

## The Oregon Public Service Retirement Plan (OPSRP) was established by the Oregon 2003 Legislature:

- ✚ Effective for those hired on or after 8/29/2003.

- ✚ Two requirements must be met for membership:

1. Employed in a qualifying position-600 hours in a calendar year **AND**
2. Complete the waiting time of 6 full calendar months with one employer.  
This must include no break equal or greater than 30 working days.

Once requirements have been met for membership, all regular employees of Corvallis School District will have contributions made on their behalf. Each member has 6% of their gross subject salary paid into their IAP (Individual Account Program) each month.

Additionally, a percentage of gross earnings are paid by the district into the OPSRP pension fund to help pay your benefits at retirement.

If you were employed by a Oregon state agency prior to 8/29/2003, you may be a member of the Oregon Public Employee's Retirement System (PERS). Membership rules are similar for both programs, however, retirement and vesting rules differ between the two programs. It is best to contact PERS at 1-888-320-7377 for specific questions. You can also find helpful information at the PERS website:

<http://www.oregon.gov/PERS/>

Once you have met your wait time and 600 hours service time, PERS should send out a Membership kit with basic information about OPSRP membership and retirement benefits and a designation of beneficiary form. They will also ask you to verify your demographic information. Please let them know if your address, date of birth or other pertinent information is incorrect so that your information can be corrected.

***If you have question, please contact the payroll office at 541-757-5869, fax 541-750-7971; email [bryan.markley@corvallis.k12.or.us](mailto:bryan.markley@corvallis.k12.or.us)***

## 2010 403(b) TSA Plan and 457(b) DCP Announcement

Corvallis School District (CSD) offers two excellent programs through which you may contribute a portion of your current income into supplemental retirement savings accounts. Our supplemental retirement savings programs are offered under Sections 403(b) and 457(b) of the Internal Revenue Code, and are called the Tax-Sheltered Annuity Plan ("TSA Plan") and the Deferred Compensation Plan ("DCP"), respectively.

### **All part-time and full-time employees are eligible to contribute to both programs.**

You may begin participating in the TSA Plan or DCP at any time, by establishing an investment account with an approved investment provider, and then completing a salary reduction agreement, signing it, and **submitting it to your payroll office.**

Dramatic Changes Became Effective January 1, 2009 for 403(b) Plans

The IRS published Final 403(b) Regulations during July of 2007 that dramatically changed the way 403(b) Plans must be structured and administered. As a consequence, both CSD and all of the investment providers ("Vendors") under the TSA Plan must follow a new and expanded set of rules. CSD has adopted the services of Carruth Compliance Consulting, Inc. (CCC), an independent third party administrator, to provide compliance and administration services for the TSA Plan.

403(b) TSA Plan Contribution Limits for 2010

The basic elective deferral limit for 2010 is the **smaller** of \$16,500 and 100% of your compensation.

If your 50<sup>th</sup> birth date occurs on or before December 31, 2010, you are eligible to defer an additional \$5,500, provided your compensation is large enough to allow the extra deferral.

Finally, if you will have at least 15 years of full-time equivalent service with your CSD by December 31, 2010, then you may be eligible to contribute up to an additional \$3,000 during 2010. If you are planning to make contributions to utilize this catch-up feature please contact CCC to confirm your maximum allowable contributions for 2010.

457(b) DCP Contribution Limits for 2010

The basic limit for 2010 is the **smaller** of \$16,500 and 100% of your compensation.

If your 50<sup>th</sup> birth date occurs on or before December 31, 2010, you are eligible to defer an additional \$5,500, provided your compensation is large enough to allow the extra deferral.

If 2010 is one of the last three years preceding the calendar year of your chosen "normal retirement age," you may be eligible to contribute up to \$33,000 (twice the \$16,500 basic limit) to the DCP. If you are planning to make contributions to utilize this catch-up feature you should contact your Vendor or financial / tax advisor to confirm your maximum allowable contributions for 2010.

### **Plan Information Is Available on the Web**

Comprehensive information about CSD's TSA Plan is available on the web at [www.ncompliance.com](http://www.ncompliance.com), including enrollment procedures, a salary reduction agreement form, information about Vendors eligible to receive contributions, exchanges, transfers and rollovers and the availability of Roth after-tax contributions. Limited information about the DCP is available as well. If you are starting contributions to a new Vendor, you must provide documentation that you have established an account with the Vendor. At any time, by submitting a new salary reduction agreement, Employees may increase, decrease or stop their contributions to the TSA Plan / DCP or change the Vendor receiving contributions.

For questions regarding your Employer's TSA Plan please contact CCC at:

Carruth Compliance Consulting, Inc.

11515 SW Durham Road, Suite E-10

Tigard OR 97224

Phone: 503-968-8961

Toll-Free: 877-222-3090

E-mail: [cccinfo@ncompliance.com](mailto:cccinfo@ncompliance.com)