

401(a) Plan

The 401(a) Plan is an investment vehicle designed to give an opportunity to save additional income for retirement for Rep Units 20, 21, 32, 33, 50 and Elected Officials. The County of Sacramento provided a match for eligible employees' contributions into the 457 Plan.

County of Sacramento 401(a) Plan

FAQ's

What is the County of Sacramento 401(a) Plan?

The 401(a) Plan is an investment vehicle designed to give you the opportunity to save additional income for retirement.

Am I Eligible?

At this time, only elected officials and employees from bargaining units 50, 20, 21, 32 and 33 are eligible to participate in the County of Sacramento 401(a) Plan

When can I enroll in the Plan?

You do not have to enroll. You are automatically enrolled prospectively once you start participating in the County of Sacramento 457(b) Deferred Compensation Plan with at least a 1% of your bi-weekly compensation contribution.

Does the employer contribute to my account?

Yes, the County helps your retirement savings grow by matching your 457(b) contributions. The County will match 1% of your bi-weekly compensation prospectively.

What happens if my 457 Plan contribution is less than 1% of my bi-weekly compensation?

Your 401(a) match will stop for the rest of the year. You are responsible for keeping your 457 Plan contribution at 1% or more.

How much can I contribute to the 401(a) Plan?

You may not voluntarily contribute to the 401(a) Plan at this time.

What are my investment options?

You have the same options in your 401(a) Plan that you do in your 457(b) Plan. To review your options contact Fidelity NetBenefits at, <http://plan.fidelity.com/saccounty> or 1-800-343-0860.

Are there distribution penalties?

There is a 10% penalty for distributions after separation from the County prior to age 59 ½ from the 401(a) Plan.

When am I vested?

You are immediately 100% vested in the County of Sacramento 401(a) Plan.

May I roll over my fund accumulations?

Yes, once an eligible participant separates from County service they can choose to transfer their funds to an acceptable investment plan.

How do I contact Deferred Compensation?

You can contact Deferred Compensation at, 916-874-2020 or DPSBenefits@saccounty.net. You can also come to the Deferred Compensation Office at, 700 H Street, Room 4650.

How do I contact Fidelity Investments?

Contact Fidelity Investments at, <http://plan.fidelity.com/saccounty> or 1-800-343-0860.