

EMPLOYEE BENEFITS

County of Riverside Human Resources

Great Benefits For A Great Place To Work



Preparing for Retirement

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Retiree Health Insurance		
	County Health Plans	CalPERS Health Plans
Am I Eligible for a Retiree Health Plan?	<p>To be eligible to continue the Health Insurance coverage into retirement or have enrollment rights during open enrollment periods the following requirements must be met as an annuitant:</p> <ul style="list-style-type: none"> • Must retire within 120 days from the date of separation from employment; and • Must receive a retirement allowance from CalPERS, STRS (State Teacher's Retirement System) or Other Retirement System; and • Must have been eligible for enrollment on date of separation. <p>Note – Retirees who elect a lump sum payment are not eligible for health benefits. Retirees must enroll in a retirement health plan within 60 days of retirement or they can enroll in any future open enrollment period or under HIPAA's special enrollment rules.</p>	
Health Plan Options	<p>The bargaining unit representing you at the time you leave employment or are retired from the County determines whether you are eligible for either the County's retiree health plans or the CalPERS retiree health plans. Your specific options will also be based on whether you or your enrolled family member has Medicare.</p>	
	<p>The following bargaining units are eligible to enroll in the County's health plans:</p> <ul style="list-style-type: none"> • LIUNA Represented Employees • SEIU Represented Employees • Management Employees (including Public Defenders) • Confidential Employees • Unrepresented Employees • Elected Officials 	<p>The following bargaining units are eligible to enroll in the CalPERS health plans:</p> <ul style="list-style-type: none"> • DDAA Represented Employees • LEMU Represented Employees • Public Safety Unit Employees
County Contribution to a Retiree Health Plan	<p>A County Contribution is made only if you enroll in a County-sponsored Health Plan. Contributions are based on bargaining unit at the time of retirement as follows:</p> <ul style="list-style-type: none"> • LIUNA \$ 25.00 • SEIU \$ 25.00 • Management \$256.00 • Confidential \$256.00 • Unrepresented \$256.00 • Elected Officials \$256.00 	<p>A County Contribution is made only if you enroll in a CalPERS sponsored health plan. The contributions for 2008 are based on your bargaining unit at the time of retirement as follows:</p> <ul style="list-style-type: none"> • DDAA \$ 97.00 • LEMU \$128.00 • RSA Public Safety \$ 97.00

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	County Health Plans
What is the GASB 45?	<p>A new government accounting rule, Government Accounting Standards Board Statement No. 45 (GASB 45), which took effect in July 2007, requires the County to include the cost of “other post-employment benefits” (OPEB), on an actuarial basis, as notes in the financial statements. The County currently reports funding on a “pay-as-you-go” basis, reporting expenses as incurred.</p> <p>Our current practice of pooling pre-Medicare retirees with active employees is considered an implicit subsidy that must be reported. The implicit subsidy is a significant portion of the County’s OPEB liability. Eliminating the “implicit” subsidy will significantly reduce the County’s liability.</p> <p>In September 2006, in response to the GASB 45 requirements, the County Board of Supervisors directed Human Resources to establish separate medical rates for all pre-Medicare retirees starting in 2009. Establishing the separate rate will reduce the County’s reportable liability under GASB 45, limit cost increases for employees and allow current employees time to plan for the cost of future medical expenses.</p>
Who will receive the “rate subsidy”?	<p>Although the exact amount for the premium has yet to be determined, we know that premiums will go up significantly for pre-Medicare retirees starting in 2011.</p> <ul style="list-style-type: none"> • Employees who retire before January 1, 2009, will receive a “rate subsidy” equivalent to the difference between the active employee rate and the new premium rate for pre-Medicare retirees each year. The subsidy will continue until the earlier of January 1, 2011 or the month the retiree reaches age 65 or becomes eligible for Medicare. • Employees who retire after January 1, 2009 will pay the new pre-Medicare premium and will not receive the subsidy. <p>This change does not affect retirees who are already eligible for Medicare since these rates are already established separately.</p>
Will receive the County contribution for medical?	<p>A County Contribution is made only if you enroll in a County-sponsored Health Plan. Contributions are based on bargaining unit at the time of retirement as follows:</p> <ul style="list-style-type: none"> • LIUNA \$ 25.00 • SEIU \$ 25.00 • Management \$256.00 • Confidential \$256.00 • Unrepresented \$256.00 • Elected Officials \$256.00 <p>This amount will be in addition to the subsidy, if you retire by the dates listed under “Who will receive the “rate subsidy?”” above.</p>

Retiree Health Insurance (Continued)		
	County Health Plans	CalPERS Health Plans
<p>Who In My Family Is Eligible for Coverage? continued</p>	<p>If you elect to enroll in a health plan, you may also elect to enroll your eligible dependents for coverage. Your eligible dependents include:</p> <ul style="list-style-type: none"> • Your legal spouse. • Your California-registered domestic partner. • Your and/or your spouse's or domestic partner's dependent natural children, adopted children, foster children and stepchildren who are under age 23 and who have never been married. • Any child, who is under age 23 and has never been married, for whom you have legal custody, have been required to cover under your medical plan as part of a qualified medical child support order or who resides with you (generally in the absence of the natural or adoptive parent) and who is economically dependent upon you. • An otherwise eligible child past age 23 who has never been married if the child is incapable of self-support because of a mental or physical handicap and you can continue to claim the child as a dependent on a federal income tax return. • You will need to provide proof of eligibility each time you submit a request to add a spouse, domestic partner or child to your medical, dental or vision plan. <p>Important notes about dependent eligibility:</p> <ul style="list-style-type: none"> • Your former spouse, parents, parents-in-law, other relatives, and non-disabled children age 23 and over are not eligible for coverage under your health care plan. • You must submit a Benefit Election form when coverage for your enrolled spouse or dependent child no longer meets the eligibility requirements (e.g., you divorce your spouse, your child attains age 23 or your child marries). 	
<p>Health Plan Options When Either the Retiree or Family Member has Medicare</p>	<ul style="list-style-type: none"> • Kaiser Senior Advantage • Pacificare/Secure Horizons • Blue Shield Access+ HMO • Blue Shield Spectrum PPO • Exclusive Care Medicare Coordination Plan 	<ul style="list-style-type: none"> • Blue Shield HMO • Kaiser HMO (within California and some other states) • PERSCare PPO (within California and some other states) • PORAC PPO • PERS Choice

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Retiree Health Insurance (Continued)

	County Health Plans	CalPERS Health Plans
Health Plan Options for Retiree or Family Member, When Neither Have Medicare	<ul style="list-style-type: none"> • Blue Shield Access+HMO • Blue Shield Spectrum PPO • Kaiser HMO • Exclusive Care EPO • Exclusive Care Select POS (Point-of-Service) 	<ul style="list-style-type: none"> • Blue Shield HMO • Kaiser HMO (Within California and some other states) • PERSCare PPO (Within California and some other states) • PORAC PPO (LEMU bargaining unit only) • PERS Choice
County Contribution to a Retiree Health Plan	<p>A County Contribution is made only if you enroll in a County-sponsored Health Plan. Contributions are based on bargaining unit at the time of retirement as follows:</p> <ul style="list-style-type: none"> • LIUNA \$ 25.00 • SEIU \$ 25.00 • Management \$256.00 • Confidential \$256.00 • Unrepresented \$256.00 • Elected Officials \$256.00 	<p>A County Contribution is made only if you enroll in a CalPERS sponsored health plan. The contributions for 2008 are based on your bargaining unit at the time of retirement as follows:</p> <ul style="list-style-type: none"> • DDAA \$ 97.00 • LEMU \$128.00 • RSA Public Safety \$ 97.00
Plan Comparison Information	<p>Please refer to the County of Riverside's 2008 annual Retiree Enrollment Guide. This guide is available on-line at http://benefits/rc-hr.com or from the County's Employee Benefits Division, (951) 955-4981.</p>	<p>Contact CalPERS to order a personalized Health Plan Statement and Benefit Summary and Decision Guide. To obtain this information visit the CalPERS web site at www.calpers.ca.gov or call CalPERS at (888) 225-7377.</p>

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Retiree Health Insurance (Continued)

How do I Enroll in a Retiree Health Plan?

Eligible retirees have the option of enrolling in a County-sponsored health plan at retirement. Enrollment in a retiree health plan is NOT automatic. You must notify the County of your election by submitting an enrollment form.

To receive your retiree health coverage without a gap between your employee health plan and your retiree health plan, it is recommended that you submit your Retiree Benefit Election Form *before* retiring.

You may continue enrollment in your current employee health plan or you may enroll in another health plan. You may also elect a Medicare Integrated plan if you, your spouse, or an eligible dependent has Medicare coverage at the time of retirement. Plan options are different for retirees enrolled in Medicare A & B plans.

If you do not submit your enrollment form within 60 days of your retirement date, your next opportunity to enroll in a County-sponsored health plan is during the annual enrollment period, unless you experience a mid-year qualifying event that results in the loss of coverage.

If you are currently in a CalPERS health plan as an employee and choose to make no changes to your current coverage, your CalPERS health insurance will continue automatically as a retiree.

Deductions for your CalPERS coverage will be deducted from your retirement check unless you cancel your insurance before you retire.

If you elect to make changes to your retiree health plan coverage, CalPERS must receive your HDB-12 form within 60 days of your retirement date. To make changes to your coverage or to add/delete family members, please contact CalPERS at www.calpers.ca.gov, or (888) 225-7377 for an enrollment form. This form is available on the County's Benefits web site at <http://benefits.rc-hr.com> or by contacting the Benefits Information Hotline at (951) 955-4981.

To receive your retiree health coverage without a gap between your employee health plan and your retiree health plan, it is recommended that you submit your Retiree Benefit Election Form *before* retiring.

If you do not submit your enrollment form within 60 days of your retirement date, your next opportunity to enroll in a County-sponsored health plan is during the annual enrollment period.

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Retiree Health Insurance (Continued)

Paying Your Premiums

The monthly premium cost of your selected coverage, minus the County Contribution amount, will be deducted from your monthly CalPERS retirement warrant. (Please notify Employee Benefits if your retiree warrant is insufficient for the full premium cost. Arrangements for you to submit a personal check for your premiums will be made.)

Until the medical deduction is implemented with CalPERS, you will pay your medical premiums to the County of Riverside using the Direct Pay method

- You will be responsible on a direct pay basis for your monthly premium until your retiree warrant deduction is implemented.
- Make your personal check payable to the County of Riverside.
- Submit your personal check, along with the "coupon" from your monthly bill. (If no coupon is available, please write "Retiree" and the name of your selected medical plan on your check).
- Your premium payment is due the 25th of the month prior to coverage month. For example, your premium payment due on January 25th will pay for February medical coverage.

The monthly premium cost of your selected coverage, minus the County Contribution amount, will be deducted from your monthly retirement warrant.

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Retiree Health Insurance (Continued)		
	County Health Plans	CalPERS Health Plans
What is the Effective Date of my Retirement Health Benefits?	As an active employee you pay your benefits one month in advance. Your retirement health benefits will commence on the first of the month following that period. (E.g. You retired on June 1 st . Your coverage as an active employee ends on June 30th and your retirement health coverage becomes effective on July 1 st .)	
What if my Retiree Warrant Does Not Cover my Health Premiums?	<p>If your retiree warrant is insufficient for the full premium cost, you must submit monthly payment each month.</p> <p>Premiums are due on the 25th of the month preceding the month of coverage. For example, premiums are due on January 25th for February coverage.</p>	If your retiree warrant is insufficient for the full premium cost, CalPERS will request three months of premiums in advance.
When are Premium Payments Deducted from my Check?	The retiree warrant you receive on the first of the month pays for that month's coverage. For example, the warrant you receive on January 1 st pays for your January coverage.	

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Retiree Health Insurance (Continued)

	County Health Plans	CalPERS Health Plans
<p>What Forms Do I Need to Complete?</p>	<p>You need to complete the following forms:</p> <ul style="list-style-type: none"> To enroll in a County health plan, complete the Retiree Benefit Election Form. If you, your spouse or your dependent are age 65 or have Medicare, you will also need to complete the health plan's specific Medicare form. <p>These forms need to be completed and returned within 60 days from the date of your retirement. Payment for the first month's premium is due at this time.</p>	<p>You need to complete the following forms:</p> <ul style="list-style-type: none"> To enroll in a CalPERS health plan, complete the PERS HBD-85-Group Continuation Coverage form If you, your spouse or your dependent are age 65 or have Medicare, you will also need to complete the health plan's specific Medicare form If you wish to elect Dental or Vision coverage, you must complete a County of Riverside Retiree Benefit Election Form. <p>These forms need to be completed and returned within 60 days from the date of your retirement.</p>
<p>Can I Make a Mid-Year Change?</p>	<p>Your benefit elections stay in place from the time of retirement until December 31st as long as you remain eligible for benefits. Once you have selected coverage, you can make mid-year changes only if you have a qualified status change. Qualified status changes include:</p> <ul style="list-style-type: none"> Marriage, or domestic partnership Divorce, or separation from domestic partnership Birth or adoption of a child Death of a spouse or a child Change in spouse's employment Significant changes in your spouse's employer's medical coverage Child's loss of eligibility due to age, student status, or marital status Full-time/part-time status change Move into or out of an HMO Service Area <p>If you experience a qualified status change, you may request a change that is <i>consistent</i> with the event within 60 days of the event date. Changes are effective no earlier than the first of the month following receipt of the health enrollment form.</p> <p>For assistance in determining if your requested change qualifies for a mid-year change, call the County's Benefit Information Line at (951) 955-4981. A Benefits Representative will be happy to assist you.</p>	

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Retiree Health Insurance (Continued)

	County Health Plans	CalPERS Health Plans
Notification of a Mid-Year Change	<p>You must submit a Retiree Benefit Enrollment form and a letter explaining the reason for the mid-year change to County of Riverside's Employee Benefits Division.</p> <p>To obtain this form, visit the County's Benefits web site at http://benefits.rc-hr.com or call the Employee Benefits Information Line at (951) 955-4981.</p> <p><i>Forms MUST be received within 60 days of the change in status date.</i></p> <p>Failure to notify Human Resources may result in the County's inability to correct coverage and/or refund premium deductions.</p>	<p>To make a change on a CalPERS plan, you must submit an HBD-12 and documentation explaining the reason for the mid-year change to CalPERS. To obtain this form, visit the CalPERS' web site at www.calpers.ca.gov or call CalPERS at (888) 225-7377.</p> <p>Failure to notify CalPERS may result in the CalPERS's inability to correct coverage and/or refund premium deductions.</p>
If I Have Questions or Need Other Assistance, Who Can I Contact?	<p>For County Health Plans, please contact the County's Benefit Information Line at (951) 955-4981 from 8:00 a.m. to 5:00 p.m., Monday through Friday. A Benefits Representative will be happy to assist you.</p> <p>For a health plan coverage or access issue, please contact the health plan directly. See the Retiree Enrollment Guide for health plan contact information. Contact information is also available on the County Benefits web site at http://benefits.rc-hr.com</p>	<p>For CalPERS health plans, please contact CalPERS at (888) 225-7377 from 8:00 a.m. to 5:00 p.m., Monday through Friday. A CalPERS representative will be happy to assist you.</p>

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Retiree Health Insurance (Continued)

	County Health Plans	CalPERS Health Plans
How do I Submit an Address Change?	Please visit the County's web site, www.workforceexchange.net and refer to the Resources tab to find the Retiree Change form or call the Benefits Information Line at (951) 955-4981 to obtain a Retiree Change form.	Please visit the CalPERS' web site, www.calpers.ca.gov , or call CalPERS at (888) 225-7377 to obtain the HBD-12 form.
What Happens When A Family Member Obtains Medicare?	<p>Two months before you or your spouse qualifies for Medicare, you need to re-evaluate your health plan options. Receiving Medicare benefits or turning age 65 may affect your health plan cost as well as render you eligible for new health plan options.</p> <p>For an overview of health plans, refer to the County's Retiree Enrollment Guide for a plan comparison at http://benefits.rc-hr.com or call the Benefits Information Line at (951) 955-4981.</p>	<p>Two months before you or your spouse qualifies for Medicare, you need to re-evaluate your health plan options. Receiving Medicare benefits or turning age 65 may affect your health plan cost as well as render you eligible for new health plan options.</p> <p>The <i>Understanding Medicare</i> booklet provides more detailed information. You can obtain a copy of this booklet by visiting the CalPERS web site at www.calpers.ca.gov or calling (888) 225-7377.</p>

Retiree Health Insurance (Continued)

What are the Requirements to Receive Medicare Benefits?

You may qualify for Medicare based on your employment earnings or your spouse's employment earnings. For more information on Medicare please go to www.socialsecurity.gov or your local social security office for your specific eligibility.

For Medicare health insurance coverage here two separate parts of coverage, Part A and Part B . Each part of coverage has its enrollment requirements:

A. Hospital Insurance (known as Part A):

(a.) You are eligible at age 65 if you:

- Receive Social Security benefits
- Are not getting Social Security or benefits, but you have worked long enough to be eligible for them
- Would be entitled to Social Security benefits based on your spouse's (or divorced spouse's) work record, and that spouse is at least 62 (your spouse does not have to apply for benefits in order for you to be eligible based on your spouse's work); or
- Worked long enough in a federal, state, or local government job to be insured for Medicare

(b.) You are eligible under age 65 if you:

- Get Social Security disability benefits and have amyotrophic lateral sclerosis (Lou Gehrig's) disease; or
- Have been a Social Security disability beneficiary for 24 months; or
- Have worked long enough in a federal, state, or local government job and you meet the requirements of the Social Security

B. Medicare Medical Insurance (also known as Part B)

- Almost anyone who is 65 or older or who is under 65 but eligible for hospital insurance can enroll for Medicare medical insurance by paying a monthly premium. Aged people don't need any Social Security or governmental work credits for this part of Medicare.
- You must enroll in Medicare Part B when initially eligible to avoid late enrollment penalties. Penalties are waived if you are covered by another group plan such as the County of Riverside's active health plans.
- Employees, retirees, and spouses who retire before age 65 are encouraged to enroll in Medicare Part B 60 days prior to the 65th birthday. Enrollment in Medicare Part B significantly reduces health insurance cost through the County of Riverside. Please refer to the Retiree Annual Enrollment Booklet for more information on health plan rate differences.

Retiree Health Insurance (Continued)

<p>What are the requirements to receive Medicare Benefits? (continued)</p>	<p>C. Medicare Medical Drug Coverage (also known as Part D) Medicare started providing insurance for prescription drugs on January 1, 2007. Below are six facts to remember:</p> <ul style="list-style-type: none"> • Everyone on Medicare can get drug coverage regardless of income or health. • You are not obliged to sign up • To get coverage, you must choose one of the many private drug plans Medicare has approved • If you have a limited income and qualify for “Extra Help,” you will pay very little • If your drug costs are very high, Medicare will pay 95 percent of your costs beyond a certain level in any one year. • You must enroll in Medicare Part D when initially eligible to avoid late enrollment penalties. Penalties are waived if you are covered by another group plan such as the County of Riverside’s active health plans.
<p>Who can get Medicare Drug coverage?</p>	<p>Anyone on Medicare (with either Part A or Part B) is entitled to drug coverage (known as Part D) regardless of income. No physical exams are required. No one can be denied for health reason.</p>
<p>Do I have to sign up for Medicare drug Coverage?</p>	<p>No it is voluntary. But if you sign up later than when you were first eligible, you can pay a penalty except in certain circumstances. You will not need to sign up if you have other drug coverage that is better than Medicare’s (e.g. benefits from a current or former employer.)</p>
<p>Can I wait and sign up later when I need coverage?</p>	<p>Yes, but there may be a financial penalty if you want to enroll in Medicare Part D later than when you were first eligible.</p>
<p>What is the late penalty?</p>	<p>At least and extra 1% of the national average premium will be added to your premium for each month that you delay, and you will pay the penalty (which increases each year along with the average premium) for as long as you have Medicare drug coverage.</p>
<p>Are there any exceptions?</p>	<p>Yes, If you have other drug coverage that is at least as good as Medicare and you lost it at a future date, you would not pay a late penalty if you enroll in a Medicare drug plan within 60 days of losing that coverage.</p>

Retiree Health Insurance (Continued)

How can I enroll in Medicare?	You can enroll by calling Medicare at (800) 633-4227; TTY (877) 486-2048 or online at www.medicare.gov .
When can I enroll in Medicare?	<p>If you are already on Medicare, you can enroll in a drug plan at any time from Nov. 15, 2005, through May 15, 2007.</p> <p>If you are not yet on Medicare but will become eligible after March 2007, you'll be able to join a drug plan during your seven-month initial Medicare enrollment period.</p>
When will my drug coverage start?	Your coverage begins the first of the month after you have been enrolled.
How do I Cancel My Health Plan	<p>You may cancel your County health plan at any time; however, you will not be eligible to enroll again until the next annual enrollment period.</p> <p>You must submit your cancellation in writing or on a Retiree Benefit Election form specifying when coverage should terminate. Please submit the form to the County's Employee Benefits Division.</p> <p>If you are enrolled in the following you must also complete the specific Health Plan form:</p> <ul style="list-style-type: none">• Kaiser Senior Advantage• PacifiCare Secure-Horizons• Blue-Shield-Access+• Blue-Shield-Spectrum-PPO <p>The above forms can be obtained by contacting an Employee Benefits representative at (951) 955-4981.</p> <p>You can submit your cancellation forms to following address: County of Riverside Human Resources, Employee Benefits P.O. Box 1569 Riverside, CA 92502-1569</p> <p>Termination of coverage will be effective the first of the month following receipt of the election form.</p>

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Retiree Health Insurance (Continued)

	County Health Plans	CalPERS Health Plans
Contacts	<p>If you have questions regarding eligibility, making a mid-year change, changing your address, plan access issues or questions regarding your premiums, please contact the Employee Benefits Division using the information listed below.</p> <p>County of Riverside, Human Resources Employee Benefits Division P.O. Box 1569 Riverside, CA 92502-1569</p> <p>Phone: (951) 955-4981 Monday through Friday, 8:00 a.m. to 5:00 p.m.</p> <p>Web site: http://benefits.rc-hr.com</p>	<p>If you have questions regarding eligibility, making a mid-year change, changing your address, plan access issues or have a question regarding your premiums, please contact CalPERS for all questions.</p> <p>CalPERS Health Benefits Services Division Eligibility and Enrollment Section P.O. Box 942714 Sacramento, CA 94229</p> <p>Phone: (888) 225-7377 Web site: www.calpers.ca.gov</p>

Retiree Dental Insurance

Retiree Dental Plan Eligibility	<p>To be eligible to enroll in a retiree dental plan, you must be eligible for a CalPERS retirement benefit and be enrolled in a County-sponsored dental plan on the day immediately before your first day in a retirement status. (Exception: If you are enrolling in an active dental plan during the active employee's annual enrollment and both your dental coverage begin date and your retirement date is January 1, you will be eligible to enroll in the same retiree dental plan that would have been activated if you had not retired.)</p> <p>Retirees who were not covered by a dental plan prior to retirement, or who have since cancelled their enrollment in a County-sponsored dental plan, are <i>no longer eligible to enroll in a dental plan</i>.</p>
Changing Dental Plan Election	<p>You are eligible to continue your active dental plan as a retiree for the remainder of the calendar year. If you are moving outside of your dental plan's service area, you may change your dental plan at the time you retire. (See Mid-Year Changes for more information.)</p> <p>Every year in fall, the County of Riverside holds an annual enrollment period for retirees. You may change your dental plan enrollment during this annual enrollment period.</p>
County Contribution	<p>The County does not make a contribution towards your dental coverage. If you elect coverage, you are responsible for the full premium. Your premium cost will be deducted from your retiree warrant.</p>
What if I Don't Elect Dental Plan Coverage at Retirement?	<p>If you choose not to continue your dental plan at the time you retire, you will not be permitted to enroll in a retiree dental program in the future. In essence, you forfeit your right to County-sponsored dental coverage.</p>
What Happens if I Cancel My Retiree Dental Coverage	<p>If you discontinue your retiree dental coverage, for any reason, you will not be permitted to enroll in a retiree dental program in the future. In essence, you forfeit your right to County-sponsored dental coverage.</p>

Retiree Dental Insurance (Continued)

Payment for Dental Plan	<p><u><i>Deductions from Your Retiree Warrant</i></u> Dental Plan premiums are collected from your retirement warrant, unless you are a new retiree whose premium deduction is being established for the first time or your retirement warrant is insufficient to cover the full cost of your dental premium. Following are key points for retiree warrant deductions:</p> <ul style="list-style-type: none">• Premiums for your dental plan coverage will be collected from your retiree warrant by default.• The premium is deducted for the current month. For example, your January 1st retiree warrant deduction will cover your January dental coverage.• It takes approximately two months to set up your dental premium deduction through CalPERS. Until dental deduction is implemented with CalPERS, you will pay your dental premiums to the County of Riverside using the Direct Pay method (outline below). <p><u><i>Direct Pay</i></u> Direct Pay is commonly used until your dental deductions are taken from your CalPERS retirement warrant or when your retirement warrant is insufficient to take your full premium deduction. Following are key points about Direct Pay:</p> <ul style="list-style-type: none">• You will be billed for your monthly premium until your retiree warrant deduction is implemented.• Make your personal check payable to the County of Riverside.• Submit your personal check, along with the “coupon” from your monthly bill. (If no coupon is available, please write “Retiree” and the name of your selected dental plan on your check.• Your premium payment is due the 25th of the month prior to coverage month. For example, your premium payment due on January 25th will pay for February dental coverage.• You will be billed for the dental premiums until your retiree warrant deduction has been established.
Enrollment in Dental Plans	<p>You will receive a letter from Employee Services outlining your current coverage. Included with the letter is a Benefit Election form. The following are some guidelines to refer to when completing this form:</p> <ul style="list-style-type: none">• An election form needs to be completed and returned within 60 days from the date of your retirement.• Use this form to select/cancel coverage of your health and dental benefits.• Payment for the first month’s premium is due when you submit your election form.

Retiree Dental Insurance (Continued)

<p>Who In My Family Is Eligible?</p>	<p>You may also enroll your eligible dependents for coverage. Your eligible dependents include:</p> <ul style="list-style-type: none"> • Your legal spouse • Your registered domestic partner • You and/or your spouses or domestic partner's dependent natural children, adopted children, foster children, and stepchildren under age 23 and who have never been married. • Any child, who is under age 23 and has never been married, for whom you have legal custody, have been required to cover under your medical plan as part of a qualified medical child support order or who reside with you (generally in the absence of the natural or adoptive parent) and who is economically dependent upon the retired employee. • An otherwise eligible child past age 23 who has never been married if the child is incapable of self-support because of a mental or physical handicap and you continue to claim the child as a dependent on your federal income tax return. • You will need to provide proof of eligibility each time you request a spouse, domestic partner or child to be added to your medical, dental or vision plan. <p>Important notes about dependent eligibility:</p> <ul style="list-style-type: none"> • Your former spouse, parents, parents-in-law, other relatives, and non-disabled children age 23 and over are not eligible for coverage under your health care plans. <p>You must drop coverage for your enrolled spouse or dependent child when he/she loses eligibility (e.g., divorce, or your child attains age 23 or marries).</p>
<p>What Forms Do I Need to Complete?</p>	<p>To enroll, you need to complete a Retiree Benefit Election form:</p> <ul style="list-style-type: none"> • Complete and return your Retiree Benefit Election form • Your form must be received by the County within 60 days from the date of your retirement. • Payment for the first month's premium is due at this time.
<p>What Dental Plans are Offered to Retirees?</p>	<p>The list of dental plans offered to retirees is available on the County's Workforce Exchange web site at http://benefits.rc-hr.com or by contacting the Benefits Information Line at (951) 955-4981.</p>

Retiree Dental Insurance (Continued)

Making Mid-Year Changes	<p>Your benefit elections stay in place from the time of retirement until December 31st, if you remain eligible for benefits. Once you have selected the coverage that best fits your needs you can make changes only if you have a qualified status change or during the Annual Open Enrollment period. Qualified status changes include:</p> <ul style="list-style-type: none">• Marriage• Divorce• Birth or adoption of a child• Death of a spouse or a child• Change in spouse's employment• Significant changes in your spouse's employer's dental coverage• Child's loss of eligibility due to age, or marital status• Full-time/part-time status change <p>If you have a qualified status change, you may add or discontinue coverage that is consistent with the status change. To determine whether or not a specific change is a "qualified status change" or to obtain the required forms, contact the Human Resources Benefits Information line at (951) 955-4981 or visit the County's Benefits web site at http://benefits.rc-hr.com. You must notify Human Resources within 60 days of a change in status. Failure to notify Human Resources may result in the County's inability to correct and/or refund premium deductions.</p>
Canceling your Dental Insurance	<ul style="list-style-type: none">• Complete the Retiree Benefit Election form and indicate cancel.• Cancellation will be the first of the month following the date the form is received by County Employee Benefits.• Any excess premiums collected for dental premiums will be refunded to you by the County of Riverside.
Contacts	<p>If you have questions regarding eligibility, making a mid-year change, changing your address, plan access issues or questions regarding your premiums, please contact the Employee Benefits Division:</p> <p>County of Riverside, Human Resources Employee Benefits Division P.O. Box 1569 Riverside, CA 92502-1569</p> <p>Phone: (951) 955-4981 Monday through Friday, 8:00 a.m. to 5:00 p.m.</p> <p>Web site: http://benefits.rc-hr.com</p>

EMPLOYEE BENEFITS

County of Riverside Preparing for Retirement

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Great Benefits For A Great Place To Work

Retiree Vision Insurance	
Vision Plan	The County offers voluntary vision plan coverage through Spectera Vision Care to retirees. Spectera Vision Care is different than the active vision plan (VSP or MES).
What Forms Do I Need To Complete to Enroll in Spectera Vision Care?	<p>If you would like to enroll in Spectera Vision Care please submit a Retiree Benefit Election Form. If you would like to continue your active coverage Vision Services Plan (VSP) or Medical Eye Services (MES) plan, you may elect to continue it through COBRA.</p> <p>You will receive a letter from Employee Services outlining your current coverage. Included with the letter will be a Retiree Benefit Election form. The following are some guidelines to refer to when completing this form:</p> <ul style="list-style-type: none"> • An election form needs to be completed and returned within 60 days from the date of your retirement. • Use this form to select/cancel coverage of your health, dental, and vision benefits. <p>Until the vision deduction is implemented with CalPERS, you will pay your vision premiums to the County of Riverside using the Direct Pay method outlined below</p> <ul style="list-style-type: none"> • Make your personal check payable to the County of Riverside. Please note Retiree Vision Plan on your check. • You must submit your payment no later than the 25th of the month for the month of coverage. (Note; When you receive your retiree warrant, check to see if there is a vision deduction. No vision deduction signals that you must submit your premium check by the 25th of the month.)
What Forms Do I Need To Complete for COBRA?	<p>Vision plan coverage is also available through Continuation Coverage commonly referred to as "COBRA" for up to 18 months. This coverage is the same vision plan you were enrolled in as an active employee. (Note; Continuation of your active group vision plan is not the Spectera Vision Plan available to you as a retiree.) After your department submits your termination paperwork, Human Resources will mail you a packet of information explaining group benefits that you may continue to purchase from the County. Vision plan coverage is one of the benefits you may elect through Continuation (commonly known as "COBRA") Coverage. Below is a brief outline of what you can expect:</p> <ul style="list-style-type: none"> • You must elect coverage and return your election paperwork within 60 days. • Coverage is available to you for up to 18 months, provided your premiums are paid timely. • Payment for your premium must be made directly to the County of Riverside. Vision plan deduction from your retiree warrant is NOT available. • Premium cost is 102% of the active employee premium; federal law permits an employer to collect a 2% administrative fee for Continuation Coverage. • Vision plan coverage will be provided by the same plan you had as an active employee.

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Retiree Vision Insurance

What Forms Do I Need to Complete for COBRA? Continue	<ul style="list-style-type: none">• You may choose to continue coverage for yourself or any family member who was covered under your active employee plan the day immediately preceding your retirement or termination.• Your dependent has the right to elect coverage regardless of your election to continue coverage or not continue coverage.• If you do not enroll within the 60 day limit, you forfeit your right to Continuation Coverage. <p>If you do not pay your premiums timely, you forfeit your right to Continuation Coverage</p>
Questions?	<p>If you have questions regarding Continuation (“COBRA”) Coverage, eligibility for Continuation Coverage, making a mid-year change, changing your address or questions regarding your premiums, please contact:</p> <p>County of Riverside, Human Resources Employee Services Unit, COBRA Representative P.O. Box 1569 Riverside, CA 92502-1569</p> <p>Phone (951) 955-4981</p>

Other Benefits

Flexible Spending Accounts (FSAs)	<p>Flexible Spending Accounts are NOT available to retirees. However, you may continue the Health Care Flexible Spending Account into retirement through Continuation Coverage (commonly referred to as "COBRA").</p> <p><u>Health Savings</u></p> <ul style="list-style-type: none">• You may elect Continuation Coverage for the Health Care FSA when you retire <i>only</i> if you were participating in these programs at the time you retire and you have a balance remaining in the FSA account.• Electing this benefit will permit you access to your FSA unused account balance through March 31st following the end of the current plan year (December 31st).• When you elect Continuation Coverage, you are required to continue your bi-weekly deductions through the end of the plan year. Because you no longer have a County pay warrant, you will not be able to pay for this benefit with pre-tax dollars. Your contributions become part of the account balance that is available to reimburse you for your eligible expenses.• You may continue to contribute to the plan for the remainder of the plan year; no new plan year elections will be accepted.• Unused funds are forfeited. <p>If you have questions, please contact County of Riverside, Human Resources COBRA representative at (951) 955-1001.</p>
Short-Term Disability Plan	<p>This benefit is NOT available to retirees. Coverage ends at midnight on the last day of employment. Should you have a claim occur prior to this time you will be covered as noted below.</p> <p>If you are disabled and receiving Short-Term Disability benefits and you retire while you are still disabled your disability benefits for the current claim will continue thru the end of your disability or at the end of the maximum 52-week benefit period, whichever occurs first.</p> <p>If you have questions, please contact Sedgwick CMS. at (800) 845-7739..</p>

EMPLOYEE BENEFITS

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Other Benefits (Continued)

<p>Long-Term Disability Plan</p>	<p>This benefit is NOT available to retirees. Coverage ends at midnight on the last day of employment. Should you have a claim occur prior to this time you will be covered as noted below.</p> <p>If you are disabled and receiving Long-Term Disability and you retire while you are still disabled, your disability benefits will continue through the end of your disability or for the Maximum Benefit Period schedule shown below, or until the Maximum Benefit of \$15,000 is paid, whichever is shorter:</p> <table data-bbox="516 716 1380 1050"> <tr> <td>Disability commenced:</td> <td>Maximum Benefit Period:</td> </tr> <tr> <td>61 or younger.....</td> <td>To age 65, or 3yrs and 6 months if longer</td> </tr> <tr> <td>62.....</td> <td>3 years and 6 months</td> </tr> <tr> <td>63.....</td> <td>3 years</td> </tr> <tr> <td>64.....</td> <td>2 years and 6 months</td> </tr> <tr> <td>65.....</td> <td>2 years</td> </tr> <tr> <td>66.....</td> <td>1 year and 9 months</td> </tr> <tr> <td>67.....</td> <td>1 year and 6 months</td> </tr> <tr> <td>68.....</td> <td>1 year and 3 months</td> </tr> <tr> <td>69 or older.....</td> <td>1 year</td> </tr> </table> <p>Any benefits that you receive from this plan are integrated with any SSI disability benefits that you or your family members receive on your behalf. Please refer to Benefits Website for specific language. www.workforceexchange.net.</p> <p>If you have questions, please contact Standard Life Insurance at (800) 368-1135.</p>	Disability commenced:	Maximum Benefit Period:	61 or younger.....	To age 65, or 3yrs and 6 months if longer	62.....	3 years and 6 months	63.....	3 years	64.....	2 years and 6 months	65.....	2 years	66.....	1 year and 9 months	67.....	1 year and 6 months	68.....	1 year and 3 months	69 or older.....	1 year
Disability commenced:	Maximum Benefit Period:																				
61 or younger.....	To age 65, or 3yrs and 6 months if longer																				
62.....	3 years and 6 months																				
63.....	3 years																				
64.....	2 years and 6 months																				
65.....	2 years																				
66.....	1 year and 9 months																				
67.....	1 year and 6 months																				
68.....	1 year and 3 months																				
69 or older.....	1 year																				
<p>County-Paid Life Insurance</p>	<p>This benefit is NOT available to retirees. Coverage ends at midnight on the last day of employment. Should you have a claim occur prior to this time you will be covered as noted below. However, you may convert your term life insurance coverage, <i>without evidence of insurability</i>, to an individual policy if you choose. This election must be made within 31 days after retirement.</p> <p>Note: Should you die during the 31-day conversion period, your insurance policy will pay the death benefit equal to the coverage amount you had as an active employee.</p>																				

Other Benefits (Continued)

Converting County-Paid or Supplemental Life Insurance to Individual Policies

The following plans are eligible for conversion:

Basic Life Insurance		
	Jefferson Pilot	Standard Life Insurance
Eligible Groups	<ul style="list-style-type: none"> • SEIU • LIUNA 	<ul style="list-style-type: none"> • Elected Officials • Confidential • Management • Unrepresented • DDAA • LEMU • RSA Public Safety
Coverage Amount	Coverage is equal to 1x annual salary up to \$50,000.	\$50,000. RSA Public Safety coverage is \$10,000.
Coverage Reduction	Coverage is reduced at certain ages as follows: <ul style="list-style-type: none"> • Age 65 to 65% of original amount • Age 70 to 40% of original amount • Age 75 to 25% of original amount 	Coverage is reduced at certain ages as follows: <ul style="list-style-type: none"> • Age 65 to 65% of original amount • Age 70 to 50% of original amount

Life Insurance Conversion Information

- No evidence of insurability is required.
- Coverage must be elected within 31 days of your last day of work.
- To convert your policy, please contact the Benefits Information Hotline at (951) 955-4981. Your application must be received within the 31-day conversion period.
- You will need to include your Certificate of Eligibility (available on the County's Benefits website <http://benefits.rc-hr.com>)
- You must pay the first premium during the 31-day conversion period.
- Coverage becomes effective on the day after the end of the conversion period (or on the 32nd day).

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Contact Information for Continuation Coverage	<p>If you would like to convert your life insurance into an individual policy please call (951) 955-4981 a Benefits representative will be happy to assist you. Premiums vary by age and the amount of insurance.</p> <p>Standard Life Insurance (800) 628-8600.</p> <p>Jefferson Pilot Life Phone: (800) 423-2765 Web site: www.JPFinancial.com</p>
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EMPLOYEE BENEFITS

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California Public Employees' Retirement System (CalPERS)	
	<p>3% @ 60 - Miscellaneous</p> <ul style="list-style-type: none"> • LIUNA • SEIU • DDAA • Management • Confidential • Unrepresented <p>Please see the Local Miscellaneous Formula Benefit Factor chart on page 36 for more details.</p>
	<p>3% @ 50 - Safety</p> <ul style="list-style-type: none"> • RSA • LEMU • Public Safety • Law Enforcement Executive Management <p>Please see the Local Safety Member Formula Benefit Factor chart on page 37 for more details.</p>
<p>How do I Calculate My Retirement Benefits?</p>	<p>Understanding Your Retirement Formula</p> <p>Your benefit factor is the percentage of pay to which you are entitled for each year of service. It is determined by your age at retirement and the retirement formula that was contracted by the County of Riverside with CalPERS.</p> <p>When you are ready to retire, contact CalPERS for specific information. Generally, there are many variables in figuring your service retirement benefits, some of the basic steps are as follows:</p> <ul style="list-style-type: none"> • Step 1: Calculate Percentage of Final Compensation (years of service) x (age benefit factor) = percentage of final compensation. Also provided on pages 36 and 37. • Step 2: Calculate your final one-year compensation. • Step 3: Calculate Benefit Allowance (Final compensation) x (percent of final compensation from Step 1) = monthly unmodified allowance.

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California Public Employees' Retirement System (CalPERS)

Retirement Benefit Estimate

There are two ways to obtain a Retirement Benefit Estimate:

- CalPERS offers an online Retirement Planning Calculator on their web site at www.calpers.ca.gov, which allows you to use a variety of retirement dates to see how each would impact your benefit.
- If you do not want to use the online Retirement Planning Calculator you can request that CalPERS complete an estimate for you. To do this, complete a Retirement Allowance Estimate Request Form which is contained in the Stepping into Retirement publication available through Human Resources or online at www.calpers.ca.gov.

Does my benefit factor increase for every 3, 6, and 9 months after my birthday?

The Chart below shows how the benefit factor increases for each year of age from 50 to 60 for Local Miscellaneous Members. This does not apply to Local Safety Members.

Age at Retirement	Exact Year	¼ Year (3 months)	½ Year (6 months)	¾ Year (9 months)
50	2.000	2.025	2.050	2.075
51	2.100	2.125	2.150	2.175
52	2.200	2.225	2.250	2.275
53	2.300	2.325	2.350	2.375
54	2.400	2.425	2.450	2.475
55	2.500	2.525	2.550	2.575
56	2.600	2.625	2.650	2.675
57	2.700	2.725	2.750	2.775
58	2.800	2.825	2.850	2.875
59	2.900	2.925	2.950	2.975
60 or older	3.000	-	-	-

EMPLOYEE BENEFITS

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Preparing for Retirement

California Public Employees' Retirement System (CalPERS) (Continued)

Statements	<p>Each October, CalPERS sends an annual statement to your home mailing address. You may also contact CalPERS at any time to request a copy.</p> <p>You can use your annual CalPERS statement to complete the necessary information on either the online CalPERS Retirement Planning Calculator or the Retirement Allowance Estimate Request Form (if you have chosen to have CalPERS do the Retirement Benefit Estimate for you).</p> <p>Your statement will provide information on your service credit history and CalPERS contributions account. It is important to review your statement to make sure CalPERS has the correct employment history for you.</p>
What are Service Credits?	<p>Service credits are based on years of service and are earned on a fiscal year (July 1 – June 30) basis. If you have completed 10 months of full-time service in a fiscal year, CalPERS will credit you with a full year.</p> <p>If you have part-time hours, CalPERS uses 1720 hours to equal one year of service, and credits you pro-rata based on your hours. For example, if you work 20 hours per week for a total of 50 weeks in the year, you receive credit for 0.58 years (hours, divided by 1720 hours per year).</p>
Am I Eligible to Purchase Additional Retirement Service Credits (ARSC)?	<p>Additional service credits (sometimes called "Air Time") can be purchased as long as you have at least 5 years of service credit with CalPERS, you are an actively employed CalPERS member, and the AIR Time request is submitted prior to your retirement. You can buy 1 - 5 years of service credit. Credit must be purchased in full year increments. Only one election can be made even if you choose to purchase less than the full 5 years.</p> <p>The cost is significant and may or may not be worth the additional cost. You can go to the CalPERS web site and use the Optional Service Credit Calculator to see what difference this will make in your retirement pension, and at what cost at www.calpers.ca.gov.</p>

California Public Employees' Retirement System (CalPERS) (Continued)	
<p>Are There Additional Types of Service Credit Options?</p>	<p>CalPERS offers a variety of service credit options, however, there are some limitations on who is eligible. The costs are determined using formulas that are established by law and may differ based on the type of service you will be purchasing. Additional types of Service Credit Options include:</p> <ul style="list-style-type: none"> • Military time • Prior service with PERS agencies • Peace Corps time • Time during leave, or as a TAP employee • Additional Retirement Service Credit (ARSC) <p>Refer to the CalPERS website at www.calpers.ca.gov for cost estimators and additional information on the above service credit options.</p>
<p>How Do I Request Additional Retirement Service Credits?</p>	<p>First you will be required to obtain a cost estimate using the Service Credit Cost Estimator on CalPERS web site. It is also recommended that you complete an estimate of your future retirement benefits with and without the purchase of this credit using the Retirement Planning Calculator.</p> <p>Then, if you decide to make the purchase, complete the Request for Service Credit Cost Information Additional Retirement Service Credit form which is available on CalPERS web site and send it certified mail to CalPERS along with a copy of your Service Credit Cost Estimator results.</p> <p>CalPERS will then review your eligibility and will send you an election package. Response from CalPERS could take approximately 3-6 months. All calculations and eligibility will be back dated to the date of your initial request to purchase AIR Time. If the actual cost to purchase AIR Time varies from your Service Credit Cost Estimator results, CalPERS will mail you a notification letter reflecting the adjusted AIR Time cost. You must then return the notification letter stating whether you would like to continue with the purchase.</p>
<p>What Payment Options Are Available?</p>	<p>Payment options include:</p> <ul style="list-style-type: none"> • Paying the cost in full • Selecting a payment plan • Paying through pre-tax payroll deductions • Paying a portion upfront (like a down payment) and then paying for the balance through a payment plan • Paying through rollovers from eligible retirement plans such as a 401(k), 403(a), 403(b), governmental 457, Contributory or Traditional IRAs (but not Educational or Roth IRAs). You may use funds from one of these retirement plans to purchase Air Time while still an active employee.

EMPLOYEE BENEFITS

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California Public Employees' Retirement System (CalPERS) (Continued)

What Payment Options Are Available? (Continued)	<ul style="list-style-type: none">• Through an in-service plan-to-plan transfer. This option is a non-taxable event. <p>Upon approval of your request to purchase Additional Service Credits CalPERS will send you an election package where you will elect the payment option of your choice.</p>
Once I Choose a Payment Option, Can I Change My Payment Schedule?	<p>If you have elected pre-tax payments you cannot alter the payment schedule, make partial lump sum payments, or pay the balance off early while still employed.</p> <p>If you have elected an after-tax payment option you can make additional partial or full payments. You can also increase your installment payment amount to save on interest and pay the balance off earlier. Contact CalPERS at (888) 225-7377 for submittal instructions and a balance due amount before you make your payment. If you are paying for any portion of your AIR Time with after-tax dollars the IRS requires that you must self-certify on the application form that you have 5 years of non-government employment. If you do not have 5 years of non-government employment CalPERS is currently accepting applications, but depending upon IRS regulations this may change in the future.</p>
What Forms Do I Need to Complete for Retirement?	<p>You will need to complete the Service Retirement Election Application no more than 90 days prior to your retirement date.</p> <p>This form is available through your Human Resource Department Representative, by calling the Human Resource Employee Benefits line at (951) 955-4981, or by contacting CalPERS directly at (888) 225-7377 or online at www.calpers.ca.gov.</p> <p>Changes to the elections on this form cannot be made after you receive your first retirement check, please review your choices thoroughly before selecting a retirement option.</p>

EMPLOYEE BENEFITS

County of Riverside Human Resources

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California Public Employees' Retirement System (CalPERS) (Continued)

What If I Die? What Does My Beneficiary Need to Do?	<p>The beneficiary should notify CalPERS of the death immediately by either telephone or mail.</p> <p>Once CalPERS has been notified, a claim form/questionnaire and withholding tax election form is sent to the next of kin, the named beneficiaries, or to the person reporting the death.</p> <p>CalPERS will then advise the person filing the death report if a monthly allowance will be payable.</p>
Is There a Disability Retirement Benefit?	<p>Disability retirement consists of a monthly retirement allowance paid to the member for life or until recovery from the disabling injury or illness.</p> <p>The member must be substantially incapacitated from the performance of duty. This "substantial incapacity" must be due to a medical condition of permanent or extended and uncertain duration, on the basis of competent medical opinion. The employee, or the employer on behalf of the employee, may file for disability.</p> <p>Steps for applying include completion of the following:</p> <ul style="list-style-type: none">• Completing the Application for Disability Retirement• Completing the Signed Medical Release Authorization Form• Obtaining a Job Description/Job Analysis from Human Resources• Completion of the Medical Report Form <p>All forms are available through your Human Resources Department Representative, by calling the Human Resources Employee Benefits line at (951) 955-4981, or by contacting CalPERS directly at (888) 225-7377 or online at www.calpers.ca.gov.</p>
When do I Apply for Disability Retirement?	<p>As soon as it is believed that you are unable to perform the job because of an illness or injury which is expected to be permanent or last longer than six months, you or someone on your behalf should submit an application for disability retirement.</p> <p>The condition does not have to be permanent and stationary before an application is submitted and you should not wait until the outcome of Workers' Compensation issues.</p>

EMPLOYEE BENEFITS

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California Public Employees' Retirement System (CalPERS) (Continued)

Does CalPERS Offer Workshops to Help?

Obtain retirement tips by attending a CalPERS Retirement Planning Workshop. Topics covered in the workshop include:

- Selecting the "best" date to retire
- How a retirement allowance is calculated
- The retirement process
- CalPERS health benefits
- Post-retirement considerations

The County of Riverside offers on-site CalPERS Retirement Planning Workshops. These workshops take place throughout the year, and they can assist you in understanding the retirement process, financial planning, and the decisions you need to make. Dates and times of these sessions are mailed to employees in their pay checks. The dates are also available online at <http://benefits.rc-hr.com> or by calling (951) 955-4981, select Option 2

Contact Information

San Bernardino Regional Office

650 East Hospitality Lane, Suite 330
San Bernardino, CA 92408
Phone: (877) 720-7377
Fax: (909) 806-4820

Orange Regional Office

500 North State College Blvd., Suite 750
Orange, CA 92868
Phone: (877) 720-7377
Fax: (714) 939-4701

San Diego Regional Office

7676 Hazard Center Drive, Suite 350
San Diego, CA 92108
Phone: (877) 720-7377
Fax: (619) 220-7201

CalPERS On-line

www.calpers.ca.gov

EMPLOYEE BENEFITS

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California Public Employees' Retirement System (CalPERS) (Continued)

Local Miscellaneous 3% at 60 Formula Benefit Factors

Age	50	51	52	53	54	55	56	57	58	59	60
Benefit Factor	2.000	2.100	2.200	2.300	2.400	2.500	2.600	2.700	2.800	2.900	3.000
Percentage of Final Compensation											
5	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00
6	12.00	12.60	13.20	13.80	14.40	15.00	15.60	16.20	16.80	17.40	18.00
7	14.00	14.70	15.40	16.10	16.80	17.50	18.20	18.90	19.60	20.30	21.00
8	16.00	16.80	17.60	18.40	19.20	20.00	20.80	21.60	22.40	23.20	24.00
9	18.00	18.90	19.80	20.70	21.60	22.50	23.40	24.30	25.20	26.10	27.00
10	20.00	21.00	22.00	23.00	24.00	25.00	26.00	27.00	28.00	29.00	30.00
11	22.00	23.10	24.20	25.30	26.40	27.50	28.60	29.70	30.80	31.90	33.00
12	24.00	25.20	26.40	27.60	28.80	30.00	31.20	32.40	33.60	34.80	36.00
13	26.00	27.30	28.60	29.90	31.20	32.50	33.80	35.10	36.40	37.70	39.00
14	28.00	29.40	30.80	32.20	33.60	35.00	36.40	37.80	39.20	40.60	42.00
15	30.00	31.50	33.00	34.50	36.00	37.50	39.00	40.50	42.00	43.50	45.00
16	32.00	33.60	35.20	36.80	38.40	40.00	41.60	43.20	44.80	46.40	48.00
17	34.00	35.70	37.40	39.10	40.80	42.50	44.20	45.90	47.60	49.30	51.00
18	36.00	37.80	39.60	41.40	43.20	45.00	46.80	48.60	50.40	52.20	54.00
19	38.00	39.90	41.80	43.70	45.60	47.50	49.40	51.30	53.20	55.10	57.00
20	40.00	42.00	44.00	46.00	48.00	50.00	52.00	54.00	56.00	58.00	60.00
21	42.00	44.10	46.20	48.30	50.40	52.50	54.60	56.70	58.80	60.90	63.00
22	44.00	46.20	48.40	50.60	52.80	55.00	57.20	59.40	61.60	63.80	66.00
23	46.00	48.30	50.60	52.90	55.20	57.50	59.80	62.10	64.40	66.70	69.00
24	48.00	50.40	52.80	55.20	57.60	60.00	62.40	64.80	67.20	69.60	72.00
25	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50	70.00	72.50	75.00
26	52.00	54.60	57.20	59.80	62.40	65.00	67.60	70.20	72.80	75.40	78.00
27	54.00	56.70	59.40	62.10	64.80	67.50	70.20	72.90	75.60	78.30	81.00
28	56.00	58.80	61.60	64.40	67.20	70.00	72.80	75.60	78.40	81.20	84.00
29	58.00	60.90	63.80	66.70	69.60	72.50	75.40	78.30	81.20	84.10	87.00
30	60.00	63.00	66.00	69.00	72.00	75.00	78.00	81.00	84.00	87.00	90.00

EMPLOYEE BENEFITS

County of Riverside Human Resources

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County of Riverside
Preparing for Retirement

California Public Employees' Retirement System (CalPERS) (Continued)

Local Safety 3% at 50 Member Formula Benefit Factors

Age	50	51	52	53	54	55	56	57	58	59	60	61	62	63+
Benefit Factor	3.000	3.000	3.000	3.000	3.000	3.000	3.000	3.000	3.000	3.000	3.000	3.000	3.000	3.000
Percentage of Final Compensation														
5	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00
6	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00
7	21.00	21.00	21.00	21.00	21.00	21.00	21.00	21.00	21.00	21.00	21.00	21.00	21.00	21.00
8	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00	24.00
9	27.00	27.00	27.00	27.00	27.00	27.00	27.00	27.00	27.00	27.00	27.00	27.00	27.00	27.00
10	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
11	33.00	33.00	33.00	33.00	33.00	33.00	33.00	33.00	33.00	33.00	33.00	33.00	33.00	33.00
12	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00
13	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00
14	42.00	42.00	42.00	42.00	42.00	42.00	42.00	42.00	42.00	42.00	42.00	42.00	42.00	42.00
15	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
16	48.00	48.00	48.00	48.00	48.00	48.00	48.00	48.00	48.00	48.00	48.00	48.00	48.00	48.00
17	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00
18	54.00	54.00	54.00	54.00	54.00	54.00	54.00	54.00	54.00	54.00	54.00	54.00	54.00	54.00
19	57.00	57.00	57.00	57.00	57.00	57.00	57.00	57.00	57.00	57.00	57.00	57.00	57.00	57.00
20	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00
21	63.00	63.00	63.00	63.00	63.00	63.00	63.00	63.00	63.00	63.00	63.00	63.00	63.00	63.00
22	66.00	66.00	66.00	66.00	66.00	66.00	66.00	66.00	66.00	66.00	66.00	66.00	66.00	66.00
23	69.00	69.00	69.00	69.00	69.00	69.00	69.00	69.00	69.00	69.00	69.00	69.00	69.00	69.00
24	72.00	72.00	72.00	72.00	72.00	72.00	72.00	72.00	72.00	72.00	72.00	72.00	72.00	72.00
25	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00
26	78.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00	78.00
27	81.00	81.00	81.00	81.00	81.00	81.00	81.00	81.00	81.00	81.00	81.00	81.00	81.00	81.00
28	84.00	84.00	84.00	84.00	84.00	84.00	84.00	84.00	84.00	84.00	84.00	84.00	84.00	84.00
29	87.00	87.00	87.00	87.00	87.00	87.00	87.00	87.00	87.00	87.00	87.00	87.00	87.00	87.00
30	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00

EMPLOYEE BENEFITS

County of Riverside Human Resources

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County of Riverside Preparing for Retirement

Deferred Compensation Plan (457)		
	Nationwide Retirement Solutions	AIG Retirement Services Company
Purpose	The County of Riverside provides a Deferred Compensation Plan to attract and retain qualified personnel by providing a retirement savings program. Employees may choose to contribute to Deferred Compensation Plans through Nationwide Retirement Solutions and/or AIG Retirement Services Company. Your decision to begin benefits from either of these plans is separate from your decision for CalPERS.	
Tax Benefits and Consequences	<ul style="list-style-type: none"> • Contributions from your income earnings are <i>not</i> subject to state and federal income taxes, however, your Social Security and Medicare (FICA) taxes are not waived • Your Deferred Compensation account balance (e.g. contributions and investment earnings) is tax deferred until a distribution is received. • Distributions are only subject to federal and state taxes • Distributions are not subject to an early withdrawal penalty (exception: contributions rolled over from another retirement plan that were subject to a 10% early distribution penalty remain subject to the early retirement distribution penalty tax) 	
Minimum Contribution	\$10 per pay period or \$20 per month.	There is no minimum contribution.
Annual Contribution Limit	<i>Contribution limits:</i> 2008: \$15,500 or your taxable earnings, whichever is less	
Contribution "Catch-Up" Options	Participants who did not reach the Deferred Compensation (457) annual contribution limit for any year, may "Catch-Up" some or all of these missed or "under-utilized" contributions prior to retirement. There are two ways to Catch-Up "under-utilized" contributions; either the general Catch-Up option or the special Catch-Up option. Participants are encouraged to use whichever option below that best suits their individual needs: 50+ Catch-Up Participants age 50 and older may contribute the annual contribution limit PLUS an additional elective deferral of: <ul style="list-style-type: none"> • \$5,000 in 2008* *After 2007, the special Catch-Up limit amount will be indexed for cost-of-living adjustments.	

Deferred Compensation Plan (457) (Continued)

<p>Contribution “Catch-Up” Options (Continued)</p>	<p>General Catch-Up or Standard Catch-Up General Catch-Up allows Participants to contribute during each of the last 3 years of employment the <i>lesser of</i>:</p> <ul style="list-style-type: none"> • Twice the annual deferral dollar limit; or • The “under-utilized” limit, which is the sum of: <ul style="list-style-type: none"> ○ the maximum deferral limit for the current tax year; ○ plus the maximum deferral limit for any prior tax years; ○ less the amount of annual deferrals made for such prior tax years.
<p>Important to Consider Before Beginning or Stopping a “Catch-Up” Contribution</p>	<ul style="list-style-type: none"> • General Catch-Up may be elected only once • You cannot elect to participate in General and Special (50+) Catch-Up concurrently. • General Catch-Up may begin anytime in the three years <i>prior</i> to the year of your retirement. • General Catch-Up contributions may not be contributed in the calendar year of your actual retirement date. • The 3-year period for Catch-Up cannot be extended, if for some reason you stop or decrease your contributions.
<p>Changing a Deferral Amount</p>	<p>Changes in the amount of compensation deferred each pay period can be made at any time. Changes in Catch-Up deferrals can also be made at any time as long as Catch-Up limitations are not exceeded. Call your AIG Retirement or Nationwide Financial Advisor to obtain a form. Forms are also available online at www.workforceexchange.net. Select the benefits tab, then forms.</p>
<p>Changing a Beneficiary</p>	<p>A Participant may change the designated beneficiary at any time by giving written notice to your AIG Retirement or Nationwide Financial Advisor.</p>
<p>Address Changes</p>	<p>If you are an active employee contact your Human Resources Representative. Post employment and retirees should contact your AIG Retirement or Nationwide Financial Advisor.</p>

EMPLOYEE BENEFITS

County of Riverside Human Resources

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County of Riverside
Preparing for Retirement

Deferred Compensation Plan (457) (Continued)

Fees	<p>Administrative Fee: None</p> <p>Investment Fund Fee: Management fees are outlined in the fund prospectus. These fees are typically “invisible” to the investor. The full return (or loss) minus the investment fund fees are reported to you as the net earning or loss amount.</p>
Limits to Changes in Fund Allocations	<p>For Nationwide Retirement Solutions: Effective November 15, 2004, a participant is permitted 20 trade events per calendar year.</p> <p>For AIG Retirement: There are currently no limits to the number of trades per calendar year.</p> <p>A trade event is defined as any trade or combination of trades occurring on a given valuation day.</p>
Statement	<p>A quarterly statement will be sent to your home mailing address.</p>
Loans	<p>Loans are currently available, for additional information please contact Nationwide Retirement Solutions at (877) 677-3678 or AIG Retirement (888) 868-2542.</p>
Emergency Withdrawals	<p>An emergency withdrawal is permitted if the reason for the withdrawal falls within Section 457 guidelines. Section 457 guidelines require a Participant to seek hardship relief prior to requesting an emergency withdrawal. Relief must be sought from all other sources, including insurance reimbursement, cessation of deferrals under this Plan, or liquidation of other assets, to the extent that liquidation of such assets would not itself cause severe financial hardship.</p> <p>The emergency request must be due to an event that is <i>unforeseeable</i> due to:</p> <ul style="list-style-type: none">• A sudden and unexpected illness or accident of the Participant or a Participant’s dependent• Imminent foreclosure of or eviction from the Participant’s primary residence• Payment of medical expenses – including non-refundable deductibles – as well as prescription drug medication; and• The need to pay for the funeral expenses of a family member <p>Generally, the purchase of a home and the payment of college tuition are <i>not</i> unforeseeable emergencies. The unforeseeable event may occur either before or after severance of employment or the commencement of retirement benefits.</p>

Deferred Compensation Plan (457) (Continued)

Emergency Withdrawals (Continued)	<p>In the event of an unforeseeable emergency, a Participant may apply to your AIG Retirement or Nationwide Financial Advisor to receive only the portion of the account value, which is reasonably needed to satisfy the emergency need.</p> <ul style="list-style-type: none">• Distributions are subject to federal and state taxes• Distributions are not subject to an early withdrawal penalty (exception: contributions rolled over from another retirement plan that were subject to a 10% early distribution penalty remain subject to the early retirement distribution penalty tax) <p>There are no participation limitations when taking an emergency withdrawal; active employees can continue to defer contributions without a penalty waiting period.</p>
Domestic Relations Orders	<p>To the extent required under a final judgment, decree, or court order, made pursuant to a state domestic relations law, any portion of a Participant's account may be paid or set aside for payment to a spouse, former spouse, or child of the Participant. When the Plan receives a judgment, decree, or order, your AIG Retirement or Nationwide Financial Advisor will promptly notify the Participant and the Alternate Payee of receipt of the order.</p> <p>Any amount set aside for an alternate payee will be eligible for distribution at the time the alternate payee's account is established, unless the court order directs an earlier time.</p> <p>If the alternate payee is:</p> <ul style="list-style-type: none">• An ex-spouse, then the ex-spouse is responsible for paying the taxes on his/her portion of the account.• Not an ex-spouse i.e., a child, then the participant is responsible for paying the taxes on the distribution.

Deferred Compensation Plan (457) (Continued)

	Nationwide Retirement Solutions	AIG Retirement Services Company
Distributions	<p>Participants may begin a distribution from their account 30 days after termination or retirement. The Plan Administrator signature is required for distributions or rollovers. Forms can be obtain by calling Nationwide Retirement Solutions at (877) 677-3678 or AIG Retirement (888) 868-2542.</p> <p>Participants must begin distributions before the later of:</p> <ul style="list-style-type: none">• April 1st following the calendar year the participant attains age 70½; or• April 1st following the calendar year in which the participant separates from county service. This is the Mandatory Commencement Date.	
Rollovers	<p>This Plan will accept rollovers and transfers from other eligible deferred compensation plans including 401(k), 403(b), 457, and IRA's.</p> <p>A direct rollover is the direct payment of the distribution from a qualified plan or tax-sheltered annuity to a traditional IRA or other eligible retirement plan. A direct rollover may be made for the employee, for the employee's surviving spouse, or for the spouse or former spouse who is an alternate payee under a domestic relations order (DRO).</p> <p>The Participant may elect to have any portion of the amount payable transferred to another eligible deferred compensation plan. For example, if you become ineligible to participate in the Plan and your account balance is less than \$5,000, in lieu of a taxable distribution, you may elect to roll the account into another eligible retirement plan, such as a 401(k), 403(b), 457 or personal IRA. This transfer would not be subject to taxes.</p> <p>Plan distributions that are paid to the Participant or spousal beneficiary are subject to a 20% mandatory (federal tax) withholding requirement if the payment is eligible for rollover. However, to avoid the mandatory withholding, the Participant or spousal beneficiary may transact an indirect rollover. An indirect rollover transaction occurs when a Plan distribution is issued directly to a Participant or spousal beneficiary as opposed to the new Plan provider. If the Participant can provide proof that a personal check was written to the new Plan provider within sixty (60) days of the date on the distribution, the incoming rollover will be accepted.</p>	

Deferred Compensation Plan (457) (Continued)

Death of Participant

A beneficiary's distribution option depends upon relationship to the Participant, date the form is received in the office, deceased Participant's age, and whether or not the deceased Participant was receiving a distribution prior to the date of death.

Spousal beneficiaries:

Distribution must begin by December 31st of the calendar year in which the Participant would have attained age 70½. The entire account must be paid over a period not extending beyond the life expectancy of the spousal beneficiary.

Non-spousal beneficiaries:

Distribution must begin by December 31st of the calendar year following the Participant's death, and the entire account balance must be paid over a period not extending the life expectancy of the non-spousal beneficiary.

If the beneficiaries do not begin payments by the dates above, the Five-Year Rule applies.

Spousal beneficiary death prior to distribution commencement:

If the surviving spouse dies after the participant but before distributions have begun and paperwork has been filed with your Nationwide or AIG Retirement Financial Advisor, benefits to the beneficiary of the spouse must be paid according to the remaining life expectancy of the spousal beneficiary, using the distribution options available to a non-spousal beneficiary. (Refer to Non-Spousal beneficiary options on the chart below). If an RMD payment was due to the deceased Participant, the beneficiary of the spouse must receive this payment.

Five-Year Payment Rule:

The entire account balance must be distributed by the end of the calendar year that contains the fifth anniversary of the Participant's death.

EMPLOYEE BENEFITS

County of Riverside Human Resources

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Deferred Compensation Plan (457) (Continued)

Payment Options for Beneficiaries After Death of Participant Include:

Beneficiary Type	Future Payout Election Date	Lump Sum	Partial Lump Sum & Periodic Payment	Periodic Payment	Purchased Annuity	Rollover	Five Year Rule
Spousal Beneficiary	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Non-Spousal Beneficiary	Yes	Yes	Yes	Yes	Yes	No	Yes
Trust	No	Yes	No	No	No	No	Yes
Charity	No	Yes	No	No	No	No	Yes
Estate	No	Yes	Yes	Yes	No	No	Yes

Financial Advisor Contact Information

Nationwide Retirement Solutions
One Nationwide Plaza
Columbus, OH 43216

Member Services: (800) 545-4730
Web site:
www.nationwidefinancial.com

AIG Retirement Services Company
RSVP/L5-20
P.O. Box 4267
Houston, TX 77210

Member Services: (888) 568-2542
Web site: www.aigretirement.com
Fax: (877) 202-0187

Your local AIG RETIREMENT and Nationwide Advisors can be reached at the following numbers:

AIG RETIREMENT	To Be Determined		Riverside, Moreno Valley, Corona, DPSS Moreno Valley
AIG RETIREMENT	To Be Determined		DPSS Riverside, Flood & Waste, RCRMC, Department of Health and Mental Health
AIG RETIREMENT	Veotis Lawrence	(800) 892-5558 EXT. 88453	County Clerk and Recorder, Registrar of Voters, Adult Protective Services, Welfare, EDA and GAIN

EMPLOYEE BENEFITS

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Preparing for Retirement

Deferred Compensation Plan (457) (Continued)

AIG RETIREMENT	Alan Pamintuan	(800) 892-5558 EXT. 89145	Sheriff's Stations in Riverside, Moreno Valley and Jurupa. Also all facilities in Lake Elsinore, Murrieta and Temecula
AIG RETIREMENT	Gary McDonald	(800) 892-5558 EXT. 88003	Hemet, Perris, San Jacinto, Banning and Desert Areas
AIG RETIREMENT	Tim McDonald	(800) 892-5558 EXT. 87066	Hemet, Perris and San Jacinto
AIG RETIREMENT	Fredrik Whitley	(800) 892-5558 EXT. 89888	Riverside Area – County Administrative Center District Attorney, Public Defender, Family Law, Animal Shelter, Juvenile Hall and Superior Court
Nationwide	Scott M. Eason, CRC	(877) 677-3678 EXT. 45782	All Areas
Nationwide	Heather Rogers, CRC	(619) 368-3556	All Areas
Nationwide	Corey Fast, CRC	(310) 903-8989	All Areas

EMPLOYEE BENEFITS

County of Riverside Human Resources

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Preparing for Retirement

401(a) Money Purchase Plan

Purpose	This Plan was developed by the County to supplement employee's retirement plans.
Contributions	Contributions are made by the County per pay period as follows: <ul style="list-style-type: none">• Confidential \$50.00• Management \$50.00• Prosecution \$50.00• Unrepresented \$50.00• LEMU \$58.50 (Sergeant Classifications)• LEMU \$50.00 (Sheriff Captain, Sheriff Lieutenant, Coroner Lieutenant, Correctional Commander and Correctional Lieutenant)
Statements	Statements are sent quarterly to the Participant's home address
Distributions	Distributions are available upon termination of employment, retirement, or upon disability. All contributions must be deposited by the employer prior to the commencement of distribution. There is a 30 day waiting period for distributions to begin. Participants have the option of receiving payment in a lump sum or they can roll over the funds to a 401(k) or 457 plan.
Disability Benefit	A Participant whose employment is terminated prior to retirement as a result of a disability is entitled to a distribution after a 30 day waiting period.
Emergency Withdrawals	Emergency withdrawals are not available.
Loans	Loans are not available.

EMPLOYEE BENEFITS

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Preparing for Retirement

401(a) Money Purchase Plan (Continued)

	AIG Retirement Services Company	Nationwide Retirement Solutions
Transfers and Rollovers	<p>Rollover to a 401(k), 457, and IRA is allowed. Funds cannot be rolled into a Simple or Roth IRA.</p> <p>Rollovers from other plans into the 401(a) account are not allowed.</p>	
Death of Participant	<p>If the Participant dies while employed with the County or before the benefits he is entitled to have been exhausted, the benefits payable under this Plan will be paid to the designated beneficiary.</p> <p>If the Participant dies without having a beneficiary form on file, the benefits will be paid to the estate of the Participant.</p> <p>The beneficiary has 30 days to elect for a rollover into either a 401(k) or 457 account. If this election is not filed, a lump sum cash distribution will be paid to the beneficiary within 60 days following the close of the Plan year in which the Participant died.</p>	<p>If the Participant dies while employed with the County or before the benefits he is entitled to have been exhausted, the benefits payable under this Plan will be paid to the designated beneficiary.</p> <p>If the Participant dies without having a beneficiary form on file, the benefits will be paid to the estate of the Participant.</p> <p>The beneficiary can elect a rollover into either a 401(k) or 457 account. If an election is not filed, funds will remain in the 401(a) account until an election is made by the beneficiary.</p>
Plan Administrator Contact Information	<p>AIG Retirement Services Company RSVP/L5-20 P.O. Box 4267 Houston, TX 77210</p> <p>Phone: (888) 568-2542 Fax: (877) 202-0187</p>	<p>Nationwide Retirement Solutions NRS – West Region P.O. Box 182797 Columbus, OH 43272</p> <p>Phone: (800)545-4730 Fax: (614) 854-8863</p>

EMPLOYEE BENEFITS

County of Riverside Human Resources

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County of Riverside
Preparing for Retirement

Temporary and Part-time Employees' 401(a) Defined Benefit Retirement Plan

Purpose	The County of Riverside Temporary/Part-Time Employees' Retirement Plan is a self-administered Defined Benefit pension plan implemented by the County of Riverside effective April 1, 1999 to provide eligible employees with an additional source of income upon retirement.
Are you Eligible?	<p>You are required to participate in the plan if you are designated as a temporary/part-time employee whom the County is not covering under any other retirement system, and for whom the County is not paying Social Security taxes.</p> <ul style="list-style-type: none">• If you are an ineligible employee and later become eligible to participate in the plan, you will begin to participate on the date you first become eligible.• If you are eligible and later become ineligible to participate in the plan, no further contributions will be required on your behalf,
How is the Plan Funded?	The plan is funded by employee contributions and employer contributions.
What are the Benefit Limitations?	For any Plan Year the annual benefit shall not exceed the limitations imposed under Code Section 415.
What if I Choose to Work Beyond age 65?	<p>If you choose to work beyond the age of 65, you will continue to accrue benefits under the plan.</p> <p>When you decide to retire, you will receive a monthly benefit payment beginning no later than 60 days after the end of the plan year following your retirement date.</p> <p>Federal law requires that you begin to receive benefit payments when you reach age 70 ½.</p>

Temporary and Part-time Employees' 401(a) Defined Benefit Retirement Plan (Continued)

<p>What Happens if I Decide to Terminate?</p>	<p>If you decide to terminate with the County of Riverside for any reason other than death or retirement, and your accrued benefit is \$5,000 or more the funds will remain in the account and you will be entitled to receive your accrued benefit commencing at age 65.</p> <p>If the amount is \$5,000 or less, the County reserves the right to pay directly back to you at the end of the plan year, after your termination. Plan year is from July 1st to June 30th.</p> <p>If you choose a lump sum distribution under these circumstances, you may transfer it directly to a qualifying individual tax-sheltered retirement plan, such as an IRA.</p>
<p>What Happens if I am Later Re-Employed?</p>	<p>Upon re-employment your participation in the plan resumes on the date of your re-employment.</p> <ul style="list-style-type: none"> • If you receive a retirement distribution upon termination and you later resume employment, your accrued benefit will be reduced to reflect an offset for the prior distribution.
<p>Death of Participant and Beneficiary Designation</p>	<p>In the event of your death before retirement, your beneficiary will be entitled to receive a lump sum payment of your contributions, plus any accumulated interest.</p> <p>If you survive your designated Beneficiary, your retirement benefit will be paid to your surviving spouse, your descendants, your executor, or your next of kin respectively.</p> <p>Upon your death after retirement all payments will cease. This plan will not continue to a surviving beneficiary.</p>
<p>What is the Amount of Retirement Benefit?</p>	<p>Generally, the amount of the annual benefit you will receive will be two percent of your total career base compensation (excluding overtime pay or bonuses) from the County during your years of participation in this plan, payable as a monthly benefit commencing at age 65.</p> <p>The benefit will be payable to you in monthly installments for the rest of your life.</p>

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Preparing for Retirement

Temporary and Part-time Employees' 401(a) Defined Benefit Retirement Plan (Continued)

What if I am Covered by a Combination of Defined Benefit and a Defined Contribution Plan?	If you are covered by both this plan and any other Defined Contribution or Defined Benefit plans maintained by the County, all plans will be aggregated and the limitation of Code Section 415(e) will apply.
How do I Apply for Retirement Benefits?	When you are ready to retire, contact your Human Resources Department Representative, or call the Human Resources Benefits Information line at (951) 955-4981 for an estimate of the benefits payable to you and the forms you will need to complete to start receiving your retirement benefit payment.