



INTER OFFICE MEMORANDUM

TO: CITY STAFF

FROM: Deferred Compensation
Committee

SUBJECT: Rollover of Compensatory Time,
Management Leave and Vacation into
Deferred Compensation Plan Account

DATE: May 22, 2020

Participants enrolled in the ICMA-RC 457 Deferred Compensation program may rollover the cash equivalent of their Compensatory Time, Management Leave, and Vacation up to the cash out/buy-back maximums allowed in their respective Memorandum of Understanding and/or City policies and that will not exceed the statutory maximum annual contribution. The 2020 statutory maximum annual contribution is \$19,500 and \$26,000 for participants who are age 50 and over. This opportunity is available during the first two (2) weeks of December and the first two (2) weeks of June each calendar year. The deadline for the June 2020 rollover is June 10, 2020.

To rollover hours, employees must complete the *Deferred Compensation Rollover Form* and submit it their department payroll reporter. Department payroll reporters must verify rollover hours and submit the form to Lisa Lavatai -Benefits Representative, LLavatai@oaklandca.gov or fax to (510) 238-2976. The form is available at www.oaklandca.gov/benefits in the Forms section.

If you are a participant and plan to take advantage of this benefit, please allow 30 days for the funds to be automatically transferred to your Deferred Compensation account.

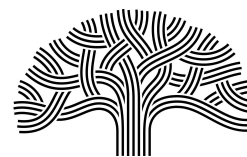


Ian Appleyard
Director, Human Resources Management

Attachment

- Deferred Compensation Participant Rollover Form

Deferred Compensation Participant Rollover Form - Active and Separating Employees



Mailing Address: City of Oakland - Benefits Unit
150 Frank H Ogawa Plaza, Suite 3341
Oakland, CA 94612

FAX: (510) 238-6560
Email: LLavatai@oaklandca.gov

Participant Name: _____ Employee ID: _____

Mailing Address: _____
Street Address City State Zip Code

Separation Date (if applicable): _____

Please indicate which account you would like your hours deducted from:

	<u># of Hours</u>
Compensatory Time*	_____
Management Leave*	_____
Vacation*	_____
Sick Leave (employees separating from Service)	_____

I hereby authorize and direct my employer to deduct the following amount of hours from my account and deposit the cash equivalent into my Deferred Compensation Account. I understand that my deposit cannot exceed the maximum leave cash out/buy-back allowed in my respective MOU and/or City policy and the statutory maximum annual IRS contribution.

Total Hours: _____

Pay period end date you wish to rollover to be processed: _____
(separating employees only)

Equivalent Dollar Amount (hours x hourly rate of pay): \$ _____

Notification of Acceptance - Deferred Compensation Plans

I hereby agree to defer my right to receive compensation in lieu of having my comp time, management leave, and/or vacation leave hours deposited into my deferred compensation account up to the maximums allowed per IRS regulations and my respective MOU and/or City policy.

Participant Signature Date

Departmental Payroll Representative Signature Date

Plan Administrator Signature Date

*** Active Employees:** Rollover hours must be verified by your Department Payroll Representative to confirm compliance with applicable MOU and City leave cash out/buy-back limits. Your form must be turned in by the second week of June or by the second week of December to be processed. Once received, monies will be automatically transferred to your deferred compensation account within 30 business days from your date of request.

For HR Use Only

Deferred Comp: _____

Catch-Up: _____

My City Benefits

Human Resources Management

Deferred Compensation Participant Rollover Form Instructions

Employee

1. Complete form and submit to your department payroll representative.

Department Payroll Representative

1. Verify the requested rollover hours are eligible for cash out/buy-back under the employee's Memorandum of Understanding (MOU) and/or City policies.
2. Verify the requested rollover hours do not exceed the annual cashout/buy-back maximum allowed in the employee's respective MOU and/or City policies. You must include previous leave cash outs and rollovers processed during the calendar when making this determination.

For example, if the employee is eligible to cash out a maximum of 20 days of vacation each calendar year and the employee cashed out 10 days of vacation in March and rolled over 5 days of vacation in June, the employee is eligible to rollover a maximum of 5 days of vacation in December.

3. If the requested rollover hours exceed the applicable MOU and/or City cash out/buy-back limit, request that the employee revise the form accordingly.
4. If the requested rollover hours are in compliance with applicable MOU and/or City cash out/buy-back limit sign and date the Departmental Payroll Representative Signature line and submit the form to:

Lisa Lavatai – Benefits Representative
LLavatai@oaklandca.gov

or

FAX to (510) 238-6560

5. The Benefits Unit will verify the rollover amount does not exceed the 457 Deferred Compensation annual contribution maximum and return the signed form to the Department Payroll Reporter.
6. When the Department Payroll Reporter receives signed form from the Benefits Unit, **submit the Deferred Compensation Rollover form and payroll back-up documents to Central Payroll.**