

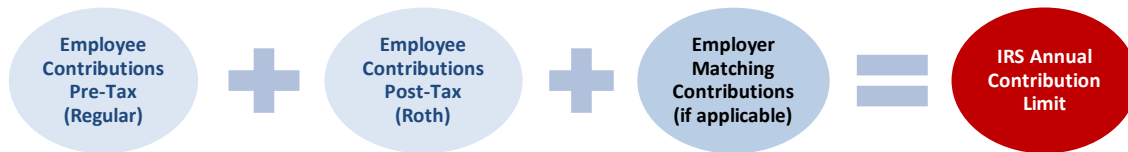


# CITY OF TACOMA EMPLOYEES EXCEPT COMMISSIONED POLICE AND FIRE & TACOMA RAIL

## 2026 Annual IRS Contribution Limits\*

Deferred Compensation Plan	2026 Annual Limit*	Employee Max Deferral over 27 pay periods*
Employee deferral (Regular)	<b>\$24,500</b>	<b>\$907.41</b>
Age 50+ employee deferral	<b>\$32,500</b>	<b>\$1,203.70</b>
Age 60-63 employee deferral	<b>\$35,750</b>	<b>\$1,324.07</b>
Pre-Retirement Catch-up	<b>\$49,000</b>	<b>\$1,814.81</b>

**\*The total of ALL contributions made to a 457 plan (Traditional and Roth) may not exceed annual limits as determined by the IRS. Note that there are 27 pay periods in the 2026 calendar year.**



### IMPORTANT NOTICES AND REMINDERS

1. You are responsible for monitoring your deferred compensation account and contributions, and managing your elections within the IRS limits provided. In the event you reach the applicable contribution limit before the end of the year, the City must stop any further employee contributions and employer matching contributions (if applicable) until the next plan year.
2. Employer matching contributions (if applicable) **must be included** in determining your annual limit. All contributions made to both Pre-tax and Roth accounts **plus** any employer-matching contributions (if applicable) **combined** cannot exceed the IRS annual contribution limits provided above.
3. Employer-paid matching contributions (if applicable) apply to Traditional 457 deferrals only.
4. You are able to make changes to your deferrals at any time of year. All enrollment and deferral changes must be entered through the provider mobile app, website, or by calling the provider Customer Service line. Information is provided on the next page on how to enroll and make changes.
5. If you would like to change your deferrals beginning with the first pay period of the 2026 plan year, wait to make your election changes on the vendor website or app until December 15, 2025, or later. Deferral changes take effect the beginning of the pay period in which you make the change. **Reminder:** Do not include the amount of any employer matching contribution (if applicable) in your deferral election amount.
6. Deferrals to your 457 account are shown on your employee pay advice.
7. If you will reach age 50 or older, or age 60 to 63 during the 2026 calendar year, you will be automatically eligible for the higher annual contribution limit.
8. **Mandatory Roth Catch-Up Provision** Starting in January 2026, certain employees who wish to make age-based catch-up contributions (Age 50+ or Age 60-63 Catch-up) must make those contributions as post-tax Roth contributions once the annual regular contribution limit has been met. This new requirement applies to individuals who meet all of the following:
  - Age 50 or older
  - Earned more than \$150,000 in the prior tax year (2025) working for the City of Tacoma
  - Pay into Social Security\*

Note: Employees have the ability to change their contribution elections every pay cycle and can make a change prior to their contributions being automatically switched to post-tax contributions.

*\*Commissioned Police, Fire and Rail employees do not pay into Social Security and therefore this compliance requirement does not apply to them.*

**QUESTIONS:** Contact the Benefits Office [benefits@tacoma.gov](mailto:benefits@tacoma.gov), or call 253-573-2345.

## WANT TO ENROLL IN DEFERRED COMPENSATION?

Download the mobile app for the City's plan provider from the App Store or Google Play; log in to the secure provider website from a computer or tablet, or call the customer service line.

Helpful info:

- Provider website: MissionSquare Retirement: <https://www.msgplanservices.org/myplan/302010>  
OR, download the App: "Mission Square Retirement"
- You'll need your Social Security Number, and the City of Tacoma plan number **302010** to create your account.
- Detailed enrollment & change instructions available here: [Plan Information - City of Tacoma](#)

## MAKING DEFERRED COMPENSATION CONTRIBUTION CHANGES

Changes to contributions can be made at any time during the year. Log in to your provider website from a desktop computer, laptop, tablet or app on your mobile device. Or you may call the providers customer service line or your account Representative.

### **MissionSquare Retirement**

<https://www.missionsq.org/>

(800) 669-7400 Customer Service Line

### **Jeff Spindle, Retirement Plans Specialist**

[jspindle@missionsq.org](mailto:jspindle@missionsq.org)

(866) 328-4664

## PRE-RETIREMENT CATCH UP DEFERRAL OPTION

1. You must be within three (3) years of your normal retirement age to be eligible to use the Pre-Retirement Catch-Up Deferral option. A paper form is required to enroll in this option. Contributions are limited to the lesser of the regular annual contribution limit, or the amount of your prior years' missed contributions, whichever is less.
2. Please contact the Benefits Office for more information.
3. Enrollment forms for the Pre-Retirement Catch up Option are located on the Benefits webpage under **Benefits Forms**, or contact the Benefits office at [benefits@tacoma.gov](mailto:benefits@tacoma.gov) or by calling 253-573-2345.
4. Complete the enrollment form and email it to the Benefits Office at [benefits@tacoma.gov](mailto:benefits@tacoma.gov) for processing.