



CITY OF RENTON | TIAA PLAN NUMBER: 406078
457 Deferred Compensation Plan Deferral Election Form

Please submit this form to Human Resource - Benefits.

Employee Name: _____ Last Four of SSN: _____

1. **Deferral Authorization:** I authorize the City of Renton to deduct the following amount from each paycheck, to be contributed to my 457 Deferred Compensation Plan, administered through TIAA:

	Dollar amount <u>per check</u>		Percent of gross pay*
Pre-tax contributions	\$ _____	or	% _____
After-tax Roth contributions	\$ _____	or	% _____
TOTAL (per check)	\$ _____	or	% _____

* Note: Deductions are calculated on gross pay and taken to the extent possible after mandatory deductions, such as PERS. For example, if you elect 90% of pay, that full amount will not be taken, if more than 10% of pay went to other deductions.

2. **Effective date:**

- ☐ Begin deferral on the **10th paycheck of the month following the date the election is signed.**
- ☐ Begin deferral on the **25th paycheck of the month following the date the election is signed.**

If left blank, change will be effective on the 10th paycheck of the month following the date of election.

3. **Maximum deferral limit (optional):** The IRS limits the amount you may contribute to a deferred compensation plan each calendar year. Both your employee contributions and the City of Renton employer contributions made on your behalf count toward the limit. Payroll deductions will stop automatically if you reach the annual limit, and will restart in January. The IRS increases the limits occasionally based on inflation. If you have contributed to a plan through another employer this calendar year, please notify HR, so that your maximum can be adjusted.

2021 Normal Annual Limit \$19,500

2021 Age 50 Catch-up Limit \$26,000 (Anyone reaching age 50 by the end of year, may contribute an additional \$6,500, for a total of \$26,000)

- ☐ Optional election: Based on my deferral amount, I elect to exceed the above limits, up to the:
2021 Pre-retirement Catch-up Contribution \$39,000. To use this option, you must meet the eligibility criteria below, and must designate the year of your "normal retirement" for the purpose of the catch up. The year you designate is for deferral purposes only, and does not required that you actually retire during that year. The catch-up can be used for the 3 consecutive years *preceding* the year you designate as your normal retirement year. I am designating my normal retirement year as _____.

You may be eligible to contribute the normal \$19,500, plus an additional \$19,500, up a maximum annual contribution of \$39,000, provided that you also meet the following criteria:

1. You have not contributed the maximum in each year you were eligible to participate in the plan, and
2. You are within 3 years of being eligible to retire under PERS or LEOFF, without actuarial reduction for early retirement, as listed below.

LEOFF: Age 53 with 5 years of service

PERS: Age 65 with 5 years of service, or age 62 with 30 years of service

Note - there are a few exceptions for PERS 3. See HR if you have questions.

By signing, you authorize the payroll deductions for the contribution amount above. This agreement will continue to be in effect as long as you are an active employee with the City, unless you submit a new Deferral Election Form. This agreement supersedes any previous Deferral Election Form.

Employee Signature _____

Date _____

HR use only: ☐ Normal limit ☐ Age 50 limit ☐ Pre-retirement Limit

Approved by: _____

Date _____