Contra Costa County



Human Resources Department

Administration Building Employee Benefits Unit **651 Pine Street, 5**th Floor Martinez, California 94553-1292

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SPECIAL BENEFIT FOR PERMANENT EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2009 Resolution No. 2009/341

- 1. Beginning on April 1, 2009 and for the term of this resolution, the County will contribute one hundred and fifty dollars (\$150) per month to an employee's account in the Contra Costa County Deferred Compensation Plan, or other tax-qualified savings program designated by the County, for employees who meet all of the following conditions:
 - a. The employee must be hired by Contra Costa County on or after January 1, 2009.
 - b. The employee must be appointed to a permanent position. The position may be either full time or part time, but if it is part time, it must be designated, as a minimum, as 20 hours per week.
 - c. The employee must have been employed by Contra Costa County for at least 90 calendar days.
 - d. The employee must have contributed a minimum of twenty-five dollars (\$25) per month to the Contra Costa County Deferred Compensation Plan, or other tax-qualified savings program designated by the County.
 - e. The employee must complete and sign the required enrollment form(s) for his/her deferred compensation account and submit those forms to the Human Resources Department, Employee Benefits Services Unit.
 - f. The employee may not exceed the annual maximum contribution amount allowable by the United States Internal Revenue Code.
 - 2. No Cross Crediting: The amounts contributed by the employee and the County pursuant to Subsection 1. do not count towards the "Qualifying Base Contribution Amount" or the "Monthly Contribution Required to Maintain Incentive Program Eligibility". Similarly the amounts contributed by the employee and the County pursuant to 1 do not count towards the employee's \$25 per month minimum contribution required for management incentive.
 - 3. <u>Maximum Annual Contribution</u>: All of the employee and County contributions set for Management Incentive and Special Benefit will be added together to ensure that the annual maximum contribution to the employee's deferred compensation account does not exceed the annual maximum contribution rate set forth in the United States Internal Revenue Code.