

# Today's Agenda



- 8:30 am**      **WELCOME!**
- 8:35 am**      **Deferred Compensation**
- 9:00 am**      **Fidelity Investments**
- 9:45 am**      **Social Security Administration**
- 10:30 am**     **VCAAA - Ventura County Area Agency on Aging**
- 10:45 am**     **BREAK**
- 11:00 am**     **VCERA - Ventura County Employees' Retirement Association**
- 11:45 am**     **Legacy Retiree Medical Expense Reimbursement Account**
- 12:00 pm**     **Ventura County Benefits – Retiree Medical Overview**
- 12:45 pm**     **REAVC - Retired Employees Association of Ventura County**
- 12:55 pm**     **Health Care Foundation**



**COUNTY *of* VENTURA**  
Deferred Compensation

Retirement 101  
*What You Need to Know*

2025

# Retirement Savings Options



- **Ventura County 401(k) Shared Savings Plan**
  - Employer Match
  - Pre-tax option
  - After-tax Roth option
  
- **Ventura County Section 457 Plan**
  - Pre-tax option
  - After-tax Roth option
  
- **2025 IRS Contribution Limits (under age 50)**
  - 401(k) \$23,500
  - 457 \$23,500
  - Total Savings Opportunity= \$47,000



# Catch-Up Provisions

- Apply to both plans – 401k and 457
- Automatically enrolled

- **Age 50+ Catch-Up**

- Eligible the year in which you attain age 50
- Additional \$7,500 for 2025
- 401(k) = \$23,500 + \$7,500 = \$31,000
- 457b = \$23,500 + \$7,500 = \$31,000

- ***Available starting in July 2025!* Higher Catch-Up for ages 60-63**

- Eligible the years in which you attain age 60, 61, 62 and 63
- Increase of 150% of Age 50+ catch-up limit = additional \$3,750
- 401(k) = \$23,500 + \$7,500 + \$3,750 = \$34,750
- 457b = \$23,500 + \$7,500 + \$3,750 = \$34,750



# Catch-Up Provisions *(cont.)*



## ▪ **457 Plan Special Catch-Up**

- 457 Plan Only
- Three consecutive years prior to the year you are eligible for retirement
- Cannot elect within the same year you plan to retire

## ▪ **Eligibility:**

- Age & years of County service, depends on retirement eligibility
- 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 2025  $\Rightarrow$   $\$23,500 + \$23,500 = \$47,000$  Special Catch-Up limit

	Special Catch-Up Limit		401k Regular Limit	401k Age 50+ Limit		Total Savings Opportunity
Under Age 50	\$47,000	+	\$23,500		=	<b>\$70,500</b>
Age 50+	\$47,000	+		\$31,000	=	<b>\$78,000</b>

# 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](https://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 pre-tax employee contributions (source 01) are eligible, Roth contributions cannot be used
  - 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](http://dc.ventura.org)**





# 401(k) Loans at Separation



## ▪ 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 employees
  - Office at the Government Center – Hall of Administration
  - 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](mailto:deferred.compensation@ventura.org)
- **dc.ventura.org**

