

Overview

CCRTA is proud of its employees and recognizes that they are the reason for making the Agency what it is today – a sustainable transportation network. Since CCRTA and its employees do not participate in the Social Security portion of the **FICA** tax, **two retirement plans** have been established to provide a retirement plan that fully integrates with the Agency's overall benefit plan. Included is the Employees' **Defined Benefit Plan (DB)** which is 100% funded by CCRTA. The Plan provides a monthly benefit to retirees and surviving spouses based on factors tied to salary and length of service. Funds from this plan can only be accessed by participants at retirement or early retirement age. This plan also includes a disability feature.

To supplement the **Employees' Defined Benefit Plan**, CCRTA sponsors a **Defined Contribution Plan (DC)** which is funded 100% by participants and requires pre-taxed **mandatory** contributions at the current rate of 7.51% as a condition of employment. These contributions are deposited in a **separate account** from the **Employees' Defined Benefit Plan** since funds may be accessed upon termination, retirement, or both. The Plan also allows for employees to make contributions beyond the mandatory rate but on an **after-tax** basis. Unlike the Employees' Defined Benefit Plan, this plan offers participants investment options that may either be managed by the participant or the investment plan trustee. Assets of both **defined plans** are maintained under a trust agreement with Wells Fargo Bank (Trustee). The trustee carries out separate investment policies established by the CCRTA Board of Directors consistent with purposes of the plans and all applicable laws.

Separately from these two plans, CCRTA also offers pre-taxed voluntary options in 457 plans.

To help the reader understand the differences between the two plans, CCRTA is providing the following links.