

PROFESSIONAL PUBLIC SAFETY MANAGERS ASSOCIATION

DEFERRED COMPENSATION OPEN ENROLLMENT PERIOD NOVEMBER 13th TO NOVEMBER 26th, 2019

Annual IRS 2020 Contribution Limits

Deferred Compensation Plan	2020 Contribution Limits
Employee deferral (regular)	\$19,500
Age 50+ employee deferral	\$26,000
Pre-Retirement Catch-Up deferral	\$39,000

IMPORTANT NOTICES FOR 2020

****Annual limits include all Employee and Employer contributions combined and Pre-Tax and After-Tax contributions combined***

- Professional Public Safety Managers Association (PPSMA) employees will continue to receive a \$217.00 per pay period employer-paid contribution. The \$217 City contribution applies to ALL PPSMA employees – for both deferred compensation participants and non-participants. The employer-paid contribution applies to Traditional 457 deferrals only. Employees contributing to the Traditional deferral and the Roth deferral combined cannot exceed the IRS annual limits provided above.
- There are **26 pay periods in the 2020 calendar year** in which employee and employer contributions (if applicable), may be made to deferred compensation accounts.
- In accordance with the Deferred Compensation MOU with Professional Public Safety Managers Association (PPSMA), employees will be provided an Open Enrollment period to make changes to their deferred compensation contributions for 2020. All changes made during Open Enrollment will be reflected on the January 10, 2020 pay advice.

DEFERRED COMPENSATION ENROLLMENT FOR PARTICIPANTS AGE 50 AND OVER

An employee electing to sign up for the deferred compensation plan who is age 50 or over at any time during the year, will be automatically enrolled in the Age 50+ Catch-Up option. This allows you to make a higher annual contribution, if you so choose. Additionally, any current employee who is age 50 and over and enrolled in the deferred compensation plan, who is not already set up in the Age 50+ Catch-Up option, will be enrolled in that option effective January 1, 2020.

HOW TO MAKE DEFERRED COMPENSATION CONTRIBUTION CHANGES DURING OPEN ENROLLMENT

If you are currently enrolled in a Deferred Compensation Plan, you can increase or decrease your contribution levels during Open Enrollment through Employee Self Service (ESS), which take effect January 1, 2020. However, for changes to contributions made outside of benefits open enrollment, you can only stop or decrease your amount in ESS using the **Allowable Midyear Benefits Changes** option. A paper form is required to make an increase to your contribution levels, or to enroll in the Deferred Compensation Plan Regular (pre-tax option) or Roth (post-tax option). Enrollment forms are located on the Benefits webpage under **Benefits Forms**.

WANT TO ENROLL IN DEFERRED COMPENSATION?

To sign up for the Deferred Compensation Plan requires a paper application. An ICMA-RC enrollment form is located on the Benefits webpage under the **Benefits Forms** section at cityoftacoma.org/benefits. For questions and assistance, contact either Diane Peterson at 253-591-5440 or dpeterson@cityoftacoma.org; or Nikki Abernathy at 253-591-5469 or nabernathy@cityoftacoma.org.

Deferred Compensation Deferral Plan	2020 Maximum Limits	Employee Maximum Deferral* per Pay Period (26)	Employer contribution per Pay Period
Employee deferral (regular)	\$19,500	\$533.00	\$217.00
Age 50+ employee deferral	\$26,000	\$783.00	\$217.00
Pre-Retirement Catch-Up deferral*	\$39,000	\$1,283.00	\$217.00

****NOTE: When designating a per pay period deferral do not include the Employer contribution.**