

RSA-1 Supplemental Retirement Plan – Now with a Roth Option!

What is RSA-1? RSA-1 is a governmental 457(b) plan offered to all public employees in the state of Alabama. This is a voluntary supplemental retirement plan administered by The Retirement Systems of Alabama. The plan allows members to contribute a portion of their salary into an investment account. These funds will be available to members upon retirement or separation from service.

Deferrals to the plan are made via payroll deduction, and the individual account itself (including investment options) is managed by the participant in conjunction with RSA-1. A participant may choose the amount of contribution (deferral) per pay period as well as the taxable status of the deferrals. There is no minimum amount required, but annual maximums (see below) are determined by the Internal Revenue Service (IRS). For those age 50 and over, the annual maximum is higher (referred to as a catch-up contribution).

NEW ROTH OPTION!

What is a Roth 457(b)? This is a voluntary after-tax contribution option to which members can contribute funds from their paycheck that have already been taxed. They would then pay no taxes on the qualified distributions withdrawn during retirement, including earned interest. An additional benefit is that there is no required minimum distribution.

Pre-tax or Post-tax? RSA-1 offers both pre-tax and post-tax options. Participants choose whether the deferrals are to be deducted on a pre-tax or post-tax (Roth) basis OR a combination of the two. Should I choose Roth deferrals (post-tax) or pre-tax deferrals? This is a determination you must make, and it is dependent on your retirement goals and current financial needs. It is best to consult a financial advisor when making this decision, but this [link](#) contains some online information to help you understand the differences and make a determination that is best for you.

RSA-1 Deferral Limits for 2024: Please refer to the chart below for the RSA-1 contribution limitations for calendar year 2024.

		Calendar Year 2023	Calendar Year 2024
RSA-1	Under Age 50	\$22,500	\$23,000
	Over Age 50	\$30,000	\$30,500
	Special Catch-Up	\$45,000	\$46,000

- To begin participation in the plan, click on this [link](#) to the RSA-1 forms page and complete the appropriate form(s) or enroll online through Member Online Services (MOS).
- If you do not already have an RSA-1 account then you will first complete the [enrollment packet](#). To begin your payroll deduction, complete the [authorization to defer compensation packet](#) and submit to payroll@una.edu.
- If you are a current RSA-1 participant and want to make changes to your contributions, please use this [form](#).