

LOS RIOS COMMUNITY COLLEGE

VACATION

Employees may not use their vacation to extend out their retirement date. A retiree may not convert their accrued vacation leave to service credit.

Vacation hours for retirees age 55 and older are paid into the Special Pay Plan, which is a 403(b) retirement plan for special forms of compensation paid to employees in a tax-advantaged manner. Contributions to the Special Pay Plan permanently save payroll taxes, including 7.65% Social Security and Medicare taxes, on the money placed into the plan.

Envoy Plan Services and MidAmerica administer the Los Rios Special Pay Plan. MidAmerica will establish a 403(b) account on your behalf and will mail you a Welcome Packet with more detail. You are 100% vested in the account balance at all times. Your account balance earns a guaranteed fixed interest rate of 1.75% in 2016 and is re-set each January. Assets can remain in the Special Pay Plan or you may withdraw the funds (at which point they will be subject to income tax), take multiple distributions, or rollover funds to an IRA or other retirement plan.

Once your account is established, even before you receive the welcome packet, you can log into the following site and download forms (including the Distribution Form): www.midamerica.biz

For the first time logging in, you will need to use your SSN as the username and the last 4 digits of the SSN as the password.

[Back to Retiree Benefits](#)

[Back to Benefits Home](#)