



# Delaware Office of the State Treasurer

820 Silver Lake Blvd., Suite 100, Dover, DE 19904

## **State of Delaware 457(b) Deferred Compensation & 403(b) TSA Retirement Plans**

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*Important information for employees nearing retirement....*

- The State of Delaware offers voluntary retirement savings plans that employees can use to accumulate money for retirement. Contributions are deposited directly from an employee's paycheck and can be made on a pre-tax or after tax (Roth) basis.
- Eligible employees can enroll anytime by visiting [www.delawaredefer.com](http://www.delawaredefer.com)
- Full time pension eligible employees can contribute to the State's 457(b) deferred compensation plan. Casual seasonal employees are not eligible.
- All employees of public and charter school districts, DSU, and DTCC, as well as the DOE can contribute to the State's 403b plan.
- Employees eligible for both plans may contribute to both at the same time.
- Employees that will receive a large final paycheck due to their sick and vacation time they have accrued during employment can use the plans to defer paying taxes on the entire amount. They should consult with their agency HR office in regards to their final paycheck amount and help with completing the **Sick and Vacation Deferral Form**.  
*Note: The form must be sent to the Office of the State Treasurer (OST) the month before the employee receives their final paycheck.*
- Contributions are limited to the allowable amount determined by the IRS. For 2021 the limits are:
  - Normal contribution limit - \$19,500
  - Age 50 + catch up amount - \$6,500 (Total \$26,000)
  - Special catch up (457 only) - \$19,500 (Total \$39,000) Participants within 3 years of normal retirement age can use this option to defer 2X the normal amount in one calendar year. They must contact the OST at 302-672-6700 to determine eligibility.
- Upon separation of employment, participants can choose to leave the money in the plans, take a distribution, or rollover their balance to an IRA or other retirement plan.
- If eligible, participants can use money in the State's tax deferred retirement plans to purchase pension service time. They should contact the pension office for eligibility; buy in costs, and forms.
- Information about investments, fees, and services as well as contact information for plan representatives can be found at [www.delawaredefer.com](http://www.delawaredefer.com) or by calling **1-800-584-6001**