

County 2011 Pension Plan Summary

- An employee in the classified service who first becomes an employee on/after November 1, 2011, shall become a member of the County 2011 Plan as a condition of employment upon completion of (6) six months of service.
- You will not see a deduction until (6) six months after your start date, but are still being credited for your time starting at your date of hire
- All deductions are Pretax
- You are not eligible to participate in the plan if you are already receiving a pension (rehire)
- The election to join the County 2011 Plan shall be irrevocable
- Upon withdrawal from service the members Accumulated Contributions to the defined benefit portion of the County 2011 Plan, without interest, may be paid to the former employee or beneficiary and all rights to a pension or survivor benefit shall be forfeited

Defined Benefit Portion

Primary Plan Provisions

- Base salary (no overtime, premium pay or shift differential)
- **Employees contribute 3% of Base pay**
- Vesting: 100% after 10 years
- Benefit entitlement is based on a formula that combines age, service and salary

Defined Contribution Portion (401a)

Primary Plan Provisions

- **County contributes 1% of employee's base pay into a 401a account**
- Vesting for employer account: 100% after 10 years
- **If** the participant also chooses to voluntarily participate in the deferred compensation plan (457b plan), the County will increase its contribution to the 401a by another 2%.
- Benefit entitlement is based on investment success/growth

For further information, please refer to Ordinance 11-074, Division 26.04.700 (County 2011 Plan) found at nccde.org/legislation/search. Type in capital O11074 and click search and the document will be displayed.