JRF

Member Handbook

Judicial Retirement Fund

Justices, Judges, District Attorneys, Circuit Clerks

Taking office on or after November 8, 2016

How to reach us.

Phone **877.517.0020** or **334.517.7000**

Fax **877.517.0021** or **334.517.7001**

Email **jrsinfo@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 Judicial Retirement Fund
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 statement 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.

JRF Member Handbook

It is the mission of the Retirement Systems of Alabama 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.

We are the safe keepers of the pensions for thousands of Alabamians and we take our jobs seriously. It is our goal to seek and secure the best investments and services for our membership, and to ensure that we do everything possible to help our members prepare for and enjoy a successful retirement.

The JRF was established and created by Act No. 1163, Acts of Alabama, 1973 Regular Session. This act provided for the eligibility and membership for Circuit and Appellate Court Judges of the state. Act No. 1205, Acts of Alabama, 1975 Regular Session (the Judicial Article Implementation Act), supplemented the provisions of Act No. 1163 and extended coverage of the JRF to District Judges and Probate Judges. Act No. 2015-498 added new plans covering Justices, Judges, Circuit Clerks, and District Attorneys taking office on or after November 8, 2016.

View your retirement information on our Member Online Services website https://mso.rsa-al.gov.

Use Member Online Services to:

- View your account details
- Update your contact information
- Make requests to the RSA
- Check the status of your requests

The information in this handbook is based on the Acts of Alabama. This handbook is not intended as a substitute for the laws of Alabama governing the JRF nor will its interpretation prevail should a conflict arise between its contents and the Acts of Alabama. 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 JRF with any questions you may have about your benefits and retirement.

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About JRF

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 JRF is vested in the 15-member Employees' Retirement System 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
- Eight members of the Employees' Retirement System elected by its membership:
  - Two active state employees
  - One retired state employee
  - One retired local employee retired from a participating city, county, or public agency
  - One active local employee employed by a participating municipality or city
  - One active local employee employed by a participating county
  - One active or retired local employee employed by or retired from a participating entity pursuant to *Ala. Code* §36-27-6
  - One active local employee employed by a participating entity pursuant to *Ala. Code* §36-27-6 other than a municipality, city, or county

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. The items below can be found on our website:

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

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

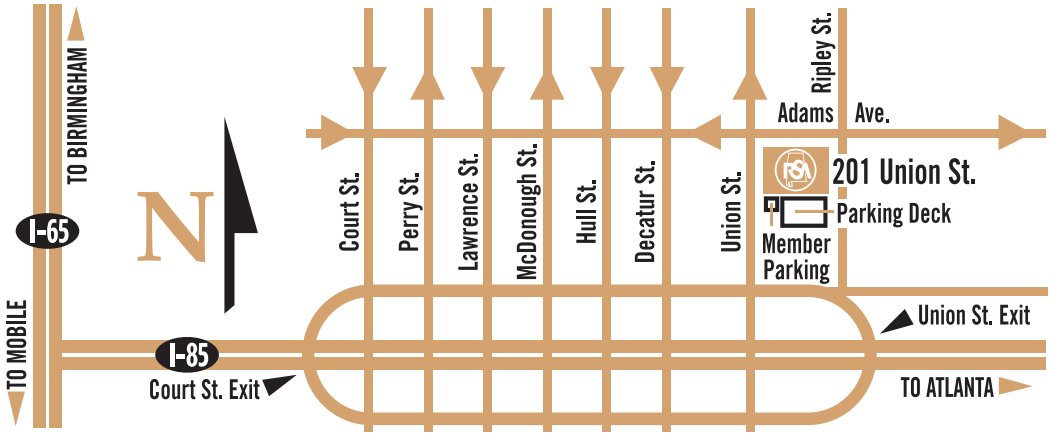
Follow I-85 South to downtown Montgomery and take the Union Street exit on the right. Take the first right on the service road onto Union Street. Continue on Union Street through one traffic light. The RSA Headquarters is on the right before Adams Avenue. Members may park for free in the Member Services 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 JRF is a defined benefit plan qualified under Section 401(a) of the Internal Revenue Code. The plan provides disability and service retirement benefits.

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 the member's beneficiary. The *Code of Alabama 1975,* Title 12, Chapters 17 and 18, contains the actual language governing the plan.

Mandatory Participation and Contributions

Justices, Judges, Circuit Clerks, and District Attorneys (DA) elected or appointed on or after November 8, 2016, **must** become a member of the JRF. Members contribute 8.5% to the JRF. The employer's contribution rate is established after each annual actuarial valuation.

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

The RSA Member Online Services (MOS) website offers members a quick way to view their JRF statement, RSA-1 statement, and change their address online. You will need to register by creating a User ID and Password. MOS also allows members to receive statements by email via the email preferences selection.

Annual Statement of Account

You may view your account statement online using MOS. The purpose of the annual statement is to provide you with 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 which includes member and beneficiary information. Please check to make sure this information is current. If not, contact the JRF and supply us with the updated information. The next section is Member Contributions. This section lists your previously taxed contributions, non-taxed 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 down the member's service credit by membership and prior service. **All statement information is subject to later audit and correction.**

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 JRF.

The Designation of Beneficiary Prior to Retirement form is available on our website or you may contact the JRF. 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.

Change of Address

Having your current home mailing address on file with the JRF is very important. Many important documents are mailed to each member such as your *Advisor*, and RSA-1 statement. You may change your address through Member Online Services on our website. You can also change your address in writing, with signature, either by letter or Address Change Notification form. The change of address form can be obtained from our website or requested from Member Services. Address changes cannot be made through email or over the phone. Active members should notify their employer of their change of address.

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, 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 a Judge, Clerk, or DA while a member of the JRF and making contributions to the JRF. 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 JRF. Service credit is subject to review, audit, and correction by the JRF prior to retirement. Service credit is prorated based on hours worked versus hours needed for full-time employment.

Transferred Service

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

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

A member has three options once they terminate employment prior to retirement eligibility:

1. If the member is vested (has at least 10 years of service), retirement contributions may be left in the system until age 62 and the member may apply for service retirement to be effective the first of the month following attainment of age 62. If the member withdraws their 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 JRF and request a Notice of Final Deposit and Request for Refund form 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, they 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 59 ½ 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. 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 JRF is canceled. For vested members, the right to lifetime monthly retirement benefits is forfeited at age 62. No employer contributions are included in refunds paid to the member.

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.

Table of Refunds

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

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.

Ineligible to Retire

Member Age	Years of Service Credit	Preretirement Death Benefit
Any Age*	Between 1 and 10	Member contributions, total interest earned, plus an amount equal to the member's salary for the prior plan 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

Member Age	Years of Service Credit	Preretirement Death Benefit
62* and Older	10 or more	Choice of 1. Lifetime Monthly Benefit Option 2 for surviving spouse Option 3 for non-spouse beneficiary (This choice is available if only one beneficiary is designated.) Or 2. Member contributions, total interest earned, plus an amount equal to the member's salary for the prior plan year (October 1 - September 30)
Any Age for District Attorneys (DA) with Tier 1 transferred service as an assistant or deputy DA	25 or more	

*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 Application for Survivor Benefit form 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 JRF, they designate a primary beneficiary(ies) and contingent beneficiary(ies) on the Designation of Beneficiary Prior to Retirement form. 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 Designation of Beneficiary Prior to Retirement form.

If the primary beneficiary predeceases the member, the JRF 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 JRF for the proper form. See Replacement Beneficiary.

Reporting the Death of a Member

The beneficiary or family of a deceased active member should contact the Payroll/Personnel Officer of their place of employment for information and the appropriate forms. The JRF 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. 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 Application for Survivor Benefit form.

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

Retirement Benefits

Service Retirement

Service retirement benefits are available to members who cease JRF-covered employment and meet minimum service and age requirements. The monthly retirement benefit is paid for life.

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.

A District Attorney (DA) who has Tier 1 transferred service as an assistant or deputy DA is eligible for service retirement with 25 years of service credit regardless of age.

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 JRF or download it from our website. This packet includes the 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 JRF 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 a JRF 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 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 RSA Medical Board must determine the member to be permanently incapacitated from 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 Disability Retirement Application Packet Part I from the JRF. The Statement by Examining Physician (included in the Report of Disability Packet) and the retirement application must be received by the JRF 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 JRF 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 to determine whether the retired member remains eligible for disability benefits.

Computing Your Retirement Benefits

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 factors used in calculating this benefit include:

1. **Average Final Salary (Compensation):** 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 if they benefit the member.
2. **Years and Months of Creditable Service:** The total amount of creditable service to include membership service, prior service, purchased service, and transferred service.
3. **Retirement Benefit Factor:** The current benefit factor, as established by the Alabama Legislature, is 4% for Judges and 3% for Clerks and District Attorneys.

Retirement Formula for Maximum Monthly Benefit

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

Judges:

Cannot exceed 75% of Average Final Salary

Once a member accrues 18 years of service credit in JRF as a Judge, his or her benefit will be 75% of Average Final Salary.

Clerks:

Cannot exceed 80% of Average Final Salary

District Attorneys:

Cannot exceed 80% of Average Final Salary

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.**

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 JRF mails this information to the retiring member, along with the Retirement Application Packet Part II. This packet includes the Retirement Benefit Option Selection form, W-4P Withholding Certificate for Periodic Pension or Annuity Payments, and Postretirement Employment Information.

Maximum Monthly Benefit

The Maximum Monthly Benefit pays the highest monthly benefit to a retiring member of the JRF. 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 their account balance, the remaining annuity balance will be paid to the designated beneficiary(ies).

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 calculated based upon the joint life expectancy of the retiree and the beneficiary. Once the member retires, they 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 calculated based upon the joint life expectancy of the retiree and the beneficiary. Once the member retires, they 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.

Replacement Beneficiary

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

The named beneficiary dies before the retired member	**Or**	There is a divorce between the retired member and the beneficiary

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.

Retiree Information

Direct Deposit

The JRF requires retirees 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.

Tax Information

- Retirement benefits from the JRF 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.kiplinger.com and www.retirementliving.com/taxes-by-state.
- 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 their 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:

- An employee must complete the RSA-1 Enrollment form, the 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.
- 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

- Deferrals may be in any amount desired by the participant as long as the participant does not exceed the maximum deferral allowable.
- 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.
- You can only defer contributions to RSA-1 through payroll deductions.

Rollovers

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 demonstrates how participation in RSA-1 can help you reduce current taxes:

- An employee earning $5,000 semimonthly
- Deferring $500 into RSA-1 semimonthly
- Filing as single with one withholding allowance

JRF Members	Contributing to RSA-1	Not Contributing to RSA-1
Semimonthly pay	$5,000.00	$5,000.00
RSA-1 Deferral	$500.00	$0.00
8.5% Retirement Contribution	$425.00	$425.00
Federal Tax*	$634.70	$754.70
State Tax**	$177.00	$196.00
FICA	$382.50	$382.50
Take-Home Pay	**$2,880.80**	**$3,241.80**

In these examples, deferring $500 only decreases your take-home pay by $361 while saving $139 on taxes.

*Based on 2022 tax tables using single with 1 allowance **Based on 2022 tax tables using single and no dependents

Retirement Savings

Effect of Saving Over a 25 Year Period

Monthly Deferral Amount	Assumed Earnings Rate		
	6%	7%	8%
$100	69,299.40	81,007.17	95,102.64
$200	138,598.80	162,014.34	190,205.28
$400	277,197.60	324,028.68	380,410.56
$500	346,497.00	405,035.85	475,513.20

Effect of Saving Over a 30 Year Period

Monthly Deferral Amount	Assumed Earnings Rate		
	6%	7%	8%
$100	100,451.50	121,997.10	149,035.94
$200	200,903.00	243,994.20	298,071.88
$400	401,806.00	487,988.40	596,143.76
$500	502,257.50	609,985.50	745,179.70

*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

Each Member Handbook (TRS, ERS, State Police, and JRF) presents an overview of mandatory participation, creditable service, vesting, disability and service retirement, preretirement death benefits, and postretirement employment. A handbook may be requested at any time.

RSA-1 Deferred Compensation Plan

RSA-1 is a voluntary deferred compensation plan governed by Section 457 of the Internal Revenue Service Code. The RSA will provide an 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 are 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 Early to Mid-Career Seminars and are half-day seminars to help you get and stay on the right track for retirement.

Individual counseling sessions 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 January 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.

Annual Comprehensive Financial Report (ACFR)

The ACFR, 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, videos, the *Advisor*, Annual Reports, and information about the JRF, ERS, PEIRAF, and RSA-1 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 RSA-owned hotels.

Legislative Updates keep members informed about legislative news, current legislation, and archive legislation. Information about Retirement Preparation Seminars, Agency Seminars, and Individual Counseling Sessions is listed under Retirement Planning.

You may also use our Member Online Services (MOS) at https://mso.rsa-al.gov to view your account details, update your contact information, make requests to the RSA, and check the status of your requests.

Annual Statement of Account

Your Annual Statement of Account is provided online. Your account statement will no longer be mailed. 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.

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 at our website.

Terminated Account Information Request

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

Want to sit down with a counselor?

Call the RSA Contact Center at **877.517.0020** to schedule your appointment.

Member Services is located in the RSA Headquarters in downtown Montgomery.

201 South Union Street
Montgomery, Alabama

JRF

Mail The Judicial Retirement Fund
P.O. Box 302150 Montgomery,
AL 36130-2150

Website www.**rsa-al.gov**

2023