



2026

Retirement Medical Benefits Account

Toolkit

for Directors and HR Teams

Educational Resources about
Public Law 104



RMBA Toolkit

Table of Contents

Overview.....	2
What Public Law 104 Changes	2
What Public Law 104 Does Not Change.....	3
RMBA Election Options.....	4
RMBA Background Info.....	6
Hoosier START Background Info	8
Example Scenarios.....	9
Example 1	9
Example 2.....	9
Example 3.....	10
Example 4	11
Example 5.....	12
RMBA Election Exceptions.....	14
Leaving State Employment Before January 1, 2027	14
Leaving State Employment After January 1, 2027.....	14
Educational Resources.....	15
Required Learning and Acknowledgement of Responsibilities.....	15
Virtual and In-Person Education.....	16
Ongoing Communication.....	18
A Calendar of RMBA Educational Opportunities.....	19
What Employees Can Do Now.....	20
Important Considerations.....	20
Expected Timeline	22
Resources.....	23
Content for Agency Distribution.....	24
Language to Educate Your Employees.....	24
FAQs.....	30





RMBA Toolkit

Overview

Legislation offers certain state employees options for their Retirement Medical Benefits Account (RMBA).

Senate Enrolled Act 14 (SEA 14, now Public Law 104) was passed in the 2026 legislative session. It makes several important changes for State of Indiana employees regarding their participation in RMBA.

Public Law 104 provides a unique opportunity for eligible State employees to make an election during the State's Open Enrollment period regarding their RMBA participation.

The election referred to throughout this document is the employee's decision to waive any and all rights to their RMBA account. If they elect to waive their participation in, and any rights to receive benefits under, the RMBA account, they will become eligible for a one-time, non-matching employer contribution to the Hoosier START 401(a) plan, as described below.

The one-time, non-matching employer contribution referred throughout may be reduced to comply with requirements imposed by the Tax Code.

It is important that all State employees that are eligible to make an election fully understand their options, responsibility to make an election, and how their election may influence their retirement and financial planning.

Content for agency distribution, including newsletter content and FAQs can be found within this document. As new information is available, it will be updated here and on [INPRS Resources for Our Partners page](#).

What Public Law 104 Changes

Public Law 104 discontinued the RMBA for State employees hired after March 14, 2026, and gives most RMBA participants the choice to either:

- Participate in the newly created 2027 RMBA, or
- End RMBA participation and receive a one-time, non-matching employer contribution into their Hoosier Start 401(a) account. **[This is the default option if employees do not complete an election.]**

The one-time, non-matching employer contribution will be calculated based upon their continuous years of service and age during each respective year and should be the equivalent of their RMBA contributions balance, minus earnings.

What Public Law 104 Does Not Change

Retirees

There are no changes to the RMBA for retired participants or their beneficiaries and survivors.

Back-end changes associated with the creation of the 2027 RMBA will take place, but any changes will not change how the plan works or how the participant interacts with their plan.

Specific Groups of State Employees

Some State employees are not eligible to elect to waive their RMBA rights and become eligible for a one-time, non-matching employer contribution to their Hoosier START 401(a) account. Instead, they become participants in the 2027 RMBA.

These ineligible groups include:

- Active employees that had 15 years of applicable service or were an elected official with at least 10 years of service and were eligible for full retirement as of June 30, 2017. These employees will automatically become participants in the 2027 RMBA.
- Individuals on long-term disability at the time of the one-time, non-matching employer contribution to their Hoosier START 401(a).
 - Employees on long-term disability during the election period are eligible to make a RMBA election. However, if they are on long-term disability at the time of the one-time, non-matching employer contribution to their Hoosier START 401(a) account, they are ineligible to receive this type of employer contribution according to Internal Revenue Service rules and will be enrolled as a participant in the 2027 RMBA.

RMBA Election Options

During the State's Open Enrollment period, certain active state employees, eligible for RMBA, and hired before March 14, 2026, will be given two election options:

- **Transfer their entire RMBA balance (contributions and earnings) to a newly created 2027 RMBA.**
 - The 2027 RMBA will retain the same requirements for participants to reach retirement eligibility to be entitled to the funds in the RMBA.
 - Employees choosing this option will also continue to receive the annual contributions based on plan rules and their RMBA balance would be eligible for interest earnings.
- **Receive a one-time, non-matching employer contribution equal to the amount of their RMBA contributions, minus earnings, to their Hoosier START 401(a) and end their participation in the RMBA. [This is the default option if employees do not complete an election.]**
 - Employees choosing this option would be 100% vested from day one and responsible for directing the investments of the contribution.
 - Employees choosing this option will no longer be participants of the RMBA. They will also not be eligible to receive annual contributions.
 - Employees must have a Hoosier START account if they plan to make this election. Employees can enroll in Hoosier START now using this link: <https://www.hoosierstartnationwide.com/rsc-preauth/signup/>.
 - Employees who contribute to their Hoosier START account are eligible for the state-matching amount of \$15 per pay period which equals \$390 per year. Beginning in summer 2027, this match is expected to increase to up to \$28 per paycheck, pending annual State Budget Committee approval.

Please note: Employees who elect this option by choice or default and are on long-term disability at the time of the one-time, non-matching employer contribution to their Hoosier START 401(a) account are ineligible to receive this type of employer contribution according to Internal Revenue Service rules and will be required to participate in the 2027 RMBA.

This is a one-time, irrevocable election made during the State of Indiana's Open Enrollment period. During the election period, eligible employees will make their



RMBA Toolkit

election using SuccessFactors or by paper form if they do not have access to SuccessFactors. Employees may only change their election during the election period but not after. Instructions on how to change one's election will be provided at the time of election.

RMBA Toolkit

RMBA Background Info

The RMBA is a health reimbursement account for medical, dental, vision, and long-term care insurance premiums available to qualifying state employees who retire from their eligible positions. It can also be used for covered dependents, such as the legal spouse or dependent child or children, even in the event of the participant's death.

The Indiana Public Retirement System (INPRS) is responsible for administering the RMBA. The funds in RMBA are invested by INPRS. Any interest earned or losses experienced are typically applied to participant accounts in the fall.

Full-time employees hired before March 14, 2026, in one of the following positions are eligible for RMBA and were enrolled automatically:

- An employee of the executive, legislative, or judicial branch of state government,
- A state-elected officer,
- An appointed officer who is appointed to fill State elected office vacancies,
- Certain police officers of the executive branch (eligible for medical benefits), and
- A member of the Indiana General Assembly.

Annual contributions are made to eligible employees' reimbursement accounts based on the employees' age on the last day of the prior calendar year. These contributions are typically made in June.

Participant's Attained Age in Years as of Prior Year-End	Annual Contribution Amount
Less than 30	\$500
At least 30, but less than 40	\$800
At least age 40, but less than 50	\$1,100
At least 50	\$1,400

For example, an employee who is age 34 by the end of 2025 would receive an annual contribution of \$800 in June 2026.

The funds in RMBA are not accessible to the employee while employed. Employees are only entitled to the funds when they are eligible for a normal, unreduced, or disability benefit on their last day of employment in an eligible position. Any years of

RMBA Toolkit

service credit that were purchased to be eligible for a benefit under the retirement fund in which you are a member will not be included in determining your eligibility for benefits or the total amount of benefits under this RMBA plan.

If a RMBA participant leaves State employment before becoming retirement eligible, their RMBA balance is forfeited.

Hoosier START Background Info

Hoosier START is the State of Indiana's retirement savings plan that provides employees with two tax-advantaged options: a **457(b) account** for employee contributions and a **401(a) account** where the State provides matching contributions. Participants are 100% vested, can invest for any retirement expense, choose their own investment options through the investment menu, and keep their savings even if they leave State employment. The default target date fund—used by many participants—earned approximately 4%–13% over the past year.



Employees who contribute to their Hoosier START account are eligible for a state match of \$15 per pay period, or \$390 per year. Beginning in summer 2027, this match is expected to increase to up to \$28 per paycheck, pending annual State Budget Committee approval.

The Office of Indiana State Comptroller administers Hoosier START and partners with Nationwide Retirement Solutions as the record-keeper, holding all participant accounts.

Sign up, log in, or learn more at hoosierstartnationwide.com.

Example Scenarios

Example 1

Age 40, 13 years of State employment

Nora is 40 years old and has worked for the State for 13 years, beginning her RMBA-eligible job in 2013. As of July 2026, she has received \$10,100 in contributions to her RMBA. She has also received \$854.47 in interest earnings, making her total RMBA balance as of July 2026 \$10,954.47.

If she elects to participate in the 2027 RMBA and continues to work for the State until she becomes retirement eligible, she will continue to receive annual contributions and will be able to use her RMBA balance to pay for qualifying medical insurance premiums in retirement. Her RMBA balance will continue to be invested, and any earnings will be credited to her account while she continues working for the State. If she decides to leave State employment before she reaches retirement eligibility, she will forfeit the entirety of her 2027 RMBA balance, including annual contributions and earnings.

If she elects to receive the one-time, non-matching employer contribution equal to the amount of her RMBA contributions to her Hoosier START 401(a), Nora will end her participation in the RMBA. Her one-time, non-matching employer contribution of \$10,100 will be made to her Hoosier START 401(a) in early 2027 and it will be her responsibility to direct, monitor, and manage how these funds are invested. Because Nora is not eligible to retire, if she leaves State employment before January 1, 2027, she will forfeit her election and the balance of her RMBA. If she leaves State employment after January 1, 2027, she will retain ownership of the funds in her Hoosier START 401(a), including her one-time, non-matching contribution.

Example 2

Age 59, 12 years of State employment

Darren is 59 years old and has worked for the State for 12 years, joining his agency in the spring of 2014. As of July 2026, he has received \$15,900 in contributions to his RMBA. His interest earnings total \$1,366, making his total RMBA balance as of July 2026 \$17,266.

Darren loves his job and envisions continuing to work for the State at least until he reaches retirement eligibility. For Darren to reach retirement eligibility, he needs to

RMBA Toolkit

work at least three (3) more years to achieve 15 years of service. 15 years of service, paired with his age will make him eligible to retire according to RMBA plan rules. Darren will be 62 in three (3) years, surpassing the minimum age of 60 that is required for State employees that retire with at least 15 years of service.

If he elects to participate in the 2027 RMBA and continues to work for the State until he becomes retirement eligible in three (3) years, he will continue to receive annual contributions and will be able to use his RMBA balance to pay for qualifying expenses in retirement. Darren's RMBA balance will continue to be invested, and any earnings will be credited to his account while he continues working for the State. If he decides to leave State employment before he reaches retirement eligibility, he will forfeit the entirety of his 2027 RMBA balance, including annual contributions and earnings.

If he elects to receive the one-time, non-matching employer contribution equal to the amount of his RMBA contributions to his Hoosier START 401(a), Darren will end his participation in RMBA. In early 2027, a one-time, non-matching employer contribution of \$15,900 will be deposited into his Hoosier START 401(a) account, and he will be able to manage his investment selections using the Hoosier START fund menu. Because Darren is not eligible to retire, if he leaves State employment before January 1, 2027, he will forfeit his election and the balance of his RMBA. If he leaves State employment after January 1, 2027, he will retain ownership and control of the funds in his Hoosier START 401(a), including his one-time non-matching employer contribution.

Example 3

Age 27, less than one year of State employment

Claire recently joined the State, beginning her new job in February 2026. When she was hired, she was enrolled as a participant in the RMBA, but she has not yet received any contributions. RMBA plan rules state that annual contributions are made based on the participant's age as of December of the prior year. Since Claire was just hired in February 2026, she will have to wait for December 2026 before she is eligible to receive an annual contribution to her RMBA in 2027.

If Claire decides to elect to participate in the 2027 RMBA, she will be due an annual contribution of \$500 to her RMBA based on her age as of December 31, 2026. This contribution will be made to her RMBA in June 2027, and her RMBA balance will be eligible for interest earnings. She will continue to be eligible to receive annual contributions and interest earnings so long as she remains employed in a RMBA-eligible position with the State. If she leaves State employment before reaching retirement eligibility,

RMBA Toolkit

she would forfeit her RMBA balance. If she continues working for the State, she could become eligible for retirement in 29 years at age 56, meeting the Rule of 85 requirement.

Because Claire just joined the State in February 2026, she does not have a RMBA balance.

If she elects or defaults to receive the one-time, non-matching employer contribution equal to her RMBA contributions to her Hoosier START 401(a), her contribution amount would be \$0. Claire will end her participation in RMBA.

Example 4

Age 62, 20 years of State employment

William is eligible to retire now, but he still has the responsibility to make a RMBA election that best suits his needs and retirement plans.

If William decides to leave State employment today, he will have access to his RMBA balance and can use the funds for qualifying expenses in retirement. This is true whether he retires from PERF when he leaves state employment or if he does not commence his PERF benefit immediately upon termination.

However, he's debating whether to retire abroad or remain in the United States. If he retires abroad, he may need to secure health insurance coverage in accordance with his new residency. In some cases, use of a RMBA is allowed, but the process may be more complex than what William is interested in managing.

Before he makes his RMBA election during the State's Open Enrollment period, William plans to meet with his trusted financial advisor to review his options and find out the specific rules, restrictions, and options for his potential retirement abroad.

If William learns that using his RMBA for qualifying medical expenses as a retiree living in another country is more restrictive than he wants to manage, he may determine that electing to **receive the one-time, non-matching employer contribution equal to his RMBA contributions to his Hoosier START 401(a)** will give him more flexibility in retirement.

If he makes this election, his RMBA contributions totaling \$24,800 will be directed to his Hoosier START 401(a) in early 2027, so long as he remains employed in his RMBA-eligible position until January 1, 2027.

If William makes his election and then leaves State employment before December 31, 2026, he will remain a participant of the RMBA because he is currently eligible to retire.

RMBA Toolkit

Although William is eligible to retire, therefore making him eligible to use his RMBA balance in retirement for qualifying expenses, **he must make a RMBA election during the State's Open Enrollment period.**

Only State employees with 15 years of applicable service or were an elected official with at least 10 years of service, and were eligible for full retirement as of June 30, 2017, are automatically enrolled in the 2027 RMBA.

If he wants to remain a participant in the RMBA, he must elect to participate in the 2027 RMBA. When he makes this election, his entire RMBA balance, which includes his annual contributions and interest earnings, will move to the new 2027 RMBA. He will continue to receive annual contributions and will be eligible for interest earnings until he leaves State employment. If he fails to make an election, William will default into the one-time, non-matching employer contribution to his Hoosier START 401(a) and his RMBA participation will end.

Example 5

Age 34, 7 years of State employment

Jessica started her career in the military at age 18 but was medically retired at age 26. As a medically retired veteran, Jessica uses TRICARE for her medical coverage.

Her RMBA contributions total \$4,700 and her interest earnings are \$338. She hopes to stay employed with the State for many years, but she needs to consider her unique situation.

Based on her research, she should be able to use her RMBA to reimburse herself for qualifying medical premiums in retirement while covered by TRICARE. However, she and her family may be required to relocate to another state due to her spouse's job in the next year or two. If they do move out of state, she would need to resign from her State job.

If she elects to participate in the 2027 RMBA during the State's Open Enrollment period, and she continues State employment until she becomes eligible to retire, she would receive annual contributions and be eligible for interest earnings. Upon retirement, she would be able to use her 2027 RMBA for qualifying expenses.

If she elects to participate in the 2027 RMBA but then her family is required to relocate in 2028 and she resigns, Jessica would forfeit her 2027 RMBA balance when she ends State employment.

If she elects to receive the one-time, non-matching employer contribution equal to her RMBA contributions to her Hoosier START 401(a), Jessica would receive a contribution of \$4,700 in early 2027. Whether her family relocates in 2028 or not, these funds would remain



RMBA Toolkit

in her Hoosier START 401(a) and are not at risk of forfeiture. She will have ownership and control of these funds.



RMBA Election Exceptions

All active, eligible State employees will be given the opportunity to make their RMBA election during the State's Open Enrollment period. However, there are certain exceptions to be aware of:

Leaving State Employment Before January 1, 2027

- If an employee leaves State employment before January 1, 2027, and **is not** retirement eligible, their RMBA balance will be forfeited, even if they have made a RMBA election.
- If they rehire in a RMBA-eligible position within 30 days of their departure, their RMBA election and, if applicable, RMBA balance will be restored.
- If an employee leaves State employment before January 1, 2027, and **is** retirement eligible, they will become a retired participant of the RMBA according to plan rules.
- Employees electing to receive the one-time, non-matching employer contribution equal to the amount of their RMBA contributions, minus earnings, to their Hoosier START 401(a) who then retire before January 1, 2027, will become retired participants of the RMBA and are not eligible for the one-time, non-matching employer contribution.

Leaving State Employment After January 1, 2027

- If an employee elects to receive the one-time, non-matching employer contribution equal to the amount of their RMBA contributions to their Hoosier START 401(a), and then terminates their State employment after January 1, 2027, their election will be honored and the one-time, non-matching employer contribution to their Hoosier START 401(a) equal to the amount of their RMBA contributions will be made in early 2027.
- If an employee elects to participate in the 2027 RMBA and leaves State employment before becoming retirement eligible, their 2027 RMBA balance will be forfeited.
- If they rehire in a 2027 RMBA-eligible position within 30 days of their departure, their 2027 RMBA balance will be restored.

Educational Resources

Required Learning and Acknowledgement of Responsibilities

INPRS is collaborating with the Indiana State Personnel Department (INSPD) and the State Comptroller's Office to ensure that the changes related to Public Law 104 are communicated clearly, bolstered with the appropriate support and education, and the back-end technical infrastructure is built to successfully support employees as they make their election during the Open Enrollment period.

A SuccessFactors Learning Module

All active State employees eligible for the RMBA and eligible to make an election during the State's Open Enrollment period will be assigned a required learning module through SuccessFactors before the State's Open Enrollment period begins.

This required learning module will include:

- An overview of the RMBA,
- The changes Public Law 104 makes to the RMBA,
- The options employees will have regarding their RMBA,
- An overview of their responsibilities in making their RMBA election,
- Instructions on how they will make their RMBA election this fall,
- A highlight of some relevant exceptions,
- A preview of upcoming education opportunities, and
- An acknowledgement of their understanding of this information and their responsibilities relative to their RMBA election.

All active State employees eligible to make a RMBA election are responsible for:

- Being aware of and understanding the options for their RMBA.
- Knowing the balance of their RMBA, made up of the State's contributions and interest earnings.
- Considering their retirement eligibility timeline and intentions related to State employment.

RMBA Toolkit

- Engaging in education opportunities.
- Seeking financial advice from a trusted provider, should they desire.
- Considering how their RMBA election may influence their retirement and financial strategy.
- Making their RMBA election by the RMBA election deadline.

Virtual and In-Person Education

INPRS will offer virtual and in-person education regarding these changes so employees have the support they need as they consider their options. During these sessions, INPRS's Retirement Services Consultants will explain options and in-depth scenarios, the potential financial implications of both choices, and will provide guidance on how employees can access their RMBA balance. All events are Eastern Standard Time.

<https://www.in.gov/inprs/members/workshopsAndCounseling>

Virtual Education

Weekly webinars with virtual office hours will be available for employees to attend. Employees will be able to ask questions during the event and are welcome to attend multiple events if desired.

Tuesday, October 6, 2026, at 10 a.m.

Wednesday, October 14, 2026, at 12 p.m.

Wednesday, October 21, 2026, at 2 p.m.

Friday, October 30, 2026, at 10 a.m.

Monday, November 2, 2026, at 12 p.m.

Thursday, November 12, 2026, at 2 p.m.

The webinar and virtual office hours will be available between 10 a.m. – 2 p.m. EST. This means:

- If the webinar is at 10 a.m., we will have office hours from the end of the presentation until 2 p.m.
- If it is at 12 p.m., there will be office hours before (starting at 10 a.m.) and after, ending at 2 p.m.





RMBA Toolkit

[Click here to join the meeting](#)

At the time the webinar commences, employees can also call in to 1-317-552-1674 and follow the prompts to hear the audio portion of the workshop.

The access code for this meeting is 927 408 428#.

In-Person Events at the Indiana Government Center South

Several in-person events will take place in the Indiana Government Center South conference center. Employees can register to attend using this link:

<https://www.in.gov/inprs/members/workshopsAndCounseling>

Employees are welcome to visit before or after the formal presentation to ask questions and speak with an INPRS Retirement Services Consultant, as well as Hoosier START staff who will also be on site to provide information and answer questions about the Hoosier START plans. INPRS will be available starting at 10 a.m. until the formal presentation begins at 12 p.m. After the presentation, INPRS Retirement Services Consultants and Hoosier START staff will be available until 2 p.m. Attendance will be limited to the maximum capacity of the conference room, so please encourage your employees to register early.

Dates and Location:

Monday, October 5, 2026, Conference Room 22, Harrison Hall

Tuesday, October 13, 2026, Conference Room 22, Harrison Hall

Thursday, October 22, 2026, Conference Room C, Harrison Hall

Thursday, October 29, 2026, Conference Room 1 and 2, Wabash Hall

Thursday, November 5, 2026, Conference Room 22, Harrison Hall

Monday, November 16, 2026, Conference Room 22, Harrison Hall

Times:

12 p.m.: Formal presentations

10 a.m. - 2 p.m.: Informal availability with INPRS Retirement Services Consultants.



RMBA Toolkit

Appointments

Employees can book a virtual or in-person one-on-one appointment with one of INPRS's Retirement Services Consultants to review their RMBA options. These appointments will be limited, so employees are encouraged to attend a virtual or in-person education session when possible.

<https://www.in.gov/inprs/members/workshopsAndCounseling>

Hoosier START representatives are also available for virtual or in-person appointments to assist employees with questions about their Hoosier START accounts and retirement planning.

<https://www.hoosierstartnationwide.com/rsc-preauth/contact/retirement-specialists/>

Ongoing Communication

Employees will receive targeted and general communication regarding RMBA, education opportunities, and important dates by mail and email. Emails will be distributed by INSPD in partnership with INPRS.

Agency leaders, HR directors, and internal communications teams are encouraged to replicate the information distributed broadly in alignment with your agency's best practices.

A dedicated [Resources for Our Partners page](#) will be available on our public site that includes this information, downloadables for distribution, and any updates as they arise.

RMBA Toolkit

A Calendar of RMBA Educational Opportunities

These calendars are available for distribution on the [Resources for Our Partners page](#).



OCTOBER

10/26

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	NOTES
				1	2	3	In-Person Events Location: Indiana Government Center South INPRS Retirement Services Consultants will be available from 10:00 a.m. - 2:00 p.m. The formal presentation begins at noon. Virtual Events Location: Online Weekly webinars offer the opportunity to ask questions, and to attend more than once. Register with the QR Code  Space is limited for in-person events, so be sure to register early.
4	5 12 p.m. Harrison Hall Conference Room 22	6 10 a.m.	7	8	9	10	
11	12	13 12 p.m. Harrison Hall Conference Room 22	14 12 p.m.	15	16	17	
18	19	20	21 2 p.m.	22 12 p.m. Harrison Hall Conference Room C	23	24	
25	26	27	28	29 12 p.m. Wabash Hall Conference Room 1 & 2	30 10 a.m.	31	



NOVEMBER

11/26

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	NOTES
1	2 12 p.m.	3	4	5 12 p.m. Harrison Hall Conference Room 22	6	7	In-Person Events Location: Indiana Government Center South INPRS Retirement Services Consultants will be available from 10:00 a.m. - 2:00 p.m. The formal presentation begins at noon. Virtual Events Location: Online Weekly webinars offer the opportunity to ask questions, and to attend more than once. Register with the QR Code  Space is limited for in-person events, so be sure to register early.
8	9	10	11	12 12 p.m.	13	14	
15	16 12 p.m. Harrison Hall Conference Room 22	17	18	19	20	21	
22	23	24	25	26	27	28	
29	30						





RMBA Toolkit

What Employees Can Do Now

- Review RMBA information on the INPRS [website](#).
- Ensure their contact information (mailing and email address) is up to date in PeopleSoft and with [INPRS](#) and [Hoosier START](#).
- Explore the “Your RMBA Balance” (**COMING SOON!**) database, a simple and secure tool where employees can check their contributions and earnings.

Important Considerations

Electing the one-time, non-matching employer contribution equal to the employee’s RMBA contributions to be made to their Hoosier START 401(a) — the default option if no action is taken — means funds will follow the employees’ investment elections rather than how the RMBA is invested by INPRS.

Employees ending their participation in the RMBA will not continue to receive the annual contribution previously made to their RMBA. However, employees will be fully vested in the one-time, non-matching employer contribution made to their Hoosier START 401(a). This means that an employee ending State employment on or after January 1, 2027, will not forfeit the one-time, non-matching employer contribution made to their Hoosier START 401(a).

Beginning January 1, 2027, Hoosier START may include an increased State match of up to \$28 per paycheck, which employees may want to factor into future planning. An employees’ choice regarding their RMBA does not impact their eligibility for the increased State match. Employees can find Hoosier START information or log in/create an account [here](#).

Depending on multiple factors, these options may be more appealing to one State employee or another, such as:

- How long someone has participated in RMBA (and therefore how large their current RMBA balance is),
- How close someone is to retirement,
- How someone prefers to manage retirement benefits. The 2027 RMBA provides an annual contribution and the participant is not responsible for investing the funds in the 2027 RMBA whereas the Hoosier START 401(a) allows the employee to manage how their funds are invested; and

RMBA Toolkit

- If someone plans on remaining a State employee until they become retirement eligible. When an employee leaves State employment prior to reaching retirement eligibility, they forfeit their RMBA balance. However, the funds in an employee's Hoosier START 401(a) remain in the 401(a) regardless of one's retirement status.
- This is not an exhaustive list.

Your employees' election and considerations are a deeply personal choice. Encourage them to thoughtfully research, attend education sessions, and work with a trusted financial advisor if they need support.

RMBA Toolkit

Expected Timeline

July 2026

SEA 14 becomes Public Law 104 effective July 1.
No employee actions are required on this date.

September 2026

Information regarding the RMBA and employee options will be distributed directly to employees and will begin to appear in employee publications.

October 2026

Launch of RMBA-specific virtual and in-person education.
Expected launch of required education modules.

Open Enrollment begins on October 28, 2026, at midnight EST. Employees may make their RMBA election during the Open Enrollment period. Employees eligible to make a RMBA election will be assigned a learning module in SuccessFactors.
Paper forms will be provided to employees without a SuccessFactors profile.

November 2026

Open Enrollment ends on November 18, at noon EST. RMBA elections due.

December 2026

INPRS will review elections and finalize financial information. Current RMBA closes as of December 31, 2026.

January 2027

2027 RMBA is established for retired RMBA participants, survivors, and beneficiaries and active State employees who elect to participate. Contributions and earnings previously in the employees' RMBA will be placed in the employees' 2027 RMBA.

Early 2027

After financial reviews are complete, the one-time, non-matching employer contribution equal to the amount the of employees' RMBA contributions will be made to their Hoosier START 401(a).

RMBA Toolkit

Resources

RMBA Member page: <https://www.in.gov/inprs/members/rmba/>

INPRS phone: 844-GO-INPRS

“Your RMBA Balance” Database: Coming soon!

Developed by INPRS, this simple and secure tool allows eligible employees to check the breakdown of their RMBA contributions and earnings before the Open Enrollment period begins.

Resources for Our Partners page: <https://www.in.gov/inprs/partners/>

This page contains information found in this toolkit as well as downloadable files to share with your employees.





RMBA Toolkit

Content for Agency Distribution

The content below can be used as a resource when sharing information with employees. INPRS will distribute additional information and resources to agency leaders, HR directors, and internal communications teams.

Language to Educate Your Employees

RMBA Election Options Coming in Fall 2026

In the 2026 legislative session, Senate Enrolled Act 14 (SEA 14, now Public Law 104) was passed, which makes several important changes and creates new opportunities for State employees regarding RMBA which can influence their retirement and financial wellbeing.

The election referred to throughout this document is the employee's decision to waive any and all rights to their RMBA account. If they elect to waive their participation in, and any rights to receive benefits under, the RMBA account, they will become eligible for a one-time, non-matching employer contribution to the Hoosier START 401(a) plan, as described below.

RMBA Election Options

During the State's Open Enrollment period, certain active state employees, eligible for the RMBA, and hired before March 14, 2026, will be given the option to:

- Transfer their entire RMBA balance (contributions and earnings) to a newly created 2027 RMBA, or
- End their RMBA participation and receive a one-time, non-matching employer contribution into their Hoosier START 401(a) account. **[This is the default option if employees do not complete an election.]**
 - The one-time contribution will be calculated based on their continuous years of service and age during each respective year and should be the equivalent of their RMBA contributions balance, minus earnings.

How Employees Will Make Their RMBA Election

Eligible employees will make their one-time, irrevocable election during the State of Indiana's Open Enrollment period using SuccessFactors. State employees that are eligible to make an election will be assigned to the RMBA election within SuccessFactors.



RMBA Toolkit

A paper form will only be available only for employees without access to SuccessFactors.

Employees may change their election during the election period but not after. Instructions on how to change one's election will be provided at the time of election.

Exclusions

Active employees that had 15 years of applicable service or were an elected official with at least 10 years of service and were eligible for full retirement as of June 30, 2017, are not eligible to make a RMBA election. These employees will automatically become participants in the 2027 RMBA.

Retired RMBA participants, survivors, and beneficiaries are not materially impacted by this change. Back-end changes associated with the creation of the 2027 RMBA will take place, but they will not change how the plan works or how the participant interacts with their plan.

Your Responsibilities

It is your responsibility to:

- Be aware of and understand the options for your RMBA.
- Know the balance of your RMBA, made up of the State's contributions and interest earnings.
- Consider your retirement eligibility timeline and intentions related to State employment.
- Engage in education opportunities.
- Seek financial advice from a trusted provider, should you desire to.
- Consider how your RMBA election may influence your retirement and financial strategy.
- Make your RMBA election by the RMBA election deadline.

How To Make Your RMBA Election

You will be assigned a learning module through SuccessFactors during the State's Open Enrollment period, which will allow you to make your RMBA election. You will:

- Review your options,
- Make your election, and



RMBA Toolkit

- Submit your election through SuccessFactors by the listed due date and time.

If you make your election but later wish to change it during the State's Open Enrollment period, you must complete a paper election form and email it to RMBAelections@inprs.in.gov before the Open Enrollment period closes.

After the Open Enrollment period closes, your RMBA election is irrevocable. No further changes will be allowed.

RMBA Election Exceptions

All active, eligible State employees will be given the opportunity to make their RMBA election during the State's Open Enrollment period. However, there are certain exceptions to note.

Leaving State Employment

Before January 1, 2027

If you leave State employment before January 1, 2027, and **are not** retirement eligible, your RMBA balance will be forfeited, even if you have made a RMBA election.

- If you rehire in a RMBA-eligible position within 30 days of your departure, your RMBA election and, if applicable, your RMBA balance will be restored.
- If you leave State employment before January 1, 2027, and **are** retirement eligible, you will become a retired participant of the RMBA according to plan rules.
- Employees who elect to receive the one-time, non-matching employer contribution equal to the amount of their RMBA contributions to their Hoosier START 401(a) and then retire before January 1, 2027, are not eligible to receive the one-time, non-matching employer contribution. Instead, these individuals will become retired participants of the RMBA.

After January 1, 2027

- If you elect to receive the one-time, non-matching employer contribution equal to the amount of your RMBA contributions to your Hoosier START 401(a), and then terminate your State employment after January 1, 2027, your election will be honored and the one-time, non-matching employer contribution to your Hoosier START 401(a) equal to the amount of your RMBA contributions will be made in early 2027.





RMBA Toolkit

- If you elect to participate in the 2027 RMBA and leave State employment before becoming retirement eligible, your 2027 RMBA balance will be forfeited.
- If you rehire in a 2027 RMBA-eligible position within 30 days of your departure, your 2027 RMBA balance will be restored.

RMBA Toolkit

Important Considerations:

Employees ending their participation in the RMBA will not continue to receive the annual contribution previously made to their RMBA. However, employees will be fully vested in the one-time, non-matching employer contribution made to their Hoosier START 401(a). This means that an employee ending State employment after January 1, 2027, will not forfeit those contributions.

End RMBA Participation, Receive One-Time Non-Matching Employer Contribution to Hoosier START 401(a)	Important Considerations	Participate in 2027 RMBA
Contributions to your Hoosier START 401(a) are pre-tax, meaning you will owe taxes on these funds, and any earnings, upon withdrawal.	TAXES	RMBA contributions and earnings are not taxable. When used for qualified expenses in retirement, reimbursements are tax-free.
The one-time, non-matching employer contribution made to your Hoosier START 401(a) can experience gains and losses, based on your investment elections and market performance.	GROWTH POTENTIAL	2027 RMBA participants will receive contributions and may earn interest. Investments are designed to preserve principal.
When you leave State employment, the funds are yours, regardless of your eligibility status.	PORTABILITY	If you leave State employment before you're eligible to retire, you will forfeit your RMBA.
Funds in your Hoosier START 401(a) can be used for any purpose upon withdrawal.	USES	RMBA funds can only be used for medical, dental, vision, and long-term care insurance premiums in retirement.
You can (and should) name one or more beneficiaries for your Hoosier START 401(a). When you pass away, the funds in your Hoosier START 401(a) will follow your direction.	BENEFICIARIES	Your surviving spouse and qualifying dependent can use your RMBA for qualified expenses, but any remaining RMBA balance upon their death, or if you don't have qualifying dependents, is forfeited.



RMBA Toolkit

Education Opportunities

State employees eligible to make a RMBA election will be offered ample opportunities to learn about the RMBA and their options. These include:

- Required education assigned through SuccessFactors, including an acknowledgement of employee responsibilities,
- In-person education,
- Virtual education, and
- One-on-one appointments.

In-person and virtual education sessions and one-on-one appointments can be booked on INPRS's website at:

<https://www.in.gov/inprs/members/workshopsAndCounseling>

Hoosier START representatives are also available for virtual or in-person appointments to assist employees with questions about their Hoosier START accounts and retirement planning. These appointments will be limited, so employees are encouraged to attend a virtual or in-person education session when possible.

<https://www.hoosierstartnationwide.com/rsc-preauth/contact/retirement-specialists/>

Employees are encouraged to consider how their RMBA election factors into their employment and retirement plans.

During the RMBA election period, you will be given access to a breakdown of your RMBA contributions and earnings on the "Your RMBA Balance" database to review as you consider your options (**COMING SOON!**)

<https://www.in.gov/inprs/members/rmba/#active-members>

Log on or create your Hoosier START account and engage in investment education opportunities to better understand how the one-time, non-matching contribution to your Hoosier START 401(a) could impact your retirement savings strategy.

<https://www.hoosierstartnationwide.com/>



RMBA Toolkit

FAQs

What will active State employees need to decide regarding their RMBA?

During the State's Open Enrollment period, certain active state employees, eligible for the RMBA, and hired before March 14, 2026, will be given the option to:

- Transfer their entire RMBA balance (contributions and earnings) to a newly created 2027 RMBA, or
- End their RMBA participation and receive a one-time, non-matching employer contribution into their Hoosier START 401(a) account. **[This is the default option if employees do not complete an election.]**
 - The one-time contribution will be calculated based on their continuous years of service and age during each respective year and should be the equivalent of their RMBA contributions balance, minus earnings.

Active employees that had 15 years of applicable service or were an elected official with at least 10 years of service and were eligible for full retirement as of June 30, 2017, are not eligible to make a RMBA election. These employees will automatically become participants in the 2027 RMBA.

Will the changes to the RMBA Plan through Public Law 104 impact retired participants or their survivors/beneficiaries?

The Indiana General Assembly recently passed legislation regarding RMBA through Public Law 104. The changes will not impact retired participants or their survivors/beneficiaries.

Which active State employees are not eligible to make a RMBA election?

State employees who, as of June 30, 2017, had at least 15 years of service or were an elected official with at least 10 years of service and were eligible to retire, are not eligible to make a RMBA election. Individuals meeting this criteria will be auto-enrolled into the new 2027 RMBA plan. As of April 2026, there are fewer than 600 State employees in this category.

How will eligible State employees make their RMBA election?

Eligible employees will make their one-time, irrevocable election during the State of Indiana's Open Enrollment period using SuccessFactors.

A paper form will be available only for employees without access to SuccessFactors.



RMBA Toolkit

Employees may change their election during the election period but not after. Instructions on how to change one's election will be provided at the time of election.

How can I find the balance of my RMBA?

During the RMBA election period, eligible employees will be given access to a breakdown of their RMBA contributions and earnings so they have complete data as they consider their options.

<https://www.in.gov/inprs/members/rmba/#active-members>

I was hired between January 1 and March 14, 2026, and I do not have any RMBA contributions. Do I need to make an election?

All employees eligible to make an election should do so. Employees hired between January 1 and March 14, 2026, will not have any RMBA contributions in their account at the time of the election, but if they elect to participate in the 2027 RMBA, they will be eligible for annual contributions according to plan rules.

If I am on long-term disability, can I make a RMBA election?

Employees on long-term disability during the election period are eligible to make a RMBA election. However, if they are on long-term disability at the time of the one-time, non-matching employer contribution to their Hoosier START 401(a) account, they are ineligible to receive this type of employer contribution according to Internal Revenue Service rules and will be enrolled as a participant in the 2027 RMBA.

Do State employees eligible for the RMBA who are also an elected or appointed official (non-State) qualify as a retired participant using years of service earned in a non-State position?

No, only years of service earned in a qualifying State position can be used to determine one's status as a retired participant of the RMBA. The RMBA is an exclusive benefit for certain State of Indiana employees.