

UT Benefits

The University of Texas System

2026 **UTSAVER**

BUILDING YOUR FUTURE.

A PUBLICATION OF
THE OFFICE OF EMPLOYEE BENEFITS



The Right Tools

You may be familiar with the Teacher Retirement System (TRS) or the Optional Retirement Program (ORP) because participation in one of these programs is mandatory for benefits eligible employees. However, the University also provides you powerful voluntary tools to build an even brighter future.

RETIREMENT SAVINGS: YOUR BLUEPRINT FOR A SECURE FUTURE

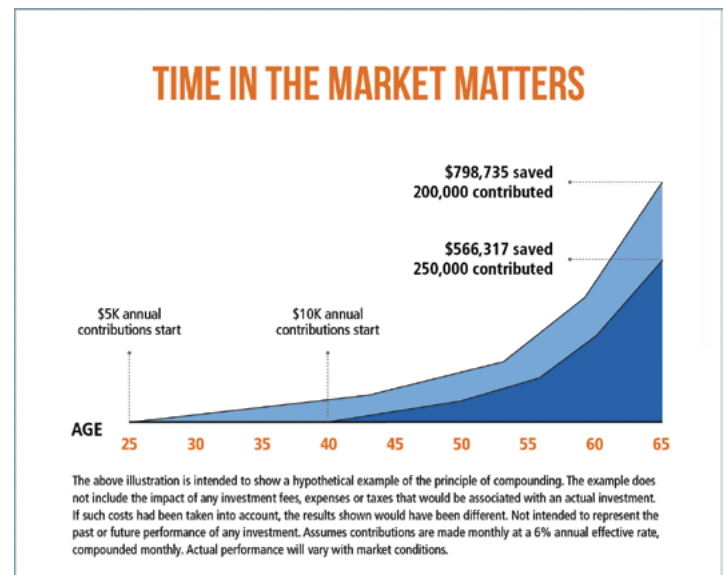
UT System offers both a UTSaver 403(b) Tax Sheltered Annuity Plan (TSA) and a 457(b) Deferred Compensation Plan (DCP) that allow you to save anywhere from \$15 a month to as much as \$24,500 a year in each plan. If you're turning age 50 or older in 2026, you can save as much as \$32,500 in each plan. If you are turning 60-63, you can save as much as \$35,750 in each plan! Contributions are deducted straight from your paycheck and automatically reported on your W-2 for you.

With both our UTSaver plans, you can also determine whether you want to pay taxes on the deductions now (Roth) for tax free distributions later, or to defer your taxes (Traditional) to let your savings grow in a tax-sheltered environment. Beginning in 2026, if your previous year's reported FICA wage (Box 3 of your W-2) was \$150,000 or more, the Age 50 and Age 60-63 catch-up dollars must be made as Roth after-tax contributions.



TIME: THE CORNERSTONE OF COMPOUNDING

The sooner you start to save, the better! The power of compounding interest turns time into an ally. So even starting with the minimum contribution of \$15 per month can help your savings grow exponentially over time. Take advantage of the UTSaver plans today!



UTSaver Retirement Plans

Plan Comparison: TSA vs. DCP

	UTSaver TSA		UTSaver DCP	
	TRADITIONAL 403(B)	ROTH 403(B)	TRADITIONAL 457(B)	ROTH 457(B)
Eligibility	All Employees		All Employees	
Employee Contribution	Pre-tax dollars	After-tax dollars	Pre-tax dollars	After-tax dollars
Employer Contribution	None		None	
Employee Withdrawals	Taxable when withdrawn	Tax free when withdrawn as a "qualified" distribution	Taxable when withdrawn	Tax free when withdrawn as a "qualified" distribution
General Contribution Limits*	\$24,500 IRS maximum (2026) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.)		\$24,500 IRS maximum (2026) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.)	
Catch Up Limits (For traditional and Roth sources)**	Turning 50 or older \$8,000 Turning 60-63 \$11,250		Turning 50 or older \$8,000 Turning 60-63 \$11,250	
Catch Up Roth Requirements	Starting in 2026, participants 50 or older who earned more than \$150,000 in FICA (W-2 Box-3) wages from their current UT Institution for 2025 must make catch-up contributions as Roth (after-tax) contributions. Participants who earned less than that amount may still make either pre-tax or Roth catch-up contributions.			
Distributions Upon Separation of Employment***	Distributions made prior to age 59 ½ will be subject to ordinary income tax and a possible 10% penalty	"Nonqualified" distributions made prior to age 59 ½ will be subject to ordinary income tax and possibly a 10% penalty	Distributions will be subject to ordinary income tax	"Nonqualified" distributions will be subject to ordinary income tax for any earnings on the account.

*Contribution limits shown are IRS maximums for 2026. The 2025 limits were \$23,500 with \$7,500 age 50 catch up.

**Per Section 109 of the Secure 2.0 Act, any employees who turn 60-63 during the year are eligible to contribute the greater of \$10,000 or 150% of the age 50 catch-up. During the year employees turn 64, the catch up reverts to the standard age 50 amount.

*** A "qualified" distribution occurs when the Roth account (TSA or DCP) has been in place for five taxable years (from the year of first contribution) and one of the following events has occurred: (1) attainment of age 59 ½; (2) disability; or (3) death. Contribution limits may vary based on income, years of service, previous deferrals, and other factors. Contact your Benefits Office for a calculation of your personal contribution limit for each voluntary program.

Retirement Providers: The Partners that Help Build the Foundation

By creating a financial plan, retirement becomes a planned, manageable future expense. Ready to start planning? The UT Retirement Program works with five nation-wide providers to offer the very best investment products at the lowest available cost. Scan the QR code to start building your future today!

**NO ANNUAL
FEES**



**NO SALES
FEES**



**NO EARLY
TERMINATION,
TRANSFER FEES,
OR PENALTIES**



UT Retirement

utbenefits.link/UTRetirement