

Plan Highlights

457(b) Deferred Compensation



BACKGROUND

The Economic Growth and Tax Relief Reconciliation Act of 2001 offered greater tax relief and retirement savings opportunities, via deferred compensation plans, for public employees. Historically, such employees were only able to participate in employer sponsored 403(b) programs (similar to 401(k); however, the law was amended to allow employees to also participate in 457(b) programs and 403(b) concurrently.

SUMMARY OF PLAN FEATURES

- Employees are the owner and beneficiary of their deferred compensation dollars (100% immediate vesting).
- Employee deferrals can be made on a flat cash amount. There is not a BH employer match. Deferral arrangements are open to all employees, including pool/per diem.
 - Sign up for a one-time contribution and/or on-going bi-weekly contributions.
 - Employees may defer up to 100% of includible compensation up to the applicable limit. Elective deferral limit is \$19,000.00 in 2019.
 - “Catch-up” options are available:
 - Employees age 50 or older can make additional contributions equal to \$6,000 in 2019.
 - Employees within three years of normal retirement age 65 may be eligible to defer double the elective deferral limit.
- Early withdrawals are limited to unforeseeable emergencies. After terminating employment with Broward Health, distributions from the 457(b) plan are generally not subject to the early IRS distribution penalties that may apply to distributions from other types of retirement plans.
- Employees may take out loans against their accounts.
- Lump sum or monthly payment distributions are available upon retirement.
- Associated FICA taxes will be withheld.

To Enroll:

Complete a 457(b) salary reduction agreement. If you haven't already done so, you will have to establish a 457(b) account with Fidelity and/or VALIC. Contact information is listed below.

Investment Option	Contact Person	Local Phone Number	1-800 Number
FIDELITY	Alana Salandy	754-208-8811 (cell)	800-343-0860
VALIC	Shawn Casey	305-927-2940 (Cell)	800-448-2542
	John Kubs	954-249-1895 (Cell)	800-448-2542
	Scott Anselmo	954-806-8444 (Cell)	800-448-2542

Remember to maximize your 403(b) contributions in Broward Health's STAR Plus plan so you can take advantage of Broward Health's employer matching contributions.