



UNIFIED PORT OF SAN DIEGO General Members Retirement (Employees hired on or after January 1, 2009)

457 Plan

The 457 Employees Deferred Compensation Plan is a "defined contribution" plan that provides an opportunity for you to invest for your future through pre-tax contributions. When you contribute to the 457 Plan, you save for retirement while enjoying significant current and ongoing tax benefits. The District will match your contribution dollar-for-dollar up to 4% of your salary. You choose how your contributions and the District's matching contributions are invested.

Each year, federal law limits the dollar amount you may contribute to the 457 Plan. For calendar year 2011, the maximum contribution is \$16,500 if you are under age 50 and \$22,000 if you are age 50 or older anytime during 2011.

Vesting

You are always 100% vested in your own contributions, plus all investment earnings. You are vested in the District's matching contributions two years after your date of hire. "Vested" is your right to District contributions that have accrued in your individual account. This means that you keep your entire 457 Plan account when you leave.

Tax Benefits

The 457 Plan offers the following income tax benefits:

- Immediate tax benefit: Because your contributions are made on a "before-tax" basis, your contributions are not subject to federal or state income tax until you withdraw them from your account. Each year you contribute to the 457 Plan will decrease the federal and state income tax you pay.
- Ongoing tax benefit: Investment returns credited to your account are not subject to federal or state income tax until you withdraw them from your account.

Reciprocity

If you have worked for a public agency in California within the last year, you may be able to establish reciprocity with this plan. Please contact Human Resources for additional information.

Rewards for Longevity – Additional Retirement Plan Benefits

After five (5) years of service, you will be automatically enrolled in an additional retirement plan. This additional plan is a "defined benefit" plan. A defined benefit plan guarantees a certain payout at retirement, according to a fixed formula which usually depends on the participant's salary and the number of years' membership in the plan. The District pays the full cost of the additional Defined Benefit Retirement Plan and you will be vested in your benefit after you have participated in this benefit for five (5) years. A table of the benefit formulas for this plan is listed below:

Years of Service	Defined Contribution	Defined Benefit
0 – 5	4% employer match	n/a
6 – 10	4% employer match	0.75%
11 – 15	4% employer match	1.00%
16 - 20	6% employer match	1.25%
21 +	6% employer match	1.50%