**Multnomah County (County; the County)**

**Deferred Compensation (DC)**

**Voya Financial (Voya)**

**Advantis Credit Union (Advantis)**

**GENERAL INFORMATION**

**PROVIDERS ~**

Voya Financial

Advantis Credit Union

Oregon Statutes [ORS 294.033 and 294.035](https://www.oregonlegislature.gov/bills_laws/ors/ors294.html) require local government to only offer deferred comp accounts through an annuity contract or a credit union. Therefore, the County cannot invest monies directly in stocks or mutual funds they must be invested by an insurance company.

The County has contracted with one insurance annuity provider, Voya, and one credit union, Advantis. Limiting the number of providers results in a higher total account value and allows the County to negotiate lower fees and a better variety of services. Both provider accounts are insured to $250,000.

There are many investment options including:

* fixed, low risk accounts
* bonds
* socially responsible, global and domestic funds

[Advantis Fixed Account Interest Rates](https://www.advantiscu.org/checking-and-savings/savings-accounts/deferred-compensation.html)

[Voya Financial Investment Options](https://sponsor.voya.com/sponsor/secure/handler.jsp?page=InvestmentOptions&start.x)

**ENROLL ~**

You can enroll in deferred comp any time. Contact a representative at the provider you choose, Advantis or Voya and they will get you signed up.

**FEES ~**

* The County does not charge employees a fee to participate in DC. The Board of County Commissioners directed the County to operate the Plan at no additional cost to taxpayers. The providers pay our administrative costs.
* There is no fee for moving your money to different funds or for transferring funds from one investment provider to another.
* Advantis Credit Union does not charge fees for deferred comp accounts.
* Voya does charge fund management fees which pay for the fund managers to actively monitor your investment options.
* The Manages by MorningStar option has an annual fee of .50%. There are specific investment option expenses and MorningStar ratings.

**OWNERSHIP ~**

The Deferred Compensation Committee will contract with Approved Institutions to make available Investment Products in which participants may invest their money.

All Deferred Compensation under the County’s Plan, all property and rights which may be purchased with such amounts and all income attributable to such amounts, property or rights shall be held in trust (or a custodial account or annuity contract described in [Code Section 401(f) page 1056](file:///G%3A%5CDeferred%20Comp%5CForms%20%26%20Procedures%5CProcedures%5CCommons%20Webpage%20Maintenance%5CIRS%20Code%20Section%20401%28f%29.pdf)) for exclusive benefit of participants. All such amounts deferred shall not be considered to be assets of the County nor subject to the claims of the County’s general creditors

The [County Deferred Compensation Plan](https://multco.us/file/27387/download) Article 3, 3.05 (a) and (b), requires the County comply with [Federal Rev. Rul.2004-67](http://www.irs.gov/irb/2004-28_IRB/ar08.html) HOLDING section, #3, stating funds shall not be used “other than for the exclusive benefit of the employees”.

**FINANCIAL & RETIREMENT PLANNING ~**

Our providers both provide free Financial and Retirement planning for County employees. Contact Advantis or Voya directly to meet with a Financial Advisor. They can review your needs and establish a personal financial plan for you.

It is recommended you meet with your Financial Advisor each year. The County lets you to attend one of these meetings once a year, on County time. Additional meetings would be on the employees own time.

**INVESTMENT OPTIONS ~**

The Deferred Compensation Committee contracts with Approved Institutions to make available Investment Products in which participants may invest their money.

To make changes to where your money is invested log on to your Voya account or call their Customer Service Center. There are no fees for changing your investment elections, but there is a limit on how often you can do this. Voya has adopted an excessive trading policy in order to be in compliance with Section 22c-2 of the Investment Company Act of 1940.

Advantis is a local community option. They have only Fixed Accounts; these cannot be changed.

There are many investment options including:

* fixed, low risk accounts
* bonds
* socially responsible, global and domestic funds

[Advantis Fixed Account Interest Rates](https://www.advantiscu.org/checking-and-savings/savings-accounts/deferred-compensation.html)

[Voya Financial Investment Options](https://sponsor.voya.com/sponsor/secure/handler.jsp?page=InvestmentOptions&start.x)

Self-Directed Brokerage Accounts (SDBA) are not monitored by the Deferred Compensation Committee. Participants who invest in SDBA are responsible for the selection, management and control of the investments. To enroll in a SDBA, in addition to completing an Account Agreement Form (Application), you must sign an Acknowledgement and Release form.

**EDUCATIONAL OPPORTUNITIES ~**

The County provides free educational classes. Examples of seminars are:

* Basic Budgeting
* Retirement Readiness
* Understanding your Deferred Compensation Options
* Women and Investing
* PERS overview
* Long-Term Care Insurance

Participants may bring household members with them (depending on classroom size) at no charge.

Classes can also be scheduled at different times and locations, if needed, by contacting Voya directly and scheduling.

**WITHDRAWALS ~**

The money you put into your DC account is intended to be used at retirement. You cannot borrow from your DC account.

You can withdraw your money when you are no longer working for the County. The County’s plan is a 457 plan so there are no “early withdrawal penalties”.

There are two very limited circumstances that allow participants to withdraw from their DC account.

* [Hardship withdrawals](https://voyacustom.voyaplans.com/einfo/pdfs/forms/ingmc/multnomahpu/Unforeseen.pdf) are allowed but the circumstances must comply with very strict IRS guidelines.
* Withdrawals if all of these conditions are met:
	+ The amount of benefits at the time of withdrawal does not exceed the maximum allowed by the Code for de minimis withdrawals (currently no more than $5,000);
	+ The participant has made no contributions to the Plan for the two year period prior to withdrawal; and
	+ There have been no prior withdrawals under this option.
	+ You may re-enroll in the Plan after a period of 12 months from the date of such withdrawal.

**ROLLOVERS ~**

After you are no longer employed with the County you can rollover your DC account to another retirement account or into an Individual Retirement Account (IRA). The County highly recommends you review some very important questions before doing so.

You can rollover other retirement accounts into the County’s DC Plan. The County highly recommends you review some very important questions before doing so.

**LIFE EVENTS ~**

Following are Life Changing events that can affect you DC account.

* Qualified Domestic Relations Order (QDRO) a court judgment, decree, or order that assigns the right to receive all or a portion of your DC account to a spouse, former spouse, child or other dependent of the participant. A certified copy of the document when received by the County will be processed and forwarded to your Provider so they can comply with the QDRO requirements.
* Marriage, divorce, birth or death are some events that may change who you want as your beneficiary. To change your beneficiary:
	+ Advantis participants submit their beneficiary [form](https://multco.us/file/18055/download) .
	+ Voya participants [log into your account or call the Customer Service Center](https://voyacustom.voyaplans.com/einfo/planinfo.aspx?cl=INGMC&pl=MULTNOMAHPU&page=plan_highlightsfaqshowdo4&domain=ingcustom.ingplans.com&s=ypgno4jkypegzg5caiuk5dck&d=a34a93db2caad9a3c2abe9469d32fdd46a1d3200).

**MAKE CHANGES ~**

Beneficiaries - Marriage, divorce, birth or death are some events that may change who you want as your beneficiary.

* Advantis participants submit their beneficiary [form](https://multco.us/file/18055/download) .
* Voya participants [log into your account or call the Customer Service Center](https://voyacustom.voyaplans.com/einfo/planinfo.aspx?cl=INGMC&pl=MULTNOMAHPU&page=plan_highlightsfaqshowdo4&domain=ingcustom.ingplans.com&s=ypgno4jkypegzg5caiuk5dck&d=a34a93db2caad9a3c2abe9469d32fdd46a1d3200).

Contribution amount –

* Advantis form
* Voya

Type of DC account or Provider:

**CATCH-UP ~**

Catch-up is a program that allows extra contributions to you DC account based on your age and retirement year. There are two types:

* 50+ > Available starting the year you turn 50.
* Regular > Allowed the last three years before you reach your PERS Normal Retirement Age (NRA) for [Tier One/Tier Two](http://www.oregon.gov/pers/mem/pages/section/general_information/tier_eligibility_retire.aspx) or [OPSRP](http://www.oregon.gov/pers/mem/pages/section/general_information/opsrp_eligibility_retire.aspx).
* Only one can be used at a time so the one that allows you the most contribution is used.

Catch Up Form [Catch-Up](https://multco.us/file/18057/download) PDF (75.74 KB)

Catch-Up Questions?

**MISC - TAX CREDIT ~**

You can get a Credit for Qualified Retirement Savings Contributions if you meet certain income level requirements. See IRS  [Form 8880](http://www.irs.gov/pub/irs-pdf/f8880.pdf) to see if you qualify.