401(k) plan vs. 457(b) plan

Your employer-sponsored retirement plan may be one of your most important assets during retirement. That's why it's important to make the most of it by saving as much as you can now. So, ask yourself: Am I saving enough for the future I envision?

As a City of Boise employee, you have two retirement plan options. The City of Boise 457(b) plan has some important differences from the state 401(k) plan, such as no early withdrawal penalty.

	PERSI Choice 401(k) plan	City of Boise 457(b) plan
Contribution types	Pretax and Roth	Pretax and Roth
Eligible participants	All General and Fire Employees of the City of Boise **Please contact Human Resources as you may be eligible for a match.**	All General and Fire Employees of the City of Boise **General Employees are eligible for a 2% match.**
Maximum salary deferral	$24,500 in 2026	$24,500 in 2026
Age 50+ catch-up contribution	$8,000 in 2026	$8,000 in 2026
Three year pre-retirement catch-up contribution	Not allowed	Allowed. You can contribute up to twice the annual limit for the three years before normal retirement age.
Vesting/ownership	All contributions — both pretax and Roth — are fully (100%) vested.	All contributions — both pretax and Roth — are fully (100%) vested.
Early withdrawal penalty for participants under 59½	A 10% early withdrawal penalty may apply to participants under 59½ years of age.	No early withdrawal penalty.

Source: IRS, irs.gov, November 13, 2025.

City of Boise employees can fully participate in both plans!

To maximize your retirement savings, you can contribute up to the annual IRS limit in both plans.

- **$49,000** – the maximum salary deferral limit for employees enrolled in both retirement plans
- **$65,000** – the combined maximum salary deferral limit for employees who are age 50 or older and enrolled in both retirement plans

Visit **LincolnFinancial.com/Retirement** to enroll in the City of Boise 457(b) plan! Or, take this opportunity to review your contribution rate and see if you can boost your savings.

Get personal help

Get answers to your questions and receive personal help with planning for retirement. Scan the QR code or visit **LincolnFinancial.com/BoiseSchedule** to schedule a meeting with one of your Lincoln retirement consultants.

LincolnFinancial.com/Retirement

PAD-8655807-120925
PDF 12/25 **Z06**
Order code: COB-COMBO-FLI001