



**SAN YSIDRO
HEALTH**

SYHealth Retirement Benefits Information Miniguide

May 1, 2025–April 30, 2026



Your Experience, Your Rewards

TABLE OF CONTENTS

Eligibility	3
When You Can Enroll	3
Retirements Benefits	5
Legacy - 403(b) Retirement Plan	5
EC403(b) Retirement Plan (with 4% Employer Contribution)	5
457(b) Deferred Compensation Retirement Plan	6
162 Bonus Plan	6
Retirement Benefits Directory and Resources	8



Eligibility

Benefit Eligible Employees

Employees working **20** hours or more per week are eligible to participate in the benefit program.

Eligible Dependents

Your eligible dependents include:

- Your spouse (unless you are legally separated)
- Your registered domestic partner
- Your dependent children, up to age 26 regardless of their student or marital status
- Adopted, foster or domestic partner's children
- Your dependent children, if they are incapable of self-support due to physical or mental disability

Coverage may be available for a mentally or physically disabled child who is age 26 or older.

Requirements for such coverage and documentation of disability depend on the insurance carrier.

Please contact benefits@syhealth.org if you believe this applies to your family.

When You Can Enroll

New Hires/Newly Eligible for Benefits

You are eligible for benefits on the first day of the month after 30 days worked. **You have 30 days from the date of your hire to enroll in benefits.** After your initial enrollment, you will have the opportunity to re-enroll in the benefits program each year during the Annual Open Enrollment period, unless you have a Qualifying Life Event. Be prepared to show documentation for qualifying event, such as marriage license, birth certificate or divorce decree.

Qualifying Life Event Change

During the annual open enrollment period, you will have the opportunity to make any changes in your coverage(s) for the next plan year.

Please keep in mind that you will have 30 days from the event date to make any changes and notify the Benefits Team of any changes.

Plan year begins May 1, 2025 and is in effect through April 30, 2026.

After the annual enrollment period, you will only be able to change your coverage if you have a qualifying life event. Qualifying life events include, but are not limited to:

- Change in your employment status (commencement, termination, reduction in hours from full-time of 20 hours/week to part-time 19 hours or less or vice versa) or change to per diem employment
- Change in marital status (marriage, death of spouse, divorce, legal separation)
- Change in dependents (birth, death, adoption, and child support order)
- Special enrollment rights under Health Insurance Portability Accountability Act ("HIPAA")
- Medicare or Medicaid entitlement for you, your spouse, or dependent (60 days)

When Coverage Ends

If your employment at San Ysidro Health ends, your medical, dental, and vision coverage will end on the last day of the month of your termination date. Other circumstances which may result in termination of coverage for you and/or your dependents include: reduction in regular hours, divorce/legal separation, and dependent children who reach age 26. Your FSA will terminate on the date of termination.

Retirements Benefits

Legacy - 403(b) Retirement Plan

San Ysidro Health offers a voluntary 403(b) retirement plan to help employees save for their financial future. The 403(b)-retirement plan is provided by Plan Member Services and allows you to establish tax advantaged accounts to help you save for retirement. You may enroll in the plan at any time and choose to make pre-tax or post-tax Roth contributions to your account. Adjustments can be made to contributions throughout the year. Financial advisors are available to employees to assist with enrollment and provide annual account reviews.

You may create and manage your account online. Savings are directly deposited from your paycheck into the investment option you prefer. This is a long-term retirement investment plan, not a short-term savings account. Qualified distributions begin as early as age 55. In addition, there are loan provisions and hardship distributions if funds are needed earlier. Early withdrawals may be subject to a 10% penalty in addition to applicable taxes.

For 2025, the maximum employee contribution limits are as follows:

- \$23,500, for individuals under age 50
- \$7,500 catch up, for individuals age 50-59 and 64 and older
- \$11,250 catch up, for individuals age 60-63

EC403(b) Retirement Plan (with 4% Employer Contribution)

San Ysidro Health is proud to offer an employer-funded 403(b) plan to support employees in building their retirement savings. The plan is auto-enrolled and you can adjust your employee contribution throughout the year. Employees receive an employer contribution equal to 4% of their pay. There is no requirement to make an employee contribution to receive the 4% employer contribution.

Key Features:

- Employer contributions become fully vested after three years of service.
- Employees are automatically enrolled but may opt out before contributions begin.
- Employees may also make pre-tax or post-tax (Roth) contributions to further maximize their savings.
- Qualified distributions begin as early as age 55, with hardship withdrawals available if funds are needed sooner. Early withdrawals may be subject to a 10% penalty and applicable taxes.

Electing to receive 403(b) employer contributions will discontinue current and future contributions to the 162 Plan. Employees who wish to continue receiving 162 Plan contributions may make a one-time opt-out decision from the 403(b) employer contributions.

For 2025, the maximum employee contribution limits are as follows:

- \$23,500, for individuals under age 50
- \$7,500 catch up, for individuals age 50-59 and 64 and older
- \$11,250 catch up, for individuals age 60-63

457(b) Deferred Compensation Retirement Plan

San Ysidro Health offers a 457(b) retirement plan as an additional tax-advantaged savings option for select Benefit eligible employees. This plan is provided by Plan Member Services and allows employees to make pre-tax contributions in addition to their 403(b) account. Financial advisors are available to assist with enrollment and provide annual account reviews. For more information, contact DeGrazier & Associates at (858) 558-2300.

All contributions are made exclusively by the employee through payroll deductions on a pre-tax basis, providing immediate tax savings. Employees may contribute to both the 403(b) and 457(b) plans. Early access to funds is limited and permitted only in cases of unforeseeable emergencies.

2025 Employee Contribution Limit:

- \$23,500, for all employees
- No age based catch up allowed

162 Bonus Plan

San Ysidro Health's Leadership Team is proud to be able to offer the 162 Bonus Plan for employees who are the heart of the organization. SYHealth is committed to your financial well-being. One way we want to support you is through helping you prepare for your retirement. We offer the SYHealth 162 Bonus Life Insurance & Supplemental Retirement Plan ("the plan") which is completely funded by SYHealth and can provide you with a tax advantage way to supplement your retirement savings and provide you additional life insurance benefits. The Life Insurance and retirement account are provided through Pacific Life. SYHealth is engaged with The Hebets Company, an NFP company, and the "Plan Manager" to design, implement, communicate, record keep and manage The Plan. For information contact The Hebets Company at (602) 840-7505.

The plan has two main benefits:

- Additional Life Insurance Protection (for those that qualify)
- Supplemental Retirement Fund (Cash value in the policy)

Eligibility Information:

This plan is offered to eligible San Ysidro Health's employees on January following one full year of service. The HR Benefits team will inform employees of enrollment period once eligible.

Life Insurance Qualification:

- Age 70 & Younger (generally no medical background information required)
- Age 71 & Older (You must qualify medically for the coverage)

All the contributions to this plan are made by San Ysidro Health on the employee's behalf as long as the employee continues to participate in the plan and is actively working at San Ysidro Health at the eligibility level.

San Ysidro Health will provide a percent by annual bonus in pay. The bonus will be automatically set aside as a budget towards your income tax on the overall bonus. An amount will be deducted from your paycheck and credited as a contribution to a plan that will provide you with the two main components (Additional Life Insurance and Supplemental Retirement Funds). As the owner of the life insurance policy, the employee can access the cash value available in their plan at any age, for any reason, with no IRS early withdrawal penalties. Because employees own the life insurance contract, at termination of employment, the employee will be able to keep their policy in force for as long as they want to. Depending on how long the employee has been participating in the plan, they may or may not need to continue paying premiums to maintain their policy. The employee will continue to have access to the cash available in their policy.

2025 Retirement Plan Options

	162 Bonus Plan (AVAILABLE NOW)	Non-ERISA 403(b) Traditional (AVAILABLE NOW)	Employer Contribution 403(b) - ERISA (OE 2025)	457(b) Deferred Compensation Retirement Plan (OE 2025)
Eligibility	All employees with 1 year of service Enrollment begins the following year Excludes part time and per diem	All employees are eligible to enroll, at any time.	All employees are automatically enrolled (opt out allowed) Excludes part time and per diem	Supervisory employees Ideal for employees who have maxed out their traditional or ERISA 403(b)
Waiting Period	1 Year	None	None Employer contribution begins 90 days after eligibility	None
Contributions (2025)	Employer Bonus	Employee deferrals up to \$23,500	Employee deferrals up to \$23,500 plus employer contribution	Employee deferrals up to \$23,500
Age 50 Catch up (2025)	Not Applicable	Up to \$7500	Up to \$7500	No
Age 60-63 Catch Up (2025)	Not Applicable	Up to \$11,250	Up to \$11,250	No
Pre-Tax / Tax Deferred	Only tax deferred growth	Yes	Yes	Yes
Roth Option	Not Applicable	Yes	Yes	No
Vesting	No	No	3 Years (Employer Contribution)	No
Loans Permitted	Yes	Yes	No	No
Penalty Free Distributions	Retirement Age	Age 59 1/2 or retirement after age 55	Age 59 1/2 or retirement after age 55	Severance from employment or age 73 if still working
Additional Distribution Options	Not Applicable	Purchase of 1st Home / Hardship	Purchase of 1st Home / Hardship	Unforeseeable Emergency

Retirement Benefits Directory and Resources

CARRIER	PHONE/FAX/EMAIL	WEBSITE
162 Bonus Retirement Plan	P: 602.840.7505 E: hcadmindept@nfp.com	https://www.hebetsco.com/
403(b) Retirement Plan	DeGrazier & Associates P: 858.558.2300 sdegazier@planmembersec.com	www.planmember.com/enrollnow
San Ysidro Health HR Contact: Benefit Team	P: 619.662.4100 Email: benefits@syhealth.org	HR Intranet