

**SAN DIEGO COUNTY EMPLOYEES RETIREMENT ASSOCIATION**  
**VESTING – PRE-ERISA CODE SECTIONS 401(a)(4) AND 401(a)(7) POLICY**

**I. PURPOSE**

To provide that, in addition to the requirements under Sections 31485.19 and 31485.22 of the California Government Code, the San Diego County Employees Retirement Association (the "Association") will meet the requirements of pre-ERISA sections 401(a)(4) and 401(a)(7) of the Internal Revenue Code of 1986, as amended (the "Code") which requires 100% vesting in the event of termination of the plan or complete or permanent discontinuance of contributions.

**II. POLICY**

A. Notwithstanding any provision of the Association to the contrary, the Association must meet the vesting requirement of Code section 401(a)(4) and Code section 401(a)(7) as in effect on September 1, 1974. In the event of the termination of the Association or a complete or permanent discontinuance of contributions thereunder, any individual who is a Member at such time shall be 100% vested in his or her Association accrued benefits to the extent required by Code section 401(a)(7) as in effect on September 1, 1974.

**REVIEW**

This policy shall be reviewed by the Board at least every three (3) years and may be amended at any time.

**HISTORY**

June 7, 2012	Adopted, effective immediately
February 5, 2015	Adopted, effective as of the date on which pre-ERISA Code Sections 401(a)(4) and 401(a)(7) or a predecessor thereto first applied to the Association