Arlington County

Retirement Plan Highlights

The Arlington County Employees' Retirement Program consists of the ACERS Pension Plan, a 457(b) Deferred Compensation Plan, and a 401(a) Defined Contribution Plan.

	ACERS Pension Plan	457(b) Deferred Compensation Plan	401(a) Defined Contribution Plan
What is it?	The ACERS pension plan provides a guaranteed lifetime monthly benefit when you retire from the County. The benefit is based on your years of service with the County, your highest 3 years of pay and your role as either a General or Public Safety employee.	The 457(b) Plan allows you to save for retirement through either pre-tax or post-tax ("Roth") contributions. The account grows based on your contributions and investment selections.	The 401(a) Plan generally consists of County contributions. You may choose to contribute on an after-tax basis. The account grows based on the contributions and your investment selections.
Am I eligible?	Permanent employees are eligible.		
How do I enroll?	Enrollment is automatic.		
Am I required to contribute?	Yes. Your contribution rates are set by the County based on your role: • General employees hired on or after January 12, 2025, who are not in a collective bargaining unit, contribute 2.5% of your base pay. All other General employees contribute 4% of your base pay. • Public Safety employees contribute 7.5% of your base pay.	Contributions are voluntary; however, newly hired employees are automatically enrolled to contribute 2% of their gross pay on a pre-tax basis. You may change or stop this amount at any time. We encourage you to contribute at least $20/pay to receive the full $20 match from the County.	You may voluntarily contribute on an after-tax basis. *Note: Earnings on your 401(a) after-tax contributions are taxable. Consider contributing to this plan if you have or will contribute the maximum to the 457(b) Plan.*
How much does the County contribute?	In order to guarantee a lifetime monthly benefit for you, this amount is determined annually through an actuarial valuation and is approved by the Board.	Only employee contributions are deposited in this plan.	**County Contribution** – The County will contribute an amount equal to 7.5% of your base pay for general employees hired on or after January 12, 2025, who are not in a collective bargaining unit. All other General employees will receive an amount equal to 4.2% of your base pay. **Matching Contributions** – The County matches your 457 Plan contribution, up to $20/pay period. The matching contribution is pro-rated for part-time employees.
Can I make both pre-tax and Roth after-tax contributions?	Contributions are pre-tax only.	Yes. You may choose to make pre-tax contributions, after-tax contributions, or a combination of the two.	Employee contributions are after-tax only and are not considered Roth contributions. (The County's contributions are pre-tax.)
What is the maximum amount I can contribute?	Your contributions are calculated based on your role and your base pay. Contributions stop once you have reached 30 years of service.	You may contribute up to $23,500 ($31,000 if age 50 or older, $34,750 if age 60-63) in 2025. A special catch-up contribution is also available for those nearing retirement.	The maximum contribution for 2025 is $70,000. This maximum applies to the combination of your contributions and the County's contributions.
How do I make changes to the amount I contribute?	Not applicable. Contributions are required until you reach 30 years of service.	You can make changes to your contributions at any time in PRISM+. Changes entered in PRISM+ by the end of the pay period are effective for that period's pay date.	You can make changes to your after-tax contributions at any time in PRISM+. Changes are effective the following pay period.

<table>
<tr><th></th><th>ACERS Pension Plan</th><th>457(b) Deferred Compensation Plan</th><th>401(a) Defined Contribution Plan</th></tr>
<tr><td>How do I update my beneficiaries?</td><td>You must update your beneficiaries via PRISM+.</td><td colspan="2">You may update your beneficiaries online at www.acgretirement.com or by calling Voya at 800.584.6001.</td></tr>
<tr><td>When am I vested?</td><td>You are always 100% vested in your contributions.
Visit AC Commons for more details on retirement eligibility criteria.</td><td>You are always 100% vested in your contributions.</td><td>You are always 100% vested in your contributions and the County's matching contribution.
General employees are fully vested in the County contribution after 5 years.</td></tr>
<tr><td>How is the money invested?</td><td>The ACERS Retirement Board determines where assets are invested, in a manner which is consistent with the goals of the ACERS pension plan. You receive interest on your contributions annually.</td><td colspan="2">You may select from a variety of investment options. Initially, your contributions are invested in a Target Date Fund[1] based on your birthdate. You may change this investment allocation at any time.
Schedule a meeting with a Voya Representative to learn more about your investment options and the fees associated with each option. Schedule online at: arlingtoncountyscheduler.timetap.com.</td></tr>
<tr><td>Can I access the money while employed?</td><td>No.</td><td>Access to the account is limited by the IRS. If you experience a severe financial hardship, you may request a withdrawal by calling Voya.</td><td>You may request a loan up to the lesser of 50% of your vested balance or $50,000. Loans are repaid through payroll deduction.</td></tr>
<tr><td>How and when can former employees access the money?</td><td>When you are retiring or separating from service, you must complete an application with the Human Resources Department to receive your ACERS benefit.</td><td colspan="2">Once you have separated from service, you can access the funds by calling Voya directly at 800.584.6001. The County will notify Voya of your separation date once you have received payment for your unused leave.</td></tr>
<tr><td>When do I pay taxes on these accounts?</td><td>Once retired, you are taxed on the monthly payments you receive in retirement.
Employees who separate from service before becoming retirement eligible and elect a cash payment of their contributions will be taxed when the funds are distributed.</td><td>If you contribute on a pre-tax basis, you are taxed on your contributions and earnings when you withdraw your money.
If you contribute on a Roth after-tax basis, your contributions are taxed at the time they are deposited. Earnings on the Roth 457 contributions are never taxed, if certain IRS conditions are met.[2]</td><td>County contributions and the earnings are taxed when you withdraw the funds from the Plan.
Your after-tax contributions are taxed at the time they are deposited.</td></tr>
<tr><td>Is there an early withdrawal penalty?</td><td>A 10% early withdrawal penalty may also apply, if you separate from service and withdraw County contributions before age 59½. Exceptions may apply for General Employees separating from service at age 55+ and for Public Safety Employees separating from service at age 50+.</td><td>There is no early withdrawal penalty.</td><td>A 10% early withdrawal penalty may also apply, if you separate from service and withdraw County contributions before age 59½. Exceptions may apply for General Employees separating from service at age 55+ and for Public Safety Employees separating from service at age 50+.</td></tr>
<tr><td>How do I access my account online?</td><td>Go to: www.arlingtonva.us/retirement and click on ACERS Access.</td><td colspan="2">Go to: www.acgretirement.com</td></tr>
<tr><td>Who do I contact if I have questions?</td><td>Check AC Commons: Benefits & HR>Retirement
County Benefits staff can be reached at 703.228.3500, Option 1.
For an appointment: Schedule on AC Commons.</td><td colspan="2">Schedule a one-on-one appointment with your local Voya representatives[3] at arlingtoncountyscheduler.timetap.com or call 703.228.3493.
You may also use your smartphone's camera or QR scanner on the QR code.</td></tr>
</table>

[1] Generally speaking, Target Date funds target a certain date range for retirement, or the date the investor plans to start withdrawing money. Investors can select the fund that corresponds to their target date. They are designed to rebalance to a more conservative approach as the date nears. An investment in the Target Date fund is not guaranteed at any time, including on or after the target date.

[2] For Roth distributions to be tax free, they must be held at least five years before the date of distribution and made for one of the following events: attainment of age 59½, disability, death or for certain first-time home purchases.

[3] Investment adviser representative and/or registered representatives of, and securities and investment advisory services offered through Voya Financial Advisors, Inc. (member SIPC). Investment advisory services are only offered through Investment adviser representatives of Voya Financial Advisors.

Group annuities offered through a retirement plan are intended as long-term investments designed for retirement purposes. Money taken from the annuity 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 benefit, 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.

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) Voya Retirement Insurance and Annuity Company, One Orange Way, Windsor, CT 06095-4774. **Securities are distributed by Voya Financial Partners LLC (member SIPC).** All companies are members of the Voya® family of companies. **Securities may also be distributed through other broker-dealers with which Voya has selling agreements.** Insurance obligations are the responsibility of each individual company. Products and services may not be available in all states.

VOYA®