

# UNDERSTANDING THE CALTECH RETIREMENT PLANS

## Caltech Base Retirement Plan

Who is eligible?	When can I participate?	Institute contributions <sup>3</sup>	Participant contributions	When am I vested?
Faculty <sup>1</sup> Key staff employees <sup>2</sup>	First of the month following date of hire or upon meeting eligibility	<b>Under age 55</b> <ul style="list-style-type: none"> <li>• 8.3% of base salary up to the SSWB<sup>4</sup></li> <li>• 14% of base salary over the SSWB</li> </ul> <b>Over age 55</b> <ul style="list-style-type: none"> <li>• 12.3% of base salary up to the SSWB<sup>4</sup></li> <li>• 18% of base salary over the SSWB</li> </ul>	When salary exceeds the SSWB, the employee mandatory contribution is <b>5.7%</b> of the difference between salary and the SSWB	Immediately at 100%
Staff employees	First of the month following six months of employment	<ul style="list-style-type: none"> <li>• 1 – 10 Years of Service = 5% of gross pay</li> <li>• 10+ Years of Service = 8% of gross pay</li> <li>• Age 50 and 10+ Years of Service = 12% of gross pay</li> </ul>	None	Immediately at 100%
Postdoctoral scholars <sup>5</sup>	First of the month following two years of employment	<ul style="list-style-type: none"> <li>• 1 – 10 Years of Service = 5% of gross pay</li> <li>• 10+ Years of Service = 8% of gross pay</li> <li>• Age 50 and 10+ Years of Service = 12% of gross pay</li> </ul>	None	Immediately at 100%

<sup>1</sup> All tenured and tenure track faculty.

<sup>2</sup> Non-tenured faculty and staff whose annual base salary is above the MCL. Starting 1/1/2021 the MCL is \$124,000.

<sup>3</sup> The maximum compensation used for calculating the contribution is \$290,000 in 2021.

<sup>4</sup> SSWB = Social Security Wage Base (\$142,800 in 2021).

<sup>5</sup> Fellowship stipends distributed by Caltech are not considered "salary" eligible for Institute contributions.

## Caltech Voluntary Retirement Plan

Who is eligible?	When can I participate?	Institute contributions	Participant contributions	When am I vested?
Faculty Key staff employees Staff employees Postdoctoral scholars <sup>7</sup> Graduate students <sup>7</sup>	Immediately	No Institute contributions	\$19,500 in 2021 <sup>6</sup> You can contribute on a pretax basis, Roth after-tax basis or a combination of both	Immediately at 100%

<sup>6</sup> For the 2021 plan year, the IRS basic limit is \$19,500. This limit may be reduced for some participants because it must also take into account the contributions received under the Caltech Base Plan. Additionally, the IRS age 50 catch up provision allows participants who are age 50 and above to save up to an additional \$6,500 in 2021.

<sup>7</sup> Fellowship stipends distributed by Caltech are not considered "salary" eligible for pretax deferral savings.

## 457(b) Deferred Compensation Plan

Who is eligible?	When can I participate?	Institute contributions	Participant contributions	When am I vested?
Faculty Key staff employees	Annual salary as of November 1 must be at or above the annual threshold (\$247,860 in 2021)	No Institute contributions	\$19,500 in 2021 <sup>8</sup> You can contribute on a pretax basis only	Immediately at 100%

<sup>8</sup> No catch-up contributions available for this plan.

You can obtain additional detailed information regarding Institute retirement plans, enrolling and making changes to your contribution amount by visiting [TIAA.org/caltech](https://TIAA.org/caltech).