

**DEFERRED COMPENSATION  
MAXIMUM LONGEVITY DEFERRAL  
TO AVOID REDUCTION IN REGULAR NET PAY**

<u>YEARS</u>	<u>MONTHS</u>	<u>AMOUNT</u>	<u>MAXIMUM DEFERRAL</u>
3	36	\$ 300	\$ 277
4	48	400	369
5	60	500	461
6	72	600	554
7	84	700	646
8	96	800	738
9	108	900	831
10	120	1000	923
11	132	1100	1,015
12	144	1200	1,108
13	156	1300	1,200
14	168	1400	1,292
15	180	1500	1,385
16	192	1600	1,477
17	204	1700	1,569
18	216	1800	1,662
19	228	1900	1,754
20	240	2000	1,846
21	252	2100	1,939
22	264	2200	2,031
23	276	2300	2,124
24	288	2400	2,216
25	300	2500	2,308
26	312	2600	2,401
27	324	2700	2,493
28	336	2800	2,585
29	348	2900	2,678
30	360	3000	2,770

**State employees may consider the following.**

You may choose to defer part or all of your longevity payment to either your 401(k) or 457 plan account. When you defer your longevity payment, you must consider how you will pay the FICA taxes due on it.

If you enter 100% as your deferral amount in Edison, then 100% of your longevity check will be deferred and the FICA payments will come out of your regular pay.

If you want to defer all of your longevity before income tax but after FICA (Social Security and Medicare taxes), please see the chart to determine the flat amount or percentage to reduce your deferral for the applicable taxes.

If you select a 401(k) post tax designated Roth deferral you must allow for the income tax withholding as well. If there is not sufficient income in the longevity payment to defer the amount you designate please expect the deduction to reduce your regular paycheck for the tax due on the deferral.

As an alternative to a flat dollar amount for a pretax deferral, defer no more than 92% of longevity.