

Plan comparison



County of San Diego Deferred Compensation Program

QUESTION	457(b) PLAN		401(a) PLAN
	Pre-Tax Contributions	After-Tax Roth Contributions	
Who is eligible to participate?	All regular full-time and part-time County and Court employees receiving a paycheck.		All full-time and permanent part-time County and Court employees receiving a paycheck.
When may I enroll in the plan?	You may enroll in the plan at any time during your employment. Contributions are generally effective with the first paycheck of the following month.		You are eligible to enroll in this plan during only the first 90 calendar days of your employment. After that time, you are no longer eligible to enroll.
Who is the plan's administrative services provider?	Nationwide Retirement Solutions.		
How are my contributions made to the plan?	You must select a whole-dollar amount of pay to be deducted from your paycheck and contributed to the plan. Contributions may be made as pre-tax, Roth or a combination of the pre-tax and Roth contributions. You may request a change in the dollar amount at any time, to become effective with the first paycheck of the following month.		You must elect a percentage (2.5%, 5%, 10%, 15%, 20% or 25%) of your salary to be contributed to the plan. Once you elect this percentage, it can never be changed.
How are my contributions made?	Pre-tax.	After tax.	Pre-tax.
When am I vested in the plan?	Immediately.		
What is the maximum amount that I may contribute to the plan each year?	The lesser of 100% of compensation or \$22,500 for this calendar year (combined pre-tax and after-tax Roth contributions).		The lesser of 25% of compensation or \$66,000.
When can I use the Age 50 Catch-Up Provision?	You may contribute an additional amount up to \$7,500 in this calendar year (combined pre-tax and after-tax Roth) if you are age 50 or older and are not using the special 3-Year Catch-Up Provision.		Not available.
When can I use the 3-Year Catch-Up Provision?	You may contribute additional amounts during the 3 years prior to the year you reach Normal Retirement Age if you did not defer the maximum allowed in one or more years that you were eligible to participate in this plan since 1979. This catch-up amount, plus the annual deferral limit, cannot exceed the lesser of 100% of your compensation or \$45,000 in this calendar year (pre-tax and after-tax Roth).		Not available.
Can I suspend my contributions?	YES.		YES, if an application for a hardship suspension has been approved.
Can I take a de minimis withdrawal?	YES, if your account balance is \$5,000 or less; you have made no contributions for the previous two years; and you have received no prior distributions from the plan.		NO.
Are participant loans allowed?	NO.		YES.
Am I eligible for an unforeseeable emergency distribution?	YES, subject to IRS and plan guidelines.		N/A

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Can I take a distribution upon my disability?	YES, if your disability results in your separation from service.		
Can I take a distribution if I separate from service or retire?	YES.		
Is there an additional 10% early withdrawal tax?	NO, unless money has been rolled in from another qualified plan or IRA. This rollover money may be subject to an additional 10% early withdrawal tax.	NO, unless money has been rolled in from another qualified plan. The earnings portion of the distribution may be subject to an additional 10% early withdrawal tax. See "How are my distributions taxed?"	YES, if you separate from service under the age of 55 (age 50 for Deputy Sheriffs and Sheriffs Management), all withdrawals until you are age 59½ will be subject to an additional 10% early withdrawal tax in addition to ordinary income tax. Employees separating over the age of 55 will <u>not</u> have an additional 10% early withdrawal tax on any money withdrawn.
How are my distributions taxed?	Distributions are taxed as ordinary income, unless they are rolled over into another eligible plan or traditional IRA. Amounts rolled into this plan will be subject to ordinary income tax and may be subject to an additional 10% early withdrawal tax.	Qualified distributions are NOT subject to ordinary income taxes upon distribution — a Qualified distribution occurs when you are at least age 59½ AND five or more years after January 1 of the first year a Roth contribution was made. Distributions made as a result of disability or after death are also considered Qualified. Distributions ARE subject to ordinary income tax if they are Non-Qualified. In addition, earnings on amounts rolled into this plan will be subject to ordinary income tax and may be subject to an additional 10% early withdrawal tax if the distribution is also Non-Qualified.	Distributions are taxed as ordinary income. Distributions prior to age 59½ may be subject to an additional 10% early withdrawal tax unless an exception applies or funds are directly rolled over into another eligible plan or traditional IRA.
Are my beneficiaries eligible for a distribution upon my death?	YES.		
Can I roll over or transfer my funds into another 457(b), 401(a), 401(k) plan or IRA?	YES, after separation from service. Certain conditions may apply.	YES, after separation from service but only into another plan with a Roth account or into a Roth IRA.	YES, after separation from service. Certain conditions may apply.
May I change the way I receive my distributions?	YES.		
May I use my funds to purchase service credit in a governmental defined benefit plan?	YES, if the defined benefit plan agrees to accept pre-tax and/or Roth funds for this purpose.		YES, if the defined benefit plan agrees to accept funds from this plan for this purpose.

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This document was created to help educate participants about the County of San Diego Deferred Compensation Program and is intended to provide only a general summary of the plans and their features. In the event there are inconsistencies between this document and the Plan Document, the Plan Document will govern.

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