

Voluntary 403(b) Plan Eligibility - Universal Availability Calendar Year 2026 Contribution Limit

As an employee of the San Jose Evergreen Community College District (SJECCD), you are eligible to participate in the District's 403(b) plan. Participation in this plan is voluntary and allows you to contribute pre-tax dollars, taken directly from your paycheck, into a deferred compensation account with a registered investment provider of your choice.

Please be advised that to protect an employee's information and identity, DS Payroll will only discuss this voluntary deduction with the employee. If the employee elects to include the registered investment provider to participate in the conversation, the employee must be included in the conversation or authorize DS Payroll, in writing, to discuss your voluntary deduction with the name of the registered investment provider.

How to Participate:

Employees can begin/stop participating or increase/decrease your current contribution in the 403(b) plan at any time by submitting the attached Amendment to Employment Contract. For those who are interested in enrolling in a 403(b) plan, once you have selected a registered investment provider and opened an account, return the completed and signed Amendment to Employment Contract form to DS Payroll in order to begin a deduction from your paycheck and start your contributions.

Finding an Available Provider:

Employees can work with a financial advisor of your choice, or with no advisor, depending on the registered investment provider you select. For a list of approved registered investment providers, please go to:

<https://www.403bcompare.com/employers/43>

For those who elect to begin participation to an investment provider, per California Education Code Section 25113, the District "... may not forward annuity or custodial account consideration to the vendor of any unregistered 403(b) product ..."

All 403(b) enrollment forms must be filled out by the employee and forwarded directly to the registered investment provider. **Some enrollment forms require the signature of the Employer or Plan Administrator. These enrollment forms that require such signature should be directed to the District's third-party administrator, US OMNI & TSACG Compliance Services.** OMNI can be reached at:

US OMNI & TSACG Compliance Services
220 Alexander Street, Suite 400
Rochester, NY 14607
1-877-544-6664 (toll free)
Fax Signature Requests: 1-585-756-5557 (ATTN: Investment Provider Team)
Fax Salary Reduction Agreement: 1-585-672-6194 (ATTN: Data Processing)
Hours: Monday to Friday 4:30am – 5:00pm PST
serviceinfo@omni403b.com

Website:

<https://www.omni403b.com/plandetail/5851>

How Much Can Be Contributed:

Contribution limits are set by the IRS and can change each taxable year. For more information on the 403(b) plan, please go to:

<https://www.irs.gov/retirement-plans/plan-participant-employee/retirement-topics-403b-contribution-limits>

Employees can contribute up to the current contribution limit (**for taxable year 2026, the basic salary deferral limit is \$24,500.00**). There are five other provisions as listed on the District's Amendment to Employment Contract form that employees are allowed to elect. The options and parameters are below:

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1. The Full Annual 403(b) Lifetime Catch-Up

- Available only to employees with 15 or more years of service (15-Year Rule, per IRS Publication 571) with an educational organization (such as public or private school), hospital, home health service agency, health and welfare service agency, church, or convention or association of churches (or associated organization). This provision may allow you to increase your salary deferral contributions above your basic salary deferral limit by up to \$3,000.00 per year, up to a lifetime catch-up of \$15,000.00.
- Therefore, the maximum contribution for taxable year 2026 under this provision is \$27,500.00.

2. The Age 50-59 or 64 + Catch-Up but NOT the 403(b) Lifetime Catch-Up

- If you are Age 50-59 or 64 and older by the end of the taxable year, you may also be able to make additional catch-up contributions (Catch-up Contributions, per IRS Publication 571). This provision may allow you to increase your salary deferral contributions above your basic salary deferral limit by up to \$8,000.00 per year.
- Therefore, the maximum contribution for taxable year 2026 under this provision is \$32,500.00.

3. The Age 60-63 Catch-Up but NOT the 403(b) Lifetime Catch-Up

- Individuals' turning 60 through 63 years old in 2026, will be able to make catch-up contributions up to \$10,000 or 150% (\$11,250) of the regular age 50 catch-up amount for the year.
- Therefore, the maximum contribution for taxable year 2026 under this provision is \$35,750.00.

4. The Age 50-59 or 64 + Catch-Up AND the 403(b) Lifetime Catch-Up

- If you qualify for both provisions above, you may increase your salary deferral contributions above your basic salary deferral limit by up to \$11,000.00.
- Therefore, the maximum contribution for taxable year 2026 under this provision is \$35,500.00.

5. The Age 60-63 Catch-Up AND the 403(b) Lifetime Catch-Up

- If you qualify for both provisions above, you may increase your salary deferral contributions above your basic salary deferral limit by up to \$14,250.00.
- Therefore, the maximum contribution for taxable year 2026 under this provision is \$38,750.00.

Should you have any further questions, please contact US OMNI & TSACG Compliance Services directly about participation in the District's 403(b) plan.

District Services Payroll
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