

A message from
**GENERAL TREASURER
JAMES A. DIOSSA**



Dear ERSRI Member,

Wishing you a happy new year. As I begin my third year in office, I reaffirm my commitment to the financial well-being of our active employees and retirees.

Together, we will continue to invest, support, and serve our members. Here's to a year filled with growth, hope, and shared successes!

Also, I thank our Congressional delegation — Senator Jack Reed and Senator Sheldon Whitehouse, and bill co-sponsors Congressman Seth Magaziner and Congressman Gabe Amo — for their efforts in the recent federal passage of the Social Security Fairness Act of 2023.

This legislation repeals the Windfall Elimination Provision and Government Pension Offset. It will increase Social Security benefits for certain individuals who collect a pension from the state or a municipality and receive a Social Security benefit from service in a covered position, or who receive Social Security spousal benefits.

If you think you fall into this category and would like more information, please reach out to the Social Security Administration at 800-772-1213.

On behalf of Treasury, I wish you all the best this year.

Sincerely,
Treasurer DiOSSa

1099-Rs are in the mail
WATCH YOUR MAILBOX

The 1099-R form provides detailed information about your income for the previous year. ERSRI mails 1099-R forms to retirees and payees by January 31st of each year. In addition, you can also view or print your 1099-R by logging into your online retirement account on the ERSRI Member Portal.

For a guide to reading your 1099-R, including a tutorial on how to access your 1099-R on the ERSRI Member Portal, visit <https://www.ersri.org/retirees/benefit-payments/1099-r> or scan the QR code to the right.

If you do not receive your 1099-R form by February 15th, please contact ERSRI to request a replacement.



ELEVATE YOUR RETIREMENT PLAN – A NEW YEAR CHECK-IN

A quick check in can help you start the year strong and ensure your retirement goals are aligned for the year ahead. The best way to achieve any New Year's resolution is by breaking it into clear, manageable actions. Planning for a secure retirement is no different. You are a year older and that means a year closer to retirement, so let's look three basic things to do at the beginning of the year.

Are you saving enough?

Have you taken inventory of all of your retirement plan assets to determine if you will have the same or similar lifestyle in retirement? Experts estimate that when you stop working, you'll need 70 to 90% of your pre-retirement income to maintain your standard of living. Your house may be paid off, but your healthcare costs may increase. Also, take into consideration inflation will make goods and services more expensive when you are in retirement. You can use TIAA's calculators and retirement tools here.

Are you invested properly?

It's important to keep an eye on your asset allocation to make sure it is still meeting your needs. Re-assess your risk tolerance at this time. As we get closer to retirement age, it may be prudent to gradually lessen your equity exposure. To find out if you are invested properly, you can have a no-cost advice session with a TIAA representative for an unbiased, third-party allocation analysis by scheduling an appointment here.

Are your beneficiaries up to date?

A beneficiary is more than just a name. It's important to make your wishes clear. Naming your beneficiaries and putting essential documents in place puts you in control and can make a difference for the people and causes you care about. Follow

the steps below to name or edit a beneficiary on your TIAA account.

Easily add a new or update existing beneficiary information in just a few steps:

Log onto your account at TIAA.org and select My profile in the top right corner and choose Add/edit beneficiaries.

To add a beneficiary:

-Select the add a beneficiary text and follow the prompts. When you're finished, review your additions and select Submit.

To edit beneficiary contact information:

- Select a beneficiary, click on Edit beneficiary information and follow the prompts. When you're finished, select Update.

To edit allocations and beneficiary type:

- Select Update account details and make your changes. When you're finished, review and then select Submit.

A TIAA Financial Consultant can help you with all of these questions and more as a part of your retirement plan – at no additional cost. Call 800 732-8353, or scan this QR code with your phone.



Important Note: Members must designate their beneficiaries with TIAA and ERSRI independently. To designate or update your ERSRI beneficiary, download and submit a Beneficiary Designation Form, available at <http://www.ersri.org> under the ERSRI Forms heading on the menu bar.

YOUR GUIDE TO THE 2025 COLA

Step 1. Am I eligible for COLA in 2025?

PLAN	Teacher State Employee Municipal Employee*	Teacher State Employee Municipal Employee (General)*	Municipal Employee (Police & Fire)*	Municipal Employee (Police & Fire)*	Judges State Police	Central Falls Legacy Plan West Warwick Legacy Plan	Teachers Survivor Benefit (TSB) Spousal Benefit Payees over age 60****
	who retired on or before 6/30/2012	who retired on or after 7/1/2012	who retired between 7/1/2012 and 6/30/2015	who retired on or after 7/1/2015			
COLA?	Eligible for 2025 COLA***	3 years after retirement <<or>> SSNRA**, whichever is later	3 years after retirement <<or>> age 55, whichever is later	3 years after retirement <<or>> age 50, whichever is later	3 years after retirement <<or>> SSNRA**, whichever is later	eligibility rules are pursuant to individual plan documents	benefits effective on or before 12/1/2024

* In plans offering COLA

** SSNRA, or Social Security Normal Retirement Age, is based on your year of birth. For those member born in 1960 or later SSNRA is age 67. For a full chart, visit <https://www.ssa.gov/oact/progdata/nra.html>

*** With the exception of members who were not yet receiving COLA by 6/30/2012 and have not reached their SSNRA by 2025

**** TSB Family Benefit recipients are not eligible for COLA

Eligible retirees of the Employees' Retirement System of Rhode Island (ERSRI) and Municipal Employees' Retirement System (MERS) employers will receive a Cost-of-Living Adjustment (COLA) in 2025.

The COLA rate for a given year is calculated using 50% of the previous five-year average investment return minus 5.00%, and 50% of inflation as measured by the CPI-U Consumer Price Index for All Urban Consumers, then applied to a portion of your pension benefit as determined by Rhode Island General Law.

Because of the varied COLA provisions that are afforded to members under Rhode Island General Law, eligible members will fall into one of the COLA groups in the chart above. Follow these 3 steps to determine if you are eligible for COLA in 2025, what your COLA percentage and amount will be, and when you can expect to see the adjustment to your benefit. Note that if you received 2024 COLA, your 2025 COLA adjustment will be applied to your benefit the very same month.

If I have met the eligibility criteria in Step 1...

Step 2. ...HOW MUCH will my 2025 COLA % and amount be?

COLA % & AMOUNT	PLAN	Retired Teacher or State Employee	Retired Municipal Employee – Plans with COLA funded 75% or more (see list)	Retired Municipal Employee – Plans with COLA funded less than 75%	Retired Judge or State Police Employee (“4 year COLA” in 2025)	Retired Central Falls Legacy <<or>> West Warwick Legacy Plan member	Teachers Survivor Benefit (TSB) Payee (spouses 60 or over)
	Date of Retirement: On or Before 6/30/2012	2.89% COLA on first \$30,622	2.89% COLA on first \$30,622	2.89% COLA on first \$30,622	2.89% COLA on first \$36,746	% as specified in individual plan documents	2.5% on full benefit amount
	Date of Retirement: Between 7/1/2012 and 6/30/2015	0.72% on first \$36,746	2.89% COLA on first \$30,622	0.72% on first \$36,746			
	Date of Retirement: On or After 7/1/2015	0.72% on first \$30,622	2.89% COLA on first \$30,622	0.72% on first \$30,622	2.89% COLA on first \$30,622		

MERS Employer Plans receiving a full calculated COLA of 2.89% COLA in 2025*

***These plans were 75% or more funded by 6/30/2024 (for eligible members who retired after 6/30/2012)**

- Albion Fire District (ADMIN)
- Barrington COLA
- Barrington Fire (25)
- Barrington Police
- Bristol
- Bristol Police
- Bristol/Warren Schools
- Burrillville
- Burrillville Housing

- Burrillville Police
- Central Coventry Fire
- Central Falls Police & Fire New
- Central Falls Schools
- Chariho School District
- Charlestown
- Charlestown Police
- Coventry Lighting District
- Cranston
- Cranston Fire
- Cranston Housing
- Cranston Police
- Cumberland Fire
- Cumberland Housing
- Cumberland Rescue
- East Greenwich
- East Greenwich Fire

- East Greenwich Housing
- East Greenwich Police
- East Providence Housing
- East Smithfield Water
- Exeter/West Greenwich
- Foster Police
- Foster/Glocester
- Glocester
- Glocester Police
- Greenville Water
- Harrisville Fire District
- Harrisville Fire District (ADMIN)
- Hope Valley Fire
- Hopkins Hill Fire
- Hopkinton
- Hopkinton Police
- Jamestown

If I have met the eligibility criteria in Step 1...

Step 3. ...WHEN will I receive my 2025 COLA?

Many eligible members receive their COLA **the month following their 3-year retirement anniversary**. However, for members who reach their COLA eligibility based on their Social Security Normal Retirement Age (SSNRA) or age - when this date is later than the 3-year anniversary - their COLA month will be **the month following their SSNRA or birth date**.

For members with **retirement dates in December** who reach COLA eligibility on their 3-year retirement anniversary, COLA adjustments are paid **the following January**.

For **teachers with retirement dates of July 1st** who reach COLA eligibility on their 3-year retirement anniversary, COLA adjustments are paid in **July**.

For **TSB spousal benefit recipients**, COLA adjustments are paid in **January**.

ERSRI PENSION VALUATION

Investment Portfolio
(as of December 31 2024)

\$11,614,368,663

Funded Ratio
(as of June 30, 2024)

RI Employees: 60.7%

Teachers: 64.8%

MERS: 88.1%

For more detailed information, follow this link: <https://treasury.ri.gov/about/turns-vs-benchmarks> or scan the QR code below.



Limerock Fire District
Lincoln Fire District
Lincoln Housing
Lincoln Rescue
Middletown
Middletown Police & Fire
N. RI Collaborative Adm. Services
Narragansett Housing
New Shoreham
Newport
Newport Housing
North Kingstown
North Kingstown Fire
North Kingstown Police
North Smithfield
North Smithfield Police
North Smithfield Voluntary Fire

Pascoag Fire District (ADMIN) COLA
Pascoag Fire District COLA
Pawtucket
Pawtucket Housing
Portsmouth Fire Department
Portsmouth Police Department
Scituate
Scituate Police Dept COLA
Smithfield
Smithfield COLA
Smithfield Fire
Smithfield Police
South Kingstown
South Kingstown EMT
South Kingstown Housing
South Kingstown Police
Tiogue Fire & Lighting

Tiverton
Tiverton Fire
Tiverton Local 2670A
Town of E. Greenwich-COLA-NCE
Town of West Warwick
Warren
Warren Housing
Warren Police & Fire
West Greenwich
West Greenwich Police/Rescue
West Warwick Housing
West Warwick Police Dept
West Warwick School Dept (NC)
Woonsocket
Woonsocket Fire
Woonsocket Police

COMPASS

EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND



JANUARY 2025

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