

Early Career

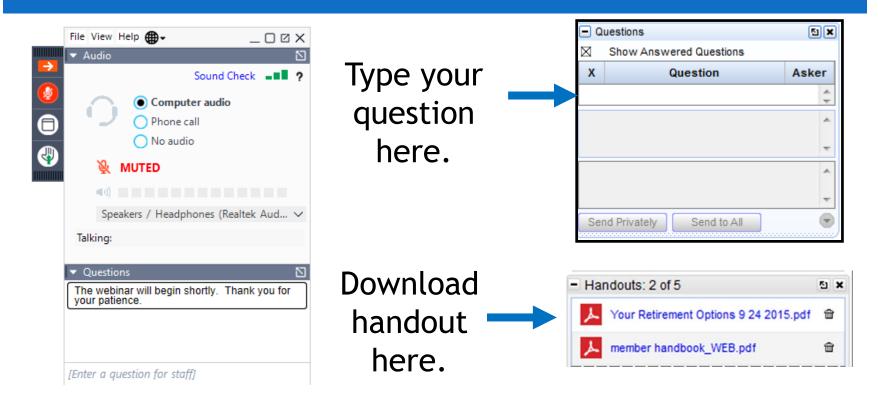


September 16, 2021

Friendly reminders

- This presentation contains general information.
- It is meant to be used as a guide during the webinar.
- All participants are muted during the webinar.
- Have a question?
 - » Type your question in the "Questions" area. The moderator will see it and respond.
 - » There will be a Q&A period at the end of the webinar.
- Please maximize your screen size to have full use of the webinar's features.

Go To Webinar features



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 look up your account and assist you directly.

Today's agenda

- Types of TRSL retirement plans
- How your retirement is funded & calculated
- New TRSL member retirement eligibility
- Purchases & transfers of service credit
- Other TRSL benefits
- Withdrawing member contributions
- Community property
- TRSL & Social Security
- Member Access & TRSL website overview

What is TRSL?

- Public trust fund established in 1936
 - » 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

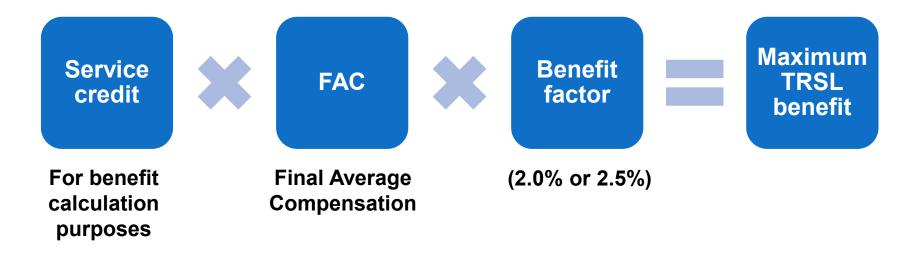
Members pay a percentage of salary toward retirement:

Regular Plan	8.0%
Plan B (also contributes to SSA)	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.

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	Membership in state retirement system on or after January 1, 2011
Based on <u>3 highest</u> consecutive years of salary	Based on <u>5 highest</u> consecutive years of salary
State law places a <u>10% cap</u> on salary increases in each of the <u>3</u> years used to determine the average compensation.	State law places a <u>15% cap</u> on salary increases in each of the <u>5</u> 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.

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 (TRSL membership prior to 7/1/99)	2.0% or 2.5%
Regular Plan (TRSL membership on or after 7/1/99)	2.5%
Plan B	2.0%

New TRSL Member Retirement Eligibility

Eligibility requirements (by plan)

Regular Plan (between 1/1/11 and 6/30/15):

- 5 years of service at age 60
- 20 years of service at any age (actuarially reduced)

Plan B (prior to 7/1/15):

- 5 years of service at age 60
- 30 years of service at age 55

Regular Plan & Plan B (on or after 7/1/15):

- 5 years of service at age 62
- 20 years of service at any age (actuarially reduced)

NOTE: Members hired prior to 1/1/11 have different eligibilities for retirement.

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

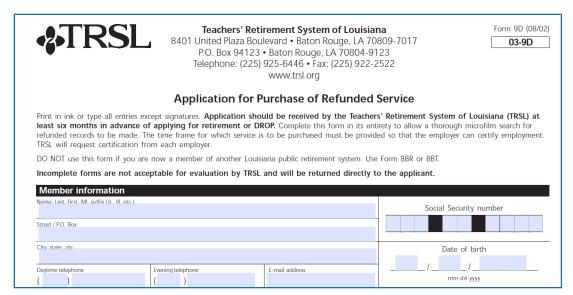
NOTE: Any purchases, transfers, or reciprocals must be completed before the effective date of your retirement or DROP participation.

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 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 cost to purchase will be greater.

Refunded service credit

- Withdrawn TRSL contributions (all or a portion) can be restored.
- There is no actuarial fee (cost calculated by TRSL staff)
- Cost to restore = amount withdrawn + interest (annual rate of 7.50%*, compounded daily) *as of 7/1/17



PLEASE NOTE:

If you plan to
purchase service
credit, it must be
certified by your
employer before
you retire.

Eligible actuarial purchases

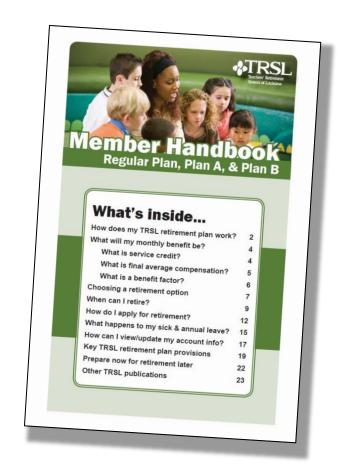
Legal leaves of absence	Sabbatical leave
Substitute teaching service	Involuntary furlough
Local/state public employment	Out-of-state public school service
Nonpublic/private school service (in-state only)	Non-TRSL participating charter school service
Military service (non USERRA)	U.S. dependent school teaching service

Must include salary at the time of employment for an actuarial purchase estimate and it also must first be certified by your employer.

These purchases require a non-refundable fee of \$150 payable to TRSL (actuarial cost)

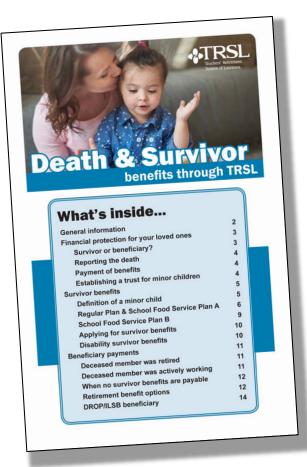
Other TRSL benefits

- 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)

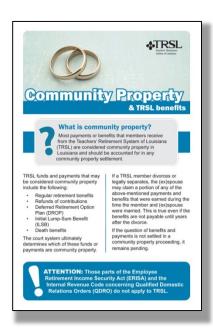
Disability retirement

- 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.

Withdrawing member contributions

- Terminate all TRSL-covered employment
- Mandatory 90-day waiting period
- Refund includes only your contributions
 - » Partial withdrawals are not allowed
 - » A refund cannot be borrowed against debt
 - » Subject to federal tax withholding if not rolled over by TRSL and may be subject to early withdrawal penalty
- Form 7 (Application for Refund) is available at www.TRSL.org.

Community property



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.

TRSL & 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.
 - » Government Pension Offset (GPO) 1982
 - » Windfall Elimination Provision (WEP) 1985
- TRSL benefits are not reduced.

Summary

- TRSL is a defined benefit plan, which guarantees a benefit based on a formula, not your contributions.
- TRSL lifetime retirement benefits are funded through member contributions, employer contributions, and investment income.
- If you have any purchases or transfers of service credit, this could increase your retirement benefit. You would want to consider this earlier in your career than later.
- Once you reach 5 years of service with TRSL, you will receive a letter that states you are vested in our system.

Online access to your TRSL account

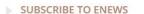
Member Access is a secure website where you have all the tools you need to plan for retirement:



- View service credit, contributions and beneficiary designations
- Create a benefit estimate
- Update your name or address
- Apply for retirement

Create your account today!

Member Access



ASK TRSL

EMPLOYER ACCESS

MEMBER ACCESS







Register for access

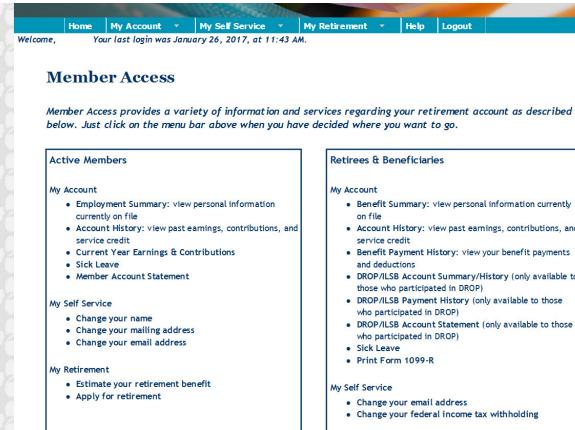


Technical Assistance: If you need assistance registering or logging into Member Access, please contact our HelpDesk at Desk at (225) 925-6460 or helpdesk@trsl.org.

New Users Existing Users New Users You will need to be able to verify some information about yourself and Log In User ID: Password: · Valid personal email address and Social Security number Log In Forgot password? 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 Forgot User ID? accounts. 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. TRSL benefit recipients can seek authorization to establish online access to their own personal TRSL accounts.

REGISTER FOR ACCESS

Member Access



Retirees & Beneficiaries

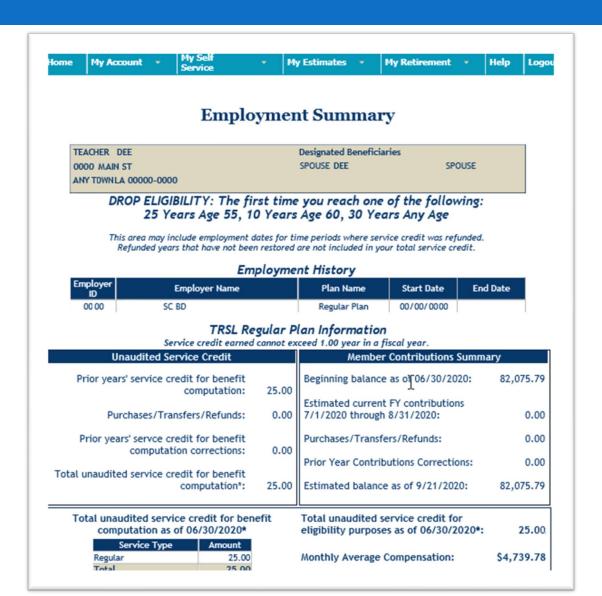
Benefit Summary: view personal information currently

Logout

- · Account History: view past earnings, contributions, and
- Benefit Payment History: view your benefit payments
- DROP/ILSB Account Summary/History (only available to those who participated in DROP)
- DROP/ILSB Payment History (only available to those who participated in DROP)
- DROP/ILSB Account Statement (only available to those who participated in DROP)
- · Change your email address
- · Change your federal income tax withholding

©2017 TRSL | 225-925-6446 or toll free 1-877-ASK-TRSL (1-877-275-8775) | 8401 United Plaza Boulevard | Baton Rouge, LA 70809 Need technical assistance? Contact TRSL Help Desk at (225) 925-6460 or helpdesk@trsl.org Questions or comments about your retirement information? Contact web.master@trsl.org

Employment Summary







www.TRSL.org

<u>Direct Deposit of DROP or ILSB Account Withdrawals</u> (Form 11R) - *Use 15D for regular benefits* <u>Direct Deposit of Benefits</u> (Form 15D) - *Use 11R for DROP or ILSB account withdrawals* <u>Addendum to Direct Deposit of Benefits - Nonspousal Joint Signer(s)</u> (Form 15JS)



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Forms

For your convenience, you can download and complete all TRSL forms online. After that, just print and send it to us. If you are unable to access a form, please email us at web.master@trsl.org and we'll be happy to send you one. To order forms by phone, please call 225-922-2822 or 1-877-ASK-TRSL (1-877-275-8775), ext. 2822.

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Forms are posted on this website as PDF files. If you do not have Acrobat Reader installed on your computer to print or view PDF documents, a free download of the program is available at the <u>Adobe</u> website.



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Roadmap To Retirement

Member Access

Ask TRSL

Publications

TRSL's publications contain important information about the retirement system and your membership. All of our brochures are available online. We encourage you to become familiar with the information about your retirement benefits and stay informed about issues impacting your retirement system. Get it all here.

Brochures

Newsletters

Reports

Many TRSL publications are posted on this website as PDF files. If you do not have Acrobat Reader installed on your computer to print or view PDF documents, a free download of the program is available at the <u>Adobe</u> website.



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Employers

Your Retirement

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How Do I Retire?

What About My Leave?

Can I See My TRSL Account?

How Do I Get A Refund?

Optional Programs

DROP

Initial Lump-Sum Benefit

Social Security Offsets

Purchase Service

Optional Retirement Plan (ORP)

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Inactive Members

Member FAQs

Member Access

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Member Webinars (Online Seminars)

These online sessions offer topic-specific information on your TRSL retirement and benefits, including retirement eligibility requirements and information on the optional programs, DROP and ILSB. They are usually offered once a month and are open to any TRSL members or employers. They are conducted via the Internet and usually last about 30 minutes.

Upon registration, you will receive instructions on how to log in, view, and listen to the webinar. You will also receive a reminder email a day before the webinar.

Search Events

If you have any questions regarding member webinars, please contact us at retire.edu@trsl.org.

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Early Career Webinar Series - Part 1	
Early Career Webinar Series - Part 2	
l've Completed DROP What's Next?	

Get in the driver's seat!

- Check out our "Roadmap to Retirement" series of infographics at www.TRSL.org.
- Take a spin & learn some useful information about basic financial matters, retirement planning, and your TRSL membership.



Roadmap to Retirement



Retirement planning at every stage...

www.TRSL.org web.master@trsl.org



EARLY

(0-10 years of TRSL service credit)

BASICS YOU SHOULD KNOW:

About TRSL

TRSL is the largest retirement system in the state. It's a defined benefit plan which means your retirement is funded by contributions made by you & your employer, plus investment earnings. TRSL members do not participate in Social Security.

Purchases & transfers

You can purchase or transfer certain types of eligible service to enhance your retirement. If possible, do this early, it gets more expensive the later you wait.

Being vested

With 5 years of service credit in TRSL, you are vested & may be eligible for certain benefits, such as survivor benefits, disability retirement, & deferred retirement,

- **▼** Checkpoint TO-DO
- Visit www.TRSL.org
- Sign up for Member Access
- Follow us on social media

MIDcareer 10-20 years of TRSL service credit)

BENEFITS TO UNDERSTAND:

Considering DROP?

The Deferred Retirement Option Plan is an optional plan where you can build a retirement nest egg (separate from your monthly TRSL retirement benefit) while you continue to work.

Eligibility to retire

TRSL members must meet certain age & service credit requirements to retire or enter DROP. These criteria are bosed upon when you first became a member & the plan you are in - Regular Plan, Plan A, or Plan B.

Member ACCESS

Sick leave

At retirement, your eligible unused sick leave can be converted to service credit to increase your retirement benefit.

- √ Checkpoint TO-DO
- Learn about your benefits
- Check beneficiary on file
- Think about your future

READY to retire

(within 5 years of retirement)

PLANNING CONSIDERATIONS:

Retirement options

When you retire or enter DROP, you'll select one of eight options which determine how much you & your beneficiary (if you choose) will receive each month.



Tax info

All payments from TRSL are subject to applicable IRS rules & regulations. TRSL retirement benefits are exempt from Louisiana state taxes.

Back to work?

Return-to-work laws have changed significantly in recent years. It's very important to understand how they may affect you if you return to work after retirement.

- ▼ Checkpoint TO-DO
- Attend a TRSL workshop
- Get a benefit estimate
- Consult Social Security (if needed)

Things to do now...

- Register for Member Access.
- Submit copies of important documents:
 - » Social security cards (member and beneficiary/ies)
 - » Birth certificates (member and beneficiary)
 - » Legal documents (including divorce decrees, judgment of separation, and/or community property settlements)
- Update address.
- Update beneficiary/ies.

Questions?



We are here for you!



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

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