



CBJ Deferred Compensation (Retirement) Match Frequently Asked Questions



Q. What is Deferred Compensation?

A. Like an Individual Retirement Account (IRA), it is a program for government employees that allows you to put money aside for your retirement. There are IRS rules that govern the plan. It's called a deferred compensation account or a 457 account. MissionSquare is the company that manages those accounts for CBJ.

Q. Am I eligible for this benefit?

A. All current PERS Tier IV employees are eligible for this benefit.

Q. Do I have to have been working for CBJ for a specified period before I am eligible?

A. No – you are eligible on day one of employment.

Q. What is the match amount?

A. CBJ provides an escalating match into a separate 401(a) retirement account based on years of service, as follows:

Yrs of Service	Employee 457(b) Contribution Eligible for Employer Match	Employer 50% Matching Contribution to 401(a)
0 – 1.99 years	Up to 2% of wages	Up to 1% match
2 – 4.99 years	Up to 4% of wages	Up to 2% match
5 – 9.99 years	Up to 6% of wages	Up to 3% match
10+ years	Up to 8% of wages	Up to 4% match

Q. How are years of service calculated?

A. Years of service is calculated in 2 different ways for this plan, and refers to PERS-eligible service:

- For the match calculation, years of service is calculated based on all of the employees' cumulative benefited CBJ service regardless of breaks in service. Periods of Leave without pay do not count.
- For the vesting calculation, years of service is based on cumulative benefited service **after July 1, 2023** (start date of this 401(a)-match plan):
 - 20% after 1 year
 - 40% after 2 years
 - 60% after 3 years
 - 80% after 4 years
 - 100% after 5 years
- Those who reach the age of 59 and ½ will automatically be vested at 100% regardless of years of service.
- If a rehired CBJ employee previously cashed out their 401(a)-matching account, their vesting time will be restarted with reemployment.

Q. How is this contribution invested?

A. The matching funds are placed in a 401(a)-retirement account.

Q. Can I manage how the 401(a) funds are invested?

A. Yes, you can manage this account in the same way you can manage your 457 funds.

Q. I already contribute the max allowable to my 457 account every year, does the CBJ match go towards that max?

A. No. These funds are placed in a separate 401(a) plan that does not count towards the allowable 457 maximum.

Q. Do I need to enroll in the new 401(a) plan or initiate the deduction in some way?

A. No. Once you enroll in a 457 MissionSquare account, the CBJ 401(a) match will automatically begin.

Q. I contribute to both pre-tax and ROTH accounts. Will my match be based on both?

A. Yes. The CBJ match will contemplate your total overall contributions to your 457 accounts.

Q. If I stop or change my contributions, what happens?

A. The CBJ match will stop, or change based on your deduction changes.

Q. I have more questions. Who can I talk to at CBJ?

A. The Payroll division of Finance is happy to talk to you. Email: Payroll.Office@juneau.gov or call 907-586-5215 ext 4902