

Plan Comparison

State of Idaho 457(b) Traditional and Roth Options/PERSI Choice 401(k)



Your State of Idaho Deferred Compensation Plan accepts traditional before-tax and Roth after-tax contributions, giving you flexibility and more control over when your contributions will be taxed. Roth after-tax contributions and traditional pre-tax deferrals each have advantages. The other way to save is through the PERSI Choice 401(k) Plan, which is an optional pre-tax deferral.

The table below highlights some of the key differences between the State of Idaho 457 (b) Traditional and Roth options and the PERSI Choice 401(k) plan.

PLAN COMPARISON	457(b) – Traditional Option	457(b) Option	401(k)
Pre-tax/Tax-deferred Contributions	Yes	No	Yes
Roth Contributions/Tax free	N/A	Yes, if qualified**	N/A
Contribution Limit	Combined \$18,000		\$18,000
Catch Up Limit	Combined \$6,000		\$6,000
Special three year Catch Up Limit	Combined \$36,000		No
Administration Fees	No	No	No
Participant Loan Provision	Yes	No	Yes
Hardship Withdrawal	No	No	Yes
Unforeseen Emergency Withdrawal	Yes	Yes	No
Age 59 ½ 10% Excise Tax	No, unless money has been rolled over from another qualified plan or IRA.	N/A	Yes
Tax limitations if the distribution does not meet the definition of a qualified distribution	N/A	If a distribution is non-qualified, income tax will generally be due on the portion of the distribution attributable to earnings. A qualified distribution is one that is made on the participants death, disability or attainment of age 59 1/2 , and the distribution is made five years or more after January 1 of the first year that the participant made a Roth contribution into the Plan.	N/A
Administration Fees after	No	No	Yes. \$30 Annual
Withdrawal Options at Retirement	Flexible payment options.	Flexible payment options.	Flexible payment options.
Can you purchase permissive past service credit?	Yes	No	Yes
Investment Options:			
Professionally Managed Account	Yes	Yes	Yes
Choice of Self Managed Funds	Yes	Yes	Yes
Risk Based Funds	Yes	Yes	No
Target Date Funds	Yes	Yes	No
Fixed Account	Yes	Yes	No
Retiree Fixed Account	Yes	Yes	No
Annual \$50 Savers Incentive for the first 1,000 takers. New accounts qualify with a starting contribution of 2% of annual salary. Current accounts qualify with a deferral increase of 2% of their annual salary.	Yes	Yes	No

Regardless of which type of contribution you choose, it is important to contribute as much as you can today for your retirement. For more information, visit the plan website at www.idahodc.com or call your local Retirement Specialist at 208-342-8657 or 800-627-1583.