



DEFERRED COMPENSATION PLAN - SUPPLEMENTAL BENEFIT LEAVE PAYOUT ROLLOVER

Leave payouts are eligible for deferral into the Deferred Compensation Plan, within annual IRS deferral and catch-up limits. Deferred comp accounts have certain tax advantages as outlined in Section 457(b) of the IRS tax code.

If you do not yet participate in deferred comp, you will need to enroll in the plan. There are a number of HR, payroll, and retirement system deadlines that could take up to two months, so the sooner you enroll the better. (You need to have at least one payroll deferral into your new deferred comp account in order to roll over your leave payout.)

See the deferred comp *Features and Highlights* for more information on the plan.

To Enroll in Deferred Comp

Visit www.SERS.pa.gov, click on the Deferred Compensation Plan graphic, and “Enroll Now”.

To Defer Your Leave Payout

- 1 Contact your HR office to learn if you are eligible for a leave payout and the amount.
- 2 Contact a deferred comp representative at 1.800.633.5461 - option 1, to discuss the rollover process and if you can make catch-up contributions.
- 3 Submit a *Sick and Annual Leave* form, available after you [sign into your personal deferred comp account](#) and from your deferred compensation representative. Your form should be submitted 45 days before you receive your leave payout.

2019 Contribution Limits

- Combined maximum limit of 100% of your compensation or \$19,000, whichever is less, for all retirement contributions in 2019.
 - Dollar amount contributions: \$5 minimum per pay period
 - Percent contributions: 0.5% minimum per pay period (increases may be in increments of 0.5%)
- Special catch-up allows participants in the three calendar years prior to normal retirement age to contribute more (up to double the annual contribution limit – \$38,000. The amount that you may be able to contribute under the special catch-up option will depend upon the amounts that you were permitted to contribute in previous years but did not.
- Participants turning age 50 or older in 2019 may contribute an additional \$6,000. This amounts to a maximum contribution of \$25,000 for 2019.
- Please note that you may not use the special catch-up and the age 50+ catch-up options in the same calendar year.

1.800.633.5461 | www.SERS.pa.gov

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