

**General Information**  
**Deferred Compensation and HRA Plans**

DEFERRED COMPENSATION PLANS								
Type	Provider	Plan #	Employees	Rep Units	EE/pay period	ER/pay period	Frequency	Contract
457(b)	<a href="#">Nationwide</a>	City of Sac 457(b) 005551-5001	Career Employees	Career EEs	IRS limits apply	none	Every pay period	Until 9/30/2028 - auto renews for 1 year periods, unless either party gives notice of non-renewal not less than 90 days prior to expiration of original term or any subsequent 1 year term.
401(a)	<a href="#">Nationwide</a>	Management Employees 005551-6001	Exempt Mngmt, Mngmt Support, Exec. Mngmt, Mayor/Council Support	01, 14, 20, 21	5%	4%	Every pay period	Until 9/30/2028 - auto renews for 1 year periods, unless either party gives notice of non-renewal not less than 90 days prior to expiration of original term or any subsequent 1 year term.
401(a)	<a href="#">Nationwide</a>	City Council 005551-7001	City Council	23	5%	4%	Every pay period	Until 9/30/2028 - auto renews for 1 year periods, unless either party gives notice of non-renewal not less than 90 days prior to expiration of original term or any subsequent 1 year term.
401(a)	<a href="#">Nationwide</a>	WCOE, L39 Supv, Confidential 005551-8001	WCOE, L39 Supv, Confidential, Executive Management Support	10, 11, 15, 22	2%	2%	Every pay period	Until 9/30/2028 - auto renews for 1 year periods, unless either party gives notice of non-renewal not less than 90 days prior to expiration of original term or any subsequent 1 year term.
401(a)	<a href="#">Nationwide</a>	Buildings & Trades 0060528001	Buildings & Trades (BLT) (only specific classifications per labor agreement)	06	2%	2%	Every pay period	Until 9/30/2028 - auto renews for 1 year periods, unless either party gives notice of non-renewal not less than 90 days prior to expiration of original term or any subsequent 1 year term.
HEALTH REIMBURSEMENT ARRANGEMENT PLANS FOR RETIREE HEALTH								
Type	Provider	Plan #	Employees	Rep Units	EE/pay period	ER/pay period	Frequency	Contract
HRA	<a href="#">MissionSquare</a>	803453	WCOE	11	\$20.00	none	1st (2) paychecks/month	Auto renews annually on 3/6. 60 days notice of termination required.
HRA	<a href="#">MissionSquare</a>	803599	SCXEA hired w/ City prior to 8/8/2015	01, 10, 14	\$25.00	none	1st (2) paychecks/month	Auto renews annually on 3/5. 60 days notice of termination required.
HRA	<a href="#">MissionSquare</a>	803454	SCXEA hired w/ City on or after 8/8/2015	01, 10, 14	2%	none	1st (2) paychecks/month	Auto renews annually on 10/1. 60 days notice of termination required.
HRA	<a href="#">MissionSquare</a>	803568	447	07	\$10.00	none	1st (2) paychecks/month	Auto renews annually on 1/1. 60 days notice of termination required.
HRA	<a href="#">IAFF MERP</a>	IAFF MERP	522	05	\$37.50	none	1st (2) paychecks/month	N/A - not a City of Sacramento plan. Contributions begin 5/14/24
HRA	<a href="#">PORAC RMT</a>	PORAC RMT	SPOA	02	\$87.50	none	1st (2) paychecks/month	N/A - not a City of Sacramento plan. Contributions begin 6/25/24
Closed to enrollment								
HRA	<a href="#">MissionSquare</a>	800137	522 hired w/ City prior to 1/1/2020	05	n/a	n/a	n/a	Until 5/9/25 then auto renews annually. 60 days notice of termination required. EE contributions stop 4/16/24.
HRA	<a href="#">MissionSquare</a>	800138	522 hired w/ City on or after 1/1/2020	05	n/a	n/a	n/a	Until 5/9/25 then auto renews annually. 60 days notice of termination required. EE contributions stop 4/16/24.
HRA	<a href="#">MissionSquare</a>	803742	SPOA hired w/ City prior to 9/3/2013	02	n/a	n/a	n/a	Auto renews annually on 1/1. 60 days notice of termination required. EE contributions stop 5/28/24.
HRA	<a href="#">MissionSquare</a>	803743	SPOA hired w/ City on or after 9/3/2013	02	n/a	n/a	n/a	Auto renews annually on 1/1. 60 days notice of termination required. EE contributions stop 5/28/24.

[City of Sacramento Deferred Compensation web page](#)

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<https://www.cityofsacramento.gov/HR/employee-retiree-benefits>