

## **DEFERRED COMPENSATION AND DEFERRED COMPENSATION MATCH**

### **PURPOSE**

To provide a pre-tax way for employees to set aside money for retirement and give employees an incentive to save by supplementing the employees contribution with a County contribution.

### **ELIGIBILITY**

All employees in full-time and part-time permanent and limited term positions are eligible. Participation can begin immediately upon employment or the beginning of any month thereafter.

### **ENROLLMENT**

Separate enrollment forms must be completed for Deferred Compensation and the Deferred Compensation Match. The match goes into a separate plan and can be invested in the same or different funds as in Deferred Compensation. All forms must be sent to HR for processing.

### **PLAN HIGHLIGHTS**

#### **Deferred Compensation (457 Plan)**

- Contributions are deducted from each pay in any amount up to the Plan maximums.
- Contributions can be invested in any one or more of the over forty investment funds
- Investment elections for future payroll deductions can be changed at any time.
- Fund balances can be transferred between funds at any time.
- Funds can be withdrawn when you leave the County or can be left in the plan. Payments must begin by age 70 1/2 or a penalty may apply.

#### **Deferred Compensation Match (401a Plan)**

- Employees receive a County match of 50 percent of the employee contribution up to a County contribution of \$15 a pay period for full-time employees and \$7.50 a pay period for part-time employees.

#### **Example 1**

	Contribution Per Payroll	Match Per Payroll	TOTAL
Full-time	\$30	Plus \$15 Maximum match	\$45.00

#### **Example 2**

	Contribution Per Payroll	Match Per Payroll	TOTAL
Part-time	\$15	Plus \$7.50 Maximum match	\$22.50

- Invest match in any one or more of the over forty investment funds
- Investment elections for match contributions can be changed at any time.
- Fund balances can be transferred between funds at any time.
- Funds can be withdrawn when you leave the County or can be left in the plan. Payments must begin by age 70 1/2 or a penalty may apply; a 10% tax penalty is imposed if withdrawn prior to age 59 1/2.

### **VESTING**

All of your contributions and earnings are 100% vested immediately (available to you when you leave the County.)

If you leave County employment after at least two years of County service you are “vested” in the match plan and the Deferred Compensation match is yours.

### **STATEMENTS**

A combined statement will be mailed to you quarterly showing your account balances in both Deferred Compensation and the Deferred Compensation Match and how your funds are invested. Account information and other educational material is available on line at [www.icma.org](http://www.icma.org)