

**Willamette Education  
Service District**

Code: **DLBA**  
Adopted: 7/8/03  
Readopted: 7/12/05; 4/06/10; 1/10/12  
Orig. Code(s): None

**Tax Sheltered Annuities and Deferred Compensation/Payroll Deductions**

The ESD may, through the negotiations process, allow certain voluntary deductions from payroll checks. Voluntary deductions are discussed in the collective bargaining agreement.

The Board makes available to all eligible employees allowed under IRS regulations fixed or variable annuities and deferred compensation programs authorized by the federal and state governments. Under such programs, each salaried employee has the right to have the cash compensation to which otherwise entitled for service rendered reduced by an amount specified by the employee but not in excess of the "exclusion allowance" afforded by the Internal Revenue Service.

Companies which were participating in the annuity and deferred compensation programs in this ESD on January 1, 1985, may continue to solicit individual contracts from ESD personnel; any company not participating as of that date may become a participating carrier by showing evidence that they have sold at least ten individual contracts to personnel of the ESD and have obtained the written approval of the ESD Superintendent.

The Director of Business Services is designated as the agent of the ESD with authority to execute such applications for annuities and such other forms or documents as may be required in the administration of the plans.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125\(7\)](#)  
[ORS 652.140](#)

**Cross Reference(s):**

DL - Payroll