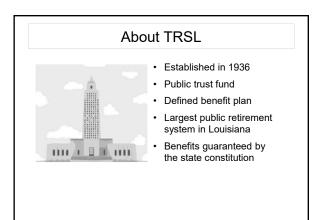


Agenda

- 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.



Regular Plan	Plan B
Most TRSL members, including teachers, administrators, support staff, and university personnel, etc.	School food service employees in 20 parishes

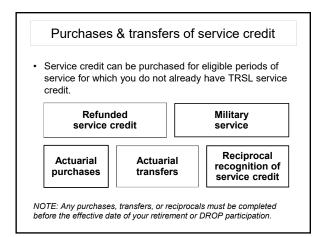


How your retirement is funded

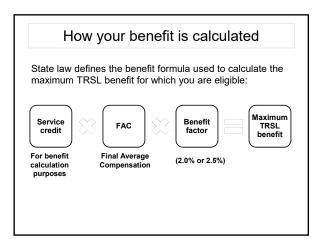
· Members pay a percentage of salary toward retirement:

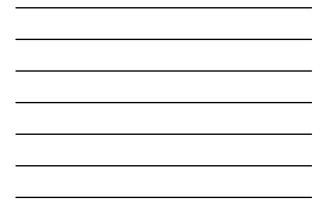
Regular Plan	8.0%
Plan B (also contributes to SSA)	5.0%

- 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 you earn service credit

- Service credit is based on the amount of time you work and contribute to TRSL.
- 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.

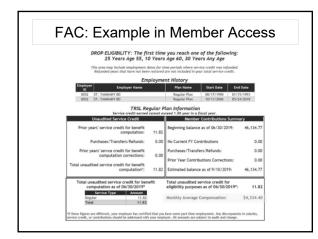
Final Average Compensation (FAC)

Membership in state retirement system <u>prior to</u> January 1, 2011	Membership in state retirement system <u>on or after</u> 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 10% cap on salary increases in each of the 3 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 (state raises) or city/parish/college/ur There is also a 25% limit on salary in which a classroom teacher changes teacher in another parish.	niversity system-wide increases. creases for the 12 months during



				le in Me				
Seq	Eff Date	Source	Contribution Amount	Service Credit for Benefit Computation Amount Service Type	Actual Earnings	Full Time Earnings	Transaction Type	Service Cred
012	6/30/2014	ST. TAMMANY BD	4,086.52	1.00 REGULAR	51,080.70	51,080.70	SALARY POSTING	1.
013	6/30/2015	ST. TAMMANY BD	4,039.60	1.00 REGULAR	50,494.20	50,494.20	SALARY POSTING	1.0
014	6/30/2015	ST. TAMMANY BD	4,101.60	1.00 REGULAR	51,269.20	51,269.20	SALARY POSTING	1.0
015	6/30/2017	ST. TAMMANY BD	4,181.52	1.00 REGULAR	52,269.12	52,269.12	SALARY POSTING	1.0
016	6/30/2018	ST. TAMMANY BD	4 199 92	1.00 REGULAR	52 500 08	52.500.08	SALARY POSTING	10

• TRSL looks at your entire salary history.

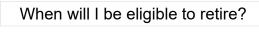




Benefit factors

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%



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

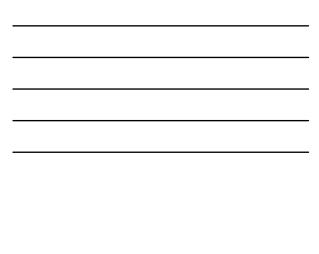


Eligibility requirements	Benefit factor
Regular Plan (prior to 7/1/99):	
 At least age 60 with at least 5 years of service credit, or Any age with at least 20 years of service credit 	2.0%
 At least age 65 with at least 20 years of service credit, or 	
 At least age 55 with at least 25 years of service credit, or 	2.5%
 Any age with at least 30 years of service credit 	



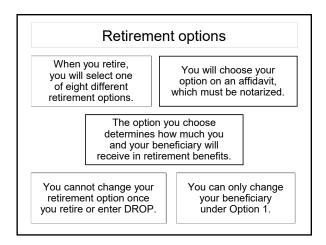
E	igibility requirements	Benefit factor
R	egular Plan (between 7/1/99 and 12/31/10):	
•	At least age 60 with at least 5 years of service credit, or	
•	At least age 55 with at least 25 years of service credit, or	2.5%
•	Any age with at least 20 years of service credit (actuarially reduced), or	
•	Any age with at least 30 years of service credit	

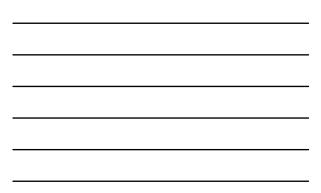
Eligibility requirements	Benefit factor
Regular Plan (between 1/1/11 and 6/30/15):	-
 At least age 60 with at least 5 years of service credit, or Any age with at least 20 years of service credit (actuarially reduced) 	2.5%
Regular Plan (on or after 7/1/15):	
 At least age 62 with at least 5 years of service credit, or Any age with at least 20 years of service credit (actuarially reduced) 	2.5%











Retirement Option	Member Benefit	Beneficiary Benefit
Maximum Option	Member receives largest monthly benefit possible (maximum benefit).	None
death. Only the	icion conditions: All monthly benefits e amount of member contributions tha efits or in DROP deposits and interes te.	t has not been paid out



Retirement	Member	Beneficiary
Option	Benefit	Benefit
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.



Retirement options		
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 ½ 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 ½ 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.



Retirement Option	Member Benefit	Beneficiary Benefit
Maximum Option	Member receives largest monthly benefit possible (maximum benefit).	None
death. Only the	ion conditions: All monthly benefits amount of member contributions that efits or in DROP deposits and interes te.	t has not been paid ou

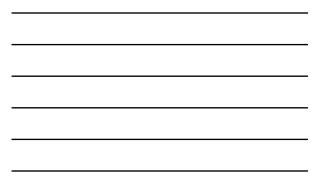
Leave credit: Sick leave

- 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.
- Employers pay up to 25 days of unused sick leave at the daily rate of pay

Leave credit: Annual leave

- Employees of Louisiana state agencies, colleges, universities, community colleges, and technical colleges may earn annual leave.
- 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.
- Please speak to your employer to discuss your options if you anticipate having more than 300 hours of annual leave upon retirement.





Agenda

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

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

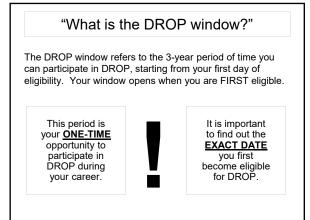
- DEFERRED: Members with at least five years of service credit can terminate their positions and leave their contributions with TRSL. Once eligible, inactive members can apply for a TRSL retirement benefit based on their years of service credit.
- DISABILITY: If you are no longer able to perform your 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.

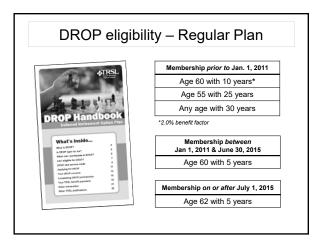
Deferred Retirement Option Plan (DROP)

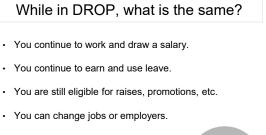
- DROP is an optional program that allows you to freeze your monthly retirement benefit check while you continue to work and earn a paycheck.
- During DROP your monthly benefit is deposited each month into a special account.
 - » Minimum participation time: 1 day
 - » Maximum participation time: 36 months (3 years)

Deferred Retirement Option Plan (DROP)

- 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.
- You can apply up to 6 months before your DROP window opens with TRSL's Form 11.
- Members can end DROP participation and terminate employment (retire) at any time.







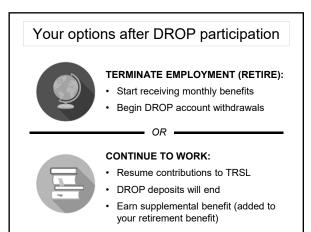
 Your DROP deposits will continue as long as there is no break in service.



While in DROP, what is different?

- 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 depo	osit exar	nple	
This member's monthly retirement benefit is calculated to be \$2,356. This is also the amount that will be deposited into the DROP account each month (maximum option).			
Length of time in	DROP	Amount	
12 months in I	DROP	\$28,272	
24 months in	DROP	\$56,544	
36 months in I	DROP	\$84,816	



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 significant salary increase (or change in position) while I'm in DROP?
 - » Any salary increase you receive while you are in DROP will not be added to your FAC.
- How long do I plan to 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)

- ILSB is an alternative to DROP.
- You can retire and take a portion of your retirement benefit in a one-time, lump-sum payment.
- <section-header>

•

- You will receive a permanently reduced lifetime monthly benefit.
- The reduction is based on the lump-sum amount chosen and your age at time of retirement.



ILSB example – Max lump sum						
\ge	Reduction	Age	Reduction			
35	\$ 6.28	58	\$ 7.38	EXAMPLE: 57-year-old retiree with a 58-year-old beneficiary	retiree with a	
36	\$ 6.30	59	\$ 7.48			
37	\$ 6.32	60	\$ 7.59			
38	\$ 6.34	61	\$ 7.71			
39	\$ 6.37	62	\$ 7.83	Maximum option	\$2,700/month	
40	\$ 6.39	63	\$ 7.97			
41	\$ 6.42	64	\$ 8.11			
42	\$ 6.45	65	\$ 8.26			
43	\$ 6.48	66	\$ 8.42	Cost per \$1,000	8.42	
44	\$ 6.51	67	\$ 8.60			
45	\$ 6.55	68	\$ 8.78		\$7.29	
46	\$ 6.59	69	\$ 8.98			
47	\$ 6.63	70	\$ 9.20			
48	\$ 6.67	71	\$ 9.43			
49	\$ 6.72	72	\$ 9.68	Maximum lump sum \$97,20		
50	\$ 6.78	73	\$ 9.96		\$97,200	
51	\$ 6.83	74	\$ 10.26			
52	\$ 6.90	75	\$ 10.58			
53	\$ 6.96	76	\$ 10.94			
54	\$ 7.04	77	\$ 11.34	Maximum reduced		
55	\$ 7.11	78	\$ 11.76		\$1,992/month	
56	\$ 7.20	79	\$ 12.23	monthly benefit		
57	\$ 7.29	80	\$ 12.74			



n Age Reduction		
58 \$ 7.38 EXAM	EXAMPLE: 57-year-old retiree with a 58-year-old beneficiary	
59 \$ 7.48 58-yea		
60 \$ 7.59 JO=yea		
61 \$ 7.71 52 \$ 7.83		

64 \$ 8.11	mum option \$2,700/month	
65 \$ 826		
66 \$ 8.42		
67 \$ 8.60		
68 \$ 8.78 Cost	per \$1,000 \$7.29	
69 \$ 8.98		
70 \$ 9.20		
71 \$ 9.43		
72 \$ 9.68 50%	Maximum	
73 \$ 9.96	\$48 600	
74 \$ 10.26	mp sum	
75 \$ 10.58		
76 \$ 10.94		
77 \$ 11.34 Maxim	num reduced	
78 \$ 11.76	\$2 350/month	
79 \$ 12.23 MON	thly benefit	
80 \$ 12.74		

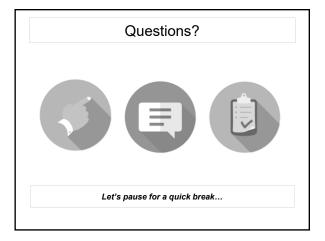
ILSB questions to ponder:

- 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





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 <u>six months before</u> your desired date of retirement or DROP beginning date.

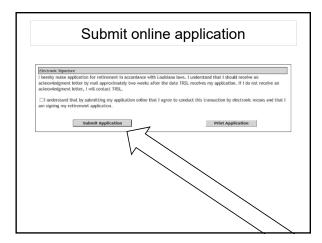
- » You will need to complete all purchases, transfers, and/or reciprocals of service credit before the effective date of retirement or entering DROP.
- » TRSL recommends you coordinate your retirement or DROP beginning date with your employer. Your employer will verify your service credit and sick leave.



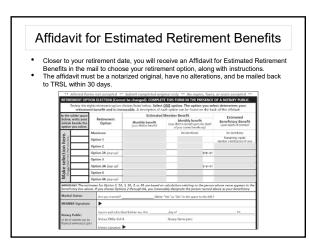














How TRSL pays your benefits

- 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.

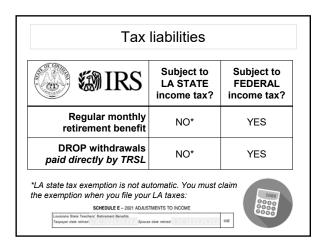
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- Your retirement can only be canceled if a benefit payment has not been negotiated (includes direct deposit).
 - Members entering DROP are unable to cancel DROP participation once your date passes and the affidavit is on file.
- For Service and ILSB, 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.
 - Includes after-DROP supplement, for those working after DROP.

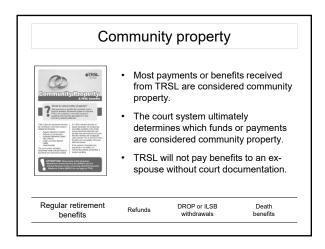
"What is a retroactive payment?"

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.

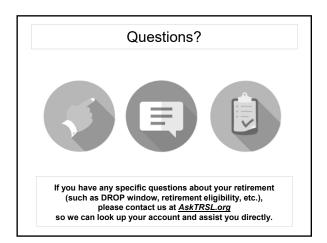








Returning to work after retirement Louisiana public education (K-12, higher ed), **RTW** laws participating charter schools, **participating state** agencies, contract or corporate contract: DO apply. These positions are eligible for TRSL membership. Out-of-state public or private education (K-12, higher ed), in-state private schools, non-participating charter RTW laws schools, private sector employment, K-12 DO NOT custodial/maintenance positions or bus drivers, higher ed classified positions, and civil service jobs that report apply. to another retirement system: These positions are not eligible for TRSL membership. If you are unsure if a particular employer reports to TRSL, please reach out to their Human Resources office.



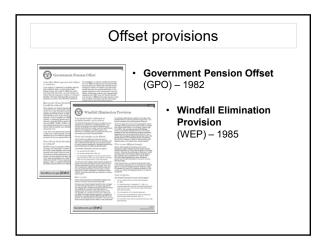


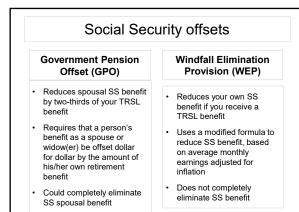
TRSL and Social Security

- 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:

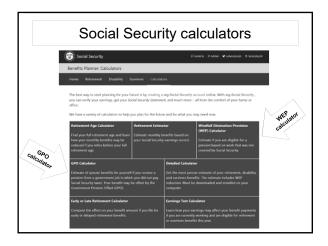
Earned benefit: Paid to people who worked at jobs where they paid Social Security taxes long enough to earn a Social Security benefit.















Questions to ask Social Security

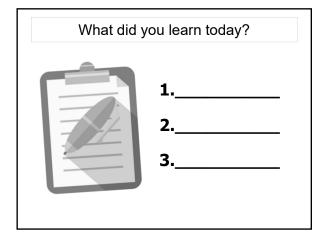
- At what age can I receive my full SS benefit, and how much will it be?
- What is the earliest age I can receive SS benefits, and will this amount be reduced?
- Are there earnings limits if I collect SS while I am still working and paying into TRSL?
- · Do I qualify for an exception to GPO or WEP?
-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

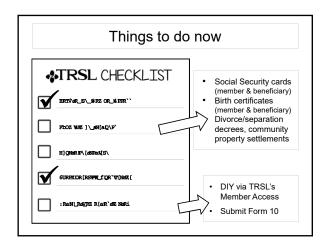
Summary: TRSL & Social Security

- 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.

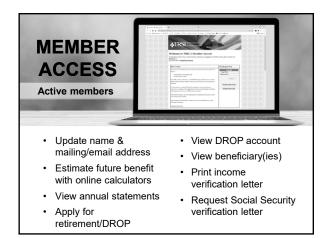
SSA Contact Info

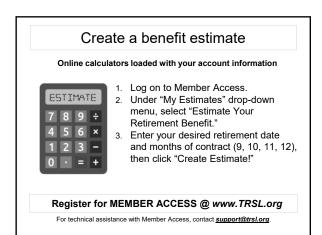
- For detailed information about your Social Security benefit, please contact the Social Security Administration.
 - Website: www.ssa.gov
 - Toll-free: 1-800-772-1213
 - Contact your nearest SS office











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