ST. CLAIR COUNTY COMMUNITY MENTAL HEALTH AUTHORITY RETIREMENT PLAN OPTIONS 1/1/2016

Regular full-time employees hired on or after 1/1/2016 are eligible to participate in a Defined Contribution Retirement Plan by Corebridge Financial, which includes up to an 8% employer match. This is an excellent opportunity to invest for retirement and get the bonus of the employer match!

A Defined Contribution Plan is a retirement plan in which an employee contributes pre-tax dollars from their paycheck into an account (457 (b) Deferred Compensation) which is intended to help fund their retirement. The funds are invested at the direction of the employee where they can grow tax-deferred until retirement. When withdrawals from the plan occur (as allowed by the plan and the law), withdrawals are then taxed as income. A Defined Contribution Plan is an investment and offers no guarantees and participation is voluntary. The benefit is portable, meaning if an employee leaves employment, they are able to “roll over” those funds into another retirement account without penalty.

The employee may contribute up to the IRS maximum elective deferral (contribution) limit of total wages through payroll deduction each pay period. Wages is defined as W-2 compensation less fringe benefits, bonuses, overtime, off schedule payments and longevity, etc. Employees wishing to adjust their employee contribution election amount, may do so in accordance with the terms of the 457(b) Plan and applicable St. Clair County Community Mental Health Authority policies.

Specific questions about the 457(b) Plan can be addressed to Corebridge Financial representative Michael DeTone. Employees can also contact the Human Resources office and reference Article 32 of the Union Contract, “Retirement Benefits.”

How do I Set up My Retirement Plan?

There are four steps to participating in a Plan:

① Contact Michael DeTone at Corebridge Financial. Bio and literature can be viewed at Human Resource Sage Page.

Michael DeTone – (248).309.1508 or michael.detone@corebridgefinancial.com

② Enroll in the Plan - It’s easy to participate in a Plan. Contributions are automatically deducted from each paycheck and deposited to your account, so you don’t have to remember to budget or write a check.

③ Invest your money – You’ll choose funds from lists of investment options available within a Plan. Keep in mind, any investment involves risk and there’s no guarantee that any fund will achieve its investment objectives.

④ Receive income – You’ll want to invest enough to live in retirement on your terms. Before you begin taking benefit payments, make sure you’re ready to transition from investing to spending. Withdrawals must follow 457(b) Plan regulations and are taxable income to you in the year you receive a payment.

The Sooner You Enroll, the More You Can Possibly Save for Retirement

Your Plan helps put you in control of when, where and how much you invest.

You can start anytime. Your deferred comp plan will work for you whether you're approaching retirement or just getting started investing – putting away money in a tax-deferred account can offer several benefits.

Every little bit helps. Even investing a little bit of money can really add up over time – it's just important to get started! And if you continue to bump up contributions on a regular basis, the overall impact to your paycheck may not seem too painful. Consider putting raises or bonuses into deferred comp – it's an easy way to invest a little more.

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