

## Appendix A

### Basic Plan Criteria for Defined Contribution 401 (a) Plan with 457 (b) supplement

- I. Plans 401(a) (with 457 (b) supplement)
- II. Participants-Regular full-time employees
- III. Eligibility
  - a) For employees hired on or after July 1, 2012
  - b) Date of hire (upon 401(a) contract effective date)
- IV. Vesting Schedule
  - a. Year 1-0%
  - b. Year 2-20%
  - c. Year 3- 40%
  - d. Year 4-60%
  - e. Year 5-80%
  - f. Year 6-100%
- V. Contribution
  - a. Employee mandatory contribution of 5%
  - b. City Contribution of 5%
  - c. Employee voluntary contributions available
  - d. City matching employee voluntary contribution maximum 3%
- VI. Withdrawal for emergency due to severe financial hardship can only be caused by illness or accident
- VII. No loans
- VIII. Forfeitures of unvested city contributions will be used to reduce city's contributions
- IX. Investments
  - a. Investments controlled by employee for both employee and city contributions