

County of Santa Barbara

Policies and Procedures

Other Post-Employment Benefits (401(h) Account) Funding Policy

Adopted by the Santa Barbara County Board of Supervisors

Effective – ~~March 2016~~ January 2026

Purpose:

The purpose of this policy is to provide for stable long-term funding of the County's Other Post-Employment Benefit Plan (the "Plan"). The Plan is governed by Regulations Governing Payment of Retiree Health Benefits from a 401(h) Account adopted by the County Board of Supervisors in September, 2008, as amended (the "Regulations"). This policy is adopted pursuant to Section 4.02 of the Regulations.

Policy Objectives:

1. The principal goal of this policy is to ensure that future contributions and current Plan assets are sufficient to provide for all benefits expected to be paid to members and their beneficiaries.
2. This policy seeks to fund not only current Plan obligations but to progressively fund long term liabilities of the Plan and achieve full funding by 2034 over a 19-year period. In doing so, this policy seeks to fund liabilities as they accrue rather than leaving such funding for future generations.
3. This policy seeks to manage and control future contribution volatility to the extent reasonably possible, consistent with other policy goals.

Policy Provisions:

The County will provide minimum annual contributions to the Plan at a level equivalent to 41.5% of total pensionable payroll for all County employees participating in the Santa Barbara County Employees' Retirement System (SBCERS) 401(a) pension plan. It is expected, based on County analysis of recent ~~current~~ projections ~~of by~~ the SBCERS actuary, that contributions at this rate ~~over a 195-year period~~ will meet or exceed the amount necessary to provide sufficient assets to support future benefits by the year 2034, if plan assumptions are met. Such funding level is subject to reconsideration and adjustment based on extraordinary investment gains or losses or other material changes in circumstances. Expenditures pursuant to this policy shall be subject to Board of Supervisors appropriation annually. Nothing in this policy is intended to create vested rights to Plan benefits or to modify or limit the authority of the Board of Supervisors pursuant to the Regulations, including without limitation Article III or Article XI of the Regulations.