

Multnomah County

Deferred Compensation Plan



How to Access Your Deferred Compensation When You Leave the County



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- ▶ Please note that neither ING Financial Partners nor any of its agents or representatives provides legal or tax advice. For complete details, consult with your tax advisor or attorney
- ▶ Group annuities are intended as long-term investments designed for retirement purposes. Money distributed will be taxed as ordinary income in the year the money is distributed. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than its original amount invested. An annuity does not provide any additional tax deferral benefits, as tax deferral is provided by the plan. Annuities may be subject to additional fees and expenses to which other tax-qualified funding vehicles may not be subject. However, an annuity does provide other features and benefits, such as lifetime income payments and death benefits, which may be valuable to you.
- ▶ You should consider the investment objectives, risks, and charges and expenses of the investment options carefully before investing. Fund prospectuses and an information booklet containing this and other information can be obtained by contacting your local representative. Please read the information carefully before investing.
- ▶ Securities and Investment Advisory Services offered through ING Financial Partners, Member SIPC

- ▶ Availability
- ▶ Payout Options
 - Tax Withholdings
- ▶ Rollover Money?
- ▶ Required Minimum Distribution
- ▶ Paperwork

457(b) Deferred Compensation

▶ How is it different?

- Pre-tax (Traditional) Contributions
 - Access money at Any Age once you separate for service with Multnomah County.
 - Not subject to 10% early withdrawal penalty
- Post-tax (Roth) Contributions
 - Must separate from service with Multnomah County AND attain age 59.5

Do I have to start taking money right away? – No, but when you are ready to you can.

- ▶ Funds are generally available 30 days after employment ends.
- ▶ MultCo sends term dates with the payroll file following your last day of work.
- ▶ **NOTE:** Being rehired as a MultCo employee after you've retired or terminated your employment may prohibit you from being eligible to withdraw your deferred comp funds.

County

the 30th/31st.

the 15th

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All amounts can be sent electronically (ACH) or via check through US mail.

- ▶ Full Lump Sum
- ▶ Partial Lump Sums
- ▶ Reoccurring Payments
 - Monthly, Quarterly, Semi-Annually, or Annually

Can take 5–7 business days to process once paperwork is completed and submitted to provider, in good order

Full Lump Sum

Cash out payable to self

Partial Lump Sums

Take any amount as many and as often as you would like

- ▶ The IRS requires a mandatory 20% Federal tax withholding
- ▶ State Taxes are optional at time of withdrawal
 - Applied according to state of residency

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- ▶ Rollover to Another Employer Plan or IRA
 - Non-taxable event
 - Check mailed directly to other provider
 - Optional, not required

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Reoccurring Payments

- ▶ Monthly, Quarterly, Semi-Annually, Annually
 - Must meet 2 requirements
 - Amount must be at least \$250 gross per payment, and
 - Must project to last a minimum of 3 years
- ▶ Changes
 - Stop at any time
 - Increase or Decrease
 - Need to stop current
 - Start a NEW payment
 - Must meet previous requirements each time

▶ Reoccurring Payments Cont.

- Payments can be scheduled to be withdrawn from the account on the 1st or the 15th of the month.
- ACH Deposits are generally credited 3–5 business days after the withdrawal date.
- Your First payment will be sent via check through USPS. Payments thereafter will be processed ACH if you elect this option.
- Checks are generally mailed and received within 7–10 business days after the withdrawal date.

▶ Reoccurring Payments Cont.

◦ Taxes

- If your payment potential will last **less** than 10 years:
 - The IRS requires a mandatory 20% Federal tax withholding
 - State Taxes are optional at time of withdrawal
 - Applied according to state of residency
- If your payment potential will last **more** than 10 years:
 - Federal Wage Withholding applies to each payment and you will need to complete the Tax Withholding section of the form.
 - State Taxes are optional at time of withdrawal
 - Applied according to state of residency

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- ▶ 1099R Tax Documents sent every year there is a distribution by January 31st.
- ▶ Note these are tax withholdings. When you file your 1099R, your total tax may adjust according to your tax brackets. You may wish to seek tax advice prior to a distribution.

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- ▶ No Longer Eligible for Contributions
- ▶ Plan will accept previous 401(k), 403(b), or Traditional IRA accounts at any time.

Since you are no longer working for MultCo, you can no longer contribute. If you return to work, you may restart.

As long as you have money in the plan, you can roll over any qualifying money at any time.

Old 401(k), 403(b), or Traditional IRA previously rolled into the plan?

Roll PERS IAP into Deferred Comp at Retirement?

- ▶ This money is held in a separate money source

Think you can't access any of it until your 59.5 without penalty?

- ▶ **You can.....IF:**
 - You separated from service after attaining age 55, you may qualify for an exception from the 10% early withdrawal penalty.

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Required Minimum Distribution (RMD)

- ▶ When you reach age 70.5, you must start or be taking a minimum distribution amount.
- ▶ Your RMD is calculated every year based on your December 31st balance of the previous year multiplied by the IRS Uniform Distribution Table.
- ▶ ING will send you a letter to inform you when to expect your payments
- ▶ ING will automatically calculate your RMD by December 15th each year to ensure you meet the requirement.

- ▶ If you are currently on a reoccurring payment or have taken partial distribution(s) during the year, ING will make sure you meet the requirement. If you have not met the requirement, then an additional payment for the difference will occur by December 31st.
- ▶ RMD Payments are Not subject to the mandatory tax withholdings. Therefore, you may elect to have taxes withheld if you choose.

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- ▶ What to talk it over with an advisor?
 - Call ING Local Office at 503.937.0378
 - We are happy to order the paperwork for you
- ▶ Know what you want to do?
 - Call ING Customer Service at 800.584.6001 and request the forms
 - Forms can be delivered via Mail, Fax or Posted to your Online account.
 - Forms are not available online
 - Refer to FAQ in handouts to ensure you have all of the required information at the time of the call.
 - All forms come pre-filled.

Thank you

Questions?