

TACOMA FIREFIGHTERS UNION, LOCAL 31

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***

- Tacoma Firefighters Union, Local 31 employees receive a per pay period employer-paid match to employee deferred compensation contributions up to \$192.00 per pay period. The employee contributions and the employer match contributions combined cannot exceed the IRS annual contribution limits provided above. The employer-paid match 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. **Deferral changes made after the Open Enrollment period will not receive an employer match increase.**
- In accordance with the Deferred Compensation MOU with Tacoma Firefighters Union, Local 31, employees will be provided an Open Enrollment period to make changes to their deferred compensation contributions for 2020. Any changes in your employee contributions made in 2019 through the Open Enrollment period may also change your employer match up to the \$192.00 per pay period maximum 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 IN 2019

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. Nationwide and ICMA-RC enrollment forms are 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 253-591-5823 or nabernathy@cityoftacoma.org.

Deferred Compensation Deferral Plan	2020 Maximum Contributions	Employee Maximum Deferral** per Pay Period (26)	Employer Maximum Match per Pay Period
Employee deferral (regular)	\$19,500	\$558.00	\$192.00
Age 50+ employee deferral	\$26,000	\$808.00	\$192.00
Pre-Retirement Catch-Up deferral*	\$39,000	\$1,308.00	\$192.00

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