

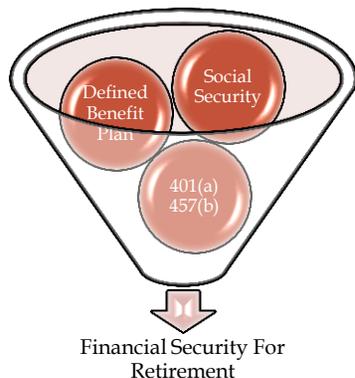


## Spalding County also participates in Social Security

Social security is funded 50/50 by Spalding County and the employee.

Eligibility for full retirement ranges from age 65 to 67 (depending on your year of birth).

Early retirement at age 62 with reduced benefits.



## Who We Are

### About Us

Spalding County partners with GEBCorp to provide retirement plans for our employees. GEBCorp is ACCG retirement services.

### Contact Us

Spalding County Human Resources

Wendy Law, Assistant to HR Director

Phone: 770-467-4231

Email: [wlaw@spaldingcounty.com](mailto:wlaw@spaldingcounty.com)

### GEBCorp

Larry Rothermel, Representative

Phone: 770-601-7179

Email: [larryrothermel@gebcorp.com](mailto:larryrothermel@gebcorp.com)

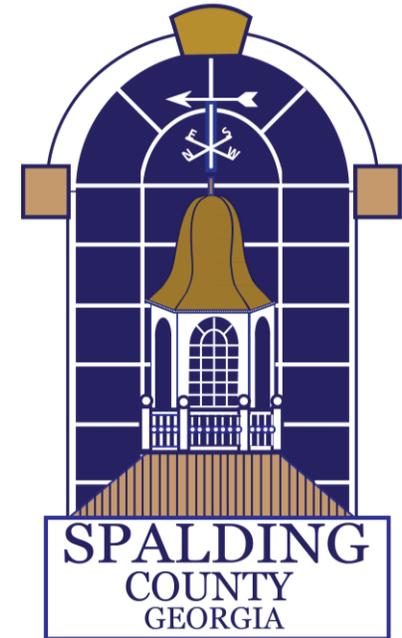
Web: GEBCorp.com



## Spalding County Government

P.O. Box 1087

Griffin, GA 30224



# Spalding County Government

*Retirement Benefits*

## 3-Tier Retirement Plan

### Tier 1 - Defined Benefit Pension Plan

100% funded by Spalding County (no employee contributions required).

Eligible for full retirement at age 65.

Early retirement at age 55 with 15 years of service (actuarially reduced).

Benefit is 1% of your average salary multiplied by your years of credited service.

100% vested after 5 years of service.

Multiple payment options are available and include survivorship and certain lifetime options.



### Tier 2 - 401(a) Defined Contribution Plan

100% funded by Spalding County (no employee contributions required).

Matches 50% of contributions to your 457(b) Deferred Compensation Plan (up to 2% total).

Eligible for retirement distribution at age 59 ½ with no tax penalty (distributions before 59 ½ incur a 10% tax penalty).

100% vested after 5 years of service.

Payment options include: lump sum, periodic payments or a rollover into another qualified plan upon separation of employment.

---

*You select where to invest the 401(a) contributions from a variety of available choices.*

---

### Tier 3 - 457(b) Deferred Compensation Plan

100% funded by the Employee.

Maximum contribution changes annually (\$18,000 in 2015).

Eligible for distribution at separation of employment with no age restriction or penalty.

100% vested from day 1.

Payment options include: lump sum, periodic payments or a rollover into another qualified plan upon separation of employment.

You can make contributions on either a pre-tax basis or after-tax (Roth) basis.

---

*You can invest the 457(b) contributions in a variety of choices ranging from mutual funds to a self-directed brokerage account.*

---