

## Life is a journey...

with surprising twists and turns – and so is saving for your future (AKA retirement). Marriage, babies, divorce, bills, bonuses, job changes, and more can throw you off course – or give you an unexpected boost forward. But, while there are a lot of things you can't predict, there are a few key things to think about at every age that can help increase the odds of success.



### In your twenties and thirties...

It's important to set good financial habits. That means establishing an emergency fund, limiting debt, and saving for the future.

- ▶ Consider saving at least a total of 15% of your pre-tax income each year. If saving 15% is too much to start, save what you can, and perhaps aim to increase the savings rate each year by 1%.
- ▶ Watch "must-have" expenses, working to keep them at no more than 50% of take-home pay.
- ▶ Try to save 3 to 6 months of essential expenses in an emergency fund.



### In your thirties and forties...

Life may get more complicated, and your finances might as well. You're probably focused on buying a home, funding your kids' college and your retirement, and just paying the monthly bills. Trying to accomplish all of your goals requires a plan.

- ▶ Take advantage of your workplace 401(k) and 457 Plans.
- ▶ Plan- Building a mix of investments for the long-term which reflects your anticipated retirement date, financial situation, and risk tolerance, is important.

If you don't have the skill, will, or time to manage your investments consider a target date fund, asset allocation fund, or a managed account.

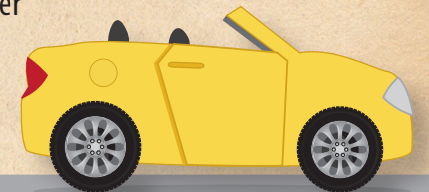


## RETIREMENT

In your fifties and sixties...

You may begin to think about retirement. That means generating income and managing your finances without a regular paycheck.

- ▶ Review your sources of income- As a general rule, most retirees need between 70% - 85% of their pre-retirement income to retire comfortably. Take a look at your sources of income included in this roadmap, identify any income gaps, and prepare a plan of action.
- ▶ Figure out expenses – As you near retirement, make a detailed retirement budget to see how much money you will need to cover essential expenses such as food, shelter, and insurance.

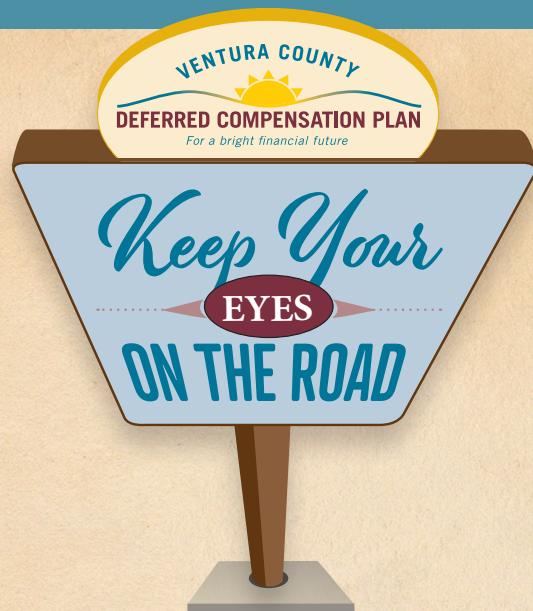


## Thriving IN RETIREMENT

Now is the time to reap the benefits of your hard work and years of savings and planning. It is important to manage withdrawals from savings so you won't run out of money.

As a rule of thumb, Fidelity research suggests holding portfolio withdrawals to no more than 4% to 5% of your initial retirement assets, adjusted each year for inflation.





### DEFINED BENEFIT PENSION PLAN

As a regular County employee, you are a member of the Ventura County Employees' Retirement Association (VCERA). Although you and the County make biweekly contributions to VCERA, your pension benefit will be based on a formula, not your contributions. And it will last a lifetime, providing you with a reliable, steady source of retirement income! You cannot outlive your pension, which makes your VCERA benefit fundamentally different from your savings and other investments. Contact VCERA at **805.339.4250** or visit **[www.vcera.org](http://www.vcera.org)** to learn more about your pension plan and future retirement benefits..

### DEFERRED COMPENSATION PLANS & OTHER PERSONAL SAVINGS

As a regular County employee, you are eligible to save for your retirement through the Ventura County 401(k) Shared Savings and Section 457 Plans. These Plans allow you to save pre-tax and after-tax (457 Roth) dollars that can grow tax-deferred until age 70.5, when withdrawals become mandated by the IRS. With these plans, you contribute a percentage of your current income to your account and you direct your investments. Based on your bargaining unit, you may also receive an employer matching 401(k) contribution.

### SOCIAL SECURITY

Non-safety County employees are eligible to receive Social Security. Like the County pension plan, Social Security provides a guaranteed monthly benefit for life in retirement, and can start at age 62, 65 or 67. To receive an estimate of your Social Security benefit, visit **[www.ssa.gov](http://www.ssa.gov)**.

*The pension calculation for safety members takes into account the non-integration into the Social Security system.*

### LET'S IDENTIFY ANY INCOME REPLACEMENT GAPS:

Use the **Planning & Guidance Center** at **[www.fidelity.com/calculators-tools/planning-guidance-center](http://www.fidelity.com/calculators-tools/planning-guidance-center)** to create a retirement plan that's unique to your needs. This tool will automatically include your Fidelity accounts and provide an opportunity to incorporate your pension benefit (if applicable) in the "other sources of income" section. You will also have the option to include or exclude Social Security benefits.

If your replacement looks to be lower than your needs, consider increasing your contributions to the 401(k) Shared Savings & Section 457 Plans by logging into **[www.netbenefits.com/ventura](http://www.netbenefits.com/ventura)** or calling **800.343.0860**.

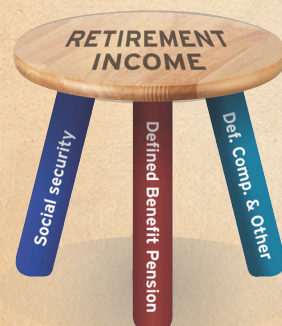
**Get your personal money checkup**— an online interactive look at how you're doing financially. Based on your responses, it calculates your best financial approach based on your age, saving and spending habits, and other information unique to you. In 10 minutes or less, you'll get a summary of your strengths, areas of opportunity, and tips and tools to help improve your financial picture today and into the future. Get your money checkup: **[Fidelity.com/GetMyMoneyCheckup](http://Fidelity.com/GetMyMoneyCheckup)** or text **FIT** to **343898**.

**Schedule a complimentary, confidential consultation** with our dedicated Fidelity onsite Retirement Planner. Call: **800.642.7131**  
Or Register Online: **[getguidance.fidelity.com/ventura](http://getguidance.fidelity.com/ventura)**



### TO IMPROVE RETIREMENT READINESS

- 1 Start early:** Save and invest as much as possible as early as possible. Compounding interest can be a powerful tool in the pursuit of retirement readiness.
- 2 Get the match:** In workplace plans, start by saving enough to take full advantage of any employer matching contribution and increase contributions 1% annually.
- 3 Create an investment strategy:** Determine if you can take charge of investing your savings on your own. If you can't, or prefer not to, leverage a Target Date Funds or Managed Account.
- 4 Don't cash out:** When changing jobs, resist any urge to cash-out or take distributions as they diminish the power of long-term saving.



### LET'S TAKE A LOOK AT YOUR SOURCES OF RETIREMENT INCOME:

While budgeting and saving may not be fun, worrying about money when you're retired sure isn't either.

To prepare for retirement you will need to review your sources of retirement income. Annually you receive your personalized Annual Benefit Statement which provides you with an estimate of your monthly pension benefit and Deferred Compensation projections based on your balance and contribution amounts. You also receive your personalized Total Compensation Statement which provides your annual pre-retirement income that you are looking to replace.



### Ventura County Deferred Compensation Plan

Phone: **805.654.2620**  
E-mail: **[Deferred.Compensation@ventura.org](mailto:Deferred.Compensation@ventura.org)**  
Website: **<https://hr.ventura.org/benefits/deferred-compensation>**