Our Mission

Providing secure benefits to our members
and consistently delivering quality service by
meeting our customers’ needs; operating efficiently and transparently;
investing and managing assets prudently; and
acting in the best interest of all members.
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**Discover More Online**  
Along with this handbook, PERS provides online resources for members. Look for the pointing finger symbol (at left) throughout this handbook to guide you to resources found at www.pers.ms.gov.
Contact Us

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Jackson, Mississippi 39201-1005

800.444.7377
601.359.3589

customerservice@pers.ms.gov
www.pers.ms.gov

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

Visitor parking is available in the parking garage
behind the PERS Building at 429 Mississippi
Street. Entrance to the parking garage is from
President Street, between Yazoo Street and
Mississippi Street.
The Supplemental Legislative Retirement Plan (SLRP) was established in 1989 and placed under management of the Public Employees’ Retirement System of Mississippi (PERS) Board of Trustees. SLRP provides supplemental benefits, in addition to PERS benefits, to all members of the Mississippi Legislature and the person serving as the President of the Senate (Lieutenant Governor).

An addendum to the PERS Member Handbook, this publication provides information specific to members and retirees of SLRP. Please refer to the PERS Member Handbook and the PERS website for additional information. Both this addendum and the PERS Member Handbook are available on the PERS website, www.pers.ms.gov.
Enrollment and Member Information

All members of the Mississippi Legislature and the President of the Senate are members of both PERS and SLRP.

To establish a member account in SLRP, a legislator must complete Form 1, Membership Application, and Form 1B, Beneficiary Designation. These forms are available through the employer, upon request from PERS, or through the PERS website.

Active members are encouraged to keep their account information up to date by submitting a completed Form 1C, Change of Information, to their employer. Inactive members should submit this form directly to PERS. This form, which can be found on the PERS website, allows members to update their name, mailing address, marital status, and family information.

Contributions

SLRP members are required to pay the full contribution amounts for both PERS and SLRP to fund their regular and supplemental benefits. Contribution rates on earnings up to the maximum reportable earnings are set by law and regulation. (See Summary of Major Plan Provisions at www.pers.ms.gov for the current maximum reportable earnings.)

Look Up Current Contribution Rates, Download Forms

Current member and employer contribution rates are posted under PERS Board Regulation 60, Contribution Rates, at www.pers.ms.gov. Also online are Form 1, Membership Application; Form 1B, Beneficiary Designation; and Form 1C, Change of Information.
SLRP Benefits

Benefit Options
The same benefit options available to PERS retirees (see PERS Member Handbook) are available to SLRP retirees. A member retiring under PERS and SLRP may choose different benefit options and may designate different beneficiaries for each plan.

As SLRP acts as a supplement to a participant’s PERS benefit, eligibility for benefits under SLRP is contingent upon eligibility for benefits under PERS. Upon termination from SLRP-covered employment, any SLRP member who meets the eligibility requirements for benefits under PERS (see PERS Member Handbook) may apply for benefits under SLRP.

Benefit Amount
The retirement allowance provided under SLRP is equal to 50 percent of the retirement allowance provided under PERS, but applies only to a retirement allowance earned as a member of the Mississippi Legislature or as the President of the Senate. SLRP will not provide a supplement for PERS benefits earned by the member in any covered position other than that of a member of the Mississippi Legislature or as President of the Senate.
Example of Benefit Calculation

Based on the PERS service retirement benefit formula, a member of PERS and SLRP who meets retirement eligibility and retires with 20 years of creditable service as a member of the Legislature and/or as President of the Senate would be eligible for an unreduced PERS service retirement benefit equal to 40 percent of average compensation for his or her legislative service. The same member also would be eligible for a maximum SLRP service retirement benefit equal to half of that, or 20 percent of the average compensation. For this example, if a member’s average compensation is $35,000 for his or her legislative service, the member would be eligible for an annual service retirement benefit under the Maximum Retirement Allowance of $14,000 from PERS and $7,000 from SLRP. If the member has additional creditable service through employment with another PERS-covered agency, the PERS benefit could increase but the SLRP benefit would not. (The PERS Member Handbook provides additional benefit calculation information.)
Partial Lump Sum Option
SLRP members who meet the eligibility criteria under PERS may elect to choose the Partial Lump Sum Option (PLSO) at the time of retirement equal to benefits for 12, 24, or 36 months under the Maximum Retirement Allowance. Receiving a partial lump sum would result in a reduction in monthly benefits and the annual Cost-of-Living Adjustment (COLA) (see PERS Member Handbook).

Annual Cost-of-Living Adjustment (COLA)
The same provisions that govern the COLA for PERS retirees pertain to SLRP. Unless an eligible retiring member elects to receive equal monthly installments from July to June, he or she will receive the COLA in one lump sum payment in mid-December. A retiree must draw benefits for one full fiscal year (July 1-June 30) to qualify for the COLA.

The COLA is equal to 3 percent of annual base benefits for each full fiscal year of retirement, with the 3 percent compounded beginning with the fiscal year that the retired member reaches age 55 or 60, based on applicable retirement tier (see PERS Member Handbook).

📢 Read more about PLSO and COLA
For more information about the PLSO and COLA, visit PERS online, www.pers.ms.gov.
Creditable service refers to service credit awarded on a state fiscal year basis for employment in a SLRP-covered position. Types of service credit are:

**Membership Service**
Membership service credit is awarded for employment in a SLRP-covered position for periods beginning July 1, 1989, the date SLRP was established. All earned compensation must be properly reported before credit can be awarded.

**Prior Service**
Prior service credit is awarded for employment in a covered position for SLRP prior to July 1, 1989. Credit for prior service was awarded to all members of SLRP as of July 1, 1989. Any employee elected or appointed to a SLRP-covered position after July 1, 1989, who also served in the Legislature or served as President of the Senate prior to July 1, 1989, is eligible for this prior service after contributing to and vesting in SLRP. Prior service is awarded at no cost to the member.

**Active Duty Military Service**
SLRP service credit is awarded for active duty military service in the U.S. Armed Forces. The maximum credit for military service is four years. The member must submit to PERS a copy (not the original) of
the military DD214 discharge form or other documentation acceptable to PERS. No credit can be provided to anyone who received a dishonorable discharge. Military credit is authorized in only one retirement system administered by PERS and cannot be split between plans. Military credit is awarded at no cost to the member, but a member must be vested in PERS to be eligible to receive active military service credit.

**Elected Official Leave**

Each member of SLRP is awarded 30 days of elected official leave credit for each year of elected service prior to June 30, 1984, and in lieu of any leave earned while simultaneously employed. After June 30, 1984, service credit is awarded for elected official leave based upon the number of years of continuous elected service according to the leave accrual tables in the State Leave Law as follows:

<table>
<thead>
<tr>
<th>Total Years in Office</th>
<th>Allowed for Term</th>
<th>Cumulative Total</th>
<th>Service Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>121.5 days</td>
<td>121.5 days</td>
<td>0.6667 years</td>
</tr>
<tr>
<td>8</td>
<td>126.0 days</td>
<td>247.5 days</td>
<td>1.1667 years</td>
</tr>
<tr>
<td>12</td>
<td>132.0 days</td>
<td>379.5 days</td>
<td>1.6667 years</td>
</tr>
<tr>
<td>16</td>
<td>133.5 days</td>
<td>513.0 days</td>
<td>2.1667 years</td>
</tr>
<tr>
<td>20</td>
<td>138.0 days</td>
<td>651.0 days</td>
<td>2.75 years</td>
</tr>
<tr>
<td>24</td>
<td>138.0 days</td>
<td>789.0 days</td>
<td>3.25 years</td>
</tr>
<tr>
<td>28</td>
<td>138.0 days</td>
<td>927.0 days</td>
<td>3.8333 years</td>
</tr>
<tr>
<td>32</td>
<td>138.0 days</td>
<td>1,065.0 days</td>
<td>4.4167 years</td>
</tr>
<tr>
<td>36</td>
<td>138.0 days</td>
<td>1,203.0 days</td>
<td>4.9167 years</td>
</tr>
<tr>
<td>40</td>
<td>138.0 days</td>
<td>1,341.0 days</td>
<td>5.50 years</td>
</tr>
</tbody>
</table>

*Add 138 days for each additional four-year term.*
Refund Payback & Reinstatement of Credit

Eligibility to repay a refund for reinstatement of service credit in SLRP requires that the member must have returned to SLRP-covered service after the date of the refund of employee contributions and interest. However, the member does not have to be an actively contributing member to be eligible to repay a refund.

A member who wishes to have refunded credit reinstated must repay the refund beginning with the most recent service. Reinstated service credit will be posted to a member’s account only after the member becomes vested in SLRP. The cost to repay a refund includes the gross amount of the refund, plus a compounded interest charge for each year beginning with the date of the refund, based upon rates established by the PERS Board.

Termination from SLRP

Termination is a severance of employment from all SLRP-covered positions. Eligibility for benefits from SLRP requires that a member must have terminated from SLRP-covered employment and must have filed an application separate from any application for PERS benefits.

The terminating member must consider the following options related to his or her SLRP retirement account:

Requesting a refund of SLRP contributions:

- If the member applies for a lump sum of SLRP contributions, plus interest, PERS is required to withhold 20 percent of the taxable distribution for federal income tax withholding.

- If a member requests a direct transfer of contributions into an eligible retirement plan or a traditional IRA, taxes and/or penalties will be deferred to the new plan.
• If a member receiving a refund is younger than 55 years old, the Internal Revenue Service may impose a 10 percent penalty for early distribution in addition to the 20 percent federal tax withholding referred to above.

• Acceptance of a refund terminates membership in SLRP and cancels all rights to any future retirement benefits based on the service associated with the refunded contributions.

There is no provision in SLRP law for loans, partial refunds, or hardship withdrawals. PERS will not issue refunds until 90 days after termination of employment and receipt of the completed application, unless there is a documented emergency. Form 5, Member Refund Application, is available through the employer, by making a request to PERS, or through the PERS website.

Leaving SLRP contributions with benefit availability depending on vested status:

Termination of non-vested member:
• Interest will be posted monthly; service credit will remain.

• In the event of an inactive member’s death, a lump sum distribution of SLRP contributions and interest is payable to the designated beneficiaries with a mandatory 20 percent federal tax withholding unless the beneficiary elects a direct transfer into an eligible retirement plan or a traditional IRA. A non-spouse beneficiary may elect to roll over funds into an account established only for that purpose.

• Basic SLRP survivor benefit provisions are the same as those for PERS (see PERS Member Handbook).
Termination of vested member:
- Interest will be posted monthly; service credit will remain intact.
- Service retirement benefits will be payable, upon application, at age 60.

Death of vested member:
- The qualifying spouse and dependent children will be eligible for monthly benefits.
- In the absence of a spouse or dependent children, a lump sum distribution of SLRP contributions and interest is payable to the designated beneficiaries.

Applying for monthly benefits:
Upon meeting eligibility requirements and submitting a completed application to PERS, monthly SLRP retirement benefits are paid as an annuity. The member qualifying for monthly benefits will receive equal monthly payments for life. The amount of a retired member’s annuity is calculated using the service credit factor, his or her average compensation, and, depending on the optional benefit payment plan selected, the age of the member and of the beneficiaries at the effective date of retirement, which is the first of the month after termination of employment and after a completed application is received by PERS.
Disability Retirement

Disability benefits are designed to provide a secure income to active SLRP members who become sick or injured, can no longer perform the essential duties of the job, and have a condition that is likely to be permanent. Basic SLRP Disability Retirement provisions are the same as those for PERS (see PERS Member Handbook).

Disclaimer: This handbook is published for members of the Supplemental Legislative Retirement Plan (SLRP) to provide general information regarding PERS laws, policies, and regulations and is subject to periodic revision as laws, policies, and regulations change. See all current PERS Board of Trustees Regulations at www.pers.ms.gov/Content/Pages/Board-Regulations.aspx.

PERS administers the benefits described in this handbook on behalf of participating employers. This handbook is meant to serve as a general reference to SLRP members and retirees and should not be used as a legal reference or a complete statement of the laws or administrative rules related to retirement. If any conflict exists between the information in this handbook and the applicable laws or administrative rules, the laws and administrative rules shall prevail.