SAN BERNARDINO COUNTY | Human Resources

OCTOBER 2026 WEBINAR

SALARY SAVINGS, RETIREMENT MEDICAL TRUST, LEAVE CASHOUTS & SOCIAL SECURITY

Don't Let Withdrawal Decisions *Haunt You*

National Retirement Month



Start Planning Today for a More Secure Tomorrow.

Today's Roadmap

1 Retirement Income Sources

SBCERA, Salary Savings, and Social Security

2 County Savings Accounts

457(b), 401(k), and 401(a) plan roles

3 Withdrawals & Distributions

Access rules, taxes, rollovers, payment options, and RMDs

4 Social Security Eligibility

Covered work, your earnings record, and family benefits

5 Retirement Medical Trust (RMT)

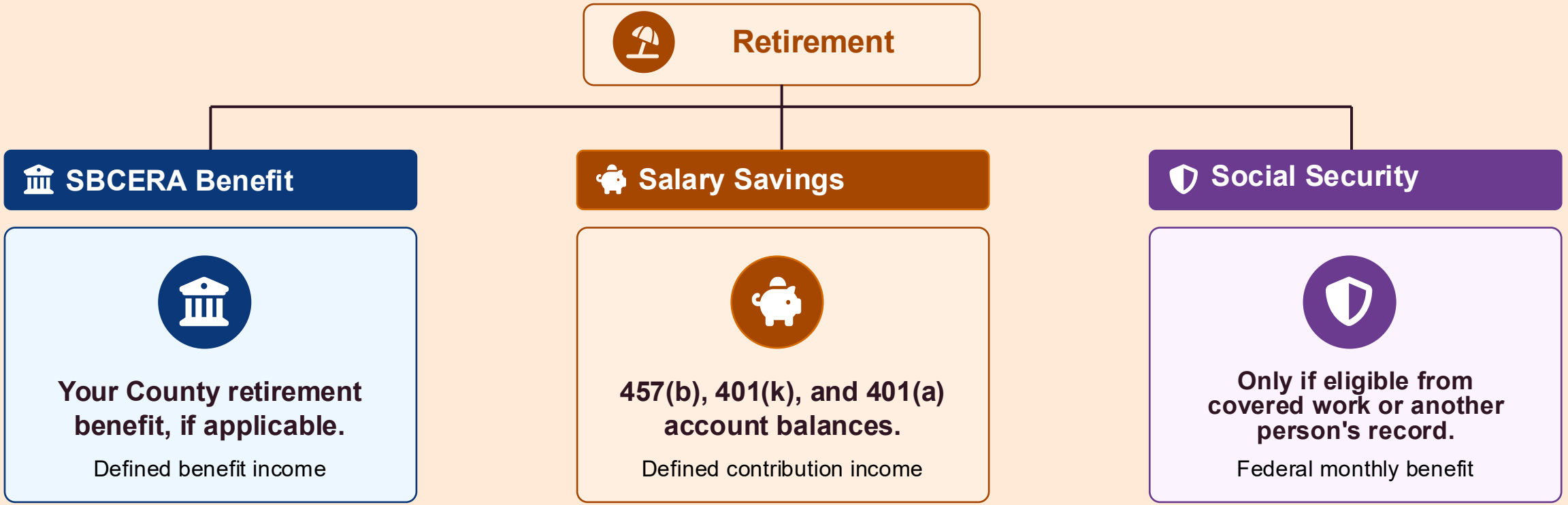
Contributions, investments, eligible expenses, and sick leave conversion

6 Leave Cash-Out & Final Preparation

Group rules, election timing, and final steps before retirement

Official plan documents, current law, applicable MOUs, and administrator determinations govern.

Your Retirement Income



County employment does not add Social Security credits. Covered work elsewhere may still qualify you.

Meet the Three Salary Savings Plans

457(b)

AVAILABLE TO ELIGIBLE EMPLOYEES



- Employee pre-tax and Roth contributions
- Separate annual deferral limit from the 401(k)
- Unique early-access advantage after separation

401(k)

EXEMPT



- Employee pre-tax and Roth contributions
- County matching terms depend on eligible group
- Qualified-plan tax and early-distribution rules

401(a)

EMPLOYER CONTRIBUTION ACCOUNT



- Employer contribution or match for eligible groups
- Terms may come from an MOU, contract, or ordinance

All three are defined contribution accounts: your balance changes with contributions, investments, fees, and withdrawals.

Build Before You Retire: 2026 Opportunities

2026 employee contribution limits

457(b)

$24,500

Annual employee deferral limit

Money Available:

- Withdrawal available after separation, at any age

Catch-up choices

Age 50+

$8,000

Additional age-based catch-up

Ages 60-63

$11,250

Higher age-based catch-up amount

457 special 3-year

Ask HR

Eligibility depends on prior unused deferral room

Catch-up coordination rules apply. Review your election early enough for payroll changes before retirement.

Build Before You Retire: 2026 Opportunities

2026 employee contribution limits

401(k)

$24,500

Annual employee deferral limit

Money available:

- After age 59 ½
  or
- Age 55, provided you retire on or after your 55th birthday

Catch-up choices

Age 50+

$8,000

Additional age-based catch-up

Ages 60-63

$11,250

Higher age-based catch-up amount

Catch-up coordination rules apply. Review your election early enough for payroll changes before retirement.

What Can You Do With the Money?



Leave it in the plan

Keep the account invested, retain plan features, and take money later.





Set up installments

Create periodic payments. Frequency and changes depend on plan procedures.





Take a partial or full payment

Receive cash now. Taxable amounts are included in income in the year paid.





Use a direct rollover

Move eligible money to an IRA or another eligible plan without current withholding.





No single choice is best for everyone. Start with cash-flow needs, taxes, fees, and account access.

Stay, Roll Over, or Cash Out?

Reasons to consider staying in the County plan

- Preserve plan-specific withdrawal features - especially the 457(b) early-access advantage
- Continue using the plan investment lineup and Voya service model
- Potential access to institutionally priced investment options
- Avoid an immediate tax event while the money remains invested

Reasons to consider a direct rollover

- Consolidate accounts and simplify statements
- Access a different investment menu or advisory service
- Use IRA withdrawal and beneficiary features that fit your plan
- Move to a new employer plan when that plan accepts rollovers

A 457(b) rollover to an IRA or qualified plan can give up the governmental 457 exception from the 10% additional tax before age 59 1/2.

Compare fees, investments, advice, withdrawal flexibility, legal protections, and beneficiary rules before moving money.

Required Minimum Distributions: Use Current Rules

Current planning point



Age 73

IRS guidance generally uses age 73 for people reaching the RMD age. Later start ages apply to some younger birth years.

Three important rules

- Waiting until April 1 for the first RMD can create two taxable RMDs in one year
- RMDs cannot be rolled over and employer-plan RMDs generally are satisfied separately
- Designated Roth accounts generally have no lifetime RMD under current law

Ask Voya to confirm your required beginning date and first-year deadline based on your birth year and retirement date.

Social Security: Could You Be Eligible?

County employment



County does not participate in Social Security

County wages generally do not add Social Security credits.

Your own record



Usually 40 credits

Most people need 40 credits - about 10 years of covered work - for a retirement benefit on their own record.

A family record



Other paths may apply

- Spouse or ex-spouse benefits
- Survivor benefits
- Disability benefits, when eligible

Create a my Social Security account and verify your covered earnings before deciding whether and when to claim.

RMT at a Glance

County Funded

The County contributes for eligible employees based on continuous service.

Individual Account

Contributions are credited to an account maintained for the participant.

Funds Invested

The balance may experience investment gains or losses over time.

Eligible Expenses

Qualified healthcare expenses may be reimbursed for the retiree and eligible dependents.

Eligible unused sick leave cash value is contributed to the RMT at separation according to the applicable MOU formula.

The RMT is a funded health reimbursement arrangement held in a VEBA trust.

How the RMT Works

While Employed

- The County contributes each pay period after service eligibility is met.
- Contributions are invested and may gain or lose value.
- Investment selections can be reviewed through the Voya account portal.

At Separation / Retirement

- Sick leave conversion eligibility and the applicable formula are determined.
- The County provides required eligibility information to the administrator.
- Set up access to the RMT portal and debit-card or reimbursement features.

While Retired

- Use the account for eligible expenses for you and eligible dependents.
- Pay with the RMT debit card or submit a claim for reimbursement.
- Keep documentation for expenses and follow plan claim procedures.

Account availability, claim eligibility, and timing are governed by the RMT plan and current MOU.

What Can the RMT Pay For?

Coverage Costs

- Medical premiums
- Dental premiums
- COBRA premiums

Care & Services

- Copayments
- Coinsurance
- Dental care

Common Eligible Items

- Pain relievers and cold medicine
- Prescription glasses or sunglasses
- Sunscreen and blood pressure monitors

Buy

Scan for the complete qualified-expense guide.

Some items may require an Rx or Letter of Medical Necessity. The guide is not all-inclusive.

Only qualified expenses allowed under the plan are reimbursable. Save receipts and required documentation.

Who May Be Eligible for Sick Leave Conversion?

Retirement-system service

Generally, 10 or more years of participation in SBCERA are required. Certain prior public-sector retirement service may count under MOU rules.

Eligible separation

The MOU requires the cash value of eligible unused sick leave to be contributed to the RMT upon a qualifying separation.

Sick leave balance

The applicable conversion percentage may vary based on the employee's remaining sick leave balance and the provisions of the applicable Memorandum of Understanding (MOU).



Prior service credit may require a request form and proof that retirement contributions were not withdrawn.

Disability retirement and death provisions may differ. Review the current MOU and plan terms.

Before Your Last Day: Housekeeping

Update beneficiaries

Review primary and contingent beneficiaries. Plan records usually control over a will.

Confirm contact information

Update your address, email, phone number, and marital-status changes.

Review outstanding loans

Ask how separation affects repayment, payoff, loan offset, and taxes.

Contact SBCERA

Prior to your retirement, contact SBCERA to speak with a retirement specialist regarding your pension benefits.

Contact EBSD

If you are interested in deferring your leave cashout to your Salary Savings accounts.

Complete these steps 60-90 days before retirement whenever possible.



Leave Cash-Out: Build Retirement Savings

Eligible employees may be able to sell back qualifying accrued leave at their base hourly rate, subject to approval and group-specific rules.

Check eligibility

Your bargaining unit, employee group, MOU, and annual County letter determine whether you are eligible - and which leave types and limits apply.

Choose the destination

Receive a cash payment, or - where permitted - direct part or all of the value to an eligible deferred compensation plan.

Follow the process

Use current County procedures, obtain required approval, and submit any pre-designation or cash-out request on time.

A typical decision path

Review rules
MOU and annual letter

Pre-designate
When required

Submit request
Use current instructions

Choose payment
Cash or Salary Savings Plan

Before You Elect: Confirm the Rules for Your Bargaining Unit

Leave cash-out can support retirement savings, but the details and deadlines are not the same for every group.

Eligibility & Leave

Confirm eligible leave types, hour limits, any required balance or usage, and approval requirements.

Election Timing

Some groups must pre-designate in advance. Use EMACS Self-Service unless current instructions identify an exception.

Payment Request

Follow the required form and lead time. Coordinate the desired pay period with your Department Payroll Specialist.

Savings & Taxes

Confirm contribution room before directing money to a plan.

RETIREMENT CHECKPOINT

Review leave cash-out while you are still employed. Save your confirmation and current unit letter with your retirement records.

Official page

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QUESTIONS?

EBSD

(909) 387-5787
ebsd@hr.sbcounty.gov

SCAN

Salary Savings Website

Plan information and contacts

SCAN

RMT Website

Plan documents, forms, and guides

SCAN

County / Voya Portal

Account access and investments

SCAN