
OPEN ENROLLMENT / 2024

Dauphin County, PA Deferred Compensation Plan

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2024 New Hire Information

- *You can enroll in the deferred compensation plan at any time throughout the year.*
- *If you are not participating, you are not collecting Dauphin County's \$4 per pay additional employer contribution, which amounts to \$104 per year (26 pays).*
- *You can enroll in the Plan for as little as \$10 per pay and receive the full employer contribution. If you contribute more than \$10 per pay, the employer contribution does not increase. It is fixed at \$4.*
- *Contributions may be either or both Traditional (pre-tax) and Roth (after-tax) 457(b) deferrals. The combination of the two must add up to at least \$10 and cannot exceed \$22,500 in 2023. **2024 contributions limits have not been announced yet.***
- *For 2023, a catch-up contribution of \$7,500 is available to participants age 50 or older. This would provide a maximum contribution of \$30,000 to participants age 50 or older. There is also a special catch-up contribution available to eligible employees, which provides a maximum contribution of \$45,000.*
- ***Do not underestimate the impact of starting young and investing small amounts every pay.** The compounding effect of investing can add up to significant retirement savings, especially when you start in your 20's and 30's. Consider enrolling today.*

How to Enroll

Get Prepared

The best way to get started is to visit the Plan's web portal at www.dauphincountydcplan.com or the Dauphin County Internet site. There you will find information on enrolling, a wide array of educational resources, links to the Alerus participant website, Plan news, and access to the Plan's investment advisory representatives who can assist you with your investment decisions and retirement planning. There is a complete section covering enrollment. When you access the plan web portal for the first time, you will need to create a unique login under "Not a Member? Sign Up".

Online

The plan has switched to electronic enrollment. Follow the instructions on the web portal, enrollment section. If you have questions or issues enrolling online, please contact the Plan's investment advisor representative, **Stephen Hetrick**, at **717-545-1447** or **hetrick@retirementc.com**.

When enrolling online, we recommend that you use your personal email address when creating your login with Alerus. Should you leave employment, this will ensure that you continue to receive communications from the plan.

Changes to the Plan Document

Plan Document Amendments

In addition to the standard CARES and SECURE act plan amendments, in 2022 Dauphin County elected to add two optional amendments. These additional amendments are designed to make it easier for participants to access their money while employed. They both began in January of 2023. We are including them here to remind you of their addition.

QUALIFIED BIRTH OR ADOPTION DISTRIBUTIONS (QBAD'S)

The Plan will permit participants to request in-service distributions up to \$5,000 within one year of the birth or adoption of a child. The distribution is taxable, but a participant may later repay the amount to the Plan and treat it as a rollover for tax purposes. The starting date will be 1/1/2023. Distributions will occur from vested balances, which is 100% of all balance sources. QBAD's will not be available to participants who sever employment because they can make distributions without cause.

AGE 59.5 IN-SERVICE DISTRIBUTIONS

Participants who attain the age of 59.5 are eligible to take in-service distributions without cause.

Additional Resources

Open Enrollment Videos

Videos are available on Dauphin County Intranet Site or Plan Web Portal.

Plan Web Portal and Intranet Site

There are two ways to access educational and how-to information on the Plan. Years ago, Retirement Collaborative LLC created the Plan's web portal as a centralized location to access plan information. You can access the website from your smartphone, tablet, or computer at www.dauphincountycplan.com. The first time you log onto the site, you will need to create a username and password by selecting "Not a Member/Sign Up."

Some of the information found on the plan's web portal is also on the Dauphin County intranet site. Both sites are designed to provide you with plan information, news, and instructions on how to access the services provided by Alerus and Retirement Collaborative LLC.

Alerus Participant Website and Mobile App

The Alerus participant website is where you go to access your account. The also have a mobile app available in the Apple App and Google Play stores. It is called Alerus Retirement. As mentioned above, the Plan has moved to electronic servicing that includes enrollment, loan processing, beneficiary changes, and distributions. It is important that you are able to access Alerus's site. If you are having issues, you can view the page on the plan's web portal titled [Access Alerus Website](#) or call Alerus at **(800) 433-1685**.

Personalized Wealth Management Websites

Would you like to find out if you are on track to meeting your financial goals; such as retirement, education planning, or determining whether you have an appropriate amount of insurance? If so, you should check out Retirement Collaborative LLC's personalized wealth management website service. To access your personalized wealth management website, contact Stephen Hetrick, and he will create one for you and show you how to get started. There is no additional fee for using the site and its planning workshops. If you would like Mr. Hetrick to do the data entry and prepare a full cash flow analysis for you, he will provide this additional service to Dauphin County employees at a reduced fee of \$250.

Free Portfolio Risk Analysis

Retirement Collaborative LLC will work with you to assess your risk profile, goals and objectives, and investment strategy. To schedule a free review, [email Stephen Hetrick](mailto:stephen@retirementc.com) or access the [Investment Help](#) section of the web portal. After completing a 5-minute questionnaire, Mr. Hetrick will contact you via email or the phone to discuss his analysis.

Retirement Meetings

Are you thinking of retiring within the next three years or sooner? If so, you can schedule a free meeting with us to discuss the issues you face when making retirement decisions; such as, which pension option is best for my needs? What should I do with vacation and sick leave? Are my investments positioned properly for retirement? We can help you answer those questions and many more. To schedule your retirement meeting, follow the steps below.

Schedule a Meeting or Call

Scheduling an appointment with Stephen Hetrick is easy. If you have access to the internet, use the link <https://calendly.com/stephenhetrick> to schedule your meeting, or visit the web portal's Contact Us page. If you do not have access to a computer, please call 717-545-1447. If Mr. Hetrick is not available to take your call, please leave a message with dates and times that you would be open to call or meet.

retirement 
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