EMPLOYEES' RETIREMENT SYSTEM

MEMBER HANDBOOK

TIER 2 | A member on or after January 1, 2013

EMPLOYEES' RETIREMENT SYSTEM OF ALABAMA

PHONE **877.517.0020** or **334.517.7000**

FAX **877.517.0021** or **334.517.7001**

EMAIL **ersinfo@rsa-al.gov**

Because email submissions are unsecured, do not include confidential information like your Social Security number. Please include your full name, employer, home mailing address, and daytime phone number.

MAIL The Employees' Retirement System of Alabama
P.O. Box 302150
Montgomery, AL 36130-2150

WEBSITE **www.rsa-al.gov**

MEMBER ONLINE SERVICES (MOS LOGIN)

Change your address and view your account online

https://**mso.rsa-al.gov**

BUILDING LOCATION

201 South Union Street
Montgomery, Alabama

BUSINESS HOURS

8:00 a.m.-5:00 p.m.
Monday-Friday

Please provide your full name and Social Security number on all faxes and letters.

ERS Tier 2 Member Handbook

(Member on or after January 1, 2013)

Introduction

The Retirement Systems of Alabama (RSA) is pleased to provide you with the Employees' Retirement System (ERS) Tier 2 Member Handbook. State Police should refer to the State Police Member Handbook. This handbook is an important part of our commitment to provide members with valuable information about their benefits and retirement. Please read this handbook thoroughly and keep it with your other benefit materials. Your member handbook is a very useful tool when you have questions about your benefits and retirement. If you need further information, please visit the RSA website at www.rsa-al.gov or contact the ERS with any questions you may have about your retirement benefit.

The information in this handbook is based on the Code of Alabama 1975, Title 36, Chapters 27, 27A and 27B. This handbook is not intended as a substitute for the laws of Alabama governing the ERS nor will its interpretation prevail should a conflict arise between its contents and Chapters 27, 27A and 27B. Furthermore, the laws summarized here are subject to change by the Alabama Legislature. Do not rely solely upon the information provided in this handbook to make any decision regarding your retirement, but contact the ERS with any questions you may have about your benefits and retirement.

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About ERS

Our Mission

The mission of the Retirement Systems of Alabama is to serve the interests of our members by preserving the excellent benefits and soundness of the Systems at the least expense to the state of Alabama and all Alabama taxpayers.

ERS Board of Control

Responsibility for the management and administration of the ERS is vested in a 13-member Board of Control. The board consists of the following members:

- Governor, Ex Officio
- State Treasurer, Ex Officio
- State Personnel Director, Ex Officio
- Director of Finance, Ex Officio
- Three members of the ERS, appointed by the governor
- Two vested state members elected by full-time state employees participating in the ERS
- Retired state employee elected by retired state members of the ERS
- Retired city, county, or public agency employee elected by retired city, county and public agency members of the ERS
- Two active employees of a city, town, public or quasi-public agency elected by full-time employees of a city, town, public or quasi-public agency

The Board of Control has full power to invest and reinvest the retirement funds through the Secretary-Treasurer. The Board elects the Secretary-Treasurer who serves as the Chief Executive Officer of the RSA and is responsible for the day-to-day management of the RSA.

Visit the RSA Website (www.rsa-al.gov)

The ERS strongly encourages its members and member agencies to browse this user-friendly site because of the tremendous amount of useful information and interactive tools available.

What you can find:

- Retirement Benefit Calculator
- View account online
- The best ways of contacting the RSA
- Rates of Return for RSA-1
- Change address online
- Investment performance
- Publications and forms
- Legislation affecting the RSA
- Agency information
- Retirement planning information
- Retiree Information

Map and Directions

From the West

Follow Highway 80 to I-65. Follow I-65 North to Montgomery. Approaching Montgomery, stay in the right-hand lane and exit onto I-85 North to Atlanta. Continue in the right-hand lane; then take the first exit, which is Court Street. Stay on the service road until you reach Union Street. Turn left on Union Street. Continue on Union Street through two traffic lights. The RSA Headquarters is on the right before Adams Avenue. Members may park for free in the Member Services parking lot in front of the parking deck.

From the East

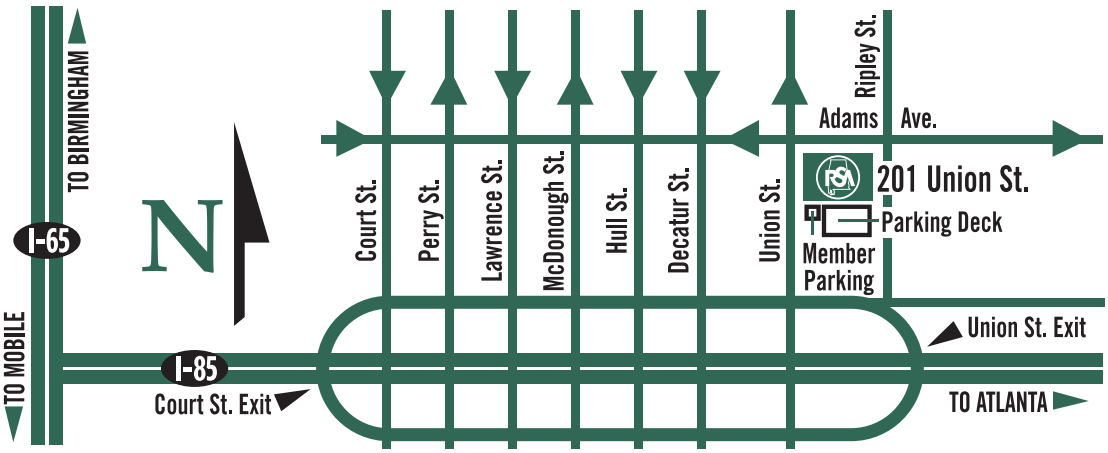
Follow I-85 South to downtown Montgomery and take the Union Street exit on the right. Take the first right on the service road onto Union Street. Continue on Union Street through one traffic light. The RSA Headquarters is on the right before Adams Avenue. Members may park for free in the Member Services parking lot in front of the parking deck.

From the South

Follow I-65 North to Montgomery. Approaching Montgomery, stay in the right-hand lane and exit onto I-85 North to Atlanta. Continue in the right-hand lane; then take the first exit, which is Court Street. Stay on the service road until you reach Union Street. Turn left on Union Street. Continue on Union Street through two traffic lights. The RSA Headquarters is on the right before Adams Avenue. Members may park for free in the Member Services parking lot in front of the parking deck.

From the North

Follow I-65 South into Montgomery. Take the I-85 North exit to the right to Atlanta. Stay in the right-hand lane and take the first exit on I-85, which is the Court Street exit. Stay on the service road until you reach Union Street. Turn left on Union Street. Continue on Union Street through two traffic lights. The RSA Headquarters is on the right before Adams Avenue. Members may park for free in the Member Services parking lot in front of the parking deck.



Membership

Defined Benefit Program

The ERS is a defined benefit plan qualified under Section 401(a) of the Internal Revenue Code. Since its inception in 1945, the plan has provided disability and service retirement benefits to members and survivor benefits to qualified beneficiaries.

A defined benefit plan provides the employee with a specific benefit at retirement by calculating the retirement benefit based on a formula. Benefits are payable monthly for the lifetime of the member, possibly continuing for the lifetime of his or her beneficiary. The *Code of Alabama 1975*, Title 36, Chapter 27 contains the actual language governing the plan.

Mandatory Participation

Participation in the ERS is mandatory if a person is employed in a position eligible for coverage in a **non-temporary capacity on at least a one-half time basis, at least 20 hours per week, earning at least the federal minimum wage**. Once enrolled, the member must continue participation until employment is terminated. Active members of the Teachers' Retirement System (TRS) are not eligible for ERS participation.

Certain officials who meet the above requirements and are elected to office after the adoption of a Constitutional Amendment authorizing participation in the ERS are required to participate.

Temporary employees with a specific termination date not exceeding one year are ineligible. However, temporary employees employed longer than one year must begin participation in the ERS at the beginning of the second consecutive year of employment. The member will be given the opportunity to purchase the first year of temporary employment.

Tier 1 and Tier 2

Tier 1 plan member: Any member of the Retirement Systems who had service for which he or she received credit in the Employees' Retirement System or in the Teachers' Retirement System prior to January 1, 2013.

Tier 2 plan member: Any member of the Retirement System who first began eligible employment with an Employees' Retirement System or a Teachers' Retirement System participating employer on or after January 1, 2013, and who had no eligible service in the Employees' Retirement System or the Teachers' Retirement System prior to January 1, 2013.

Tier 2 Contributions

Member Contributions

Member contributions are based on percentages of earnable compensation, but earnable compensation cannot exceed 125% of base pay. Member contribution rates are determined by statute and subject to change by the Alabama Legislature.

Regular State and Local Unit Employees	6.0%
Full-time, Certified State and Local Firefighters Correctional Officers Law Enforcement Officers	7.0%

Employer Contributions

The employer's contribution rate is established after each annual actuarial valuation of participating agencies.

Member Online Services (https://mso.rsa-al.gov)

The RSA Member Online Services Website offers members a quick way to view their ERS statement, RSA-1 statement, and have the ability to change your address online.

Annual Statement of Account

Your personal Annual Statement of Account is mailed to your home address in early December. You may view your account statement online at our website. The purpose of the annual statement is to provide information pertaining to your beneficiary, member contributions, accumulated interest, creditable service and earnings. This also provides you with the opportunity to verify your records and use the information for retirement planning.

The statement includes a Personal section where your beneficiary is indicated. Please check to make sure that this information is current. If not, contact the ERS and supply us with the updated information. The next section is Member Contributions. This section lists your previously taxed contributions, non-taxed member contributions, total interest and the balance as of the end of the fiscal year, which is September 30.

The Creditable Service by Category section breaks out your service credit by membership, prior, purchased, and transferred service. This section also indicates if you are vested in the system or not. The Ten Year Service History section shows your calculated earnings based on actual contributions received for the period beginning October 1 and ending September 30 and will not necessarily agree with your contract salary or the salary reported on your W-2 form. Your contributions and service credit are also shown and are provided by your employer. **All statement information is subject to later audit and correction.**

The statement also contains a brief explanation of vesting, refunds, death benefits, disability retirement and maximum monthly retirement benefits.

Designation of Beneficiary

It is very important for members to keep their beneficiary designations current. Failure to do so can result in possible loss of valuable benefits to your survivors. If you wish to change your beneficiary or in the event of marriage, divorce, or the beneficiary's death, file a new beneficiary designation with the ERS.

For non-retired members, the RSA 100-C Change of Beneficiary - Prior to Retirement form is available on our website or you may contact the ERS. You may name more than one beneficiary and designate them as contingent or co-beneficiaries. If at the member's death, there is no beneficiary; the member's estate will be paid the appropriate death benefit.

A retired member who is receiving a benefit under the provisions of Option 2, 3, or 4 retirement allowance may designate a replacement beneficiary for a monthly survivor benefit if the designated beneficiary predeceases the retired member or if the member and the designated beneficiary become divorced. See **Replacement Beneficiary** on page 17.

Change of Address

Having your current home mailing address on file with the ERS is very important. Many important documents are mailed to each member such as your *Advisor*, ERS Board of Control Election ballots, Annual Statement of Account, and RSA-1 statement.

You may change your address through Member Online Services on our website. You will need to set up a User ID and Password to log in.

You may also change your address in writing, with signature, either by letter or Address Change Notification form. The change of address form can be downloaded from our website or requested from Member Services. Address changes cannot be made through email or over the phone.

Types of Creditable Service

Creditable service is the total service credit accrued to your account and is one part of the formula used to calculate your retirement benefit. It includes membership service, prior service, purchased service, and transferred service. Periods of part-time or less than full-time service should be prorated based on the percentage of time worked in relation to full time.

Membership Service

Membership service is service credit earned as an employee while a member of the ERS and making contributions to the ERS. Members can only earn a year's worth of service credit in a year's time. Service credit is calculated by your employer and reported to the ERS. Service credit is subject to review, audit and correction by the ERS prior to retirement. Service credit is prorated based on hours worked versus hours needed for full-time employment.

Prior Service

Service credit earned prior to your agency's participation date in the ERS.

Purchased Service

Alabama state law allows active members to purchase service credit for certain types of past employment. Purchasing service credit may increase the amount of your retirement income or allow you to retire sooner. See **Purchasing Additional Service Credit** on page 10.

Transferred Service

If a member previously worked for an agency covered under the TRS, the member must authorize a transfer of service credit to the ERS.

Leave of Absence

A member of the ERS who is on leave of absence without pay is not entitled to any service credit while on such leave. A member receiving workmen's compensation pay is also not entitled to any service credit for such pay.

Vesting

Vesting means the member has earned enough service credit to be eligible for a lifetime retirement benefit. Members have a vested status in the ERS after accumulating 10 years of creditable service.

Termination of Service

Ineligible for Retirement

Once a member terminates employment prior to retirement eligibility, he or she has three options:

1. If the member is vested (has at least 10 years of service), retirement contributions may be left in the system until age 62. The member may apply for service retirement to be effective the first of the month following attainment of age 62. If the member withdraws his or her contributions, the member will not be eligible for retirement benefits.

2. With less than 10 years of service, the member may leave contributions in the system for up to five years. If the member has not returned to employment as a participating member, the account will be terminated and contributions plus any refundable accrued interest will be payable to the member.

3. The member may withdraw all retirement contributions and refundable interest. Member contributions are only refunded at the request of the member upon termination of employment and application for refund.

Note: An approved leave of absence does not constitute termination of employment.

To request a refund, contact the ERS and request a Form 7, Notice of Final Deposit and Request for Refund and the Special Tax Notice Regarding Your Rollover Options or download them from our website. Instructions for completing the form are located on the reverse side of the form.

Please read the Special Tax Notice for its valuable tax information. The taxable portion of the refund is subject to federal income tax withholding at the rate of 20 percent unless the taxable amount of the refund is transferred directly (rolled-over) from the RSA to the trustee of an Individual Retirement Account, Annuity, or Qualified Retirement Plan.

If the member elects to receive the refund directly, he or she will be refunded 80 percent of the taxable amount of the retirement contributions and refundable interest, if any. The taxable portion of the refund may also be subject to a 10 percent additional tax if the member is less than 59½ years old. No portion of the refund is subject to state of Alabama income tax.

In January following the calendar year in which a taxable refund is made, a 1099-R will be issued to the member who has directly received the refund, regardless of whether the individual rolled-over the refund to a qualified plan within 60 days of the date of withdrawal.

Refund of Contributions

A member's contributions are only refundable at the request of the member upon termination of employment and application for refund (Form 7). There are no partial refunds; all contributions are refunded in full.

Interest on the account is only refunded if the member has at least three years of membership service. The employee is not entitled to the total interest credited to the account.

Upon withdrawal, all service credit established with the ERS is canceled. For vested members, the right to lifetime monthly retirement benefits at age 62 is forfeited. No employer contributions are included in refunds paid to the member.

Table of Refunds

Years of Membership Service	Amt of Interest Refunded	Contributions Refunded
Less than 3 yrs	None	All
3 yrs, but less than 16 yrs	50%	All
16 yrs, but less than 21 yrs	60%	All
21 yrs, but less than 26 yrs	70%	All
26 yrs or more	80%	All

By law, interest is credited on the previous year's average balance at the rate of four percent per annum. Refunds may be subject to a federal tax penalty.

Purchasing Additional Service Credit

Alabama state law allows active members to purchase service credit for certain types of past employment. Purchasing service credit may increase the amount of your retirement income or allow you to retire sooner.

To purchase service credit, the member must submit proper certification of the service. Request the appropriate certification form by contacting the ERS or download the form from our website. Have the form completed by an official record keeper where the service was performed. Then return the completed certification form to the ERS.

Military Service in the U.S. Armed Forces

- During an active member's **first year** of participation in the ERS, he or she may purchase up to four years of eligible military service provided the member has had no previous period of eligibility.

  Eligible service includes honorable service in the U.S. Armed Forces for which the member is not currently receiving service retirement benefits from any branch of the U.S. Armed Forces, or from any other source other than benefits received exclusively as payment for a service connected disability.

  Weekend service and summer camp service with the National Guard and Reserves are not eligible to be purchased as creditable service.

  Military documentation that verifies the periods of military service and character of service must be provided. Examples of documentation include DD Form 214 and discharge notification.

  The cost to purchase military service in the first year is four percent of the average salary paid to a state employee during each year of claimed service plus eight percent interest compounded from the last date of service to the date of payment. The full amount must be paid in a lump-sum for all active duty time up to four years.

  To purchase this service, a Statement of Military Service form must be completed and submitted to the ERS.

- The next opportunity to purchase military service will be after accumulating **10 years of creditable service** and will cost substantially more.

  Once an active member of the ERS has accrued 10 years of service, he or she may purchase up to four years of active military service if not purchased during the first year of participation.

  Eligible service includes honorable service in the U.S. Armed Forces for which the member has not received credit for such service toward retirement status in the ERS, TRS or any other public pension fund, including the U.S. Armed Forces.

  Weekend service and summer camp service with the National Guard and Reserves are not eligible to be purchased as creditable service.

  The cost of purchasing credit for military service after ten years of service will be the full actuarial cost. The full actuarial cost is based on the member's life expectancy, salary, and earliest date eligible to begin receiving retirement benefits. This service must be purchased prior to the member's retirement.

Noble Eagle Service (Act 02-430)

Noble Eagle Service applies to ERS contributing members who are called to active military duty.

Upon return from active duty, members are permitted to purchase credit for the retirement service credit that was missed during the period of military activation. The member must provide the ERS with a copy of his or her Form DD214.

The employing agency must provide the ERS with a record of the missed salary for the period. The member must submit the contributions that were missed during that period and the employer must submit the employer contributions that were missed during that period. No interest is charged.

The member has up to 3 times the length of the activation, up to a maximum of 5 years, to submit the contributions. For example, a member who was activated for 1 year will have 3 years to submit the missed contribution and establish retirement credit. A member who was activated for 6 months would have 18 months to submit the missed contributions. Members cannot purchase Noble Eagle credit for a leave of absence for training.

Restoration of Withdrawn Service Credit from the RSA

After completing two years of contributing service, any member who previously participated in either the ERS or TRS and withdrew his or her contributions may restore the previously canceled creditable service. The withdrawn service cannot be service credit established with any other public retirement system.

The cost to purchase the withdrawn service is the amount previously withdrawn plus eight percent interest compounded from the date of withdrawal to the date of payment. The total withdrawn amount must be paid in a lump-sum and made prior to termination of employment. A Statement of Withdrawn Service must be completed with the purchase. The Statement of Withdrawn Service may be obtained from the ERS or download the form from our website.

Maternity Leave Without Pay

An active member (male or female) of the ERS may purchase up to one year of credit for each period of maternity leave without pay. The member cannot purchase credit for any period of maternity leave that he or she already has credit for in the ERS. A member may request an Application to Obtain Service Credit for Maternity Leave Without Pay from the ERS or download the form from our website.

The cost to purchase this service is the full actuarially determined cost. Payment must be made no later than June 30 of the calendar year following the expiration of maternity leave without pay.

Previous Service with a City, County, Town, Public or Quasi-Public Organization, or Political Subdivision of the State of Alabama (Local Units)

- Any active member with at least five years of contributing service, exclusive of military service, may purchase up to eight years of eligible previous service with a city, county, town, public or quasi-public organization, or political subdivision of a city or county of the state of Alabama (Local Units). To be able to purchase this service the following condition must be met:

  - the service must have occurred before October 1, 2000

  The cost of the service is the full actuarial cost. The service must be purchased in increments of one year unless total service is less than one year in which case the member must purchase the entire period.

  Members who purchase this service will forfeit the service if they have credit or become entitled to benefits for the service with any other public retirement plan.

- An active member with at least five years of contributing service, exclusive of military service, may purchase up to ten years of eligible previous service with a city, county, town, public or quasi-public organization, or political subdivision of a city or county of the state of Alabama (Local Units). To be able to purchase this service, the following conditions must be met:

  - service must have occurred before October 1, 1996, and with an employer other than the employer as of October 1, 1996,

  - member claiming credit for the service must have been on October 1, 1996,

an officer or a regular employee of a city, county, town, public or quasi-public organization, or political subdivision of a city or county of the state of Alabama eligible to participate in the ERS, and

◊ member must have been covered or eligible to be covered in the ERS on October 1, 1996.

The cost of the service for each year of service purchased is the greater of the sum of the current employee and employer contribution rates of the member's compensation earned during the fiscal year in which payment is made or the average of his or her current annual earnable compensation for the two fiscal years immediately prior to the purchase. The member must purchase all service up to 10 years.

Members who purchase this service will forfeit the service if they have credit or become entitled to benefits for the service with any other public retirement plan.

Out-of-State Public Service

Any active member with a minimum of 10 years contributing service, exclusive of purchased military service, may purchase up to ten years of out-of-state public service. The service to be purchased must have been credited under another public retirement plan, but cannot qualify the member for any benefits under any other public plan.

The cost of purchasing credit for out-of-state public service is the full actuarial cost. The purchase must be completed prior to the member's retirement. The Application and Certification for Out-of-State Service is located on our website or you may request this form from the ERS.

Non-Participating Employer Service

Any active member of a city retirement system that participates in the ERS may purchase up to eight years of credit for service earned under a non-participating employer funded by a city and a county which was eligible to participate in the ERS. The cost is the full actuarial cost and payment must be made prior to retirement.

TRS Support Personnel, Teacher Aide, Job Corps, and Teacher Corps

This service may be purchased under the same conditions as out-of-state public service. However, a member can only purchase up to eight years of Alabama public service. The Certification of Teacher Aide Service, Teacher Corps Service, and Job Corp Service is located on our website or can be requested from the ERS.

Workers' Compensation (Act 2015-256)

Under certain circumstances, ERS members employed with local units can purchase up to two years of service credit if the member was absent from work and not receiving service credit because of job-related injury while receiving workers' compensation benefits.

To purchase this service, the member must:

- have returned to work with his or her covered employer within one year following cessation of workers' compensation benefits, and
- make the purchase within two years from the end of the disability period for which credit is sought.

The cost of the service is the full actuarial cost and must be purchased in a lump sum. The ERS Application to Obtain Workers' Compensation Credit form is located on the RSA website or can be requested from the ERS.

Sources of Funds

Members of the ERS who are purchasing any type of permissible service as outlined previously in this section may do so by rolling funds from tax deferred savings plans such as tax sheltered annuities (IRC 403(b)), governmental deferred

compensation plans (IRC 457) like RSA-1, IRAs (IRC 408), or qualified plans (IRC 401).

The member can have these funds transferred directly from the other plan to the ERS and avoid paying tax at the time of transfer, any early distribution penalty, or required withholding. The necessary form will be provided to members when they are notified of the cost for any service purchases. The ERS accepts personal checks for purchasing service credit as well.

Note: Eligibility for and cost of all service purchases are based on the provisions of law in effect at the time of purchase.

Death of a Member Prior to Retirement

Preretirement Death Benefit

If a member dies prior to retirement, death benefits are calculated and paid to the beneficiary(ies) based on the member's age, service credit, employment status and eligibility for retirement. The preretirement death benefits the beneficiary(ies) or estate will receive are outlined in the chart below.

Member Age	Years of Service Credit	Preretirement Death Benefit
Ineligible to Retire		
Under 62* or 62* and Older	— Between 1 and 10	Member contributions, total interest earned, plus an amount equal to the member's salary for the prior fiscal year (October 1 - September 30)
Any Age*	Less than 1 year, death was job-related	Member contributions, total interest earned, plus an amount equal to the member's salary at time of death
Any Age	Less than 1 year, death was not job-related	Member contributions, total interest earned, plus an amount matching the contributions and interest but limited to a maximum of $5,000
Eligible to Retire		
62*# and Older	10 or more	*Choice of:* (1) Option 3 monthly benefit (50% of member's retirement benefit) to the spouse or beneficiary (this choice is not available for multiple beneficiaries) *or* (2) Member contributions, total interest earned, plus an amount equal to the member's salary for the prior fiscal year (October 1 - September 30)

#Age 56 for FLC and State Police.
** If death occurs more than 180 calendar days after the member's last day in pay status or if the deceased had applied for a refund of contributions or terminated employment, the lump-sum payment will be the same as for status of less than 1 year and not job-related.*

The designated beneficiary(ies) will receive the death benefit after the RSA-SB, Application for Survivor Benefit, and a certified death certificate have been submitted to the RSA. If there is no designated beneficiary, the death benefit will be paid to the member's estate.

Change of Beneficiary

When a new member joins the ERS, he or she designates a primary beneficiary(ies) and contingent beneficiary(ies) on the Form 100, Member Information Record. It is very important for the member to maintain a current beneficiary on record. If the member wishes to change the beneficiary designation or designate multiple beneficiaries, the change must be made on the RSA Change of Beneficiary - Prior to Retirement.

If the primary beneficiary predeceases the member, the ERS will pay the contingent beneficiary the death benefit. If at the member's death, there is no beneficiary designated, the estate of the member will receive the appropriate death benefit.

To make beneficiary changes, retired members must contact the ERS for the proper form. See **Replacement Beneficiary** on page 17.

Reporting the Death of a Member

The beneficiary or family of a deceased active member should contact the Payroll/Personnel Officer of his or her place of employment for information and the appropriate forms. The ERS may be contacted if there are any questions about benefits or identity of beneficiaries.

The form to apply for the death benefit payable to the beneficiary of an active member is the Application for Survivor Benefit, Form RSA-SB. A certified original death certificate must accompany the form before the death benefit can be processed.

If the estate is the beneficiary, either Letters of Testamentary or Letters of Administration are also required. If a minor child is the beneficiary, Letters of Conservatorship may be required. Any additional information or forms will be provided to the beneficiary(ies) after receipt of the Form RSA-SB.

Upon the death of a retired member, the beneficiary or family should contact the ERS for information and the appropriate forms.

Retirement Benefits

Service Retirement

Service retirement benefits are available to members who cease ERS-covered employment and meet minimum service and age requirements. The monthly retirement benefit is paid for life without interruption unless there is a return to full-time employment with an ERS or TRS agency, or to temporary employment in excess of the limits to be described in **Postretirement Employment** on page 21.

A member is eligible to receive retirement benefits when:

- He or she has at least 10 years of service credit and has attained the age of 62 (age 56 for State Police and certified, full-time firefighter, correctional officer, and law enforcement officer).

A member is eligible to retire the first day of the month following attainment of age 62 with 10 years of creditable service. Members may only retire on the first day of any month they are eligible.

Any member convicted of a felony offense related to their public position must forfeit their right to lifetime retirement benefits. The employee will receive a refund of his or her retirement contributions.

To apply for retirement, request a Retirement Application Packet Part I from the ERS or download it from our website. This packet includes the Form 10 - Application for Retirement, Insurance Authorization Form (state employees only), and Direct Deposit Authorization.

The application must be received no less than 30 days nor more than 90 days prior to the effective date of retirement. It is the responsibility of the member to notify the ERS in writing regarding intent to retire. Please include your full name and Social Security number or account number on all written correspondence.

Disability Retirement

If the career of an ERS member is cut short because of permanent disability, the member may qualify for monthly disability benefits. To qualify for a disability benefit, the member must meet all the following conditions:

1. The member must have at least 10 years of creditable service.

2. The member must be in-service. A member is considered in-service if currently working or on official leave of absence for one year, which may be extended for no more than one additional year. A member will not receive service credit for periods of leave without pay. **A member who terminates employment is not eligible to apply for disability retirement.**

3. The ERS Medical Board must determine the member to be permanently incapacitated for the further performance of duty. The Medical Board bases its determination upon information provided by the member's physician.

Maximum monthly disability retirement benefits are calculated identically to those for service retirement.

To apply for disability retirement, request a Report of Disability Packet and Retirement Application Packet Part I from the ERS. The Statement by Examining Physician (included in the Report of Disability Packet) and the retirement application must be received by the ERS office no less than 30 days nor more than 90 days prior to the effective date of retirement, which is the first day of a month. The member is responsible for notifying the ERS regarding disability retirement.

A disability retiree will be reviewed once each year for the first five years and once every three-year period thereafter until age 62 (age 56 for State Police and FLC) to determine whether the retired member remains eligible for disability benefits.

Computing Your Retirement Benefit

A member's retirement benefit is calculated based on a retirement formula. The member must be age 62 or older to receive a retirement benefit. The retirement benefit cannot exceed 80% of the Average Final Salary.

The factors used in calculating this benefit include:

1. **Average Final Salary:** The average of the highest five fiscal years (October - September) out of the last 10 fiscal years the member made contributions. Partial years are included when calculating the average final salary.

2. **Years and Months of Creditable Service:** The total amount of creditable service to include membership service, prior service, purchased service, and transfer service.

3. **Benefit Factor:** The current benefit factor, as established by the Alabama Legislature, is 1.65%.*

Retirement Formula for Maximum Monthly Benefit

Average Final Salary x Years and Months of Service x Benefit Factor ÷ 12 = Maximum Monthly Benefit

Example: Average Final Salary: $35,000
Service Credit: 27 years and 6 months
Age 62

$35,000 x 27.5 x .0165 ÷ 12 = $1,323.44 per month

The member also has four options to choose from that are a reduction from the Maximum Monthly Benefit.

** 2.375% for State Police*

Important: When a member submits a retirement application, the staff calculates the monthly benefit under the Maximum Monthly Benefit and the Optional Monthly Benefits. The ERS mails this information to the retiring member, along with the Retirement Benefit Option Selection and Tax Form Packet Part II. This packet includes the Retirement Benefit Selection form, Withholding Certificate for Pension or Annuity Payments, and Postretirement Employment Information.

If no election of an option is made prior to the effective date of retirement, the law specifies that the member will receive the Maximum Monthly Benefit retirement allowance.

Maximum or Optional Monthly Benefit

The member must select either the Maximum Monthly Benefit or one of the Optional Monthly Benefits on the Retirement Benefit Option Selection form. Failure to select either the Maximum Monthly Benefit or one of the Optional Monthly Benefits will, **by law**, result in the Maximum Monthly Benefit as the member's retirement benefit selection.

Maximum Monthly Benefit

The Maximum Monthly Benefit pays the highest monthly benefit to a retiring member of the ERS. This benefit is a lifetime benefit paid to the retiree on a monthly basis. At the death of the retiree, all monthly benefits cease. The designated beneficiary(ies) will only receive a one-time prorated monthly benefit covering the days of the month that the retiree was still living.

Optional Monthly Benefit

A member may provide a benefit for a beneficiary by selecting one of the following options.

Option 1

The monthly benefit under Option 1 is slightly less than the Maximum. This benefit is a lifetime benefit paid to the retiree on a monthly basis; however, if the retiree dies prior to receiving annuity payments exceeding his or her account balance, the remaining annuity balance will be paid to the designated beneficiary(ies). The annuity balance, if any, is the amount of unused contributions and interest remaining in the retiree's account.

Option 2 (100% Survivor Benefit)

Option 2 allows the retiree to receive a reduced benefit over the life of the retiree in return for allowing the designated beneficiary (only one beneficiary may be designated) to receive the same lifetime benefit after the retiree's death. The benefits are based on the variance in age between the retiree and the beneficiary. Once the member retires, he or she cannot change their beneficiary unless the beneficiary predeceases the retiree or if the retiree and the beneficiary divorce. See **Replacement Beneficiary**.

Option 3 (50% Survivor Benefit)

Option 3 allows the retiree to receive a reduced benefit over the life of the retiree in return for allowing the designated beneficiary (only one beneficiary may be designated) to receive one-half the retiree benefit over the beneficiary's lifetime after the retiree's death. The benefits are based on the variance in age between the retiree and the beneficiary. Once the member retires, he or she cannot change their beneficiary unless the beneficiary predeceases the retiree or if the retiree and the beneficiary divorce. See **Replacement Beneficiary**.

Option 4

Members may elect to receive a monthly benefit actuarially equivalent to the regular retirement benefit and must meet the ERS' actuarial assumptions. The monthly benefit paid to the beneficiary cannot exceed the limits determined by federal taxation laws. The ERS Board of Control must approve this option. See **Replacement Beneficiary**.

Replacement Beneficiary

Retirees who elected joint survivor options (Option 2, 3 or 4) at the time of retirement may name a new beneficiary under either of the two following conditions:

- If the named beneficiary dies before the retired member

  Or
- There is a divorce between the retired member and the beneficiary

The retired member should contact the ERS for information and forms. There will be a recalculation of the benefit amount for the retired member and replacement beneficiary. The replacement beneficiary must be in place for at least two years for the monthly survivor benefits to become effective. If the retired member dies within this two year period, only a prorata payment for the portion of the month the retiree was alive will be paid to the beneficiary.

Table of Maximum Monthly Retirement Benefit

Average Final Salary	Years of Creditable Service							
	10	12	14	16	18	20	22	24
$10,000	138	165	193	220	248	275	303	330
12,000	165	198	231	264	297	330	363	396
15,000	206	248	289	330	371	413	454	495
17,000	234	281	327	374	421	468	514	561
20,000	275	330	385	440	495	550	605	660
22,500	309	371	433	495	557	619	681	743
25,000	344	413	481	550	619	688	756	825
27,500	378	454	529	605	681	756	832	908
30,000	413	495	578	660	743	825	908	990
32,500	447	536	626	715	804	894	983	1,073
35,000	481	578	674	770	866	963	1,059	1,155
37,500	516	619	722	825	928	1,031	1,134	1,238
40,000	550	660	770	880	990	1,100	1,210	1,320
45,000	619	743	866	990	1,114	1,238	1,361	1,485
50,000	688	825	963	1,100	1,238	1,375	1,513	1,650
55,000	756	908	1,059	1,210	1,361	1,513	1,664	1,815
60,000	825	990	1,155	1,320	1,485	1,650	1,815	1,980
65,000	894	1,073	1,251	1,430	1,609	1,788	1,966	2,145
70,000	963	1,155	1,348	1,540	1,733	1,925	2,118	2,310
75,000	1,031	1,238	1,444	1,650	1,856	2,063	2,269	2,475
80,000	1,100	1,320	1,540	1,760	1,980	2,200	2,420	2,640
85,000	1,169	1,403	1,636	1,870	2,104	2,338	2,571	2,805
90,000	1,238	1,485	1,733	1,980	2,228	2,475	2,723	2,970

Note: Average Final Salary is the average of the highest five years (October - September) out of the last 10 years the member made contributions. Partial years are included when calculating the average final salary if they benefit the member.

To compute the maximum monthly retiree benefit, the following formula is used:

Average Final Salary x Years and Months of Service x Benefit Factor (.0165) ÷ 12

Table of Maximum Monthly Retirement Benefit

Average Final Salary	Years of Creditable Service							
	25	26	28	30	32	34	36	38
$10,000	344	358	385	413	440	468	495	523
12,000	413	429	462	495	528	561	594	627
15,000	516	536	578	619	660	701	743	784
17,000	584	608	655	701	748	795	842	888
20,000	688	715	770	825	880	935	990	1,045
22,500	773	804	866	928	990	1,052	1,114	1,176
25,000	859	894	963	1,031	1,100	1,169	1,238	1,306
27,500	945	983	1,059	1,134	1,210	1,286	1,361	1,437
30,000	1,031	1,073	1,155	1,238	1,320	1,403	1,485	1,568
32,500	1,117	1,162	1,251	1,341	1,430	1,519	1,609	1,698
35,000	1,203	1,251	1,348	1,444	1,540	1,636	1,733	1,829
37,500	1,289	1,341	1,444	1,547	1,650	1,753	1,856	1,959
40,000	1,375	1,430	1,540	1,650	1,760	1,870	1,980	2,090
45,000	1,547	1,609	1,733	1,856	1,980	2,104	2,228	2,351
50,000	1,719	1,788	1,925	2,063	2,200	2,338	2,475	2,613
55,000	1,891	1,966	2,118	2,269	2,420	2,571	2,723	2,874
60,000	2,063	2,145	2,310	2,475	2,640	2,805	2,970	3,135
65,000	2,234	2,324	2,503	2,681	2,860	3,039	3,218	3,396
70,000	2,406	2,503	2,695	2,888	3,080	3,273	3,465	3,658
75,000	2,578	2,681	2,888	3,094	3,300	3,506	3,713	3,919
80,000	2,750	2,860	3,080	3,300	3,520	3,740	3,960	4,180
85,000	2,922	3,039	3,273	3,506	3,740	3,974	4,208	4,441
90,000	3,094	3,218	3,465	3,713	3,960	4,208	4,455	4,703

Elected Officials

Elected Officials may participate in the ERS provided the counties in which they reside have adopted a local Constitutional Amendment to provide for coverage of elected officials. The provisions of the Constitutional Amendment determine which elected official positions are eligible for ERS coverage.

The Elected Official must meet the same eligibility requirements as other participants of the ERS. The eligibility requirements may be reviewed in the **Membership** section of this handbook (page 6).

Elected Officials may purchase credit for their prior service as an Elected Official under the following conditions:

- Service must be in the same position that the Official is/was serving at time of ratification of the Constitutional Amendment.
- Public Official must pay an amount equal to the total contributions that would have been paid by the member had he or she been eligible to participate in the ERS during the period of claimed service plus eight percent (8%) interest compounded annually from the date of such service.
- Certification of Elected Official service must be provided to the ERS on form ERS F SC Service Calculation. The employer should certify the dates of service and compensation paid by fiscal year (October 1 through September 30).
- Public Official may purchase the service provided he or she has not received credit for the service in any other public pension fund.

Elected officials who are retired ERS or TRS members and are in office when the Constitutional Amendment is adopted may continue to receive their retirement benefits provided that they elect not to join the ERS.

Postretirement Employment

Once you are a retiree of any RSA agency, there are very strict guidelines that must be followed when it comes to Postretirement Employment.

Private Employment

There are no limitations on earnings for a **service** retiree employed in private industry, private education, or a non-participating RSA agency.

Contract Employment

Retirees providing services to ERS or TRS agencies on a contractual basis may be subject to the limitations on compensation. If an ERS or TRS agency has entered into a contract with an ERS or TRS retiree or with a third party that is providing compensation to the retiree, please provide a copy of the contract to the ERS to confirm whether or not this contract would violate the postretirement employment law.

Employment Eligible for ERS or TRS Participation

Unless the postretirement employment meets the **Exceptions from Retirement Benefit Suspension**, an ERS retiree who is employed with an ERS or TRS member agency must have his or her retirement benefit suspended until he or she withdraws from service again.

Full-Time Employment with the ERS

An ERS retiree who is employed full-time with an ERS member agency must have his or her retirement benefit suspended until he or she withdraws from service again. If the retiree is employed in a position eligible for retirement coverage for a period of two years and the retiree did not participate in DROP, he or she may petition the ERS Board of Control to permit the resumption of participation in the ERS. Upon approval, the member would pay the contributions of the two-year period of non-contributing service and begin contributing on future compensation.

Upon subsequent termination of employment, the member's retirement benefit will be recalculated to include service accrued since reemployment. The member would also be allowed to reselect a retirement option and beneficiary.

Employment with the TRS

An ERS retiree who is employed with a TRS member agency in a position eligible for retirement coverage must begin participation in the TRS. The member's ERS retirement account will be terminated and remaining funds and creditable service will be transferred and credited to the new TRS account.

Exceptions from Retirement Benefit Suspension

An ERS service retiree employed with an ERS or TRS member agency may continue to receive retirement benefits provided the retired member meets **both** of the following conditions:

1. The retiree must not be employed or under contract for permanent, full-time employment.

2. The retiree's compensation cannot exceed the limitation on earnings. The limits are subject to change each year based upon the Consumer Price Index (CPI). **The limit for the 2016 calendar year is $30,000 2016.**

If a retiree's compensation exceeds the annual limitation on earnings, the retirement benefit will be suspended for the remainder of the calendar year or for the remainder of the month if the retiree is subject to a monthly earnings limitation.

- Retirees who return to work with an ERS or TRS member agency in the same calendar year as their retirement are subject to a prorated earnings limitation based upon the number of months remaining in the year. Retirees who retire effective January 1 of a given year are only subject to the **annual** earnings limitation amount.

- Retirees who return to work with an ERS or TRS member agency in a subsequent year from their retirement are subject to a yearly earnings limitation.

- If an ERS or TRS retiree exceeds the annual limitation on earnings, the employing agency must notify the RSA immediately. Any questions concerning postretirement law should be directed to the ERS.

Disability Retiree

A disability retiree employed with an ERS or TRS participating agency is subject to the following limitation: The lesser of the same limitations as a service retiree or the difference between the average final salary and the annual retirement benefit.

If the retiree is employed with a non-ERS or non-TRS agency, in private industry or private education, earnings cannot exceed the difference between the average final salary and the annual retirement benefit. The earnings restriction is waived upon attaining age 62.*

**Age 56 for a State Policeman*

Elected Officials

An ERS retiree who is elected or appointed to an office that is covered under the ERS must have their benefit suspended once compensation from the office exceeds the annual limitation on earnings.

An ERS retiree who becomes an elected official and participates in a supernumerary plan may continue to receive his or her retirement benefit while he or she serves in the elected position. However, if the ERS retiree is ultimately eligible to become an "appointed supernumerary official," he or she would not be able to receive both the ERS retirement benefit and the supernumerary benefit.

Retiree Information

Cost-of-Living Adjustments (COLAs)

Cost-of-Living Adjustments for retirees are made on an ad hoc basis by the State Legislature. The amount of the increase is based upon the provisions of the legislation.

Cost-of-Living Adjustments for retirees of local agencies (non-state member agencies) usually require the approval of the governing body of the ERS agency, which must fund the cost of living increase for persons retired from that agency.

Direct Deposit

The ERS strongly encourages retirees to elect to have their retirement benefit checks sent directly to their bank by electronic funds transfer (EFT), also known as direct deposit. This service is free, secure, reliable, and convenient. Your retirement benefit will be electronically transferred to your account on the last working day of the month.

To obtain a Direct Deposit Authorization form, contact the ERS or download the form from our website.

If you do not elect direct deposit, you must apply for a Wells Fargo Prepaid Debit Card. Contact the ERS to obtain a Debit Card Application.

Tax Information

- Retirement benefits from the ERS are subject to federal income tax.
- Previously taxed contributions, including payments made to purchase additional service credit using pre-taxed monies, are exempt from federal taxation over a period equal to the number of monthly benefit payments that the retiree is expected to receive.
- All retirees will receive a Form 1099-R Income Statement every January for use in filing a personal income tax return.
- The 1099-R will report the retirement benefits subject to federal income tax.
- If you reside in Alabama, RSA retirement benefits are not subject to state of Alabama income tax. If you reside in another state, check with that state's revenue department to determine your tax status.

Deductions from Your Retirement Benefit Check

The following amounts may be deducted from your retirement benefit check:

- Federal income taxes
- If you move to another state, your benefit will be subject to that state's tax laws. You can find information about other states' tax laws at **www.1040.com**.
- Health insurance premiums if applicable

Your benefit is not subject to Alabama income tax.

RSA-1 Deferred Compensation Plan

The RSA-1 Deferred Compensation Plan was established to allow public employees to defer receipt of a portion of their salary until a later determined date, usually at retirement or termination of service. Because receipt of the income is deferred, the deferred income is not included in the employee's federal or state of Alabama gross taxable income.

The majority of people working today expect their retirement income to come from three sources: their pension plan, Social Security, and personal savings. With experts estimating that a person will require between 70 and 80 percent of his or her preretirement income, increasing your personal savings is a good retirement strategy to help supplement your retirement income.

One way for public employees in Alabama to increase their personal savings and add to their financial security is by investing in an Internal Revenue Code Section 457 Deferred Compensation Plan like RSA-1. RSA-1 offers an easy and flexible way to save for retirement through payroll deduction while providing tax relief today.

Employee Eligibility

Any public official or employee of the state of Alabama or any political subdivision thereof is eligible to participate in the RSA-1 Deferred Compensation Plan, regardless of age or participation in the RSA. Participation in RSA-1 is strictly voluntary.

Employee Enrollment

You can enroll in RSA-1 at any time. There are no administrative, membership, investment transaction, sales or commission fees for participating in RSA-1. All the money you defer and all investment earnings are placed into your account.

To participate in RSA-1:

1. An employee must complete the RSA-1 Enrollment form, Beneficiary Designation form, and the Investment Option Election for New Accounts form and submit the completed forms to the RSA-1 Deferred Compensation Plan office at the RSA to establish an account

2. Initiate salary deferrals by filing an Authorization to Defer Compensation form with your payroll officer. Do not send the Authorization to Defer Compensation form to RSA-1 or the RSA. This form simply authorizes your payroll officer to defer money from your salary.

Easy to Make Deferrals

1. Deferrals may be in any amount desired by the participant as long as the participant does not exceed the maximum deferral allowable.

2. The amount of the participant's deferral may be increased, decreased or suspended as often as the participant wishes, subject only to employer payroll requirements.

3. You can only defer contributions to RSA-1 through payroll deductions.

Rollovers

Members may defer taxes on their sick and annual leave pay by rolling over these payments to RSA-1 at termination of employment. RSA members may also rollover their RSA DROP account funds to RSA-1 at termination of employment. Rollover of RSA DROP account funds and sick and/or annual leave results in a direct tax savings to you.

RSA-1 accepts trustee-to-trustee transfers from other Section 457 plans. RSA members must establish an RSA-1 account prior to the transfer. Funds transferred from other Section 457 accounts must never have been from any source other than 457(b).

Tax Savings

The following is an example of how participation in RSA-1 can help you reduce current taxes:
Assume:

- An employee earning $1,000 semimonthly
- Deferring $100 into RSA-1 semimonthly
- Filing as single with one withholding allowance

Contributing to RSA-1		Not Contributing to RSA-1	
Semimonthly pay	$1,000.00	Semimonthly pay	$1,000.00
RSA-1 Deferral	$100.00	RSA-1 Deferral	$0.00
6.0% Retirement Contribution	$60.00	6.0% Retirement Contribution	$60.00
Federal Tax*	**$53.18**	Federal Tax*	$68.18
State Tax**	**$29.00**	State Tax**	$34.00
FICA	$76.50	FICA	$76.50
Take-Home Pay	*$681.32*	*Take-Home Pay*	*$761.32*

In this example, deferring $100 only decreases your take-home pay by $80 while saving $20 on taxes.
**Based on 2016 tax tables*
***Based on 2015 tax tables*

Retirement Savings

Effect of Saving Over a 25 Year Period*				Effect of Saving Over a 30 Year Period*			
Monthly Deferral Amount	*Assumed Earnings Rate*			*Monthly Deferral Amount*	*Assumed Earnings Rate*		
	6%	*7%*	*8%*		*6%*	*7%*	*8%*
$25	17,324.85	20,251.79	23,775.66	$25	25,112.88	30,499.27	37,258.99
$50	34,649.70	40,503.58	47,551.32	$50	50,225.75	60,998.55	74,517.97
$100	69,299.40	81,007.17	95,102.64	$100	100,451.50	121,997.10	149,035.94
$200	138,598.79	162,014.34	190,205.28	$200	200,903.01	243,994.20	298,071.89
$400	277,197.58	324,028.68	380,410.56	$400	401,806.02	487,988.40	596,143.78

These examples are provided for illustration purposes only and do not guarantee that the fund will perform at this level in the future.

Contact RSA-1

For more information about RSA-1 and the forms necessary to enroll, contact RSA-1 at 877.517.0020; email RSA-1 at **rsa1info@rsa-al.gov**; or download the information from our website.

RSA Publications and Notifications

Member Handbooks

(ERS, TRS, State Police, and JRF)

Each Member Handbook presents an overview of mandatory participation, creditable service, vesting, disability and service retirement, preretirement death benefits and postretirement employment. Each agency is sent a supply of the handbooks. Each new member is mailed a handbook upon receipt of an enrollment form from the employing agency. A handbook can be requested at any time.

RSA-1 Deferred Compensation Plan Member Handbook

RSA-1 is a voluntary deferred compensation plan governed by Section 457 of the Internal Revenue Service Code. The RSA will provide an RSA-1 Enrollment Packet at the request of the member or the agency.

Educational Opportunities

The RSA offers its members several opportunities for retirement education. Retirement Preparation Seminars are offered at various sites throughout Alabama. This program helps members to begin or continue their planning and preparation for retirement. The Ret Prep Seminars arae full-day programs. Schedules for these seminars are released once a year. The registration packets including the schedule are mailed to Human Resource Offices and Payroll Offices. All schedules and forms are placed on the RSA website for our members' convenience.

The RSA also offers mid-career seminars for members with 1-19 years of service credit. They are called Control Your Money Game. The half-day seminar will help you get and stay on track for retirement.

Individual counseling appointments are offered across the state as well. These are twenty-minute appointments with an ERS counselor. The counselor will answer your questions and review your estimate of benefits. Schedules are released once a year and are placed on the RSA website.

ERS members are always welcome to come to the RSA Headquarters Building on Union Street in Montgomery. To avoid long waiting times, schedule an appointment by calling Member Services at 877.517.0020.

RSA Annual Report

In February of each year, the RSA publishes the Annual Report. The report provides information about assets, investments, membership, the RSA Boards of Control, RSA departments, and financial statements.

Comprehensive Annual Financial Report (CAFR)

The CAFR, which is published annually, provides more detailed financial and actuarial information about the RSA.

RSA Newsletter

The monthly *Advisor* is mailed to each RSA active member, RSA retired member, and any other persons or organizations interested in the RSA. The *Advisor* informs recipients of important topics regarding the TRS, ERS, RSA-1, PEIRAF, PEEHIP, legislation, investments and counseling schedules. Comparisons of insurance and retirement benefits provided by other states and current information regarding Social Security, taxes and Alabama's economic and political climate are also featured.

RSA Website (www.rsa-al.gov)

The RSA website publishes RSA's member handbooks, the *Advisor*, Annual Reports and information about the ERS, TRS, PEIRAF, RSA-1 and PEEHIP benefits. News from RSA features updates on policies, procedures, new legislation, federal laws and other late-breaking events. The website also offers links to other state and federal agencies, as well as RSA's investments, such as the Robert Trent Jones Golf Trail and the Grand Hotel.

Legislative Updates keep members informed about legislative news, current legislation and archive legislation. The Retirement Benefits Estimate Calculator allows members to estimate retirement benefits under the Maximum allowance and Options 1, 2, and 3. Information about Retirement Preparation Seminars, Agency Seminars and Individual Counseling Sessions is listed under Retirement Planning.

Annual Statement of Account

The ERS provides each member a Statement of Account for the year ending September 30. The statements are mailed directly to the member's home mailing address in early December.

The Statement of Account verifies current year contributions and accumulated interest. The total service credit, interest, service purchases, previously taxed contributions, non-taxed contributions, and balance are also provided. The member's designated beneficiary and mailing address as of September 30 are listed. Statements are mailed in late November of each year.

Members should verify the information on the Statement of Account and contact the ERS if any discrepancies are noticed.

RSA-1 Statement

For those electing to participate in the RSA-1 Deferred Compensation Plan, a statement is sent to the member's mailing address quarterly. The member's designated beneficiary is listed. You may also view your statement online.

Postretirement Employment Notification

Each year, the ERS provides the participating agency information regarding postretirement earnings limitations and the requirement for certifying postretirement employment information.

The law mandates that the employer notify the ERS when a retired, RSA member is employed full-time. If the retired, RSA member is not employed full-time, the agency must notify the ERS when the retiree's earnings exceed the earnings limit.

Terminated Account Information Request

The ERS may request mailing address information from participating agencies about former employees whose retirement accounts have been terminated due to an absence of participation. The ERS reviews terminated accounts throughout the year and will try to locate the former member to be able to return contributions. Vested accounts (with 10 years of service) will not be terminated.

THE
RETIREMENT SYSTEMS
OF
ALABAMA
201 SOUTH UNION STREET

MAIL The Employees' Retirement System of Alabama
P.O. Box 302150
Montgomery, AL 36130-2150

WEBSITE **www.rsa-al.gov**

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