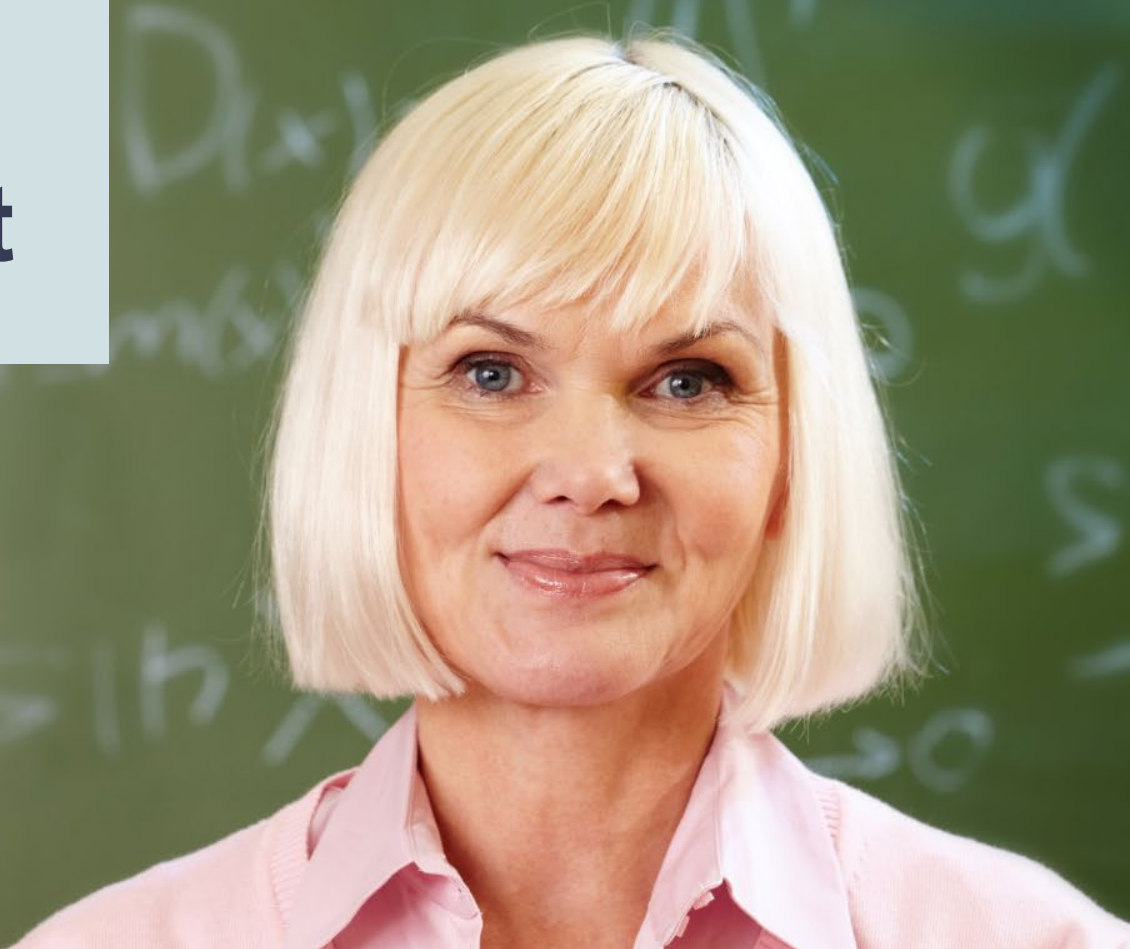


Planning for Your Retirement



Summer 2021

What do you want to learn today?



1. _____

2. _____

3. _____

Agenda

- Types of TRSL retirement plans
- How your retirement is funded
- Purchases and transfers of service credit
- How your benefit is calculated
- Retirement eligibility
- Retirement options
- Leave credit

Break and Q & A periods will be provided.

About TRSL



- Established in 1936
- Public trust fund
- Defined benefit plan
- Largest public retirement system in Louisiana
- Benefits guaranteed by the state constitution

TRSL retirement plans

Regular Plan

Most TRSL members, including teachers, administrators, support staff, and university personnel, etc.

Plan B

School food service employees in 20 parishes

How your retirement is funded

- Members pay a percentage of salary toward retirement:

Regular Plan	8.0%
Plan B (<i>also contributes to SSA</i>)	5.0%

- Employers also pay contributions toward your retirement; the amount is based upon plan type.
- TRSL pools and invests employee and employer contributions.
- Investment earnings fund your lifetime retirement benefits.

Purchases & transfers of service credit

- Service credit can be purchased for eligible periods of service for which you do not already have TRSL service credit.

**Refunded
service credit**

**Military
service**

**Actuarial
purchases**

**Actuarial
transfers**

**Reciprocal
recognition of
service credit**

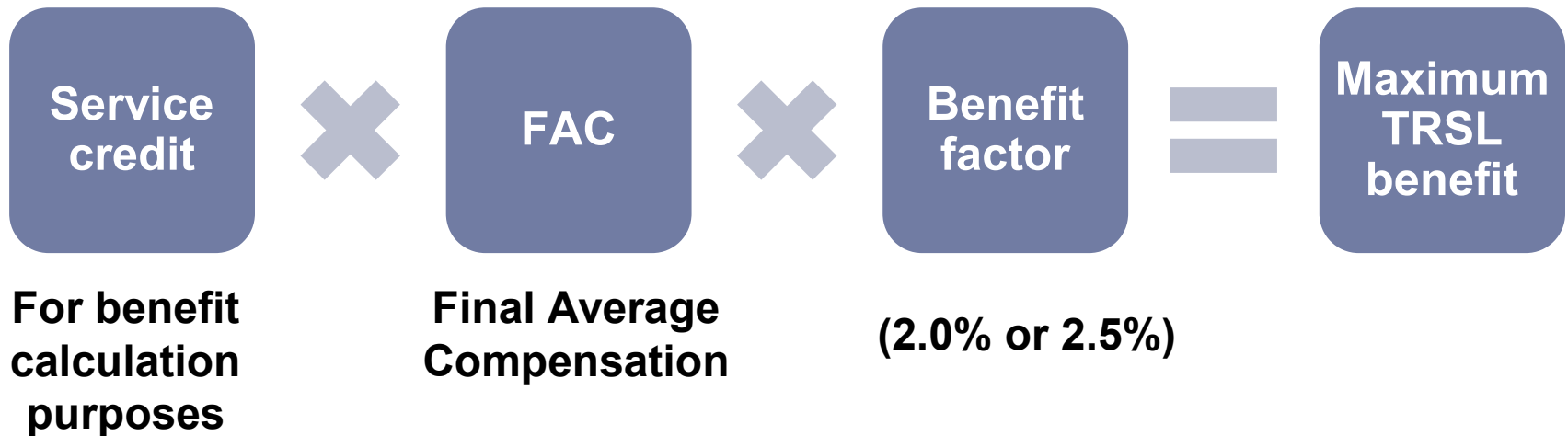
NOTE: Any purchases, transfers, or reciprocals must be completed before the effective date of your retirement or DROP participation.

Purchases & transfers of service credit

- For purchases, members will need to submit a nonrefundable calculation fee that should accompany the application.
 - » Calculation fee not required for purchases of refunded service credit and Uniformed Services Employment and Reemployment Rights Act (USERRA) service credit.
- TRSL's actuary calculates the liability of TRSL having to pay out a benefit sooner than expected. In general, the closer you are to retirement eligibility, the greater the cost to purchase the service credit.

How your benefit is calculated

State law defines the benefit formula used to calculate the maximum TRSL benefit for which you are eligible:



How you earn service credit

- Service credit is based on the amount of time you work and contribute to TRSL.
- You earn 100% of a year for each full contract year worked.
- You cannot earn more than 1.00 year of service credit in a 12-month period (July 1-June 30).
- It is rounded to the closest one-tenth of a year (not to exceed 100% of a year) only at the time of retirement or entering DROP.
- Members can earn credit for part-time employment.

Final Average Compensation (FAC)

Membership in state retirement system prior to January 1, 2011

Based on **3 highest** consecutive years of salary

State law places a **10% cap** on salary increases in each of the **3** years used to determine the average compensation.

Membership in state retirement system on or after January 1, 2011

Based on **5 highest** consecutive years of salary

State law places a **15% cap** on salary increases in each of the **5** years used to determine the average compensation.

NOTE: Salary cap does not apply to increases given by legislative acts (state raises) or city/parish/college/university system-wide increases. There is also a 25% limit on salary increases for the 12 months during which a classroom teacher changes employment to that of a classroom teacher in another parish.

FAC: Example

Seq	Eff Date	Source	Contribution Amount	Service Credit for Benefit Computation Amount	Service Type	Actual Earnings	Full Time Earnings	Transaction Type	Service Credit for Eligibility
012	<u>6/30/2014</u>	ST. TAMMANY BD	4,086.52	1.00	REGULAR	51,080.70	51,080.70	SALARY POSTING	1.00
013	<u>6/30/2015</u>	ST. TAMMANY BD	4,039.60	1.00	REGULAR	50,494.20	50,494.20	SALARY POSTING	1.00
014	<u>6/30/2016</u>	ST. TAMMANY BD	4,101.60	1.00	REGULAR	51,269.20	51,269.20	SALARY POSTING	1.00
015	<u>6/30/2017</u>	ST. TAMMANY BD	4,181.52	1.00	REGULAR	52,269.12	52,269.12	SALARY POSTING	1.00
016	<u>6/30/2018</u>	ST. TAMMANY BD	4,199.92	1.00	REGULAR	52,500.08	52,500.08	SALARY POSTING	1.00

- This is a 3-year FAC calculation without a 10% cap. The monthly FAC in this example is **\$4,334.40**.
- The FAC is the average of your highest years of salary consecutively earned. TRSL looks at your entire salary history.
- This view is from “Account History” in Member Access .

FAC: Example in Member Access

**DROP ELIGIBILITY: The first time you reach one of the following:
25 Years Age 55, 10 Years Age 60, 30 Years Any Age**

*This area may include employment dates for time periods where service credit was refunded.
Refunded years that have not been restored are not included in your total service credit.*

Employment History

Employer ID	Employer Name	Plan Name	Start Date	End Date
0052	ST. TAMMANY BD	Regular Plan	08/17/1990	01/15/1993
0052	ST. TAMMANY BD	Regular Plan	10/13/2006	05/24/2018

TRSL Regular Plan Information

Service credit earned cannot exceed 1.00 year in a fiscal year.

Unaudited Service Credit		Member Contributions Summary	
Prior years' service credit for benefit computation:	11.82	Beginning balance as of 06/30/2019:	46,134.77
Purchases/Transfers/Refunds:	0.00	No Current FY Contributions	0.00
Prior years' service credit for benefit computation corrections:	0.00	Purchases/Transfers/Refunds:	0.00
Total unaudited service credit for benefit computation*:	11.82	Prior Year Contributions Corrections:	0.00
		Estimated balance as of 9/10/2019:	46,134.77

Total unaudited service credit for benefit computation as of 06/30/2019*

Service Type	Amount
Regular	11.82
Total	11.82

Total unaudited service credit for eligibility purposes as of 06/30/2019*: 11.82

Monthly Average Compensation: \$4,334.40

*If these figures are different, your employer has certified that you have some part-time employment. Any discrepancies in salaries, service credit, or contributions should be addressed with your employer. All amounts are subject to audit and change.

Benefit factors

The benefit factor used to calculate your retirement benefit is based on TRSL plan membership and date of enrollment.

TRSL Plan Type	Benefit Factor
Regular Plan (<i>TRSL membership <u>prior to</u> 7/1/99</i>)	2.0% or 2.5%
Regular Plan (<i>TRSL membership <u>on or after</u> 7/1/99</i>)	2.5%
Plan B	2.0%

When will I be eligible to retire?

The answer depends on which plan you belong to and, in some cases, when you joined one of the four state retirement systems.



Regular Plan: Retirement eligibility

Eligibility requirements	Benefit factor
Regular Plan (prior to 7/1/99):	
<ul style="list-style-type: none">• At least age 60 with at least 5 years of service credit, or• Any age with at least 20 years of service credit	2.0%
<ul style="list-style-type: none">• At least age 65 with at least 20 years of service credit, or• At least age 55 with at least 25 years of service credit, or• Any age with at least 30 years of service credit	2.5%

Regular Plan: Retirement eligibility

Eligibility requirements

Benefit factor

Regular Plan (between 7/1/99 and 12/31/10):

- At least age 60 with at least 5 years of service credit, or
- At least age 55 with at least 25 years of service credit, or
- Any age with at least 20 years of service credit (actuarially reduced), or
- Any age with at least 30 years of service credit

2.5%

Regular Plan: Retirement eligibility

Eligibility requirements	Benefit factor
Regular Plan (between 1/1/11 and 6/30/15):	
<ul style="list-style-type: none">• At least age 60 with at least 5 years of service credit, or• Any age with at least 20 years of service credit (actuarially reduced)	2.5%
Regular Plan (on or after 7/1/15):	
<ul style="list-style-type: none">• At least age 62 with at least 5 years of service credit, or• Any age with at least 20 years of service credit (actuarially reduced)	2.5%

Retirement options

When you retire, you will select one of eight different retirement options.

You will choose your option on an affidavit, which must be notarized.

The option you choose determines how much you and your beneficiary will receive in retirement benefits.

You cannot change your retirement option once you retire or enter DROP.

You can only change your beneficiary under Option 1.

Retirement options

Retirement Option	Member Benefit	Beneficiary Benefit
Maximum Option	Member receives largest monthly benefit possible (maximum benefit).	None
Option 1	Member receives a monthly benefit slightly less than Maximum Option. Age at retirement is one of the factors upon which the reduction is based.	More than one beneficiary can be designated, and can be changed at any time by member/retiree.

Maximum Option conditions: All monthly benefits cease at member's death. Only the amount of member contributions that have not been paid out in monthly benefits or in DROP deposits and interest is due to the member's estate.

Option 1 conditions: Beneficiary receives remaining balance of member's contributions (if any) in one lump-sum payment. Cannot be selected for ILSB.

Retirement options

The following options provide a lifetime benefit for the beneficiary upon the death of the member. Only one beneficiary can be named and that beneficiary can never be changed, even if the beneficiary dies before the member.

Retirement Option	Member Benefit	Beneficiary Benefit
Option 2	Member receives an actuarially reduced monthly benefit.	Beneficiary receives same lifetime benefit member received.
Option 3	Member receives a monthly benefit greater than Option 2 or 2A benefit.	Beneficiary receives lifetime benefit equal to $\frac{1}{2}$ of benefit amount member received.
Option 4	Member receives a reduced monthly benefit based upon amount member designates for beneficiary.	Beneficiary receives lifetime benefit designated by member, not to exceed Option 2 benefit amount.

Retirement options

Retirement Option	Member Benefit	Beneficiary Benefit
Option 2A (Pop Up)	Member receives a monthly benefit slightly less than Option 2.	Beneficiary receives same lifetime benefit member received.
Option 3A (Pop Up)	Member receives a monthly benefit greater than Option 2 or 2A benefit but less than Option 3 benefit.	Beneficiary receives lifetime benefit equal to $\frac{1}{2}$ of benefit amount member received.
Option 4A (Pop Up)	Member receives a reduced monthly benefit based upon amount member designates for beneficiary.	Beneficiary receives lifetime benefit designated by member, but not to exceed Option 2 benefit amount.

Pop Up Option conditions: If beneficiary dies before member, the member's benefit "pops up" to Maximum Option. However, a new beneficiary cannot be named.

Leave credit: Sick leave

- Unused sick leave cannot be used to attain eligibility for retirement.
- However, at the time of retirement, unused sick leave may be converted to service credit.
 - » This can increase your monthly retirement benefit.
 - » TRSL makes this conversion after you have retired.
- School boards pay up to 25 days of unused sick leave at the daily rate of pay, or the number of unused days at the discretion of the employer.



Leave credit: Annual leave

Employees of Louisiana state agencies, colleges, universities, community colleges, and technical colleges may receive credit for unused annual leave at no cost, with certain restrictions.

- Members who earn annual leave are usually paid up to 300 hours or 37.5 days of annual leave by their employers upon termination of employment.
- The number of days for which a member is paid is deducted from the number of days certified as unused by the employer.
- Members who were first eligible to retire after June 30, 1990, can convert unused annual leave earned after that date to service credit by purchasing the leave at actuarial cost.

Agenda

- Types of retirement offered
- Deferred Retirement Option Plan (DROP)
- Initial Lump-Sum Benefit (ILSB)
- Other TRSL benefits:
 - » Survivor benefits
 - » Deferred retirement
 - » Disability retirement

Types of retirement offered

- **SERVICE:** You stop working and begin receiving your lifetime monthly retirement benefit.
- **DROP:** You “freeze” your retirement benefit and continue to work for up to 36 months, building a retirement nest egg. You terminate employment (retire) some time after the completion of DROP participation. Upon termination of employment, you are eligible to withdraw from your DROP account plus receive your regular lifetime monthly retirement benefit.
- **ILSB:** You retire, receive a lump-sum payment of up to 36 times your monthly maximum benefit, and receive an actuarially reduced lifetime monthly retirement benefit.

Types of retirement offered

- **DEFERRED:** Members with at least five years of service credit can terminate their positions and leave their contributions with TRSL. Once eligible, inactive members can apply for a TRSL retirement benefit based on their years of service credit.
- **DISABILITY:** If you are no longer able to perform your current job due to a disabling condition, you can apply for a TRSL disability retirement. It must be approved by the State Medical Disability Board.

Deferred Retirement Option Plan (DROP)

- DROP is an optional program that allows you to freeze your retirement benefit. Your monthly benefit is deposited each month into a special account at TRSL while you continue to work and earn a paycheck.
- You can participate in DROP for up to a maximum of three years once your DROP “window” of eligibility opens.
- You can shorten, but not extend your DROP participation time. (Minimum participation time is 1 day.)
- The “frozen” benefit is calculated based upon years of service credit and average compensation upon entering DROP.
- Your decision to participate in DROP is irrevocable.

“What is the DROP window?”

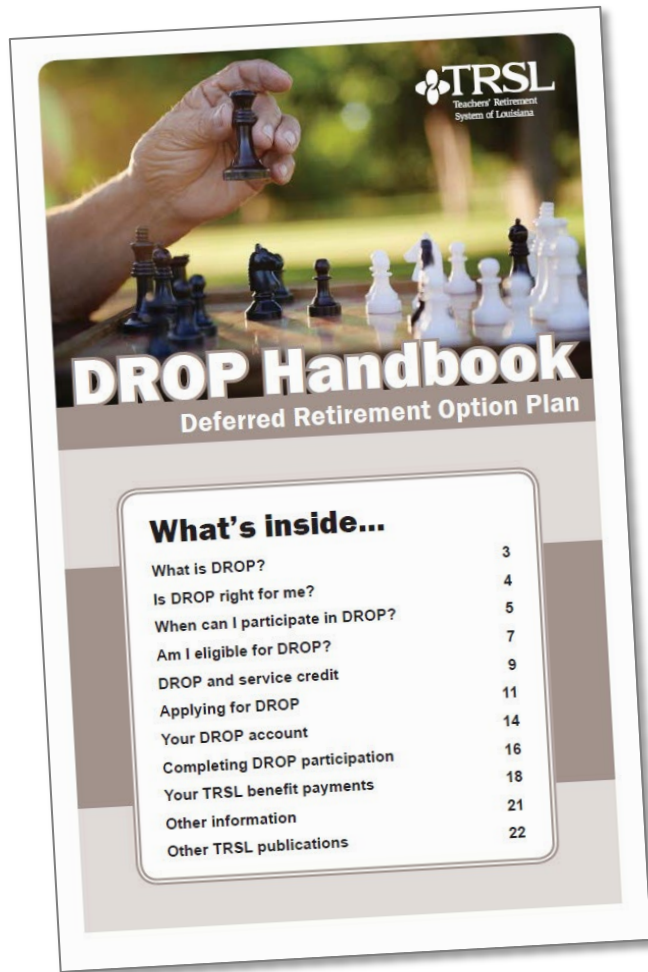
The DROP window refers to the 3-year period (plus a 60-day grace period) of time you can participate in DROP, starting from your first day of eligibility.

This period is your **ONE-TIME** opportunity to participate in DROP during your career.



It is important to find out the **EXACT DATE** you first become eligible for DROP.

DROP eligibility – Regular Plan



Membership *prior to Jan. 1, 2011*

Age 60 with 10 years*

Age 55 with 25 years

Any age with 30 years

**2.0% benefit factor*

Membership *between Jan 1, 2011 & June 30, 2015*

Age 60 with 5 years

Membership *on or after July 1, 2015*

Age 62 with 5 years

While in DROP...

- You continue to work and draw a salary.
 - You continue to earn and use leave.
 - You are still eligible for raises, promotions, etc.
 - You can change jobs or employers.
 - Your DROP deposits will continue as long as there is no break in service.
- **Neither you nor your employer make contributions to TRSL.**
 - » No service credit is earned while you are in DROP.
 - **Your salary is not reported to us while you are in DROP.**
 - » We will not know if you have received a salary increase/decrease.
 - **Your retirement benefit is “frozen.”**
 - » The retirement option you chose determines how much is deposited into your account.

DROP deposit example

A 56-year-old member enters DROP with 25 years of service. Her monthly retirement benefit is calculated to be \$1,563. This is also the amount that will be deposited into her DROP account each month (maximum option).

Length of time in DROP	Amount
12 months in DROP	\$18,756
24 months in DROP	\$37,512
36 months in DROP	\$56,268



Members can end DROP participation and terminate employment (retire) at any time. Maximum participation time is 36 months.

Your options after DROP participation



TERMINATE EMPLOYMENT (RETIRE):

- Start receiving monthly benefits
- Begin DROP account withdrawals

OR



CONTINUE TO WORK:

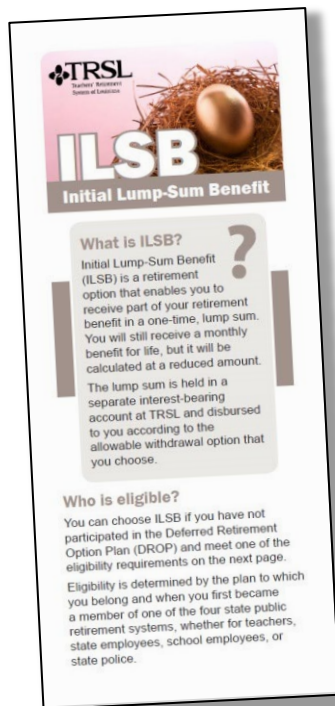
- Resume contributions to TRSL
- DROP deposits will end
- Earn supplemental benefit (added to your retirement benefit)

Is DROP right for you?

- **Will my benefit be calculated at 2.0% or 2.5%?**
 - » DROP at age 60 with 10 years is calculated at 2.0%.
(under Regular Plan)
 - » Regular service retirement at age 65 with 20 years is calculated at 2.5%.
- **What if I receive a salary increase while I'm in DROP?**
 - » Any salary increase you receive while you are in DROP will not be added to your FAC.
- **How long should I work after my DROP participation ends?**
 - » If you work for many years after DROP, it could result in a lower benefit than if you had not participated in DROP.

Initial Lump-Sum Benefit (ILSB)

- You can retire and take a portion of your retirement benefit in a one-time, lump-sum payment.
- You will receive a reduced lifetime monthly benefit.



- ILSB is an alternative to DROP.
- The reduction is based on the lump-sum amount chosen and your age at time of retirement.
- The reduction is permanent.
- For more information about ILSB, please review our ILSB brochure at www.TRSL.org.

ILSB eligibility – Regular Plan

Membership *prior to* Jan. 1, 2011

Age 60 with 10 years*

Age 55 with 25 years

Any age with 30 years

**2.0% benefit factor if enrolled prior to 7/1/1999*

Membership *between* Jan 1, 2011 & June 30, 2015

Age 60 with 5 years

Membership *on or after* July 1, 2015

Age 62 with 5 years

ILSB example – Max lump sum

Age	Reduction	Age	Reduction
35	\$ 6.28	58	\$ 7.38
36	\$ 6.30	59	\$ 7.48
37	\$ 6.32	60	\$ 7.59
38	\$ 6.34	61	\$ 7.71
39	\$ 6.37	62	\$ 7.83
40	\$ 6.39	63	\$ 7.97
41	\$ 6.42	64	\$ 8.11
42	\$ 6.45	65	\$ 8.26
43	\$ 6.48	66	\$ 8.42
44	\$ 6.51	67	\$ 8.60
45	\$ 6.55	68	\$ 8.78
46	\$ 6.59	69	\$ 8.98
47	\$ 6.63	70	\$ 9.20
48	\$ 6.67	71	\$ 9.43
49	\$ 6.72	72	\$ 9.68
50	\$ 6.78	73	\$ 9.96
51	\$ 6.83	74	\$ 10.26
52	\$ 6.90	75	\$ 10.58
53	\$ 6.96	76	\$ 10.94
54	\$ 7.04	77	\$ 11.34
55	\$ 7.11	78	\$ 11.76
56	\$ 7.20	79	\$ 12.23
57	\$ 7.29	80	\$ 12.74

EXAMPLE: 57-year-old retiree with a 58-year-old beneficiary

Maximum option	\$2,700/month
Cost per \$1,000	\$7.29
Maximum lump sum	\$97,200
Maximum reduced monthly benefit	\$1,992/month

ILSB example – 50% max lump sum

Age	Reduction	Age	Reduction
35	\$ 6.28	58	\$ 7.38
36	\$ 6.30	59	\$ 7.48
37	\$ 6.32	60	\$ 7.59
38	\$ 6.34	61	\$ 7.71
39	\$ 6.37	62	\$ 7.83
40	\$ 6.39	63	\$ 7.97
41	\$ 6.42	64	\$ 8.11
42	\$ 6.45	65	\$ 8.26
43	\$ 6.48	66	\$ 8.42
44	\$ 6.51	67	\$ 8.60
45	\$ 6.55	68	\$ 8.78
46	\$ 6.59	69	\$ 8.98
47	\$ 6.63	70	\$ 9.20
48	\$ 6.67	71	\$ 9.43
49	\$ 6.72	72	\$ 9.68
50	\$ 6.78	73	\$ 9.96
51	\$ 6.83	74	\$ 10.26
52	\$ 6.90	75	\$ 10.58
53	\$ 6.96	76	\$ 10.94
54	\$ 7.04	77	\$ 11.34
55	\$ 7.11	78	\$ 11.76
56	\$ 7.20	79	\$ 12.23
57	\$ 7.29	80	\$ 12.74

EXAMPLE: 57-year-old retiree with a 58-year-old beneficiary

Maximum option	\$2,700/month
Cost per \$1,000	\$7.29
50% Maximum lump sum	\$48,600
Maximum reduced monthly benefit	\$2,350/month

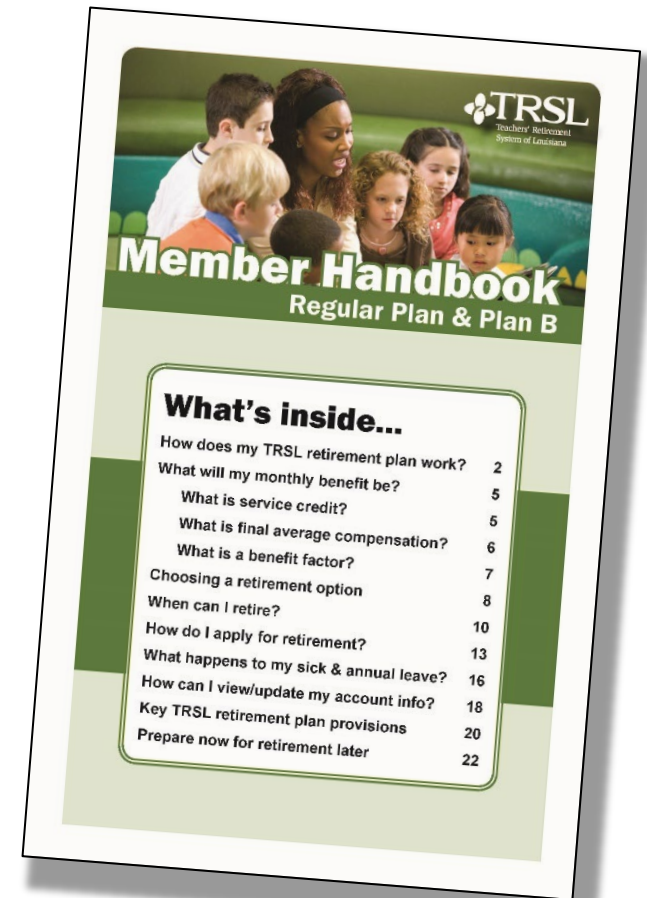
ILSB questions to ponder:

- **Do I need a lump sum amount to use in retirement?**
By taking a lump sum up front, you will reduce your regular monthly benefit.
- **Is the reduction in benefits permanent?**
Yes, the reduction applied to monthly benefits is permanent.
- **What factors determine the reduction?**
Your age at the time of retirement and the amount of the lump sum you choose are both determining factors.

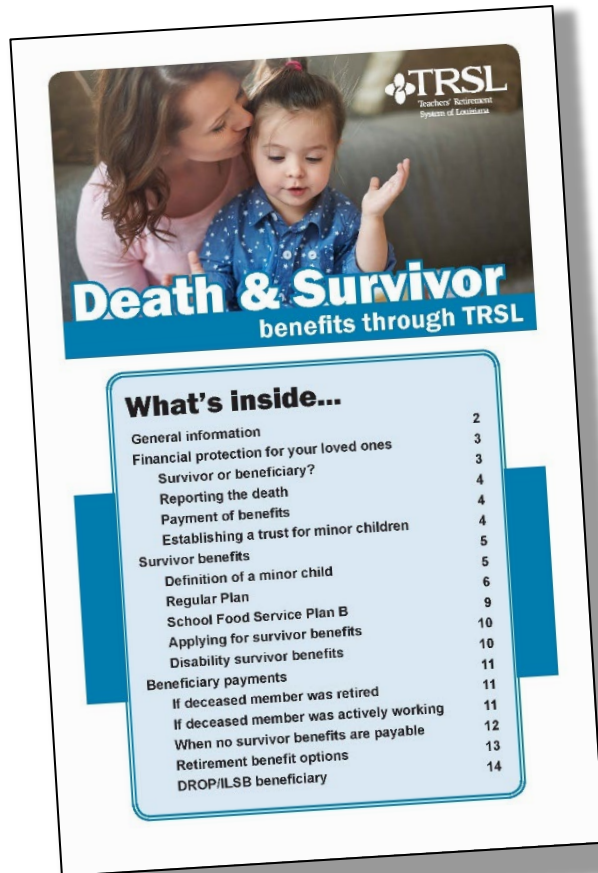
Other TRSL benefits

- Members who have five years of TRSL service credit are considered “vested.”
- Being vested means you are eligible for valuable benefits and financial protection through TRSL:
 - » Survivor benefits
 - » Deferred retirement
 - » Disability retirement*

**10 years required if hired on or after 1/11/11*



Survivor benefits



- If you die during active service, survivor benefits (based on the amount of service credit) may be payable to your spouse and/or minor children.
- If you are not vested, no survivor benefits are payable; however, your accumulated member contributions will be paid in a lump sum to your named beneficiary or succession.

Deferred retirement

- Members who leave TRSL-eligible job positions can apply for and draw a lifetime retirement benefit if they leave their contributions in the system and meet retirement eligibility requirements:
 - » At least 5 years of service credit
 - » Age 60 or 62 (determined by when member first joined state retirement system)

Disability retirement

- You are no longer able to perform current job duties.
- You must submit required forms, medical records, and treatment history documents to TRSL.
- State Medical Disability Board certifies disability.
- Service earned while on workers' compensation may be used (depends on hire date).
- A member may need 10 years of service credit to be eligible, excluding years on workers' compensation (depends on hire date).
- Annual certifications may be required.

Agenda

- The retirement application process
- How TRSL pays your benefits
- Tax liabilities
- Community property
- Returning to work after retirement
- TRSL and Social Security
- Things to do now

Applying for retirement



- You can submit your retirement application as early as six months before your desired date of retirement or DROP beginning date.
- You will need to complete all purchases, transfers, and/or reciprocals of service credit before the effective date of retirement or entering DROP.
- TRSL recommends you coordinate your retirement or DROP beginning date with your employer. Your employer will verify your service credit and sick leave.
- Two weeks after submission of the Form 11 to TRSL, you will receive an acknowledgment letter.

Applying for retirement

There are two ways you can apply for retirement:



Apply online through your **MEMBER ACCESS** account:
www.TRSL.org/memberaccess

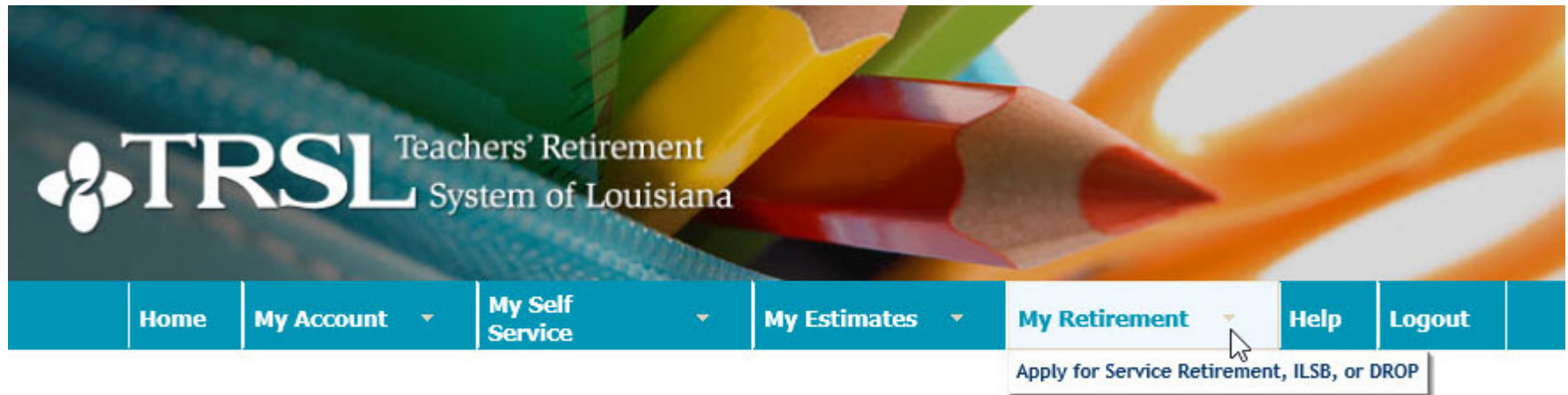


Submit *Application for Service Retirement, ILSB, or DROP* (Form 11) **AND** *Direct Deposit of Benefits* (Form 15D)

NOTE: Members applying for DROP do not submit the Form 15D at time of entering DROP.

Apply through *Member Access*

- Select “Apply for Retirement” from the “My Retirement” drop-down menu.



Employment Summary

Apply through *Member Access*

Application for Service Retirement, ILSB, or DROP	
<p>Applications may be canceled before cashing any benefit check, including estimated benefit payments and direct deposits. Your application may be submitted within six months before your effective retirement/DROP date. It is your responsibility to submit your application before your selected retirement/DROP date.</p>	
Your retirement information (Must be completed)	
Select one: <input type="radio"/> Service – 06-11A <input type="radio"/> ILSB – 06-11A5 <input type="radio"/> DROP – 06-11F	Date of retirement / DROP begin date <input type="text"/> (mm/ dd/yyyy)
<p>Annual COLA Option (ACO) allows a retiring member to receive a guaranteed annual 2.5% cost-of-living adjustment (COLA) by accepting an actuarially REDUCED retirement benefit. Check the box below only if you are considering ACO.</p> <input type="checkbox"/> Yes, I wish to receive an estimate of REDUCED benefits based on the self-funded Annual COLA Option (ACO).	
Your member information (All fields must be completed)	
Name: Last, first, MI, suffix (Jr., III, etc.)	Your Social Security number
<input type="text"/> **	<input type="text"/>
Street address/P.O. Box	Your date of birth
<input type="text"/> **	<input type="text"/>
City	Name of Employer
<input type="text"/> **	<input type="text"/>
State	
<input type="text"/> LA-LOUISIANA ▼	
Zip	
<input type="text"/> - <input type="text"/> **	
Home/cell telephone*	Work telephone*
<input type="text"/>	<input type="text"/>
* include area code	
Months of contract	Job title
<input type="radio"/> 9 <input type="radio"/> 10 <input type="radio"/> 11 <input type="radio"/> 12	<input type="text"/>

- Information for you and your spouse will automatically load from your account, but you will be able to make changes, if necessary.

Affidavit for Estimated Retirement Benefits

Closer to your retirement date, you will receive an *Affidavit for Estimated Retirement Benefits* in the mail to choose your retirement option, along with instructions. The affidavit must be notarized and have no alterations.

Altered forms not accepted ** Completed original only ** No copies, faxes, or scans accepted

RETIREMENT OPTION ELECTION (Cannot be changed)

1. Are you married? _____ (Yes or No)

2. I _____ am electing the following retirement option:

Initial to the left of the retirement option you are electing. **Only ONE retirement option can be selected, and your retirement option election is irrevocable.** If you choose Option 2, 2A, 3, 3A, 4, or 4A, you irrevocably designate as beneficiary the person whose name appears in the beneficiary box above.

_____ Initials	Maximum	_____ Initials	Option 2	_____ Initials	Option 3	_____ Initials	Option 4
_____ Initials	Option 1	_____ Initials	Option 2A	_____ Initials	Option 3A	_____ Initials	Option 4A

3. _____
Retiree's Signature

4. Sworn to and subscribed before me, this _____ day of _____, 20_____

Notary Public ID/Bar Roll #

Notary Public Name, Printed

Notary Public Signature

If retiring under Service or ILSB, return within 30 days of receipt. If entering DROP, return within 90 days of receipt.

How TRSL pays your benefits

- **Monthly benefits are paid on the first of the month.**
 - » Your first benefit payment will be a paper check; subsequent payments will be direct deposited.
 - » Your retirement can only be canceled if a benefit payment has not been negotiated (includes direct deposit).
- **For Service and ILSB, there is a 30-day waiting period.**
 - » This period begins on your retirement date. However, we must have your affidavit as well as your direct deposit form to determine your benefit.
- **You will receive estimated benefits as first payments.**
 - » This partial benefit will continue monthly until TRSL finalizes your benefit. (For DROP participants: The estimated benefit is your DROP deposit amount plus your after-DROP estimated benefit, if applicable.)

“What is a retroactive payment?”

A few months after retirement, you will receive a letter regarding a one-time retroactive payment once your final benefit is calculated:

- » **“Retro” payments include the difference between your estimated checks and your final monthly benefit.**
- » **Your final benefit calculation will include any remaining sick leave that converts to service credit.**



Tax liabilities

Your retirement benefit:

- Exempt from Louisiana state income tax (not automatic, must file to receive exemption)
- Subject to federal income tax

DROP withdrawals paid directly by TRSL:

- Exempt from Louisiana state income tax (not automatic, must file to receive exemption)
- May be subject to federal mandatory tax withholding



Community property



Community Property & TRSL benefits

What is community property?
Most payments or benefits that members receive from the Teachers' Retirement System of Louisiana (TRSL) are considered community property in Louisiana and should be accounted for in any community property settlement.

TRSL funds and payments that may be considered community property include the following:

- Regular retirement benefits
- Refunds of contributions
- Deferred Retirement Option Plan (DROP)
- Initial Lump-Sum Benefit (ILSB)
- Death benefits

The court system ultimately determines which of these funds or payments are community property.

If a TRSL member divorces or legally separates, the (ex)spouse may claim a portion of any of the above-mentioned payments and benefits that were earned during the time the member and (ex)spouse were married. This is true even if the benefits are not payable until years after the divorce.

If the question of benefits and payments is not settled in a community property proceeding, it remains pending.

ATTENTION: Those parts of the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code concerning Qualified Domestic Relations Orders (QDRO) do not apply to TRSL.

Most payments or benefits received from TRSL are considered community property:

- » Regular retirement benefits
- » Refunds or contributions
- » DROP or ILSB withdrawals
- » Death benefits

- The court system ultimately determines which funds or payments are considered community property.
- TRSL will not pay benefits to an ex-spouse without court documentation.

Returning to work after retirement

- If you are rehired in a position **eligible** for TRSL membership, the laws **do specify** what will happen to your TRSL retirement benefits and whether TRSL contributions are due.
 - » Return-to-work laws apply to retirees who become re-employed in a position eligible for TRSL membership, including retirees employed by contract or corporate contract.
- If you are rehired in a position **not eligible** for TRSL membership, you **are not subject** to any TRSL return-to-work laws.
 - » TRSL return-to-work laws do not apply if you become employed in a position not eligible for TRSL membership (private school, non-reporting charter school, private sector, or civil service job that reports to another retirement system).

TRSL and Social Security

- Louisiana does not pay into Social Security for the majority of its public employees.
- However, you may still be eligible for Social Security through other employment or through your spouse's employment.
- The type of Social Security benefit you are eligible for determines which offset provision applies to you.
- Your TRSL benefit **is not reduced**.

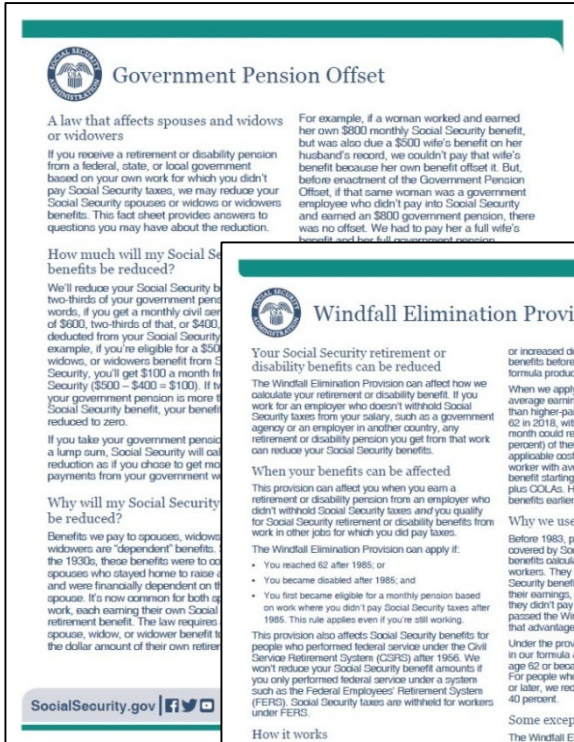
Social Security benefits



- **Spouse's or widow(er)'s benefit:**
Paid to spouses or surviving spouses of Social Security pensioners if those spouses did not work long enough under Social Security to have earned their own benefit, or the spouse's earned benefit is less than the pensioner's benefit.
- **Earned benefit:**
Paid to people who worked at jobs where they paid Social Security taxes long enough to earn a Social Security benefit.

Offset provisions

• Government Pension Offset (GPO) – 1982



Government Pension Offset

A law that affects spouses and widows or widowers

If you receive a retirement or disability pension from a federal, state, or local government based on your own work for which you didn't pay Social Security taxes, we may reduce your Social Security spouses or widows or widowers benefits. This fact sheet provides answers to questions you may have about the reduction.

For example, if a woman worked and earned her own \$800 monthly Social Security benefit, but was also due a \$500 wife's benefit on her husband's record, we couldn't pay that wife's benefit because her own benefit offset it. But, before enactment of the Government Pension Offset, if that same woman was a government employee who didn't pay into Social Security and earned an \$800 government pension, there was no offset. We had to pay her a full wife's benefit and her full government pension.

How much will my Social Security benefits be reduced?

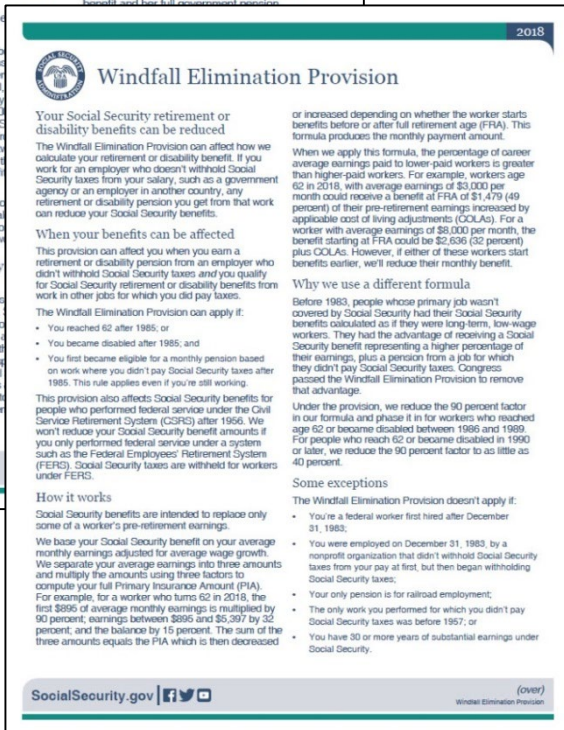
We'll reduce your Social Security by two-thirds of your government pension. For example, if you get a monthly civil service pension of \$600, two-thirds of that, or \$400, is deducted from your Social Security benefit. If you're eligible for a \$500 widow's or widowers benefit from Social Security, you'll get \$100 a month less (\$500 - \$400 = \$100). If your government pension is more than \$1,000 a month, your Social Security benefit is reduced to zero.

If you take your government pension as a lump sum, Social Security will not reduce it as if you chose to get monthly payments from your government pension.

Why will my Social Security be reduced?

Benefits we pay to spouses, widows or widowers are "dependent" benefits. In the 1930s, these benefits were to support spouses who stayed home to raise children and were financially dependent on their spouse. It's now common for both spouses to work, each earning their own Social Security retirement benefit. The law requires that we reduce your Social Security benefit to the dollar amount of their own retirement benefit.

SocialSecurity.gov | f | t | i



Windfall Elimination Provision

Your Social Security retirement or disability benefits can be reduced

The Windfall Elimination Provision can affect how we calculate your retirement or disability benefit. If you work for an employer who doesn't withhold Social Security taxes from your salary, such as a government agency or an employer in another country, any retirement or disability pension you get from that work can reduce your Social Security benefits.

When your benefits can be affected

This provision can affect you when you earn a retirement or disability pension from an employer who didn't withhold Social Security taxes and you qualify for Social Security retirement or disability benefits from work in other jobs for which you did pay taxes.

The Windfall Elimination Provision can apply if:

- You reached 62 after 1985; or
- You became disabled after 1985; and
- You first became eligible for a monthly pension based on work where you didn't pay Social Security taxes after 1985. This rule applies even if you're still working.

This provision also affects Social Security benefits for people who performed federal service under the Civil Service Retirement System (CSRS) after 1956. We won't reduce your Social Security benefit amounts if you only performed federal service under a system such as the Federal Employees' Retirement System (FERS). Social Security taxes are withheld for workers under FERS.

How it works

Social Security benefits are intended to replace only some of a worker's pre-retirement earnings.

We base your Social Security benefit on your average monthly earnings adjusted for average wage growth. We separate your average earnings into three amounts and multiply the amounts using three factors to compute your full Primary Insurance Amount (PIA). For example, for a worker who turns 62 in 2018, the first \$895 of average monthly earnings is multiplied by 90 percent, earnings between \$895 and \$5,397 by 32 percent, and the balance by 15 percent. The sum of the three amounts equals the PIA which is then decreased

or increased depending on whether the worker starts benefits before or after full retirement age (FRA). This formula produces the monthly payment amount.

When we apply this formula, the percentage of career average earnings paid to lower-paid workers is greater than higher-paid workers. For example, workers age 62 in 2018, with average earnings of \$3,000 per month could receive a benefit at FRA of \$1,479 (49 percent) of their pre-retirement earnings, increased by applicable cost of living adjustments (COLAs). For a worker with average earnings of \$8,000 per month, the benefit starting at FRA could be \$2,036 (25 percent) plus COLAs. However, if either of these workers start benefits earlier, we'll reduce their monthly benefit.

Why we use a different formula

Before 1983, people whose primary job wasn't covered by Social Security had their Social Security benefits calculated as if they were long-term, low-wage workers. They had the advantage of receiving a Social Security benefit representing a higher percentage of their earnings, plus a pension from a job for which they didn't pay Social Security taxes. Congress passed the Windfall Elimination Provision to remove that advantage.

Under the provision, we reduce the 90 percent factor in our formula and phase it in for workers who reached age 62 or became disabled between 1986 and 1989. For people who reach 62 or become disabled in 1990 or later, we reduce the 90 percent factor to as little as 40 percent.

Some exceptions

The Windfall Elimination Provision doesn't apply if:

- You're a federal worker first hired after December 31, 1982;
- You were employed on December 31, 1983, by a nonprofit organization that didn't withhold Social Security taxes from your pay at first, but then began withholding Social Security taxes;
- Your only pension is for railroad employment;
- The only work you performed for which you didn't pay Social Security taxes was before 1957; or
- You have 30 or more years of substantial earnings under Social Security.

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(over)
Windfall Elimination Provision

• Windfall Elimination Provision (WEP) – 1985

Social Security offsets

Government Pension Offset (GPO)

- Reduces spousal SS benefit by two-thirds of your TRSL benefit
- Requires that a person's benefit as a spouse or widow(er) be offset dollar for dollar by the amount of his/her own retirement benefit.
- Could completely eliminate SS spousal benefit

Windfall Elimination Provision (WEP)

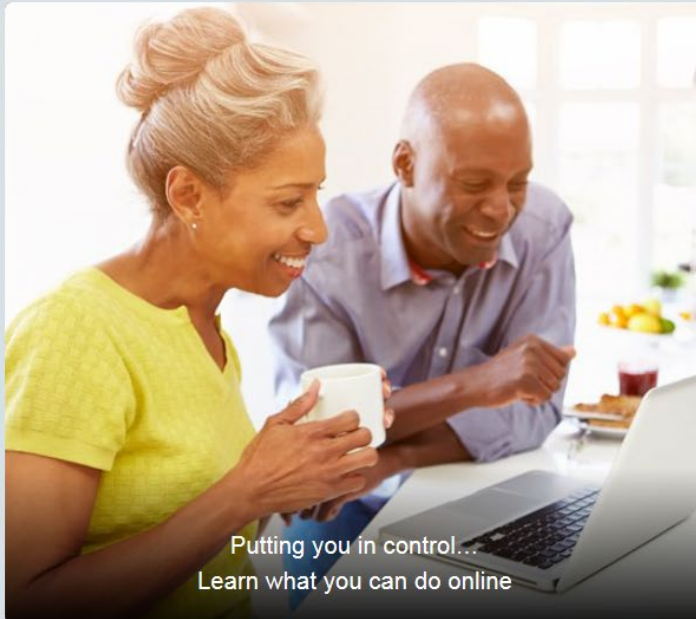
- Reduces your own SS benefit if you receive a TRSL benefit
- Uses a modified formula to reduce SS benefit, based on average monthly earnings adjusted for inflation
- Does not completely eliminate SS benefit

SSA homepage: www.ssa.gov



Social Security

SEARCH MENU LANGUAGES SIGN IN/UP



Putting you in control...
Learn what you can do online



Retirement



Disability



Medicare



Change of Address



my Social Security

Check out your *Social Security Statement*, change your address & manage your benefits online today.



Social Security Number

Your Social Security number remains your first and continuous link with Social Security.



Retirement Estimator

Calculate your benefits based on your actual Social Security earnings record.



FAQs

Get answers to frequently asked questions about Social Security.

Create a “my Social Security” account



The screenshot shows the top navigation bar of the Social Security website. On the left is the Social Security Administration logo and the text "Social Security". On the right are links for "SEARCH", "MENU", "LANGUAGES", and "SIGN IN/UP". Below the navigation bar is a large light blue banner. On the left side of the banner, the text reads: "Create your personal *my* Social Security account today". Below this is a paragraph: "With your free, personal *my* Social Security account, you can receive personalized estimates of future benefits based on your real earnings, see your latest Statement, and review your earnings history. It even makes it easy to request a replacement Social Security Card or check the status of an application, from anywhere!". At the bottom of the text area are three links: "CREATE AN ACCOUNT →", "SIGN IN →", and "FINISH SETTING UP YOUR ACCOUNT →". On the right side of the banner is a photograph of a diverse family of five (two adults and three children) walking through a field of tall grass at sunset.

Check your status ~ Request a replacement card
View your statement ~ Change your address

www.SSA.gov/myaccount

Social Security calculators



Social Security

SEARCH MENU LANGUAGES SIGN IN/UP

Benefits Planner: Calculators

Home Retirement Disability Survivors **Calculators**

The best way to start planning for your future is by [creating a my Social Security account](#) online. With [my Social Security](#), you can verify your earnings, get your *Social Security Statement*, and much more – all from the comfort of your home or office.

We have a variety of calculators to help you plan for the future and for what you may need now.

Retirement Age Calculator Find your full retirement age and learn how your monthly benefits may be reduced if you retire before your full retirement age.	Retirement Estimator Estimate monthly benefits based on your Social Security earnings record.	Windfall Elimination Provision (WEP) Calculator Estimate if you are eligible for a pension based on work that was not covered by Social Security.
GPO Calculator Estimate of spouse benefits for yourself if you receive a pension from a government job in which you did not pay Social Security taxes. Your benefit may be offset by the Government Pension Offset (GPO).	Detailed Calculator Get the most precise estimate of your retirement, disability, and survivors benefits. The estimate includes WEP reduction. Must be downloaded and installed on your computer.	
Early or Late Retirement Calculator Compute the effect on your benefit amount if you file for early or delayed retirement benefits.	Earnings Test Calculator Learn how your earnings may affect your benefit payments if you are currently working and are eligible for retirement or survivors benefits this year.	

GPO
calculator

WEP
calculator

Social Security office locator



Social Security

The Official Website of the U.S. Social Security Administration

Social Security Office Locator

Find the Office for this ZIP Code.

ZIP:

Locate

[Zip Code Look Up](#)

[Services Outside the United States](#)

Using our online services, you can:



- Apply for most types of benefits
- Estimate your future benefits
- Do so much more

To learn more, visit [What You Can Do Online](#).

Phone Number

Toll-Free: 1-800-772-1213

[Privacy Policy](#) | [Website Policies & Other Important Information](#) | [About Us](#) | [Site Map](#) | [FAQs](#)

Bring your TRSL estimate with you to your SSA appointment for more information regarding how your SS benefit may be affected by GPO or WEP once you receive a TRSL benefit upon retirement.

Questions to ask Social Security

- At what age can I receive my full SS benefit, and how much will it be?
- What is the earliest age I can receive SS benefits, and will this amount be reduced?
- Are there earnings limits if I collect SS while I am still working and paying into TRSL?
- Do I qualify for an exception to GPO or WEP?
- If GPO or WEP does apply to me, how much will my SS benefit be?

Summary: TRSL & Social Security

- YES, it's possible to draw both TRSL and Social Security in retirement.
- If you receive a retirement benefit from TRSL and you are also eligible for Social Security benefits, your Social Security benefit may be reduced according to federal regulations. **TRSL benefits are not reduced.**
- For detailed information about your Social Security benefit, please contact the Social Security Administration.
 - **Website:** *www.ssa.gov*
 - **Toll-free:** 1-800-772-1213
 - Contact your nearest SS office

What did you learn today?



1. _____

2. _____

3. _____

Things to do now

- Register for **Member Access**.
- Submit copies of important documents:
 - » Social Security cards (member and beneficiary)
 - » Birth certificates (member and beneficiary)
 - » Legal documents (divorce decrees, judgment of separation, and/or community property settlements)
- Update address & beneficiary/ies.
- Get a retirement estimate:
 - » Use Member Access or
 - » Submit Form 10



TRSL information security

- **ALWAYS** contact TRSL directly for information about your TRSL retirement benefits.
- TRSL staff will **NEVER** come to your home or call you unsolicited to ask for your personal information.
- Outside vendors are not affiliated or associated with TRSL in any manner.
 - » TRSL does not endorse third-party vendors or their services and products.
 - » TRSL does not provide any retirement information to third-party vendors.



TRSL's economic impact

80,596

**RETIREES &
BENEFIT
RECIPIENTS**

\$2.2 billion

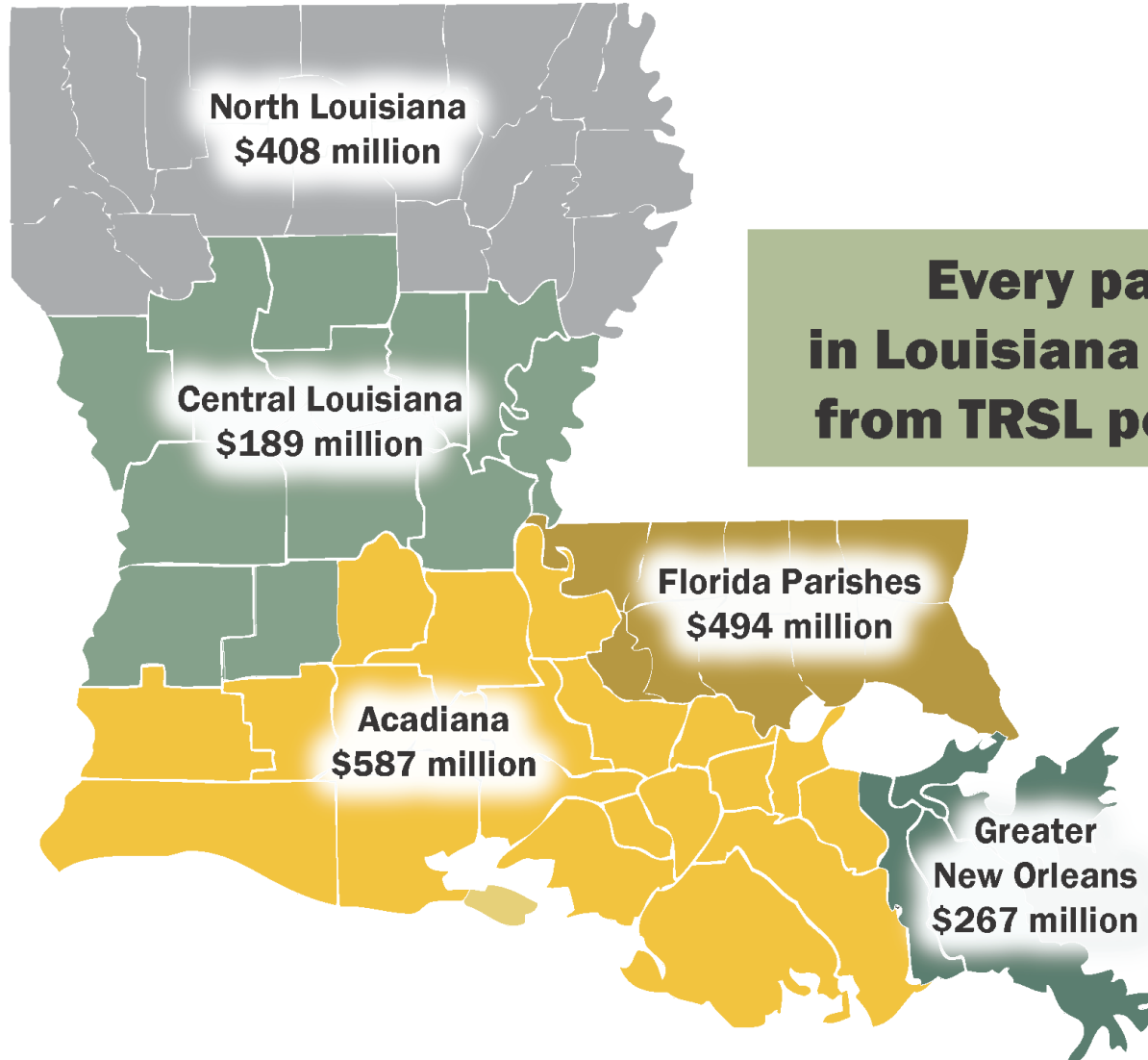
**BENEFITS PAID
IN FY 2020**

\$2,263

AVERAGE MONTHLY BENEFIT FOR REGULAR RETIREES

- TRSL benefits have a billion dollar impact in Louisiana.
 - » Almost 90% of retirement dollars TRSL pays out goes to individuals who live in Louisiana where they buy local goods & services.

Benefit payments by region (FY 2020)



**Every parish
in Louisiana benefits
from TRSL pensions.**

Investing in Louisiana



TRSL
Teachers' Retirement
System of Louisiana

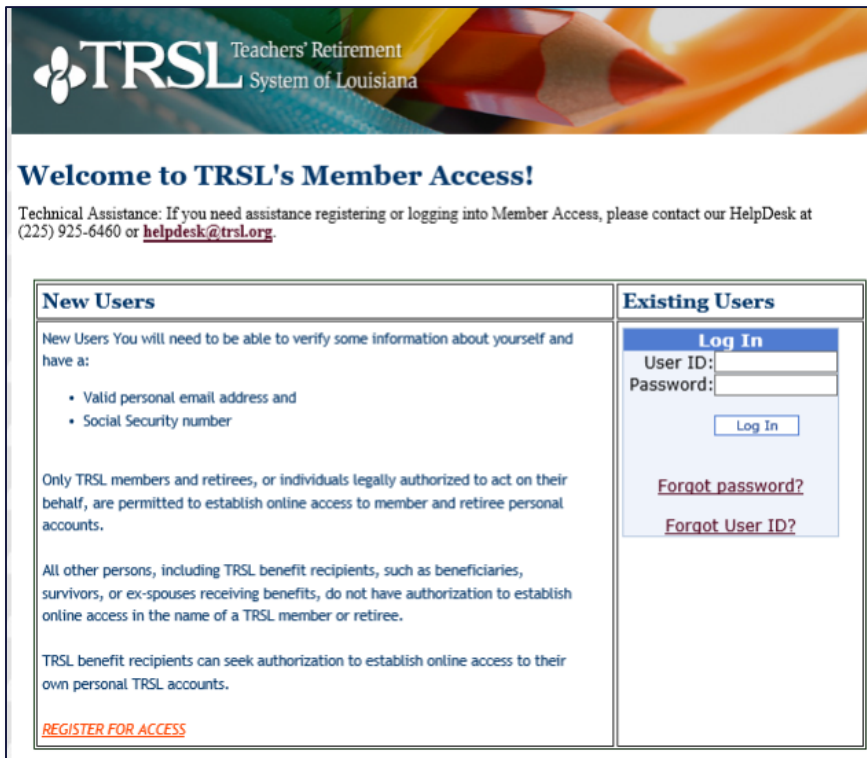
- TRSL creates jobs & opportunities for Louisiana citizens & businesses.
 - » TRSL has invested more than \$798 million in Louisiana.

The Economic Impact of Louisiana's
Largest Public Retirement System

View the full report
at ***www.TRSL.org***

Member Access

A secure website where you have all the tools you need to plan for retirement!



The screenshot shows the TRSL Member Access website. At the top left is the TRSL logo with the text "Teachers' Retirement System of Louisiana". Below the logo is a banner image of a pencil. The main heading is "Welcome to TRSL's Member Access!". Below this is technical assistance information: "Technical Assistance: If you need assistance registering or logging into Member Access, please contact our HelpDesk at (225) 925-6460 or helpdesk@trsl.org".

New Users	Existing Users
<p>New Users You will need to be able to verify some information about yourself and have a:</p> <ul style="list-style-type: none">• Valid personal email address and• Social Security number <p>Only TRSL members and retirees, or individuals legally authorized to act on their behalf, are permitted to establish online access to member and retiree personal accounts.</p> <p>All other persons, including TRSL benefit recipients, such as beneficiaries, survivors, or ex-spouses receiving benefits, do not have authorization to establish online access in the name of a TRSL member or retiree.</p> <p>TRSL benefit recipients can seek authorization to establish online access to their own personal TRSL accounts.</p> <p>REGISTER FOR ACCESS</p>	<p>Log In</p> <p>User ID: <input type="text"/></p> <p>Password: <input type="password"/></p> <p><input type="button" value="Log In"/></p> <p>Forgot password?</p> <p>Forgot User ID?</p>

- Preloaded benefit estimate calculator
- Update your name/ mailing address/email address
- Apply for retirement
- View DROP Account
- View beneficiary designations

Create a benefit estimate

Online calculators pre-loaded with your account information



1. Log on to Member Access.
2. Under the “My Estimates” drop-down menu, select “Estimate Your Retirement Benefit.”
3. Enter your desired retirement date and click “Create Estimate!”



Register for MEMBER ACCESS @ www.TRSL.org

For technical assistance with Member Access, contact helpdesk@trsl.org.

My TRSL Members Retirees Employers

Forms by Subject

Address or name changes

- [Active Member Change of Address Authorization \(Form 2AC\)](#)
- [Active Member Name Change Request \(Form 2NC\)](#)
- [Retiree Change of Address Authorization \(Form 15C\) - Survivors, beneficiaries, and alternate payees can also use](#)
- [ORP Member Change of Address Authorization \(Form 16AC\)](#)
- [ORP Member Name Change Request \(Form 16NC\)](#)

Beneficiary (Designations by member)

- [Beneficiary Designation for Non-Retired Members \(Form 3\)](#)
- [Change of Beneficiary for Option 1 Retiree \(Form 3A\)](#)
- [Beneficiary Designation for DROP and ILSB Accounts \(Form 3B\)](#)
- [Beneficiary Designation for Retiree Return-to-Work Employee Contributions \(Form 3C\)](#)

Direct deposit

- [Direct Deposit for Refund of Contributions \(Form 7D\)](#)
- [Direct Deposit of DROP or ILSB Account Withdrawals \(Form 11R\) - Use 1SD for regular benefits](#)
- [Direct Deposit of Benefits \(Form 15D\) - Use 11R for DROP or ILSB account withdrawals](#)
- [Addendum to Direct Deposit of Benefits - Nonspousal Joint Signer\(s\) \(Form 15JS\)](#)

Find it online...

- Forms
- Brochures
- Newsletters & more!

www.TRSL.org

TRSL Teachers' Retirement System of Louisiana

HOME ABOUT TRSL INVESTMENTS PUBLICATIONS FORMS LEGISLATION NEWS CONTACT US

SHED SOME LIGHT ON
Your Future with Online Member Access

MEMBER ACCESS

My TRSL Members Retirees Employers

SCROLL

225-925-6446 GET DIRECTIONS

LINKS MEMBER NEWSLETTER

APRIL 2018

2018 legislative session

The 2018 regular legislative session began Monday, March 12. We're monitoring a number of bills affecting TRSL, ranging from the creation of a new benefit structure to changes to the return-to-work laws.

You can view a list of all bills impacting the system, along with the positions taken by the TRSL Board of Trustees for each, by visiting the [Legislation](#) page of our website.

Stay informed

You can also receive updates about bills and issues that impact TRSL and its members delivered straight to your inbox through eNews.

Click "manage your preferences" at the bottom of this email, and then select "legislation" as a topic of interest.

Questions?



If you have any specific questions about your retirement (such as DROP window, retirement eligibility, FAC questions, etc.) please email us at web.master@trsl.org so we can assist you directly

We are here for you!



Local phone: (225) 925-6446

Toll free (outside Baton Rouge):
1-877-ASK-TRSL (1-877-275-8775)

Website: *www.TRSL.org*

Email: *web.master@trsl.org*



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Facebook!**



**Follow us
on Twitter!**