

Los Rios Community College District Special Pay Plan

Plan Highlights

Effective Date: The effective date of the Plan is December 1, 2011.

Limitation Year: The Limitation Year is based on a calendar year.

Eligibility: All employees automatically become a participant in the Plan when you satisfy the following eligibility conditions:

- Employee must be age 55 or older in the calendar year of separation from service from the District.
- All employees in the following bargaining units that accrue vacation days:
 - Service Employees International Union (SEIU)
 - Los Rios Classified Employees Association (LRCEA)
 - Los Rios Supervisors Association (LRSA)
 - Los Rios Management Employees
 - Confidential Employees

Contribution Types: A mandatory District contribution equal to all accrued unused Vacation Leave Days on the date of employees' separation from service from the District.

Contribution Limit: Code Section 415(c) – The total of all contributions to a 403(b) account made on behalf of a participant cannot exceed 100% of compensation up to the [maximum allowable limits](#) (IRC Section 415 limit of \$53,000 reduced by the employee's personal IRC Section 402(g) limit of \$18,000 for calendar year 2016) adjusted under law. This includes elective deferrals (pre-tax and after-tax), employer contributions (matches and non-electives), and forfeitures.

Contribution Frequency: Single payment subject to the IRC maximum annual contribution limits. If payment exceeds the IRS maximum annual limit the balance of the District contribution will be made in the following manner:

- The excess contribution will be paid in cash to employees of the SEIU and LRSA.
- The excess contribution will be paid to the Special Pay Plan in January of the next calendar year for employees of the Los Rios Management Employees, Confidential Employees, and the Los Rios Classified Employees Association (LRCEA)

Investments: Funds are invested in a guaranteed interest annuity with American United Life Insurance Company, a OneAmerica Financial Partner (AUL). The interest rate may change annually each January; in 2016 the rate is 1.75%. Thereafter, the interest rate is guaranteed never to fall below the standard NAIC rate. The interest guarantees are based on the claims paying ability of AUL, rated A (Excellent).

Distribution Options: Distribution payments must be a minimum of \$500 unless available funds are less than \$500. Any benefit payable which is not more than \$500 shall be paid in a lump sum.

The following forms of distributions are permitted:

- Installments – annually, quarterly, or monthly
- Lump Sum Distribution

Loan Policy: The maximum loan amount cannot exceed 50% of your vested account balance or \$50,000 coordinated with all Plans sponsored by the District. Only one loan is permitted to be outstanding and the minimum loan amount is \$1,000.

Reports: Annual statements are mailed approximately 6 to 8 weeks after your plan year end.

Plan Type: Internal Revenue Code Section 403(b)

Agent: Alycia S. King

Contact: To access account information, request forms, or for plan related questions, contact MidAmerica toll-free at (800) 430-7999 or via the Internet at www.midamerica.biz. Local plan information and questions contact Envoy Plan Services, Inc. toll free at 800-248-8858 ext. 251 or via email sking@envoyplanservices.com.

Please mail all forms to: MidAmerica Administrative & Retirement Solutions, Inc., Attn: SP ADMIN,
402 South Kentucky Avenue, Suite 500, Lakeland, FL 33801.

Please refer to the Plan Document for more information on the Plan. In the event of a discrepancy, the Plan Document will prevail.