

## CATCH-UP PROVISION ELECTION AND WORKSHEET

### RSA-1 DEFERRED COMPENSATION PLAN

**Retirement Systems of Alabama**  
**P. O. Box 302150 ♦ Montgomery, AL 36130-2150**  
**334-517-7000 or 877-517-0020**  
[www.rsa-al.gov](http://www.rsa-al.gov)

**Name** \_\_\_\_\_  
First Middle/Maiden Last

**Address** \_\_\_\_\_  
Street or P. O. Box City State Zip Code

**Social Security Number** \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ **Daytime Phone** ( \_\_\_\_\_ ) \_\_\_\_\_

**Date of Birth** \_\_\_\_ / \_\_\_\_ / \_\_\_\_ **Projected Retirement Date** \_\_\_\_ / \_\_\_\_ / \_\_\_\_

The RSA-1 plan allows members to make catch-up deferrals. During the three years prior to the year of retirement or retirement eligibility, the member may make additional contributions to the plan. To be eligible, the member must have unused eligible amounts from years in which the maximum amount was not contributed. Total deferrals during the three-year catch-up period, including current year deferrals, must not exceed the annual catch-up maximum per calendar year.

The member must use W-2s and account statements from 457, 401(k), and 403(b) plans in which the member has participated to calculate the amount of catch-up to which the member is entitled.

**Step 1:** Enter in column (A), beginning with 1986, the years for which the maximum amount was not deferred.

For 2007                    100% of Column D *or* \$15,500  
 For 2008                    100% of Column D *or* \$15,500  
 For 2009                    100% of Column D *or* \$16,500

**Step 2:** Enter in column (B) the gross income received from public employment using W-2 forms for the year.

**Step 3:** Write in column (C) the amount of Employees' or Teachers' Retirement contributions deducted from that year's pay.

**Step 6:** Enter in column (F) the total amount contributed to any 457, 401(k), and 403(b) plans for years prior to 2002. For years after 2001, there is no reduction required for amounts contributed to 401(k) and 403(b) plans. This information is available on the member's account statements from each plan. Do not include Employees' or Teachers' Retirement contributions in column (F).

**Step 4:** Subtract (C) from (B) and enter the difference in (D).

**Step 5:** Enter in column (E) the lesser of the following amounts for each calendar year:

- For 1986 - 1997    25% of Column D *or* \$7,500
- For 1998 - 2000   25% of Column D *or* \$8,000
- For 2001            25% of Column D *or* \$8,500
- For 2002            100% of Column D *or* \$11,000
- For 2003            100% of Column D *or* \$12,000
- For 2004            100% of Column D *or* \$13,000
- For 2005            100% of Column D *or* \$14,000
- For 2006            100% of Column D *or* \$15,000

**Step 7:** Subtract (F) from (E) and enter this amount in column (G).

**Step 8:** Repeat these steps for each year in which the maximum amount was not contributed.

**Step 9:** Finally, total column (G).

(A) Year (Not earlier than 1986)	(B) Annual salary (Jan-Dec) Use W-2 Form	(C) Retirement Deduction	(D) Gross Pay After Retirement Deduction (B-C)	(E) See Step 5	(F) Amount already deferred in that year	(G) Remaining eligible amount for that year (E-F)
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
					Total Eligible Deferral (Total Column G)	_____

