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
- In-House Agency Nurse
- In-House Operating Room Tech
- 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)

- 2021 Annual Contribution Limits:
  - $19,500
  - $26,000 for those age 50 or older by 12/31

- 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%. Effective July 1, 2020 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.

- Eligible employees actively employed on or after March 31, 2021: 6.2% contribution of eligible compensation up to a breakpoint of $61,300, then 10.5% of eligible compensation in excess of the breakpoint, up to a maximum compensation amount of $140,000.

- Eligible employees not actively employed after March 31, 2021: 6.2% contribution of eligible compensation up to a maximum compensation amount of $100,000.

- 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/human-resources/benefits/retirement-plans

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