

...

**18 PR 075. Deferred Compensation Employee Benefit.**

The CBJ offers deferred compensation benefit for employees enrolled in the State of Alaska Public Employees Retirement System (PERS) Tier 4 Defined Contribution Retirement plan. The intent of the benefit is to match \$1.00 for every \$2.00 of employee contribution in a manner that grows with the employee's length of service. This benefit is subject to yearly Assembly appropriation.

- (a) CBJ provides an escalating employer match into a separate 401(a) retirement account to an employee contribution into the CBJ deferred compensation plan based on years of service, as follows:
- 0-2 years: Employer matching contribution of 50% of an employee's voluntary contribution up to 2% of that employee's wages
  - 2-5 years: Employer matching contribution of 50% of an employee's voluntary contribution up to 4% of that employee's wages
  - 5-10 years: Employer matching contribution of 50% of an employee's voluntary contribution up to 6% of that employee's wages
  - 10+ years: Employer matching contribution of 50% of an employee's voluntary contribution up to 8% of that employee's wages
- (b) Vesting for the employer match is as follows based on years of service after the start of the match plan:
- a. 20% after 1 years
  - b. 40% after 2 years
  - c. 60% after 3 years
  - d. 80% after 4 years
  - e. 100% after 5 years
- (c) Everyone has a unique tax situation and employees should consult their tax professional for advice about the tax implications of this benefit.

(d) The employee contribution to the deferred compensation plan and the employer match are subject to annual contribution limits as outlined by the Internal Revenue Service (IRS).

(e) CBJ employees who are in the State of Alaska PERS Defined Benefit Retirement plans (Tiers 1, 2, and 3) are eligible to participate in the CBJ deferred compensation plan without the employer matching contributions outlined in this section.

...