

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)-ROTH 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 \$18,500		\$18,500
Catch Up Limit	Combined \$6,000		\$6,000
Special three year Catch Up Limit	Combined \$37,000		No
** Administration Fees	No	No	Yes. Tiered Fee Structure.
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 not qualified, the portion of the distribution attributable to earnings will generally be subject to ordinary income tax. **A qualified distribution is one that is five years or more after January 1 of the calendar year in which the first Roth contribution was made, and the participant has attained age 59 1/2, became disabled, or died.	N/A
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
Idaho Saver's Incentive - \$100 - New Enrollments - 3% of annual pay Current Participants - Increase deferral by 2% of annual pay and it's been 12 months since last increase.	Yes	Yes	No

** These fees are often collected by the investment manager to cover administrative services such as customer service, recordkeeping, website, statements, etc. or charged as a separate fee.

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.