

RETIREMENT SAVINGS PLAN ELIGIBILITY

Plan	Type of Benefit	Eligibility	Mandatory/ Voluntary	Social Security Integration
Ventura County Employees Retirement Association (VCERA)	Defined Benefit (pension plan)	Regular County employee with a regular work schedule of 64 hours or more a bi-week	Mandatory	Integrated with Social Security (contributing)
Supplemental Retirement Plan (SRP) 457	Defined Contribution	Regular County employee with a work schedule of 63 hours or less a bi-week and Per Diem employees	Mandatory	Not integrated with Social Security (not contributing)
401(k) Shared Savings Plan	Defined Contribution	All SEIU and CNA regular employees with a work schedule of 40 hours or more. Regular UAPD employees are eligible to participate regardless of work schedule.	Voluntary	
Section 457 Plan	Defined Contribution	Regular County employees with a job title represented by CNA are eligible to participate with a work schedule of 40 hours or more. All other regular County employees, and employees in the UAPD or CNA Per Diem Units are eligible to participate regardless of work schedule.	Voluntary	