

Retirement Plans for 2024

	401(k) PERA	457 MetLife	403(b) MetLife
What is it	Retirement plan commonly offered in the private sector	Retirement plan offered to employees of nonprofits such as school districts	A deferred compensation plan typically offered to state and local public employees
Eligibility	All Employees	All Employees except leased employees and independent contractors	All Employees except student teachers
Advantages	Provides an effective tax tool and employee benefit with employer control	Annual Limit is in addition to the limit shared between 401(k) and 403(b)	Tax-deferred investing; investment flexibility
Contribution types	Pre-tax and/or Roth	Pre-Tax	Pre-tax and/or Roth
Roth vs. Pre-tax	After-tax deduction versus Pre-tax but Roth earnings typically aren't taxed when distributed if invested for at least five years and eligible for tax-free distribution	Not Available	After-tax deduction versus Pre-tax but Roth earnings typically aren't taxed when distributed if invested for at least five years and eligible for tax-free distribution
Maximum Annual Individual Contribution	85% of compensation up to \$23,000 in employee deferrals (Pre-tax and/or Roth)	85% of compensation up to \$23,000 in employee deferrals	85% of compensation up to \$23,000 in employee deferrals (Pre-tax and/or Roth)
Contribution to 2 plans	Annual IRS Limit of \$23,000 is shared between 401(k) and 403(b)	Your household is eligible to contribute \$23,000 (457) + \$23,000 between the 401(k) and/or 403(b) for a total of \$46,000	Annual IRS Limit of \$23,000 is shared between 401(k) and 403(b)
Catchup	Additional \$7,500, if age 50+	Additional \$7,500, if age 50+	Additional \$7,500, if age 50+

Distributions	Only on account of hardship or disability if under age 59.5	Withdrawals are permitted before age 59.5 without a pre-mature tax penalty if terminated from employment	An employee can start taking distributions at age 59.5, regardless of employment status
Loans Available	Yes	Loans are not allowed. Hardship - unforeseeable emergency unless account balance is less than \$5000	Yes, must be \$1000+ and only one loan at a time
Rollovers	The plan permits rollover contributions	The plan permits rollover contribution subject to approval by the plan administrator	Rollover contributions and transfers from another eligible governmental 457(b) Plan are allowed