

Procedure 502-3 – Supplemental Retirement (401(a) Plan)

For every dollar an employee contributes to their 457(b) deferred compensation account, Johnson County Government will make a matching contribution of one dollar up to a maximum of 4% of the employee’s base bi-weekly salary. The supplemental retirement contribution is made to a separate account established under section 401(a) of the Internal Revenue Code.

The supplemental retirement plan has a tiered vesting schedule and employees are fully vested in the plan after five years in a position eligible for partial, partial-plus, or full benefits. Prior service with the County, if break in service is less than two years, will count towards vesting time. An employee automatically becomes fully vested upon the attainment of age 65, death, or disability.

Employee Vesting Schedule

| Years of Eligible Service | Vesting Percentage |
|----------------------------------|---------------------------|
| 1 | 20% |
| 2 | 40% |
| 3 | 60% |
| 4 | 80% |
| 5 | 100% |

Elected Official Vesting Schedule

| Years of Eligible Service | Vesting Percentage |
|----------------------------------|---------------------------|
| 1 | 25% |
| 2 | 50% |
| 3 | 75% |
| 4 | 100% |

Complete information and the plan document for the Supplemental Retirement Program is available from the Benefits Division of the Department of Financial Management & Administration.

Effective 01.01.2023, Resolution No. 064-22