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## **An Easy Way to Increase Your Retirement Savings**

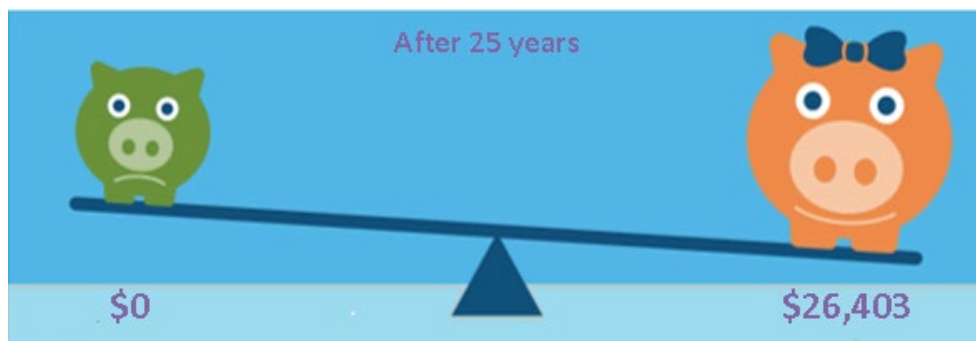
The Minnesota Deferred Compensation Plan (MNDCP) is a voluntary retirement saving plan where a portion of an employee's compensation is set aside to be paid later and is typically tax-deferred. Depending on your bargaining unit or compensation plan, you *may* be eligible for deferred compensation benefits.

- **Deferred Compensation Match** – Eligible employees may receive a state-paid employer match on their deferred compensation contributions on a dollar-for-dollar basis. The amount of the state match is specified in their bargaining agreement or compensation plan.
- **Conversion** – Eligible employees may convert unused vacation and/or compensatory hours to their deferred compensation. The number of hours they may convert is specified in their bargaining agreement or compensation plan.

### **Why Contribute to a Minnesota Deferred Compensation Plan?**

The MNDCP is easy way to supplement retirement income from your Minnesota public pension and Social Security benefits. It's simple to [enroll](#).

**Scenario:** if you contributed a minimum of \$10 per pay period with an annual \$200 match, your balance could grow to \$26,403 over 25 years (6% return assumed, not guaranteed, compounded annually).



### **What am I eligible for, and what are the deadlines?**

The following table summarizes the options available and contract-specified deadlines. For more specific information about your bargaining agreement or plan, refer to the [Labor Contracts & Pay Plans](#) on the MMB website.

Agreement/Plan	Minnesota Deferred Compensation Plan Match	Vacation Leave Conversion	Compensatory Time Conversion
AFSCME	Automatic – if employee has deferred compensation account	No	Yes
Commissioner's Plan	Optional Each year must elect match OR vacation conversion Deadline: June 5	Yes Deadline: June 5	Yes
Managerial Plan	Optional Each year must elect match OR vacation conversion Deadline: June 5	Yes Deadline: June 5	No
MAPE	Automatic – if employee has deferred compensation account	No	Yes
Medical Specialists	Optional Each year must elect match OR vacation conversion Deadline: June 5	Yes Deadline: June 5	Yes
MGEC	Automatic – if employee has deferred compensation account	No	Yes
MLEA	Automatic – if employee has deferred compensation account	No	No
MMA	Optional Each year must elect match OR vacation conversion	Yes Deadline: June 7	Yes
MNA	Automatic – if employee has deferred compensation account	No	Yes
SRSEA	Automatic – if employee has deferred compensation account	No	No

### Additional Deadlines for Fiscal Year (FY) 2025:

If no deadline was listed in the table above, review your contract/plan for eligibility and submission deadlines.

If no deadline is specified in your contract/plan, use these deadlines:

- *Optional deferred compensation match:* The last day to enter in Self Service for FY 2025 is 6/17/2025.
- *Vacation leave conversion:* The last day to enter in Self Service for FY2025 is 6/17/2025.
- *Compensatory time conversion:* The last day to enter in Self Service for FY 2025 is 6/30/2025.

### When Can I Make a Selection for Fiscal Year 2026?

- **Optional deferred compensation match:** The first day to enter in Self Service is 6/18/2025.  
**NOTE:** Automatic deferred compensation matches don't need to be selected.
- **Vacation conversion:** The first day to enter in Self Service is 7/2/2025.
- **Compensatory time conversion:** The first day to enter in Self Service is 7/1/2025.

## Will this affect my paycheck?

Yes. For most employees,

- A conversion generally increases the amount subject to Social Security, Medicare, and retirement (Retirement deductions are only taken on the first 40 hours of vacation and/or comp time converted in a fiscal year).
- An employer match generally increases the amount subject to Social Security and Medicare.

## What do I need to do?

If you are eligible for an option, you can make your selection in Self Service by using the Deferred Comp Conv/Mtch Option page (use [Deferred Compensation Conversion/Match Option](#) instructions).

If you choose not to enter your selection in Self Service, you can submit a paper Selection of Deferred Compensation Option form to your HR/Payroll office.

The [Deferred Compensation Conversion and Match FAQ](#) can help you through the selection process.

**TIP!** Make your selection no later than the pay period end date to be processed in that pay period. The optional state match will occur as soon as possible if you have a deferred compensation (savings plan) deduction in place.

## Questions?

- Try the [Deferred Compensation Conversion/Match Option](#) instructions.
- Check out the [Deferred Compensation Conversion and Match FAQ](#).
- Reference the MMB [Labor Relations page](#) to review your bargaining agreement.
- If you have questions about this information, please contact your Human Resources or Payroll office. You can obtain contact information from within Self Service under “Need Assistance?” select “Employee Contacts.”