



## Eligibility Key

Use this key to determine your 403(b) Retirement Program eligibility

 Full-Time & Part-Time Employees (except for positions listed to the right)

 Time-as-Reported (TAR) Staff

-  • Temporary employee  
• Departmental Fellow  
• Intern  
• EDC associate  
• Non-GFT Clinical  
• Leased Employee  
• Postdoctoral Fellow
- Postdoctoral Teaching Fellow  
• Postdoctoral Research Associate  
• Visiting Faculty  
• Adjunct/per Session Faculty  
• Participants in the in-house staffing program

## Voluntary Contributions



University of Rochester employees are immediately eligible to make their own contributions to the 403(b) Retirement Program.

### Contribution Options:

- Pre-tax
- Roth (after-tax)

### 2026 Annual Contribution Limits:

- \$24,500
- \$32,500 for those age 50 or older as of 12/31
- \$35,750 for those age 60, 61, 62, or 63 as of 12/31

## Automatic Enrollment in Voluntary Contributions



Newly hired or rehired, eligible faculty and staff will be automatically enrolled to make Voluntary Contributions.

Automatic contributions will be made from pre-tax eligible compensation each pay period at 3%. Your salary deferral election will increase 1% annually on the anniversary of your hire date to a maximum of 15%

If you opt out within 60 days of becoming eligible, no contributions will be deducted from your paycheck. You may elect to change or stop Voluntary Contributions at any time.

## University Direct Contributions



The University contributes to the Program on behalf of eligible employees after two years of service.

Effective July 1, 2025, University Direct Contributions will follow the below:

6.2% of eligible compensation up to \$66,300, then 10.5% of eligible compensation in excess of \$66,300, up to the IRS limit of \$350,000.

TAR Staff also must work a minimum of 1,000 hours per Plan year to receive the University's Direct Contribution.