



COUNTY *of* VENTURA
Deferred Compensation

RETIREMENT READY

PLANNING YOUR NEXT CHAPTER

2026



- **Ventura County 401(k) Shared Savings Plan**

- Employer Match
 - Pre-tax option
 - After-tax Roth option

- **Ventura County Section 457 Plan**

- Pre-tax option
 - After-tax Roth option

- **2026 IRS Contribution Limits (under age 50)**

- 401(k) \$24,500
 - 457 \$24,500
 - Total Savings Opportunity = \$48,000



Retirement Savings Options

Catch-Up Provisions

- Applies to both plans – 401(k) & 457
- Automatic enrollment

- **Age 50+ Catch-Up**

Eligible the year in which you attain age 50

Additional \$8,000 for 2026

$$401(k) = \$24,500 + \$8,000 = \$32,500$$

$$457b = \$24,500 + \$8,000 = \$32,500$$

- **Higher Catch-Up for ages 60–63**

Eligible the years in which you attain age 60, 61, 62 and 63

Brings the total catch-up amount to \$11,250

$$401(k) = \$24,500 + \$11,250 = \$35,750$$

$$457b = \$24,500 + \$11,250 = \$35,750$$



Catch-Up Provisions (cont.)

▪ New in 2026 – ROTH Catch-Up Requirement

If you're turning age 50 or older in 2026 and your total 2025 FICA wages were over \$150,000, any catch-up contributions you make in 2026 must be made as after-tax ROTH contributions.

- Your FICA wages can be found in Box 3 of your W-2 form
- Safety employees are exempt because they don't pay into FICA (Social Security).
- If your age and FICA wages require that you make catch-up contributions to ROTH, Deferred Compensation will notify you by email.



Catch-Up Provisions (cont.)

▪ 457 Plan Special Catch-Up

→ 457 Plan Only

- Three consecutive years ***prior*** to the year you are eligible for retirement
- Cannot elect within the ***same year*** you plan to retire



▪ ***Eligibility:***

- Age & years of County service as it pertains to retirement eligibility
- Safety members with 17 years of County service (no age stipulation)
- Based on underutilized contributions to the 457 plan

Catch-Up Provisions (cont.)

- **457 Plan Special Catch-Up**

Double the regular contribution limit to the 457 plan

In 2026 → $\$24,500 + \$24,500 = \$49,000$ Special Catch-Up limit (not subject to the Roth catch-up requirement)

Age	Special Catch-Up Limit		401(k) Regular Limit	401(k) Age 50+ Limit	Total Savings Opportunity
Under Age 50	\$49,000	+	\$24,500		= \$73,500
Age 50+	\$49,000	+		\$32,500	= \$81,500

- Annual Leave Buydowns and Payoffs can be deferred to the 457 Plan **ONLY**
- A Payoff occurs at time of separation
- Mandatory payroll taxes and withholdings apply:
 - ❖ For example: FICA, MEDI, Retirement (only applies to a buydown)
 - ❖ Tax handling options – from the deferred amount or from take-home pay for that pay period



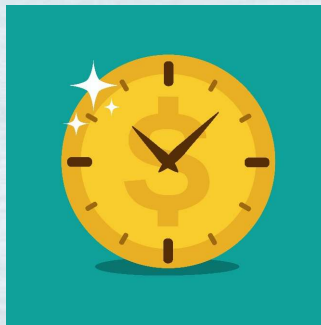
Deferral forms **MUST** be submitted to the DC office no later than the **payday prior** to your requested buydown/ payoff check date.

Deferral forms are available at dc.venturacounty.gov

Annual Leave Buydowns & Payoffs

Prior Service Purchase Transfers

- **Funds from your 401(k) or 457 can be used to pay for a prior service purchase with VCERA**
 - 401(k) – only pre-tax employee contributions (source 01) are eligible for transfers, Roth contributions cannot be used
 - 457 – only pre-tax contributions are eligible for transfers, Roth contributions cannot be used
- **Allow for 8–10 business days for payment from your account**



Transfer forms are available at dc.venturacounty.gov

▪ 401(k) Loan Options

- \$ Contact Fidelity Investments as soon as possible after separation
- \$ You are responsible for paying all remaining loan payments directly to Fidelity through ACH withdrawal
- \$ If loan(s) should default, taxes and penalties may apply
- \$ Initiation of a loan after your separation date is not allowed




401(k) Loans at Separation

Fidelity Consultant – Victor Portillo

Dedicated Fidelity WorkPlace Financial Consultant

- Individual investment guidance
- Rollover assistance & retirement planning
- Complimentary for County employees
- Office at the Government Center – Hall of Administration
- Appointment is REQUIRED – in person and virtual appointments are available


- Call 800-642-7131 (be sure to mention the County of Ventura dedicated Fidelity Consultant)
or
- Schedule online – [fidelity.com/schedule](https://www.fidelity.com/schedule) 



Victor Portillo

CONNECT WITH US

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