

Employer Services

TRS Overview, Retirement Eligibility and Options



The Plan

Defined Benefit Plan

 Retirees receive a lifetime annuity with option for joint annuitant

Survivor (death) Benefits

- Active/Contributing Member \$18,000
- Retired Member \$5,000

Health Insurance Supplement

 Members with 10 or more years of service may continue their employer provided health insurance into retirement and receive \$100-\$105 per month toward their health insurance premiums

How do I vest in TRS?



Before becoming eligible to <u>retire</u> with TRS, members must earn enough eligible service credit to <u>vest</u> in the System.

Vesting timelines for members depend on the first date the member began to participate in TRS.

- Members who first participated in TRS <u>prior to November 1, 2017</u> must earn **five (5) years** of eligible service credit to yest in TRS.
- Members who first participated in TRS on or after November 1, 2017 must earn seven (7) years of eligible service credit to vest in TRS.

Purchased service, unless it is adjunct service, may not count as vested service.



When can I retire?

Vested TRS members are eligible to retire based on the date they started participating in TRS, their age, and their years of service.

First Date Participating in TRS	Prior to July 1, 1992	July 1, 1992 - October 31, 2011	After October 31, 2011
Eligibility Rule	Rule of 80	Rule of 90	Rule of 90 + Minimum Age of 60
Traditional (Unreduced) retirement	Age + Service = 80	Age + Service = 90	Age + Service = 90 (Minimum Age 60)
Formula	OR	OR	OR
	Age 62	Age 62	Age 65

^{*}For those who joined the System prior to November 1, 2017, 5 years of eligible service is required to vest in TRS.

^{*}For those who joined the System on or after November 1, 2017, 7 years of eligible service are required.





When retiring member have options for how their retirement benefit is paid to them. TRS has five different plans options that members can use.

Each Plan Provides

- A lifetime monthly income to member
- \$5,000 Death Benefit
 - Payable to designated beneficiary(ies)
 - Not Life Insurance
 - Taxable Income

Please keep your beneficiary designation updated





Retirement Plan Maximum Option



Maximum Plan

(100% retirement benefit)

- Lifetime Benefit for Member
- Single Life Annuity with the highest monthly benefit amount
- Member Account balance reduced each month by monthly benefit payment
 - Account balance generally exhausted after 2 years
- Any Balance in Member Account upon member's death is paid to Beneficiary(ies) or Estate



Retirement Option 1

(approx. 99.0% of Maximum Benefit)

- Lifetime Benefit for Member
- Single life annuity with slower exhaustion of member account than Maximum Plan Account balance generally exhausted after 10 years
- Any Balance in Member
 Account upon member's death
 is paid to Beneficiary(ies) or
 Estate







Retirement Option 2

(approx. 85%-95% of Maximum Benefit)

- Lifetime Benefit for Member
- Joint Annuity plan that pays the survivor (aka the joint annuitant) the same benefit as the member.
 - 100% Survivor Annuity: After Member's death Joint Annuitant continues to receive same benefit as Member
- Member designates Joint Annuitant at retirement
 - Must be spouse or someone who is within 10 years of age
- Pop-up Provision



Retirement Option 3

(approx. 91%-97% of Maximum Benefit)

- Lifetime Benefit for Member
- Joint Annuity plan that pays the survivor (aka the joint annuitant) half the benefit paid to the member.
 - **50% Survivor Annuity:** After Member's death, Joint Annuitant receives 50% of the benefit the Member received
- Member designates Joint Annuitant at retirement
 - Does not have to be spouse or someone within 10 years of age
- Pop-up Provision







Retirement Option 4

(approx. 96%-99% of Maximum Benefit)

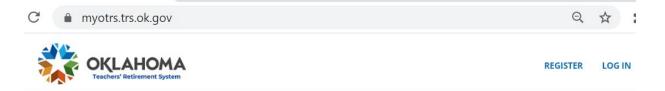
- Lifetime Benefit for Member
- Single Life Annuity with 10 year term certain
- Guarantees 120 months of benefit payments, for the member or their beneficiary
 - If Member dies within 120 month of retirement, Beneficiary continues to receive the Member's full benefit until the 120th month after retirement

Additional Benefit Option: Partial Lump Sum Option (PLSO)

- To Qualify:
 - Must have 30 Years of Service
- Allows Member to Elect a Lump Sum payment
 - Equal to 12, 24, or 36 months of Retirement Benefit Payments
- •Reduces the Monthly Retirement Benefit associated with the 5 Retirement Plans
 - Reduction based on Age and PLSO option



MyTRS



MyTRS Member Portal

MyTRS lets all members view detailed information specific to you. If you are still working, you can see how much money has built up in your account balance. You can see how many years of service credit you have toward retirement. You can also see your salary history. In addition, you can view your annual member statement, estimated retirement eligibility information, and generate hypothetical retirement benefit estimates. If you are retired, you can see your retirement payment history as well as your 1099 tax forms. You can reprint those forms at any time.

1 LEARN MORE





REGISTER



REGISTRATION IS EASY!

- 1. Last Name
- Last 4 digits of yourSocial Security Number
- 3. Date of Birth
- 4. Email Address (Personal)
- 5. Password & Confirm
- 6. Scroll Down to REGISTER

Register

Create a new account.			
Last Name			
Last 4 digits of your SSN			
Date of Birth	mm/dd/yyyy		mm/dd/yyyy
Please use a permanent of	email address in order to	maintain access afte	er employment changes
Email			
Password			
Confirm password			
	Our estimators and calcula may be different than that as they often rely on information of the produced by these calculations of the produced by these calculations of the produced by the series of the produced of the produced by the produ	i, rules, and regulations tement of the applicable ssist clients in becoming that constitute the cahe OTRS always strives ortal, we assume no respany client data present her calculators provided rs provide users with estable provided by the client shall not be consided inchase costs. Use of the narractual obligation between the calculation of benefits claws and rules in effect.	n presented that govern law. Benefit a caquainted lculation of to provide consibility or ted, nor for on this site. timates that a entitled to, at. Estimates red final or e calculators veen a client or purchase at the time

Registration Completion Steps

- Email message will be sent to confirm registration.
- Answer the three additional verification questions.
- Upon successful completion, you will be logged in the Member Portal.

MyTRS Member Portal

MyTRS lets all members view detailed information specific to you. If you are still working, you can see how much money has built up in your account balance. You can see how many years of service credit you have toward retirement. You can also see your salary history. In addition, you can view your annual member statement, estimated retirement eligibility information, and generate hypothetical retirement benefit estimates. If you are retired, you can see your retirement payment history as well as your 1099 tax forms. You can reprint those forms at any time.







MyTRS

Access member portal through MyTRS link:

https://www.oklahoma.gov/TRS

Active Members

- Retirement Projections
- Annual Member Statement
- Contribution balance and Years of Service
- Two-way messaging

Retired Members

- Income Verification Statement
- Benefit Payment History
- Change Tax Withholdings
- Print IRS 1099-R forms
- Two-way messaging





General Overview on Basic Reporting Information

Classified vs. Non-Classified

We sometimes use the terms "Classified" and "Mandatory" interchangeably. Both of these terms refer to those members who MUST participate according to statute.

"Classified personnel" shall mean any teacher, principal, superintendent, supervisor, administrator, librarian, certified or registered nurse, college professor, or college president whose salary is paid wholly or in part from public funds. As of 11/1/24 this also includes certified athletic trainers.

Please note: "Supervisors" as interpreted by TRS are not solely those persons with duties that include supervision of personnel. **Supervisors include those people who supervise functions, processes, tasks, etc.**

Please do not confuse "classified" with "certified". A person can be in a classified position without being certified, and a person can have certification without being in a classified position.

Classified staff are required to participate in TRS at ALL times. There is no minimum hour requirement. .



Classified vs. Non-Classified (continued)

The term "Non-classified" is sometimes used interchangeably with the term "Optional". Both of these terms refer to someone who is not obligated to be a participant in TRS. Non-classified personnel are those support staff whose positions require 20 hours or more per week to fulfill their duties. Although there may be occasional weeks in which they do not work 20 or more hours, the statute says they "must be regularly employed...for 20 hours or more per week." "A) A non-classified optional employee shall have thirty (30) days from the date of hire or initial eligibility to join the System, whichever is later, to make a one-time written irrevocable election to opt out of the System on a form provided by TRS. If an eligible employee fails to make an election within the thirty-day period, the eligible employee shall be deemed to participate in the System. (B) A non-classified optional employee who opts out of participation in the System shall be ineligible for future participation in the System; provided, however, that if the employee is hired for a classified position, he or she shall become a member of the System but shall not be eliqible for prior service credit for service performed while employed in a non-classified position during which time the employee opted out of participation in the System.

Non-Classified Election

If a person chooses to opt-out of participation in TRS, they may never participate as a non-classified member. This election follows them throughout their career in Oklahoma public education.

If a person does not make an election to opt out of participation within 30 days of eligibility, they are "deemed to participate", meaning they are automatically in. If a person has previously opted out of participation and then moves into a classified position, then they must participate. If at any point after that they return to a non-classified position, then they still must participate.

Changing employers does not change the prior election.



Ineligible Employees

Any employee in a non-classified position who regularly works fewer than 20 hours per week.

Any temporary, seasonal, substitute, or irregular employees.

Student or graduate assistant workers.

Contractors or consultants working under a contract as approved by TRS.



Contributions to TRS

Contributions are Due to TRS on Regular Annual Compensation

- •TRS's contributions rates are set by statute:
 - ·Active Members:
 - Member Contributions 7%
 - · Employer Contributions
 - Traditional Employers 9.5%
 - ·ARP Employers 8.55%
 - · Retired Members:
 - · Post Retirement Fee: 16.5%
- Federal/Grant Compensation has an additional contributions due; these rates are set annually.

Contributions are Due when the Member is contributing at TRS at ANY TRS Employer

- •Contributions are owed to TRS based on the member's overall participation in TRS—not the individual job duties.
 - ·A teacher that also drives a bus for five hours a week will have contributions due on ALL of their regular annual compensation—not just the salary that is related to teaching.
- ·If a member has multiple employer and is participating at one employer—contributions are due on all employment—even if one position is otherwise ineligible.
 - ·A teacher at a four-day school district performs substitute teaching for a different district on Fridays. Contributions are due from both employers.





Compensation

What is Regular Annual Compensation?

Eligible Compensation



Regular annual compensation is salary + fringe benefits. This is the amount on which contributions must be remitted. It includes:

- Staff development-stipends paid to all participants in an event such as a workshop or seminar including events held at a different school
- Employer-paid tax-sheltered annuities and other pension plan contributions
- Retirement contributions
- Employer-paid group health, disability and life insurance (excluding the Flexible Benefit Act and cash paid in lieu of the flexible benefit)
- · Bonuses, stipends, etc., paid to all qualified employees of the school
- · Work performed as secondary employment



Ineligible Compensation



Expense reimbursement payments

Office, vehicle, housing or other maintenance allowances

Payments for unused vacation or sick leave

Payment made for termination or retirement including a contract buy-out

Payment earned as a contractor or consultant which meets 70 O.S. 17-101(25)(d)7 and is approved by TRS

Non-periodic performance bonus or stipends that are not given across the board to all employees

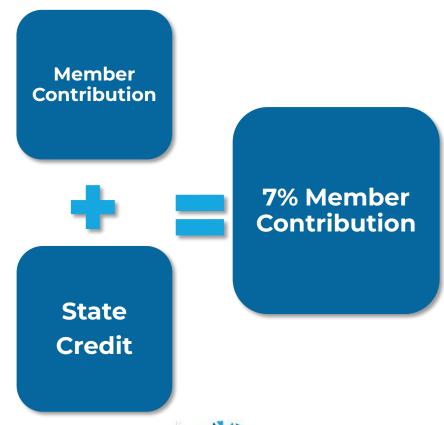
Higher Ed Adjunct with no other Oklahoma public education employment Any other compensation not described in 70 O.S. § 17-101 (25) (a) through (c) such as The Flexible Benefit Allowance provided pursuant to 70 O.S. Section 26-105



State Credit

State
Credit, or
Offset, is a
reduction
in the
amount a
certified
member
must pay
into TRS.

- State credit limits are based on years of experience. These limits may not be exceeded.
- Please verify years of experience with SDE's Single Sign-On.
- Career Techs may verify years of experience with CTIMS.
- State Credit may only be given to full-time, certified staff.
- Reduction in state credit results in an increase in the payment that must be made to TRS.





Post-Retirement & Employer Responsibilities



Retirees Returning to Work

- Cannot work for a 60 day period following either their (1) effective retirement date, or (2) last day of employment, whichever is later.
- Retirees are subject to earnings limits for the first 36 months after retirement.



Post-Retirement Earnings Limits

- Limits can vary for each individual, as they depend on final average salary.
- Limits are based on the calendar year and prorated for the first partial year of retirement
- Retirees should consult with TRS to learn what their earnings limits are.
 - mail@trs.ok.gov
 - 405-521-2387
- Only applies for 36 months after retirement

61 or Younger:

Earnings limit is the **lesser** of

- ½ Final Average Salary <u>OR</u>
- Social Security
 Administration's annual earnings limit for those younger than full retirement age

62 or Older:

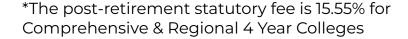
Earnings limit is the **lesser** of

- ½ Final Average Salary <u>OR</u>
- \$30,000



Post-retirement – Employer Responsibilities

- Employers should remit the 16.5%* post-retirement fee on all compensation paid to <u>all</u> retirees
 - Exception: Flex Benefit Allowance (FBA)
- "Retiree" for TRS purposes means someone who has officially retired with TRS and receives a monthly retirement check from TRS.
- Their status as a TRS retiree supersedes all other eligibility requirements.
- This is an employer paid fee and should not be withheld from the retiree
- Post-retirement fee is remitted via the monthly contribution report.





Scenario:

- Joe retired from teaching June 1, 2024 and began drawing TRS retirement
- He is returning January 2025 as a full time teacher

Q: Is Joe subject to the earnings limit?

A: Yes! Joe is subject to the earnings limit for 36 months after retirement (until June 30, 2027)

Q: Should his employer pay the TRS postretirement fee?

A: Yes! <u>All</u> TRS retirees are subject to the post-retirement fee.

Scenario:

- Dennis retired in 2015 and began drawing his TRS retirement
- He will be driving a bus part time this year

Q: Should his employer pay the TRS postretirement fee?

A: Yes! <u>All</u> TRS retirees are subject to the post-retirement fee.

Q: Does it matter if the retiree only works part time?

A: No! <u>All</u> TRS retirees are subject to the post-retirement fee, regardless of hours.

Scenario:

- Phyllis retired in 2023 and began drawing her TRS retirement
- She will be substituting on occasion this year

Q: Should her employer pay the TRS postretirement fee?

A: Yes! <u>All</u> TRS retirees are subject to the post-retirement fee.

Q: Does it matter if the retiree is certified or not?

A: No! <u>All</u> TRS retirees are subject to the post-retirement fee, regardless of certification.



Scenario:

- Melissa retired in 2024 and began drawing her TRS retirement
- She is returning to work as a full time employee
- During 2025 she is subject to an earnings limit of \$30,000

Q: We're paying a bonus to all of our employees, will that count towards her \$30,000 limit?

A: Yes! That is a TRS eligible bonus and will be counted towards the earnings limit

Q: Does the Flex Benefit Allowance count towards her \$30,000 limit?

A: No! The Flex Benefit Allowance (FBA) is not counted towards earnings limits

Employer Reports & MyERS



MyERS (formerly the Employer Portal)

MyERS is the key component to communication between employers and TRS. All reports are submitted through MyERS.

In addition, MyERS is a useful source of information for employers. It will show what reports are upcoming or missing, as well as details of what has been reported previously.

It's important that every employee who must access MyERS create an individual user account, using an individual email address and password.

Link to MyERS: https://myers.trs.ok.gov/Account/Logon



4 Types of Reports

- Monthly Contribution Report
- Annual
 - Employment Year End Report
 - Calendar Tax Form Report
- Periodic Employer Retirement Verifications



Monthly Contribution Report



- Due the 10th of the month following the month in which work was performed.
 - Teachers working August May should be reported for August – July.



 Reports can be uploaded from a file generated by a third-party software vendor, uploaded from our template, or manually entered directly on MyERS



Payments are made via MyERS





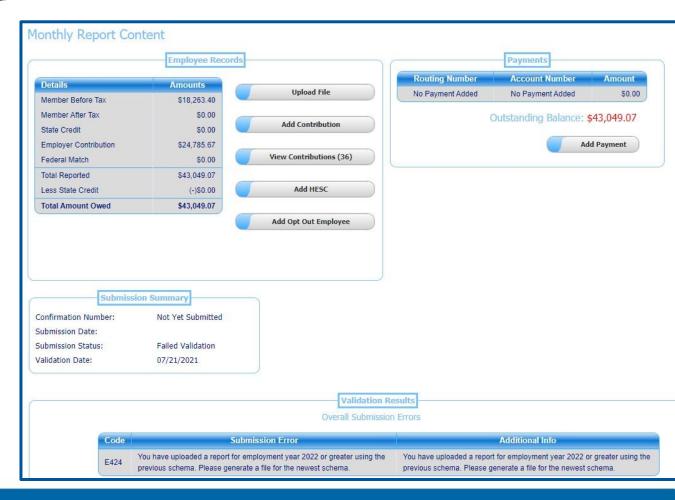
 Each report must be validated and submitted before a confirmation number is generated.

MyERS Navigation - Monthly



Monthly

- All monthly submission reports and monthly adjustments are submitted on the Monthly tab.
- All contributions in the report must be from the same employment year but the report can include multiple months within the same employment year.



Employment Year End Report

The report is due by November 1 of each year for the previous Employment Year. For example, the 2025 Employment Year End Report will be due by November 1, 2025.

Year End Report information is validated against monthly reports submitted throughout the employment year.

Members receive service credit when the Employment Year End Report is submitted.



Employment Year End Report

- The report will contain the following information for each TRS member:
 - Regular annual compensation
 - Federal Compensation
 - Position information (FTE)
 - Information about days and hours worked
 - Sick Leave Balance
- During the validation step, the Year End Report information is compared against monthly reports submitted throughout year.



What does the Year End accomplish?

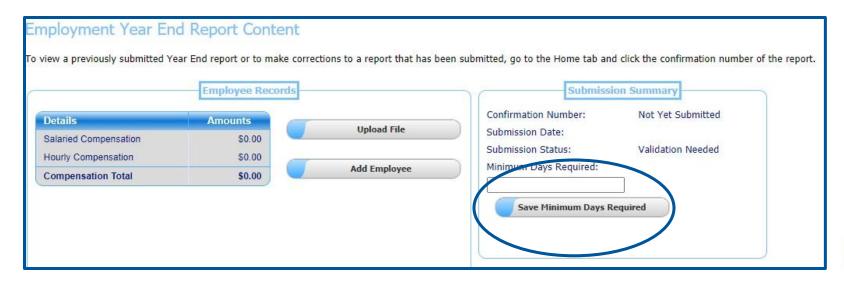
- Helps employers and TRS find and correct discrepancies in reporting.
 - Over/under reporting
 - Missed reports
- Gives us the information needed to award service credit.
- •TRS compares the days/hours the employee actually worked to the full-time equivalent information.

MyERS Navigation – Employment Year End

Home Monthly Tax Forms Employment Year Retirement Reports
End Verification

Employment Year End

• It is critical the report be submitted no later than November 1. Members of TRS will not receive credit for the employment year until the Employment Year End Report has been submitted by their employer(s).





Tax Report & MyERS Navigation – Tax Forms

Home

Monthly

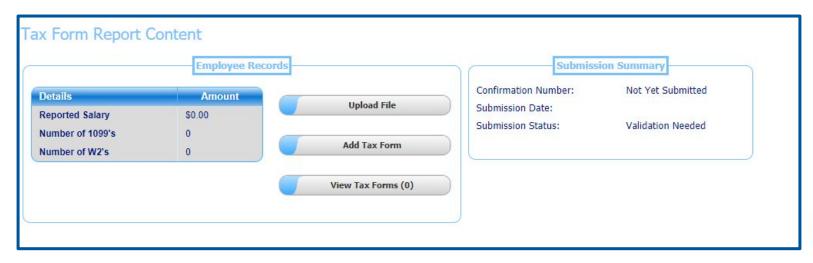


Employment Year End Retirement Verification

Reports

Tax Forms

- Contains total earnings received by each individual employee, both TRS members and TRS non-members, for the previous calendar year.
- Report both W-2 and 1099 information on one report.
- Report is due March 15th.





Employer Retirement Verifications (ERVs)

ERVs are generated after the Member submits their Application to Retire, which indicates their intention to move forward with retirement.

ERVs are used to estimate and finalize the retiree's Service Record for the employment year.

Employer's ERV contact(s) receive a notification when ERVs are due. ERVs with upcoming due dates are listed on the Home Dashboard of MyERS.

There are two sets or "rounds" of ERVs.

Detailed instructions for completing the ERV are available upon request.



ERV1

ERV Process

- Due approximately 60 days prior to retirement
- The ERV1 should contain the <u>expected</u> TRS eligible earnings, service credit information and sick leave the member will have at the time of retirement.
- TRS uses the ERV1 information to provide retirees with an **estimate** of their benefits.

ERV2



- Due no later than the 15th of the month of retirement
- The ERV2 should contain the <u>final</u> TRS eligible earnings, service credit information and sick leave the member ended their employment with.
- The ERV2 provides the amounts used to finalize the retiree's lifetime annuity, so it is imperative to report correctly.



ERV Example

ERV1

- **Expected** compensation: \$40,000
- <u>Expected</u> sick leave balance: 90 days



Scenario:

After the ERV 1 was submitted, this employee worked some unexpected extra duties for \$2,500.

All the extra work wore them out and they took 4 sick leave days to recover.

ERV2

- **Final** compensation: \$42,500
- <u>Final</u> sick leave balance: 86 days



MyERS Navigation – Retirement Verification

Home Monthly Tax Forms Employment Year Retirement Verification Reports

Retirement Verification

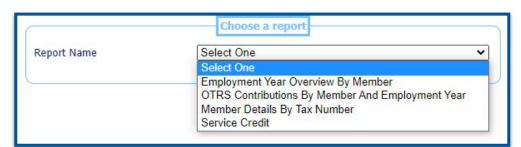
- This is where ERV's will be available to Edit or view.
- If the field says Edit, then information may be entered and saved.
- If the field says View, then it is no longer available for editing, and must wait until the ERV 2 becomes available.
- Only ERV's for retirees whose contracts have been printed will be available.





MyERS Navigation – Reports

Home Monthly Tax Forms Employment Year Retirement Verification Reports



Α	B First	C Middle	D Last	E Suffix	F	G
Prefix					MembershipStatus	RetirementDate
	TAMMIE	Α	TEACHER		Retired	7/1/2022
-	A Prefix	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				

1	Α	C	D	E	F	G	P	Q
1	Confirmation	PayPeriod	PayPeriod	First	Middle	Last	SDEExperi	Compensation
2	C9000365775	2022	7	Cassie	N	Cafeteria	0	1234.56
3	C9000366703	2022	8	Cassie	N	Cafeteria	0	1234.56
4	C9000370078	2022	9	Cassie	N	Cafeteria	0	1234.56
5	C9000371750	2022	10	Cassie	N	Cafeteria	0	1234.56
6	C9000373666	2022	11	Cassie	N	Cafeteria	0	1234.56
7	C9000376627	2022	12	Cassie	N	Cafeteria	0	1432.01
8	C9000377596	2023	1	Cassie	N	Cafeteria	0	1234.56
9	C9000378064	2023	2	Cassie	N	Cafeteria	0	1234.56

Reports

- Four reports are available for employer use on the Reports tab. The reports will be produced in Excel format and can be a great source of information.
 - Employment Year Overview by Member
 - TRS Contributions by Member and Employment Year
 - Member Details by Tax Number (to determine TRS status/retirees)
 - Service Credit
- These reports contain the information that has been reported to TRS by the employer



MyERS Navigation - Home



Home Dashboard

- Gives an overview of the status of contributions, yearly reports, and ERV's.
- Only information from the designated employment year will display.
- Changing the year on this page has no effect on the reports you upload to us. Your files tell us which year the reports belong to.



MyERS Navigation - Home

Tax Form

Employment Year End

Tax Form Report Status

Report Not Received - Due 3/15/2025

Employment Year End Report

Report Not Received for 2025

ERV1s With Approaching Deadline

Due On Retiree Name Employment Year Retirement Date

No initial retirement verifications due

Retirement Verification 2s

ERV2s With Approaching Deadline

Due On Retiree Name Employment Year Retirement Date Is Disability

No follow-up retirement verifications due

Submission Overview Last 5 Monthly Submissions View All Confirmation Submit Year Month Status Total Number Date 12 C9000403644 01/02/2025 2025 \$301,598.96 Accepted December C9000402577 12/02/2024 2025 \$355,655.97 Accepted November C9000401548 10/31/2024 2025 10 October Accepted \$293,400.79 C9000400237 09/30/2024 2025 Accepted \$300,850.44 September

Receipts Overview Last 5 Receipts View All Receipt **Receipt Date** Туре Amount Number 614958 01/07/2025 **Employer Report** \$301.598.96 614131 12/05/2024 **Employer Report** \$355,655.97 613268 11/05/2024 **Employer Report** \$293,400.79 612409 10/04/2024 **Employer Report** \$300.215.54 612337 10/02/2024 **Employer Report** \$634.90



Employer Reports & MyERS Summary

- All TRS reports are submitted through MyERS
- Some helpful membership information is available on MyERS
- Important Due Dates:
 - 10th of every month Prior month's contributions are due
 - o March 15th Calendar Year Tax Report is due
 - November 1st Employment Year End report is due
 - o Retirement due dates:
 - ☐ ERV1's 60 days before the retirement date
 - ☐ ERV2's 15th of the month of retirement

