



COUNTY *of* VENTURA
Deferred Compensation

Retirement 101
What You Need to Know

2024

Retirement Savings Options

- **Ventura County 401(k) Shared Savings Plan**
 - Employer Match
 - *After-tax Roth option coming soon!*
- **Ventura County Section 457 Plan**
 - After-tax Roth option
- **2024 IRS Contribution Limits (under age 50)**
 - 401(k) \$23,000
 - 457 \$23,000
 - Total Savings Opportunity= \$46,000



Catch-Up Provisions

▪ Age 50+ Catch-Up:

- 401(k) and 457 Plans
- Eligible the year in which you attain age 50
- Automatically enrolled
- Additional \$7,500 for 2024
- $401(k) = \$23,000 + \$7,500 = \$30,500$
- $457b = \$23,000 + \$7,500 = \$30,500$

❖ **Total Savings Opportunity = \$61,000**



Catch-Up Provisions *(cont.)*



▪ **457 Plan Special Catch-Up**

- 457 Plan Only
- Three consecutive years prior to normal retirement age
- Cannot elect within the same year you plan on retiring

▪ **Eligibility:**

- Age 47 with 7 years County service
- Safety members with 17 years County service (no age stipulation)
- Based on underutilized contributions to the 457

Catch-Up Provisions *(cont.)*



▪ 457 Plan Special Catch-Up

- Double regular contribution limit to 457
- In 2024 \Rightarrow $\$23,000 + \$23,000 = \$46,000$ Special Catch-Up limit

	Special Catch-Up Limit		401k Regular Limit	401k Age 50+ Limit		Total Savings Opportunity
Under Age 50	\$46,000	+	\$23,000		=	\$69,000
Age 50+	\$46,000	+		\$30,500	=	\$76,500

Annual Leave Buydowns & Payoffs



- Annual Leave Buydowns and Payoffs can be deferred to the 457 Plan ONLY
- Payoff occurs at time of separation
- Mandatory payroll taxes and withholdings apply:
 - For example: FICA, MEDI, Retirement (only for buydown)
 - Tax handling options – from the deferred amount or from take-home pay



- Deferral forms must be submitted to the DC office no later than the **payday prior** to your requested buydown/payoff check date.
- Deferral forms are available at dc.ventura.org

Prior Service Purchase Transfers

- Funds from your 401k or 457 can be used to pay for a prior service purchase with VCERA
 - 401k – only employee contributions are eligible (source 01)
 - 457 – only pretax contributions are eligible, Roth contributions cannot be used
- Allow for 8-10 business days for payment from your account
- Transfer forms are available on the DC website:
dc.ventura.org



401(k) Loans



▪ 401(k) Loan Options

- Contact Fidelity Investments as soon as possible after separation
- Responsible for paying all remaining loan payments directly to Fidelity through ACH withdrawal
- If loan(s) should default, taxes and penalties will apply
- Initiation of a loan after your separation date is not allowed

LOANS

Options at Separation

▪ Options at Separation include:

- Leave funds in the Plan - no default distribution
- Withdraw some or all the funds
 - Penalties may apply on 401(k) if under 59 ½
 - No early withdrawal penalty for 457 plans
 - Taxable systematic withdrawals
- Rollover to an IRA or another retirement savings plan



Required Minimum Distribution

Required Minimum Distributions (RMD's)

- Mandated by the Internal Revenue Service
- Minimum amounts you must withdraw from your retirement accounts each year.

Effective January 1, 2023

- RMD age increased from 72 to 73, so individuals born in 1951 must receive their first required minimum distribution by April 1, 2025.

Effective January 1, 2033

- RMD age will increase from 73 to 75



Dedicated Fidelity Consultant



- Dedicated Fidelity WorkPlace Financial Consultant
 - 1:1 investment guidance
 - Rollover Assistance & Retirement Planning
 - Complimentary for County & Court employees
 - Office at the Government Center – Hall of Admin
 - Appointment is Required – in-person and virtual appointments
 - Call **800-642-7131**
 - To schedule online - [fidelity.com/schedule](https://www.fidelity.com/schedule)

Who to Contact

■ Fidelity Investments

- 1-800-343-0860
- <http://netbenefits.com/ventura>

■ Deferred Compensation

- 805-654-2620
- deferred.compensation@ventura.org
- **dc.ventura.org**

