

Comparison of Employees' Retirement Plan and Employee Retirement Savings Plan

Employees' Retirement Plan ("ERP") Defined Benefit		Employee Retirement Savings Plan Defined Contribution
Eligible classified employees who are not participants of the Police, Fire or DODS plan, certain appointed and elected officials, certain employees of County agencies, etc.	Who Eligible to Participate	Any non-vested member of the ERP who was hired on or after December 1, 2014 and any new hire eligible for membership in the ERP
For a tier one employee, 4% of salary (pre-tax contribution)	Employee Contribution	4% of salary (pre-tax contribution)
4.25%	Interest Earned on Employee Contributions	Based on investment earnings
A % of total payroll as determined by the actuary	Employer Contribution	8% of member's salary
no	Portability	yes
10 years (for employees hired on or after July 1, 2015) 5 years (for employees hired before July 1, 2015) 8 years (for exempt employees hired on or after December 1, 2014)	Vesting	Employee contributions are 100% vested immediately; Employer contributions are 20% vested each year and 100% vested after 5 years
Service –Connected Disability: 66 2/3% of Final Average Basic Pay Non-service Connected Disability: Greater of (a) accrued benefit under the Tier formula in which you are a participant, or (b) 25% of your Final Average Basic Pay (less certain earnings)	Disability Benefits	Account becomes fully vested at time of disability (if not already vested). Member receives lump sum payment of accumulated employee and employer contributions plus/minus any investment earnings on those contributions.
Employee generally has 90 days to make up missed contributions upon returning from qualified military leave. Employee may receive up to three years of credited pre-plan military service for active duty pre-plan military service honorably completed (with proper documentation)	Military Service	Employee has 5 years to make up any missed employee contributions; Employer shall make up any Employer contributions which would have been made had member remained employed during qualified military service.
Active Member – Line of duty: Greater of (a) accrued benefit or (b) 50% of Final Average Basic Pay payable to surviving spouse; if no surviving spouse or unmarried minor children – lump sum payment to beneficiary (or estate) of accumulated contributions and 50% of Final Average Basic Pay.	Death Benefits	Upon death of member prior to termination of employment, account becomes fully vested (if not already vested). Lump sum payment to his/her spouse or designated beneficiary.

<p>Active vested Member -Non-Line of Duty: Lump sum payment of accumulated contributions and 50% Final Average Basic Pay or annual amount equal to normal retirement pension as if 100% Joint/Survivor option was selected.</p>		
<p>60 years old with 10 years of credited service for employees hired on or after July 1, 2015, or 30 years of credited service Special rules apply to certain elected and appointed officials</p>	<p>Normal Retirement Age</p>	<p>First day of the month following attainment of 60th birthday</p>
<p>First day of month following 50th birthday AND 20 years of credited service</p>	<p>Early Retirement</p>	<p>None</p>
<p>Formula based: Tier 1: 2% of Final Average Basic Pay x years of credited service and not exceeding 60% of Final Average Basic Pay except for credited service for disability leave service and credited pre-plan military service. Tier 2: 1% of Final Average Basic Pay x years of credited service Optional forms of payment are allowed (modified cash refund; J&S option; SSAO and J&S with pop-up)</p>	<p>Retirement Payment</p>	<p>Distribution is based on accumulated contributions and earnings/losses Form of Payment: Lump sum or periodic withdrawals to comply with Internal Revenue Code section 401(a)(9)</p>
<p>80/20 subsidy if eligible to retire with a normal or early retirement 1/1/17; Retirees hired before January 1, 2015 and retire after January 1, 2017 subsidy generally based on years credited service; Retirees hired after January 1, 2015, subsidy generally based on years of ACTUAL plan service</p>	<p>Retiree Health Coverage</p>	<p>Retirees hired before January 1, 2015 and retire after January 1, 2017 subsidy generally based on years credited service; Retirees hired after January 1, 2015, subsidy generally based on years of ACTUAL plan service until age 65.</p>