



Action is required on your County of Ventura Safe Harbor Retirement Plan membership

June 2021

Re: Change to Safe Harbor Retirement Plan Benefit Type

You are a member of the County of Ventura Safe Harbor Retirement Plan (Safe Harbor), part of the Supplemental Retirement Plan (SRP). This letter is to notify you that effective April 18, 2021, the Safe Harbor pension plan has been changed from a defined benefit (DB) plan to a deferred compensation (DC) plan for all future members. This change has been made to provide a more accessible and portable benefit to our members.

As an active Safe Harbor member, you now have the option of converting your membership from the DB plan to the new DC plan. Through the DC plan, you will have immediate access to your fully vested DC account balance, composed of both employee and employer contributions, upon separation from County employment. Your employee contribution will remain 3.00% per pay period, and the County will also make an employer contribution of 4.50% to your DC account. **You will automatically be enrolled in the new DC plan as of September 5, 2021.** No additional action is required.

Alternatively, you can choose to continue your membership in the DB plan and receive your benefit once you meet the eligibility requirements (separated from County service and at least age 50 to be eligible for an early (reduced) benefit, or age 65 to receive the full (maximum) retirement benefit). **If you wish to remain in the current DB plan you must complete the provided opt out form and return it by August 16, 2021. If your opt out form is not received by this date your benefit will automatically convert to the DC plan. This is an irrevocable election.**

The included plan comparison summarizes the key differences between the DB and DC plans.

If you choose to convert your membership to the DC plan your accrued DB benefit will be frozen until you meet the eligibility requirements for the DB plan. You will also be provided the option to convert 80% of your current accrued DB benefit to the DC plan. Details of this conversion option will be provided in a future mailing.

For more information regarding this change please visit <https://hr.ventura.org/benefits/safe-harbor>. You can also contact the Safe Harbor Program by phone at 805-654-2921, or email safe.harbor@ventura.org with your questions.

Sincerely,

Supplemental Retirement Plan Committee

SUPPLEMENTAL RETIREMENT PLAN (SRP) COMPARISON

(For active Safe Harbor participants prior to April 18, 2021)

Plan Feature	Defined Benefit Plan (Current Benefit)	SRP 457 Defined Contribution Plan (New Benefit Option)
Plan Recordkeeper	Wells Fargo Bank, N.A.	Fidelity Investments
Vesting Period	Immediately 100% vested.	Immediately 100% vested (employee and employer contributions).
Benefit Eligibility	You must be at least age 50 and remain separated from County service to be eligible to receive your benefit. You are not eligible to receive the full benefit from plan until age 65. Prior to age 65, benefit is actuarially reduced.	Immediately eligible upon separation from County employment to receive your full account balance.
Benefit upon Separation from Service	Upon meeting benefit eligibility requirements you will receive either a lump sum or monthly annuity benefit determined by the present value of benefit.	Fully vested account balance (employee and employer contributions) immediately available upon separation.
Employee and Employer Contribution <i>(for active participants prior to April 18, 2021)</i>	Employee - 3.00% of earnings Employer - actuarially determined annual contribution (varies annually)	Employee – 3.00% of earnings Employer – 4.50% of earnings
Defined Benefit vs. Defined Contribution	The benefit calculation is defined and is based on your earnings while participating in plan and your age at the time you elect your benefit. No individual accounts. Employee and employer contributions are deposited to the Plan's trust in order to fund future plan benefits.	Contributions to the plan are defined. Employee and employer contributions are deposited directly into your individual 457 account. Benefit received is the accumulated employer and employee contributions plus any earnings on those contributions
Portability	If eligible for lump sum distribution upon meeting eligibility requirements, the roll-over option is available. If eligible for a monthly annuity, the benefit is not portable.	Option to roll account balance to another employer plan or IRA upon separation from employment, regardless of age.
Penalties	Early withdrawal penalty of 10%, along with federal and state taxes, will apply to lump - sum distributions for those under age 59½.	No early withdrawal penalty if under age 59½ at time of distribution. Employee will pay only federal and state taxes on withdrawal.
Financial Education	Not available.	Access to Fidelity's vast library of financial education tools and resources including a dedicated Fidelity Retirement Planner.
Death Benefit	Beneficiary receives refund of your contributions plus 5.00% interest compounded annually up to the date of death.	Beneficiary will receive entire 457 account balance (employee and employer contributions) at time of death.
Conversion Provision	Not available.	You will be provided the option of receiving 80% of your accrued defined benefit as a rollover to the 457 Plan providing access to your benefit prior to meeting the current SRP benefit eligibility requirements. * Conversion details will be provided in a future mailing.



County of Ventura
Supplemental Retirement Plan (SRP)
457 Deferred Compensation (DC) Plan
OPT OUT Election Form

Complete this form to Opt Out of (decline participation in) the County of Ventura SRP 457 DC Plan.

SECTION 1: Participant Information

Employee ID Number:	Name:	Date of Birth:
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Effective April 18, 2021, the County of Ventura Safe Harbor Retirement Plan (Safe Harbor) benefit type was changed from a defined benefit (DB) plan to a 457 deferred compensation (DC) plan for all future members. As a current Safe Harbor member you are being provided the opportunity to convert your membership to the 457 DC plan at your current contribution of 3.00%. Through the DC plan you will also receive an employer contribution of 4.50% and have access to your fully vested (employee and employer contributions) DC account balance upon separation from service. An opt-out election means you will remain in the DB plan and you will receive your benefit once you meet the eligibility requirements (separated from County service and at least age 50 to be eligible for an early (reduced) benefit, or age 65 to receive the full (maximum) retirement benefit) of the plan.

SECTION 2: Opt-Out Instructions

- You can choose not to be automatically enrolled in the 457 DC plan by declining participation if you complete this form and return to our office by the date provided below.
- If you choose to decline participation by completing this opt out form, you may opt in at a later time by contacting the Safe Harbor program at 805-654-2921, or e-mail safe.harbor@ventura.org.

SECTION 3: Member Acknowledgment and Signature

I have read the information provided above and understand that by signing this form, I confirm my election to NOT participate in the SRP 457 Deferred Compensation Plan.

Employee Signature: _____

Date: _____

Your completed form must be returned to our office no later than **August 16, 2021. If not received by this date, your Safe Harbor benefit will be converted to the 457 DC plan. This change is irrevocable. Return your completed form in the provided envelope, or brown mail to #1970.**