSTEM

FOR THE YEAR ENDED JUNE 30, 2015

Findings	Recommendations						
None	None						

State Contracts Over \$50,000 Awarded To Minority Owned Businesses Fiscal Year 2016

None

Employment Summary

	Male	Female	Total	%
White Employees	23	42	65	82 %
Black Employees	5	6	11	14 %
Other Racial Minorities	1	2	3	4 %
Total Minorities			14	18 %
Total Employees			79	100 %

Cash Fund Balance Description as of June 30, 2016

Fund Account Balance Type Location

3750000 \$0 Checking First Security Bank

Statutory/Other Restrictions on use:

A.C.A 1-4-801

Statutory Provisions for Fees, Fines, Penalties:

A.C.A 1-4-801 established the agency

Revenue Receipts Cycle:

Monthly

Fund Balance Utilization:

Fund balance is returned to the trust fund at the end of the year

Publications

A.C.A. 25-1-201 et seq.

	Statutory	Requi	red for	# of	Reason(s) for Continued	Unbound Black & White Copies	Cost of Unbound Copies Produced
Name	Authorization	Governor	General Assembly	Copies	Publication and Distribution	Produced During the Last Two Years	During the Last
Agency Comprehensive Annual Financial Report	24-7-305(e)(1), 24-2-702	Y	Y	50	Reports on the financial health of ATRS; provides necessary information to ATRS board; required by GFOA and other entities	0	0.00

Department Appropriation Summary

Historical Data

Agency Request and Executive Recommendation

1	2015-20	16	2016-20	17	2016-20	17			2017-20	18			2018-2019					
Appropriation	Actual	Pos	Budget	Pos	Authorized	Pos	Base Level	Pos	Agency	Pos	Executive	Pos	Base Level	Pos	Agency	Pos	Executive	Pos
2QV Property Management	8,481	0	500,000	0	500,000	0	500,000	0	500,000	0	500,000	0	500,000	0	500,000	0	500,000	0
2QW Teacher Retirement System-Operations	137,476,272	93	453,630,285	100	453,598,953	101	453,722,955	100	453,747,546	96	453,747,546	96	453,728,377	100	453,752,968	96	453,752,968	96
C26 Teacher Retirement System-Cash	913,449,336	0	996,000,000	0	996,000,000	0	996,000,000	0	1,206,000,000	0	1,206,000,000	0	996,000,000	0	1,406,000,000	0	1,406,000,000	0
Total	1,050,934,089	93	1,450,130,285	100	1,450,098,953	101	1,450,222,955	100	1,660,247,546	96	1,660,247,546	96	1,450,228,377	100	1,860,252,968	96	1,860,252,968	96
Funding Sources		%		%				%		%		%		%		%		%
															I			
Cash Fund 4000045	913,449,336	86.9	996,000,000	68.7	·		996,000,000	68.7	1,206,000,000	72.6	1,206,000,000	72.6	996,000,000	68.7	1,406,000,000	75.6	1,406,000,000	75.6
Cash Fund 4000045 Trust Fund 4000050	913,449,336 137,484,753	86.9 13.1					996,000,000 454,222,955	68.7 31.3	1,206,000,000 454,247,546		,,,	72.6 27.4			1,406,000,000 454,252,968	75.6 24.4	1,406,000,000 454,252,968	75.6 24.4
				31.3	•				454,247,546		454,247,546			31.3				24.4
Trust Fund 4000050	137,484,753	13.1	454,130,285	31.3			454,222,955	31.3	454,247,546	27.4	454,247,546	27.4	454,228,377	31.3	454,252,968	24.4	454,252,968	24.4

FY17 Budget amount in (2QW) Teacher Retirement System-Operations exceeds the authorized amount due to salary adjustments during the 2015-2017 Biennium.

Agency Position Usage Report

	FY2014 - 2015 FY2015 - 2016											FY20	16 - 2	017				
Aut	horized		Budgete	d	Unbudgeted	% of	Authorized	· . · · ·			Unbudgeted	% of	Authorized	Budgeted			Unbudgeted	% of
	in Act	Filled	Unfilled	Total	Total	Authorized Unused	in Act	Filled	Unfilled	Total	Total	Authorized Unused	in Act	Filled	Unfilled	Total	Total	Authorized Unused
	104	87	5	92	12	16.35 %	101	79	16	95	6	21.78 %	101	78	22	100	1	22.77 %

Analysis of Budget Request

Appropriation: 2QV - Property Management

Funding Sources: TER - Teacher Retirement Fund

The Property Management Program of the Arkansas Teacher Retirement System pays for the necessary expenses to maintain properties that the System holds as investments. These expenses include, but are not limited to, attorney fees, foreclosure expenses, selling expenses, audit costs, appraisal expenses, property management fees, property rehabilitation costs, travel expenses related to property management, property repairs, property maintenance, advertising expenses, and property operating expenses.

The Agency Request provides for Base Level of \$500,000 each year of the biennium.

The Executive Recommendation provides for the Agency Request.

Appropriation Summary

Appropriation: 2QV - Property Management **Funding Sources:** TER - Teacher Retirement Fund

Historical Data

Agency Request and Executive Recommendation

	2015-2016	2016-2017	2016-2017		2017-2018			2018-2019	
Commitment Item	Actual	Budget	Authorized	Base Level	Agency	Executive	Base Level	Agency	Executive
Property Management 5900	9,481	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000
Total	8,481	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000
Funding Sources									
Trust Fund 4000	050 8,481	500,000		500,000	500,000	500,000	500,000	500,000	500,000
Total Funding	8,481	500,000		500,000	500,000	500,000	500,000	500,000	500,000
Excess Appropriation/(Funding)	(0		0	0	0	0	0	0
Grand Total	8,481	500,000		500,000	500,000	500,000	500,000	500,000	500,000

Analysis of Budget Request

Appropriation: 2QW - Teacher Retirement System-Operations

Funding Sources: TER - Teacher Retirement Fund

The Arkansas Teacher Retirement System provides age, service, survivor, and disability benefits for public school teachers and other covered employees. This appropriation is funded by trust funds of the Teacher Retirement System.

Base Level Regular Salaries and Personal Services Matching include the continuation of the previously authorized 2017 Salaries and Career Service Payments for eligible employees. Personal Services Matching includes the monthly contribution for State employee's health insurance for a total State match per budgeted employee of \$420 per month. Base Level salaries and matching do not include appropriation for a Cost of Living Adjustment or Merit Pay Increases. The Base Level salary of unclassified positions reflects the FY17 line item maximum plus the previously authorized 2016 1% Cost of Living Adjustment authorized by Act 1007 (3 (B)) of 2015.

Base Level is \$453,722,955 in FY18 and \$453,728,377 in FY19.

The Agency's Change level request is for \$24,591 each year and includes the following:

- Extra Help and Personal Services Matching of \$215,420 for four (4) additional Extra Help positions to provide flexible coverage and allow ATRS to rely upon experienced staff during peak times.
- Regular Salaries and Personal Services Matching reduction of (\$190,829) due to the elimination of one (1) Fiscal Support Specialist (C112), one (1) Computer Support Specialist (C117), one (1) Attorney (C124), and one (1) Public Information Coordinator (C120).
- Reallocation of \$1,000,000 from Data Processing to Investment Counsel to provide consulting services for enhanced due diligence on more Arkansas related investments.

The Executive Recommendation provides for the Agency Request.

Appropriation Summary

Appropriation: 2QW - Teacher Retirement System-Operations

Funding Sources: TER - Teacher Retirement Fund

Historical Data

Agency Request and Executive Recommendation

		2015-2016	2016-2017	2016-2017		2017-2018			2018-2019	
Commitment Iter	n	Actual	Budget	Authorized	Base Level	Agency	Executive	Base Level	Agency	Executive
Regular Salaries	5010000	4,068,299	4,524,390	4,483,589	4,589,690	4,449,464	4,449,464	4,593,790	4,453,564	4,453,564
#Positions		93	100	101	100	96	96	100	96	96
Extra Help	5010001	174,057	200,000	200,000	200,000	400,000	400,000	200,000	400,000	400,000
#Extra Help		14	16	16	16	20	20	16	20	20
Personal Services Matching	5010003	1,412,239	1,495,351	1,504,820	1,522,721	1,487,538	1,487,538	1,524,043	1,488,860	1,488,860
Overtime	5010006	2,479	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Operating Expenses	5020002	1,662,907	2,934,889	2,934,889	2,934,889	2,934,889	2,934,889	2,934,889	2,934,889	2,934,889
Conference & Travel Expenses	5050009	10,434	30,759	30,759	30,759	30,759	30,759	30,759	30,759	30,759
Professional Fees	5060010	83,985	558,115	558,115	558,115	558,115	558,115	558,115	558,115	558,115
Data Processing	5090012	0	0	0	0	0	0	0	0	0
Benefits-Non Employee	5100023	119,384,037	344,000,000	344,000,000	344,000,000	344,000,000	344,000,000	344,000,000	344,000,000	344,000,000
Refunds/Reimbursements	5110014	8,207,201	20,086,781	20,086,781	20,086,781	20,086,781	20,086,781	20,086,781	20,086,781	20,086,781
Capital Outlay	5120011	20,925	0	0	0	0	0	0	0	0
Professional Sevices	5900043	0	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000
Data Processing Services	5900044	0	2,000,000	2,000,000	2,000,000	1,000,000	1,000,000	2,000,000	1,000,000	1,000,000
Investment Counsel	5900046	2,449,709	2,500,000	2,500,000	2,500,000	3,500,000	3,500,000	2,500,000	3,500,000	3,500,000
Discount Buyout Plan	5900047	0	75,000,000	75,000,000	75,000,000	75,000,000	75,000,000	75,000,000	75,000,000	75,000,000
Total		137,476,272	453,630,285	453,598,953	453,722,955	453,747,546	453,747,546	453,728,377	453,752,968	453,752,968
Funding Sources	;									
Trust Fund	4000050	137,476,272	453,630,285		453,722,955	453,747,546	453,747,546	453,728,377	453,752,968	453,752,968
Total Funding		137,476,272	453,630,285		453,722,955	453,747,546	453,747,546	453,728,377	453,752,968	453,752,968
Excess Appropriation/(Funding)		0	0		0	0	0	0	0	0
Grand Total		137,476,272	453,630,285		453,722,955	453,747,546	453,747,546	453,728,377	453,752,968	453,752,968

FY17 Budget amount in Regular Salaries exceeds the authorized amount due to salary adjustments during the 2015-2017 Biennium.

Change Level by Appropriation

Appropriation: 2QW - Teacher Retirement System-Operations

Funding Sources: TER - Teacher Retirement Fund

Agency Request

	Change Level	2017-2018	Pos	Cumulative	% of BL	2018-2019	Pos	Cumulative	% of BL
BL	Base Level	453,722,955	100	453,722,955	100.0	453,728,377	100	453,728,377	100.0
C01	Existing Program	215,420	0	453,938,375	100.0	215,420	0	453,943,797	100.0
C03	Discontinue Program	(190,829)	(4)	453,747,546	100.0	(190,829)	(4)	453,752,968	100.0
C04	Reallocation	0	0	453,747,546	100.0	0	0	453,752,968	100.0

Executive Recommendation

	Change Level	2017-2018	Pos	Cumulative	% of BL	2018-2019	Pos	Cumulative	% of BL
BL	Base Level	453,722,955	100	453,722,955	100.0	453,728,377	100	453,728,377	100.0
C01	Existing Program	215,420	0	453,938,375	100.0	215,420	0	453,943,797	100.0
C03	Discontinue Program	(190,829)	(4)	453,747,546	100.0	(190,829)	(4)	453,752,968	100.0
C04	Reallocation	0	0	453,747,546	100.0	0	0	453,752,968	100.0

	Justification									
C01	Four (4) additional Extra Help positions to provide flexible coverage, maintain coverage in important positions, and to rely upon experienced staff at peak times.									
C03	Elimination of one (1) Fiscal Support Specialist (C112), one (1) Computer Support Specialist (C117), one (1) Attorney (C124), and one (1) Public Informtation Coordinator (C120).									
	Reallocation of \$1,000,000 from Data Processing to Investment Counsel due to a decrease need for contracted data processing services. Additionally, ATRS has contracted with a local financial institution to provide investment consulting services for enhanced due diligence on more Arkansas related investments.									

Analysis of Budget Request

Appropriation: C26 - Teacher Retirement System-Cash

Funding Sources: 375 - Arkansas Teacher Retirement Fund-Cash

The Arkansas Teacher Retirement System cash fund allows the Agency to make payments to beneficiaries by check or direct deposit.

Base Level is \$996,000,000 for each year of the biennium.

The Agency Request provides for an additional \$210,000,000 in FY18 and \$410,000,000 in FY19 to keep the pace with retiree growth and demand for direct deposit of benefits.

The Executive Recommendation provides for the Agency Request.

Appropriation Summary

Appropriation: C26 - Teacher Retirement System-Cash

Funding Sources: 375 - Arkansas Teacher Retirement Fund-Cash

Historical Data

Agency Request and Executive Recommendation

		2015-2016	2016-2017	2016-2017		2017-2018			2018-2019	
Commitment Item		Actual	Budget	Authorized	Base Level	Agency	Executive	Base Level	Agency	Executive
Benefits-Non Employee 51	.00023	911,505,724	990,000,000	990,000,000	990,000,000	1,200,000,000	1,200,000,000	990,000,000	1,400,000,000	1,400,000,000
Refunds/Reimbursements 51	10014	1,943,612	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000
Total		913,449,336	996,000,000	996,000,000	996,000,000	1,206,000,000	1,206,000,000	996,000,000	1,406,000,000	1,406,000,000
Funding Sources										
Cash Fund 40	00045	913,449,336	996,000,000		996,000,000	1,206,000,000	1,206,000,000	996,000,000	1,406,000,000	1,406,000,000
Total Funding		913,449,336	996,000,000		996,000,000	1,206,000,000	1,206,000,000	996,000,000	1,406,000,000	1,406,000,000
Excess Appropriation/(Funding)		0	0		0	0	0	0	0	0
Grand Total		913,449,336	996,000,000		996,000,000	1,206,000,000	1,206,000,000	996,000,000	1,406,000,000	1,406,000,000

Change Level by Appropriation

Appropriation: C26 - Teacher Retirement System-Cash

Funding Sources: 375 - Arkansas Teacher Retirement Fund-Cash

Agency Request

	Change Level	2017-2018	Pos	Cumulative	% of BL	2018-2019	Pos	Cumulative	% of BL
BL	Base Level	996,000,000	0	996,000,000	100.0	996,000,000	0	996,000,000	100.0
C01	Existing Program	210,000,000	0	1,206,000,000	121.1	410,000,000	0	1,406,000,000	141.2

Executive Recommendation

Change Level		2017-2018	Pos	Cumulative	% of BL	2018-2019	Pos	Cumulative	% of BL
BL	Base Level	996,000,000	0	996,000,000	100.0	996,000,000	0	996,000,000	100.0
C01	Existing Program	210,000,000	0	1,206,000,000	121.1	410,000,000	0	1,406,000,000	141.2

Justification					
Γ	C01	Increase in appropriation needed to keep pace with retiree growth and demands for direct deposit of benefits			