Yeshiva University

Retirement Plan Catch-Up Rules

What is a Catch-up Contribution?

- Employees who reach age 50 or above during the calendar year may contribute more than the base IRS contribution limits ($25,500 in 2027).

What are the contribution limits?

- Employees who reach age 50 during the calendar year may contribute up to an additional $8,500 over and above the basic 403b contribution limits.
- There is a special "super catch-up" limit for employees who reach ages 60, 61,62 and 63 during the calendar year. They may contribute up to an additional $11,750 over an above the basic 403b contribution limits.
- Employees who reach age 64 during the calendar year must revert to the same limit as those aged 50 to 59 - $8,500.

Where do my catch-up contributions go?

- Catch-up contributions may be contributed to your pre-tax 403b account or to a Roth (after-tax) account

What are the rules for pre-tax or post-tax accounts?

- Employees whose FICA wages in the prior year (2026) were $155,000 or above must contribute their catch-up contributions to a Roth (after-tax) 403b account instead of a pre-tax account.

What does this mean?

- You can still make catch-up contributions.
- If you are over the income limit, those contributions will automatically go into a Roth account.
- Roth means you pay taxes on the money now, but withdrawals in retirement are generally tax-free (if IRS rules are met).

Can I make my contributions to a Roth account if my FICA wages are below the threshold?

- Yes, employees earning less than $155,000 can choose whether their catch-up contributions go into traditional (pre-tax) or Roth (after-tax) accounts.

What happens if my income in the prior calendar year drops below $155,000 and last year my catch-up went into a Roth account?

- You may switch your catch-up contributions to the pre-tax plan, but this will **NOT** be done automatically.
- If you wish to switch to the pre-tax plan **AND** you meet the salary threshold, you must contact the Benefits office and complete a new salary reduction agreement. You may do this at any time during the year.