

Retirement Health Savings Account Non Represented RHS Option I - Defined Benefit

The Plan:

An allowance of up to \$800 per month will be deposited into a Retirement Health Savings (RHS) for use by the retiree and/or spouse to pay for medical expenses as allowed under the Internal Revenue Code. See Vesting and partial vesting below

Eligibility:

- Employee must be within 6 years of PERS retirement eligibility as of July 1, 2009 and must have elected this option on or before 12/1/2009.
- Employee must retire through CalPERS within 60 days of separation with the City.

Full Vesting = 10 yrs of service w/COEG

Partial Vesting option: Upon 5 years earns 50%; each additional year receives 10% until fully vested as shown below:

5 years = 50% or \$400

6 years = 60% or \$480

7 years = 70% or \$560

8 years = 80% or \$640

9 years = 90% or \$720

10 yrs = 100% or \$800

Note: Employment is defined as active employment. Employees cannot use leave time to increase a portion of their service just prior to retirement. For example, a person who has a large leave balance cannot use the leave to qualify for the five or ten year period.

Eligible Dependents:

Eligibility is for employee and spouse as long as either or both are living. The benefit does not pass on to dependents.

Re-employment after Retirement:

If a retiree joins a PERS contracting agency after retirement, their eligibility for this benefit is suspended during said employment. If retiree benefits are provided through the newer employer, the benefits under this plan will terminate.

Retirement Health Savings Account PMA RHS Option I Defined Benefit

The Plan:

Benefit: An allowance of up to \$800 per month will be deposited into a Retirement Health Savings Account (RHS) for use by the retiree and/or spouse to pay for medical expenses as allowed under the Internal Revenue Code. See Vesting and Partial Vesting below.

Eligibility:

- Employee must be within 6 years of PERS retirement eligibility as of July 1, 2009 and must have elected this option on or before 12/1/2009.
- Employee must be a member of the Police Management Association.
- Employee must retire through CalPERS within 60 days of separation with the City to receive the Defined Benefit.

Full Vesting = 10 yrs of service w/COEG

Partial Vesting option: Upon 5 years earns 50%; each additional year receives 10% until fully vested as shown below:

5 years = 50% or \$400
6 years = 60% or \$480
7 years = 70% or \$560
8 years = 80% or \$640
9 years = 90% or \$720
10 yrs = 100% or \$800

Note: Employment is defined as active employment. Employees cannot use leave time to increase a portion of their service just prior to retirement. For example, a person who has a large leave balance cannot use the leave to qualify for the five or ten year period.

Eligible Dependents:

Eligibility is for employee and spouse as long as either or both are living. The benefit does not pass on to dependents.

Re-employment after Retirement:

If a retiree joins a PERS contracting agency after retirement, their eligibility for the Defined Benefit is suspended during said employment. If retiree benefits are provided through the newer employer, the benefits under this plan will terminate.

Retirement Health Savings Account Hybrid

POA RHS Option I – Defined Benefit & Defined Contribution

The Plan:

Defined Benefit: An allowance of up to \$800 per month will be deposited into a Retirement Health Savings Account (RHS) for use by the retiree and/or spouse to pay for medical expenses as allowed under the Internal Revenue Code. See Vesting and Partial Vesting below.

Eligibility:

- Employee must be within 6 years of PERS retirement eligibility as of July 1, 2009 and must have elected this option on or before 12/1/2009.
- Employee must retire through CalPERS within 60 days of separation with the City to receive the Defined Benefit.

Full Vesting = 10 yrs of service w/COEG

Partial Vesting option: Upon 5 years earns 50%; each additional year receives 10% until fully vested as shown below:

5 years = 50% or \$400
6 years = 60% or \$480
7 years = 70% or \$560
8 years = 80% or \$640
9 years = 90% or \$720
10 yrs = 100% or \$800

Note: Employment is defined as active employment. Employees cannot use leave time to increase a portion of their service just prior to retirement. For example, a person who has a large leave balance cannot use the leave to qualify for the five or ten year period.

Eligible Dependents:

Eligibility is for employee and spouse as long as either or both are living. The defined benefit does not pass on to dependents.

Re-employment after Retirement

If a retiree joins a PERS contracting agency after retirement, their eligibility for the Defined Benefit is suspended during said employment. If retiree benefits are provided through the newer employer, the benefits under this plan will terminate.

The Plan:

Defined Contribution: Employee is required to contribute a Defined Contribution of \$60 per pay period to the RHS account and is required to contribute 25% of leave balance at separation.

Eligibility:

- Employee must be a member of the Police Officer Association
- Employee is not required to retire and may transfer the **Defined Contribution Account** to another employer.

Eligible Dependents:

All qualifying dependents have use of this benefit.

Retirement Health Savings Account Non Represented RHS Option II - Defined Contribution

The Plan:

The City provides a Defined Contribution Program for retirees to access Retirement Health Savings (RHS) monies pre-tax for IRS-eligible medical expenses, including insurance premiums and co-pays. The City contributes \$100 per pay period on behalf of the employee to a Defined Contribution Account in the employee's name. Monies are vested and managed by the employee. This plan is portable and employees can take it with them when they separate service with Elk Grove.

Who Qualifies: All Non-represented employees who do not have option 1.

Eligibility Requirements:

- Benefit amount is employer contributions only.
- Employee is not required to retire with the City of Elk Grove.

Eligible Dependents:

All qualified dependents have use of this benefit.

Retirement Health Savings Account PMA RHS Option II Defined Contribution

The Plan:

The City provides a Defined Contribution Program for retirees to access Retirement Health Savings Account (RHS) monies pre-tax for IRS-eligible medical expenses, including insurance premiums and co-pays. The City contributes \$100 per pay period on behalf of the employee to a Defined Contribution Account in the employee's name. Monies are vested and managed by the employee. This plan is portable and employees can take it with them when they separate service with Elk Grove.

Who Qualifies: Employee must be a member of the Police Management Association and not have option 1.

Eligibility Requirements:

- Benefit amount is employer contributions only.
- 25% of accrued leave must be contributed to RHS upon separation from COEG
- Employee is not required to retire and may transfer the Defined Contribution Account to another employer.

Eligible Dependents:

All qualified dependents have use of this benefit.

Retirement Health Savings Account POA RHS Option II - Defined Contribution

The Plan:

The City provides a Defined Contribution Program for retirees to access Retirement Health Savings Account (RHS) monies pre-tax for IRS-eligible medical expenses, including insurance premiums and co-pays.

The Employee contributes a specified amount per pay period and the City contributes a specified amount per pay period on behalf of the employee to a Defined Contribution Account in the employee's name (see chart below).

Employee's age on July 1 st of each year	Employee Contribution	Employer Contribution
34 and under	\$60.00	\$70.00
35-39	\$70.00	\$80.00
40-44	\$80.00	\$90.00
45 and over	\$90.00	\$100.00

Monies are vested and managed by the employee. This plan is portable and employees can take it with them when they separate service with Elk Grove.

Who Qualifies: All POA Members who do not have option 1

Eligibility Requirements:

- Employee must be a member of the Police Officers Association
- Benefit amount is employer & employee contributions.
- 25% of accrued leave must be contributed to RHS account upon separation from the City of Elk Grove.
- Employee is not required to retire with the City of Elk Grove

Eligible Dependents:

All qualified dependents have use of this benefit.