



# Contra Costa County Deferred Compensation Plan Features and Highlights



## About the Deferred Compensation Plan

The Contra Costa County Deferred Compensation Plan is a governmental 457(b) plan. It is a retirement savings plan that allows eligible employees to supplement any existing retirement and pension benefits by saving and investing before-tax dollars through a voluntary salary contribution. Contributions and any earnings on contributions are tax deferred until money is withdrawn. Distributions are subject to ordinary income tax.

## Enrollment

Upon employment, all eligible employees are immediately able to participate. You may contact your Human Resources benefits representative to learn more about the enrollment process:

- **Contra Costa County:** (925) 655-2100 or [benefits@hrd.cccounty.us](mailto:benefits@hrd.cccounty.us)
- **CCCERA:** (925) 521-3960
- **Superior Courts:** (925) 608-2606 or [benefitquestions@contracosta.courts.ca.gov](mailto:benefitquestions@contracosta.courts.ca.gov)

## 2024 contribution limits

- Combined maximum limit of 100% of your compensation or \$23,000 in 2024, whichever is less, for all deferred compensation plan contributions.
- The age 50+ catch up allows participants turning age 50 or older in 2024 to contribute an additional \$7,500.
- The special catch-up option allows participants in the three calendar years prior to normal retirement age (as defined by the Plan) to contribute more (up to double the annual contribution limit — \$46,000). The amount that you may be able to contribute under the special catch-up option will depend upon the amounts that you were eligible to contribute in previous years but did not.

Please note that you may not use the special catch-up provision and the age 50+ catch-up provision in the same year. Generally, the maximum contribution amount may be indexed for inflation in subsequent years.

To increase your paycheck contribution amount, you will need to access Contra Costa County Employee Self-Service (ESS) to request the **change**.\*

For detailed instructions please refer to the Deferred Compensation **Change Request Document**.

Please reach out to your Human Resources contact to determine your eligibility for employer contributions.

*\* Please note this applies only to Contra Costa County employees. Additionally, you may contact your Human Resources benefits representative for assistance.*

## Vesting schedule

Vesting refers to the percentage of your account you are entitled to receive upon the occurrence of distributable events. Employee and employer contributions and any earnings are always 100% vested (including rollovers from previous employers).

## Investment options<sup>1</sup>

A wide array of core investment options are available through your Plan. Investment option information is available on the website at [www.contracosta457.com](http://www.contracosta457.com) or you can call the voice response system toll free at **(833) 457-COCO (833-457-2626)**. The website and the voice response system are available to you 24 hours a day, seven days a week.<sup>2</sup>

In addition, a self-directed brokerage account option (SDBA) through Charles Schwab & Co., Inc. (Member SIPC), is offered for an additional fee. The SDBA is intended for knowledgeable investors who understand the risks associated with the SDBA. Each option is explained in further detail in your Plan's fund fact sheets.

*Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus or disclosure document containing this information. For prospectuses related to investments in your self-directed brokerage account (SDBA), contact Charles Schwab at 888-393-PCRA (7272). Read them carefully before investing.*

## Roth option

The Contra Costa County Deferred Compensation Plan accepts Roth 457 contributions, giving you the flexibility to designate all or a portion of your 457 elective deferrals as Roth contributions.

*Continued on next page.*

**Read these highlights to learn more about your Plan. If there are any discrepancies between this flyer and the Plan Document, the Plan Document will govern.**

## Roth option (Continued)

How are Roth 457 contributions different from before-tax 457 contributions? Roth contributions are made with after-tax dollars as opposed to the before-tax dollars you traditionally contribute to a 457(b) plan. In other words, with the Roth option, you've already paid taxes.

## Register

For first-time access to the website at [www.contracosta457.com](http://www.contracosta457.com):

- Click *Register*.
- Select *I do not have a PIN* tab.
- Follow the prompts to create a username and password.

## Make changes to your account

Use your username and password to access the website at [www.contracosta457.com](http://www.contracosta457.com), or call the voice response system at **(833) 457-COCO (833-457-2626)**.

### Changes you can make on the website:

- Access your account and make transactions.
- Move all or a portion of your existing balances among investment options.<sup>2</sup>
- Set up custom transfers and automatic account rebalancing.
- Obtain your Lifetime Income Score to estimate your income in retirement. See how you compare to peers.

## Rollovers<sup>3</sup>

Only balances from an eligible 457(b), 401(k), 403(b) or 401(a) plan or a pre-tax traditional individual retirement account (IRA) may be rolled over to the Plan.

Consider all your options and their features and fees before moving money between accounts.

## Withdrawals<sup>4</sup>

Qualifying distribution events allowed by the Plan are as follows:

- Retirement
- Severance of employment (as defined by the Plan document)
- Required Minimum Distribution (RMD)<sup>5</sup>
- Death
- Unforeseeable emergency (as defined by the Internal Revenue Code)
- Transfer to purchase service credit

Distributions are subject to ordinary income tax, except in the case of an in-service transfer to purchase service credit.

## Plan fees

**Recordkeeping/administration fees:** The annual Plan administrative fee for recordkeeping, marketing and other services provided by Empower is \$18. The annual County administrative fee is \$16. The total Plan and County administrative fees charged will be \$34 annually.

**Investment option fees:** Each investment option has an investment management fee that varies by investment option. These fees are deducted by each investment option's management company before the daily price or performance is calculated. Fees pay for trading of securities within the investment option and other management expenses. Funds may impose redemption fees on certain transfers, redemptions or exchanges.

There are transaction costs to participate in the SDBA, and a \$50 annual fee. Visit the website at [www.contracosta457.com](http://www.contracosta457.com) for more information.

**Distribution fees:** There are no Plan distribution fees. Based on the delivery method selected to receive your distribution proceeds, a fee may be assessed in order to process an expedited delivery.

## Loans<sup>6</sup>

The Plan allows for one active loan.

Your Plan allows you to borrow the lesser of \$50,000 or 50% of your eligible total vested account balance. The minimum loan amount is \$1,000 and you have up to five years to repay your general purpose loan.

If you take a loan from your account, there is a \$50 origination charge that will be deducted from your loan check. There will also be an annual loan fee of \$25, charged quarterly at \$6.25 that will be deducted from your account balance.

The County will charge a one-time loan repayment setup fee of \$25 and a loan maintenance fee of \$1.50 per month for each month you have a loan repayment. These amounts will be deducted from your paycheck.

## How can I get more information?

Visit the website at [www.contracosta457.com](http://www.contracosta457.com) or call Customer Service toll free at **(833) 457-COCO (833-457-2626)** for more information. The website provides information regarding your Plan as well as financial education information, financial calculators and other tools to help you manage your account.

1 All information contained on the website, in prospectuses and other investment option documents is offered in English. Please have this information translated for your understanding.

2 Transaction requests received in good order after the close of the New York Stock Exchange will be processed the next business day.

3 Funds rolled into a governmental 457 plan from another type of plan or account may still be subject to the 10% early withdrawal penalty if taken before age 59½.

4 Withdrawals may be subject to ordinary income tax. The 10% federal early withdrawal penalty does not apply to 457 plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.

5 RMD age is 70½ for anyone born on or before June 30, 1949; age 72 for anyone born between July 1, 1949, and December 31, 1950; age 73 for anyone born between January 1, 1951 and December 31, 1958; and age 75 for anyone born on January 1, 1959 or later. As of January 1, 2023, the IRS generally requires you to start taking RMDs at age 73. (If you turned 72 in 2022 and delayed your first-time RMD until April 1, 2023, you must take your 2022 RMD by April 1, 2023, and your 2023 RMD by December 31, 2023.)

6 Loans are not available for Superior Court employees. In addition, County loan fees do not apply to CCCERA and ECCFPD employees.

Securities available through Schwab Personal Choice Retirement Account® (PCRA) are offered through Charles Schwab & Co., Inc. (Member SIPC), a registered broker-dealer. Additional information can be obtained by calling 888-393-7272. Charles Schwab & Co., Inc. and Empower Financial Services, Inc. are separate and unaffiliated.

Investing involves risk, including possible loss of principal.

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