University of Rochester 403(b) Retirement Program

Eligibility Key

Use this key to determine your 403(b) Retirement Program eligibility

- Full-Time & Part-Time Faculty and Staff (except for positions listed to the right)
- Time-as-Reported (TAR) Staff

- Temporary employee
- Departmental Fellow
- Intern
- Resident
- Fellow
- EDC associate
- Non-GFT Clinical
- Leased Employee
- Postdoctoral Fellow
- Postdoctoral Teaching Fellow
- Postdoctoral Research Associate
- Time-as-Reported Faculty
- Visiting Faculty
- Adjunct/per Session Faculty
- Leased Employee
- Departmental Fellow
- Intern
- Resident
- Fellow
- EDC associate
- Non-GFT Clinical
- Leased Employee
- Postdoctoral Fellow
- Postdoctoral Teaching Fellow
- Postdoctoral Research Associate
- Time-as-Reported Faculty
- Visiting Faculty
- Adjunct/per Session Faculty

Voluntary Contributions

University of Rochester employees are immediately eligible to make their own contributions to the 403(b) Retirement Program.

- Contribution Options:
  - Pre-tax
  - Roth (after-tax)

- 2024 Annual Contribution Limits:
  - $23,000
  - $30,500 for those age 50 or older by 12/31

Automatic Enrollment in Voluntary Contributions

Newly hired or rehired, eligible faculty and staff will be automatically enrolled to make Voluntary Contributions.

Automatic contributions will be made from pre-tax eligible compensation each pay period at 3%. Your salary deferral election will increase 1% annually on the anniversary of your hire date to a maximum of 15%

If you opt out within 60 days of becoming eligible, no contributions will be deducted from your paycheck. You may elect to change or stop Voluntary Contributions at any time.

University Direct Contributions

The University contributes to the Program on behalf of eligible employees after two years of service.

Effective July 1, 2023, University Direct Contributions will follow the below:

- 6.2% of eligible compensation up to $63,100, then 10.5% of eligible compensation in excess of $63,100, up to the IRS limit of $330,000.

TAR Staff also must work a minimum of 1,000 hours per Plan year to receive the University’s Direct Contribution.

For more information, visit rochester.edu/totalrewards/