



INTER-OFFICE MEMORANDUM

TO: Participants in 401(a) Defined Contribution Plan

FROM: Patrick J. O'Connor, Finance Director
Patrick J. O'Connor

DATE: December 16, 2005

SUBJECT: Ancillary Benefits

As a member of the 401(a) Defined Contribution Plan, you must meet one of the following conditions to continue your ancillary benefits upon retirement from Fulton County. The term "ancillary benefits" is intended to include retiree medical, disability and death benefits but not pension or retirement benefits.

1. Age 65 and 10 years of Creditable Service (as defined below); or
2. Age 60 and 15 years of Creditable Service; or
3. A combined age and years of Creditable Service that equals at least 80, with at least 10 years of Fulton County Service; or
4. For elected officials or department heads who resign, fail to be re-elected or to run for re-election or whose offices are abolished, age 55 and 10 years of Creditable Service; or
5. Total and permanent disability (as defined in the DC Plan), and 10 years of Creditable Service; or
6. For "Peace Officers" (as defined in section 1.27 of the defined benefit plan document), total and permanent disability due to an injury sustained in the line of duty.
7. Until remarriage, a spouse of a Fulton County employee may receive ancillary benefits if the Fulton County employee died while actively employed by Fulton County with 10 years of Creditable Service.
8. Until remarriage, a spouse of a Fulton County employee who retired from employment with Fulton County may receive ancillary benefits.

On December 18, 2002, the Fulton County Board of Commissioners (BOC) passed a resolution clarifying ancillary retiree benefits for employees participating in the Defined Contribution Plan.

The policy of the BOC states that if an employee transferred from the defined benefit plan (the old plan) to the defined contribution plan (the new plan) prior to December 18, 2002, then the employee shall receive all ancillary benefits available to them in the old plan.

Therefore, if you are a member who transferred from the old plan to the new plan before December 18, 2002, generally, you may also be eligible for ancillary benefits upon retirement if you meet one of the following:

1. Early Retirement: 15 years of service
2. Peace Officer with 25 years of Creditable Service and at least age 55
3. Reduction in Force: 10 years of service and age 55 deferred ancillary benefits: