

### **Retroactive Pay Benefits FAQs:**

#### **I want to increase my TIAA TDA 403(b) contribution for the retroactive paycheck. What do I have to do?**

The retroactive amount you receive is eligible for TIAA TDA 403(b) contributions.

If you are increasing your contributions for the August 7, 2025 paycheck, you must submit a [Salary Reduction Agreement \(SRA\)](#) to your campus Benefits Officer by no later than **July 21, 2025**. *Please be sure to indicate on top of the SRA “Please process this increase for the retroactive paycheck only”.*

If you don’t want your contributions to remain at the increased percentage for the remainder of the year – i.e., for the paychecks subsequent to the retroactive paycheck – you must be sure to submit another SRA to decrease your percentage to the desired amount. Please contact your campus Benefits Office for assistance.

#### **I want to increase my TRS TDA 403(b) contribution for the retroactive paycheck. What do I have to do?**

The retroactive amount you receive is eligible for TRS TDA 403(b) contributions.

If you are increasing your contributions for the August 7, 2025 paycheck, you must log in to your TRS Account and change your deduction percentage by no later than **July 6, 2025**.

If you don’t want your contributions to remain at the increased percentage for the remainder of the year – i.e., for the paychecks subsequent to the retroactive paycheck – you must select the appropriate option so that it only effects the retroactive paycheck date.

#### **I want to increase my New York State Deferred Compensation Plan 457(b) (NYSDCP) contribution. What do I have to do?**

If you are increasing your 457(b) contributions for the August 7, 2025, paycheck, you must call the NYSDCP and request the increased contribution for that particular paycheck by no later than 3pm on **July 22, 2025**.

The increased contribution amount will continue for subsequent paychecks unless you also notify NYSDCP on the call that you would like to change (decrease) your contribution for the paycheck after the retroactive paycheck.

Please note that while NYSDCP allows you to increase your contributions online, their system will not allow you to make an increase or decrease on a particular check. To ensure that the contribution changes occur on the correct check date, please call NYSDCP at the number listed below.

When calling the NYSDCP 457(b) plan please be sure to have your paystub handy during the call so that the representative can verify your Employee ID and/or Department ID. The NYSDCP 457(b) plan can be reached at 1-800-422-8463.

**What is the maximum percentage that I can contribute to my TIAA 403(b) or TRS 403(b) TDA and/or NYSDCP 457(b) TDA from my retroactive paycheck?**

There is no set maximum contribution percentage of the retroactive paycheck. However, you should be cautious when deciding on your contribution. When deciding on the contribution, you must ensure that earnings remain for other required tax and benefit deductions. If after your contribution, there is not enough earnings to pay required taxes and benefit deductions, the TIAA 403(b), or TRS 403(b) and/or NYSDCP 457(b) will not be processed and you will not be able to make a contribution.

For this reason, it is strongly recommended that the maximum combined contribution among plans should not exceed 50% from your retroactive paycheck.

If you work at a Senior College and participate in the NYSDCP 457(b) you do have the option of withholding all available net pay as a contribution, up to the IRS Limit.

**General Benefits FAQs:**

**What is the annual contribution limit for a TDA 403(b) plan?**

- Federal law allows contributions of up to \$23,500 in 2025 if you are under 50 years of age.
- If you will be age 50 or over in 2025, you may contribute an additional \$7,500 for a maximum of \$31,000.
- If you will be age 60, 61, 62, or 63 (but not age 64) at the end of 2025, you may contribute an additional \$11,250 for a maximum of \$34,750.

**What is the annual contribution limit for a 457 Deferred Compensation Plan?**

- Federal law allows contributions of up to \$23,500 in 2025 if you are under 50 years of age.
- If you will be age 50 or over in 2025, you may contribute an additional \$7,500 for a maximum of \$31,000.
- If you will be age 60, 61, 62, or 63 (but not age 64) at the end of 2025, you may contribute an additional \$11,250 for a maximum of \$34,750.

*(Please note to take advantage of this additional contribution NYS DC will require you to fill out an [Age Based catch up form](#).)* It is not automatic like with TIAA 403B or TRS 403B.

**Can I contribute the maximum to both my TDA 403(b) and my 457(b) plan?**

Yes, if you have a TDA 403(b) (with either TIAA or TRS) and a 457(b) you can make the maximum contribution in both plans individually.

**I am receiving a significant salary increase and want to start saving more for retirement or increase the amount I contribute to my current retirement plan. Whom should I speak with?**

Speak with Human Resources' [Anne Alarcon](#) or [Karla Soto](#) for information and materials on CUNY's various voluntary retirement savings plans that are available to you. You are encouraged to consult an accountant, tax advisor, or a financial advisor to determine the best option for your situation.

If you are considering adjusting your current retirement contribution, keep in mind that it typically takes a considerable period of time before the transaction can be reflected in your paycheck. Employees are encouraged to discuss options as soon as possible with an accountant, tax advisor or financial advisor.