

Important Information

2025 Limits on Voluntary Tax Deferred Contributions

UCF offers a wide choice of voluntary savings plans to assist you in planning for your retirement. One way to meet long-term financial goals is to participate in a tax-deferred 403(b) or 457(b) plan, and/or a post-tax Roth 403(b).

Enrollment and changes for 403(b) and/or Roth 403(b) must be processed by logging into the Retirement@Work website from the [UCF HR Retirement page](#).

The 457(b) plan is administered by the Department of Financial Services, Bureau of Deferred Compensation; employees interested in enrolling or changing contributions should call 1-877-299-8002 or visit the [Florida Deferred Compensation website](#). The HR Benefits Section receives all contribution data electronically from the Bureau of Deferred Compensation. If you have questions regarding your elections or processing time, please contact the Bureau of Deferred Compensation.

Although the UCF Benefits Section will make every effort to assist you with reaching your retirement goals, unexpected factors such as refunds, pay rate changes and processing deadlines may affect your contributions. It is the employee's responsibility to monitor their contributions and limits by viewing their online pay advice on a bi-weekly basis and consulting with their financial advisor or provider.

Plan	403(b) IRS Limits	457(b) IRS Limits
Contribution Options	Pre-tax and/or Post-tax (Roth)	Pre-tax
Total Maximum Annual Contribution	\$23,500	\$23,500
Age 50 Catch-Up Provision (for employees age 50 or over* in 2025)	An additional \$7,500 <i>* Catch up contribution limit for employees obtaining age 60 - 63 in 2025 is \$11,250.</i>	An additional \$7,500 <i>* Catch up contribution limit for employees obtaining age 60 - 63 in 2025 is \$11,250.</i>
Special Catch-Up Provision (for employees age 50 or over in 2025)	Employees with at least 15 years of service with UCF <u>may</u> be eligible to contribute up to an additional \$3,000 per year for 5 years. This provision has a lifetime limit of \$15,000 and is based in part on your years of service and your average contribution to your 403(b) during those years of service. A UCF 403(b) 15 – Year Service Catch-up Agreement form can be found on the HR website and must be submitted to Human Resources accompanied by the supporting documentation listed on the form.	Employees may contribute up to twice the annual limit for three years prior to the year of normal retirement age. Please contact your financial advisor, your provider, or the Bureau of Deferred Compensation for more details.

For additional information on retirement planning, contact the Benefits Section at Benefits@ucf.edu or (407) 823-2771.