



DEFERRED COMPENSATION PLAN

• Internal Services Agency •
Department of Personnel Services

County of Sacramento 457(b) & 401(a) Deferred Compensation Distribution Options

Special Note for Soon-To-Be Terminated/Retired Employees

- Don't forget that you can contribute a lump sum into your 457(b) Plan, up to the maximum for the current year, from your last paycheck. You must come into our office at least one month before your last day of work, to request that all or a portion of your final pay be deferred into your deferred compensation account.
- You must contribute at least 1% of your gross pay to your 457(b) Plan to receive the 1% County match contribution to your 401(a) Plan.

Distribution Options

- Leave your money in the Plan, you may defer distribution to age 70 ½ if you have a balance of at least \$1,000
- Set up distribution – no penalties or age requirements
- Lump sum distribution
- Systematic Withdrawal Plan
- Purchase an income annuity
- Roll your funds over, tax free, to a 401(k) plan, 401(a) plan, 403(b) plan, or governmental 457(b) plan, provided the new plan would accept unlike rollover assets, or to an IRA. With these types of plans, distribution will be taxable and could be subject to an additional 10% penalty.

Fees

457(b) Plan: Has an account maintenance fee of \$4.55 per quarter.
401(a) Plan: Has no fees.

Rollovers

Only the 457(b) Plan accepts transfer/rollover from other tax-deferred compensation plans, such as 403(b), 401(a), 401(k) and other 457(b) plans but only while you're still employed.

Managing Your Account is Easy

Information about your account will be just a mouse click or phone call away. Through Fidelity's Internet site and automated phone service you will be able to obtain account information and initiate most transactions when it is convenient for you.

Internet account access at <http://plan.fidelity.com/saccounty> : Fidelity NetBenefits allows you access to your account from any computer equipped with Internet service. Through NetBenefits you will be able to view your account balances, make exchanges between investment options, change future contribution mixes, track your contributions, and access fund information.

Automated phone service 800-343-0860: Through Fidelity's toll-free telephone service you can manage your account right over the phone virtually 24 hours a day, seven days a week. You can personalize a menu to quickly access the information you check regularly, such as account balances and fund prices.

Knowledgeable Retirement Services Specialists: Fidelity Retirement Services Specialists can give you more information about the investment options available to you, provide you with information to determine an investment strategy to help you reach your retirement goals, and answer most questions about the Plan.

Questions

For other information or questions call a County Deferred Compensation Specialist at 916-874-2020 or email us at DPSBenefits@saccounty.net .