

Catch-up Guidelines for Employers

Participants of the CalPERS 457 Plan who are over age 50 or within three years of their projected retirement date have three additional provisions for computing their maximum allowable deferral limits, based on their age and/or their years to retirement. The **Ages 50-59 or 64+ Catch-up Provision**, the **Ages 60-63 Catch-up Provision**, and the **Three-Year Special 457(b) Catch-up Provision** are set by the IRS, yet differ substantially and may not be used in the same calendar year. The **Three-Year Special 457(b) Catch-up Provision** allows the participant to “catch up” on contributions with their current employer that they could have made in previous years.

Determining Employee Eligibility and Appropriateness	<p>To identify which Catch-up Provisions are appropriate for an employee, you need to determine three things:</p> <ol style="list-style-type: none"> 1. How much the employee plans to contribute, making sure that the additional deferrals do not exceed the limitations described in Article 4 of the CalPERS 457 Plan Document. 2. The employee’s age and the number of years to their designated eligible retirement date. 3. The employee’s normal retirement age. <p>The responses will help them decide which of the catch-up provisions is appropriate to implement. The guidelines below will assist you in determining which Catch-up Provision the employee should elect.</p>																
Simple guidelines for 2026 based on: <ul style="list-style-type: none"> Employee’s age Employee’s ability to contribute Number of years to employee’s designated normal retirement age as defined by the employer 	<table border="1"> <thead> <tr> <th>Age</th> <th>Annual Deferral Limit</th> <th>Appropriate Catch-up Provision</th> </tr> </thead> <tbody> <tr> <td>Age 49 and under</td> <td>Less than or equal to \$24,500</td> <td>The employee does not need to consider Catch-up Provisions at this time, since they are not eligible for the current year.</td> </tr> <tr> <td>Will be between 50-59 or 64 and older by the end of 2026</td> <td>\$32,500* <i>* annual maximum contribution plus the Ages 50-59 or 64+ Catch-up amount (\$24,500 + \$8,000)</i></td> <td>Provide the employee with the information on the Ages 50-59 or 64+ Catch-up Provision.</td> </tr> <tr> <td>Will be between 60-63 by the end of 2026</td> <td>\$35,750* <i>* annual maximum contribution plus the Ages 60-63 Catch-up amount (\$24,500 + \$11,250)</i></td> <td>Provide the employee with the information on the Ages 60-63 Catch-up Provision.</td> </tr> <tr> <td>Within the 3 years prior to the year of normal retirement age</td> <td>\$49,000* <i>* annual maximum contribution plus the Three-Year Special 457(b) Catch-up amount (\$24,500 + \$24,500)</i></td> <td>Provide the employee with the information on the Three-Year Special 457(b) Catch-up Provision.</td> </tr> </tbody> </table>	Age	Annual Deferral Limit	Appropriate Catch-up Provision	Age 49 and under	Less than or equal to \$24,500	The employee does not need to consider Catch-up Provisions at this time, since they are not eligible for the current year.	Will be between 50-59 or 64 and older by the end of 2026	\$32,500* <i>* annual maximum contribution plus the Ages 50-59 or 64+ Catch-up amount (\$24,500 + \$8,000)</i>	Provide the employee with the information on the Ages 50-59 or 64+ Catch-up Provision .	Will be between 60-63 by the end of 2026	\$35,750* <i>* annual maximum contribution plus the Ages 60-63 Catch-up amount (\$24,500 + \$11,250)</i>	Provide the employee with the information on the Ages 60-63 Catch-up Provision .	Within the 3 years prior to the year of normal retirement age	\$49,000* <i>* annual maximum contribution plus the Three-Year Special 457(b) Catch-up amount (\$24,500 + \$24,500)</i>	Provide the employee with the information on the Three-Year Special 457(b) Catch-up Provision .	
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Three-Year Special 457(b) Catch-up Worksheet Information	Information Needed	Source for the Information			
	Employee's prior years of payroll history	<ul style="list-style-type: none"> Current employer Past W2s, which would be the most accurate Past Income Tax Returns Filed 			
	Employee's prior years of contribution history	<ul style="list-style-type: none"> Current employer Past W2s, which would be the most accurate Past Income Tax Returns Filed 			
Rules and Requirements for the Ages 50-59 or 64+ Catch-up Provision and Ages 60-63 Catch-up Provision	<ul style="list-style-type: none"> The employee is responsible for the accuracy of the information provided on all forms. The employee may not use either provision and the Three-Year Special 457(b) Catch-up in the same calendar year. Eligible participants must use the catch-up that lets them contribute the greater amount. Once the employee is eligible to participate in the Ages 50-59 or 64+ Catch-up, they may use this provision until they retire or when they are no longer a participant in the Plan. The Ages 60-63 Catch-up applies for employees aged 60, 61, 62 and 63 on December 31, 2026. 				
Rules and Requirements for Three-Year Special 457(b) Catch-up Provision	<ul style="list-style-type: none"> The employee is responsible for the accuracy of the information provided on all forms. The employee is eligible to execute the Three-Year Special 457(b) Catch-up method as early as three years prior to the year of their designated normal retirement age. The employee may not participate in the Three-Year Special 457(b) Catch-up method in the year they declare as their eligible retirement year. The employee may not use the Three-Year Special 457(b) Catch-up method and the Ages 50-59 or 64+ Catch-up or Ages 60-63 Catch-up in the same calendar year. They may only use one provision at a time in any given calendar year. The employee may only catch-up on unused deferrals they could have made, but did not make, in previous years with their current employer. This is a provision and may only be used once in the employee's entire employment career. The Three-Year Special 457(b) Catch-up has a three consecutive calendar year time horizon, regardless of when in the calendar year the employee begins or ends their Three-Year Special 457(b) Catch-up. 				
New in 2026 for FICA-eligible participants aged 50 and older	<p>If your agency pays info FICA (Social Security tax) for a participating employee, aged 50 or older, whose wages exceeded \$150,000 in 2025, a mandatory provision from the SECURE 2.0 Act goes into effect in 2026 that you must make a reasonable good faith effort during the year to comply with the requirement. Impacted employees can only make age-based catch-up contributions on a Roth after-tax basis. Visit calpers-sip.com to learn more about the new Roth catch-up rules.</p>				
Form Submission	<p>Completed forms should be mailed or faxed as directed. Please choose only one method of form submission listed below:</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> US MAIL DELIVERY: Voya® Attn: CalPERS P.O. Box 389 Hartford, CT 06141 </td> <td style="width: 33%; vertical-align: top;"> OVERNIGHT DELIVERY: Voya® Attn: CalPERS One Orange Way Windsor, CT 06095 </td> <td style="width: 33%; vertical-align: top;"> FAX NUMBER: 888-228-6185 </td> </tr> </table>		US MAIL DELIVERY: Voya® Attn: CalPERS P.O. Box 389 Hartford, CT 06141	OVERNIGHT DELIVERY: Voya® Attn: CalPERS One Orange Way Windsor, CT 06095	FAX NUMBER: 888-228-6185
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For More Information	<p>Please email CalPERS Plan Admin@voya.com or call the dedicated Account Managers for the CalPERS 457 Plan at 888-713-8244.</p>				