

Office of Human Resources, Benefits Department

Retirement Savings Vesting & The Accelerated Option



2025 Bridging Benefits Educational Series

Presented by the Benefits Department and TIAA

7/24/2025 Noon – 1:00 p.m.

**Please be aware that the benefits outlined in these presentations are subject to change. The information provided is accurate as of the date of this presentation and is intended for general guidance only. Any future modifications or updates to benefits will be communicated as they occur. Staff, Faculty, and Librarians under Collective Bargaining Agreements are governed according to the terms of the agreements.*

Presenters

For Benefits Customer Support following the presentation:

[Submit a question or comment](#)

Phone: 833-852-2210 (Phone Hours: Monday - Friday, 8:30 am to 5:00 pm)



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Agenda

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Overview of 403(b), 401(a) and 457(b)

2025 Contribution Limits

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What does it mean to be vested?

Timelines and eligibility

How does vesting affect contributions?

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Overview

Universal Availability, 403(b), 401(a) and 457(b) Plans.

Overview of Plans



Universal Availability

IRS Code:

- 403(b) - Supplemental (Non-Matched)
- IRS Limits Apply such as the 402(g) limit

Contributions

- Employee Only 403(b)

Plan Vendor: TIAA



Defined Contribution Matching Plan

IRS Code:

- 403(b) - Employee Match Eligible (between 3-8%)
- 403(b) - Employee Supplemental (Non-Matched) or those not eligible for Match
- 401(a) - Employer Matching Contributions

Contributions

- Employee 403(b) & Employer 401(a)

Plan Vendor: TIAA



457(b) Supplemental Plan

IRS Code:

- 457(b) - Supplemental (Non-Matched)

Contributions

- Employee Only – non matched

Plan Vendor: TIAA

Universal Availability



Universal Availability

IRS Code:

- 403(b) - Supplemental (Non-Matched)
- IRS Limits Apply such as the 402(g) limit

Contributions

- Employee Only 403(b)

Additional Information

- [AvailabilityNotice.pdf](#)
- [OHR Website](#)

Plan Vendor: TIAA

What is It?

The University of Pittsburgh provides all eligible employees with the opportunity to save for retirement through supplemental pre-tax and Roth 403(b) after-tax contributions without a University matching contribution.

Eligibility Requirements:

- Most employees of the University of Pittsburgh who receive compensation reportable on an IRS Form W-2 are eligible to participate in the Plan (Staff, Faculty, Post-Doc Associates, & AllTemps).
- Nonresident aliens with no US-source income, post-doctoral scholars, students, certificates, and fellows are not eligible for this plan.

Advantages

An opportunity for eligible employees to save for retirement. For those not eligible for the Defined Contribution Matching Plan or 457(b) plans.

Defined Contribution Matching Plan



Defined Contribution

IRS Code:

- 403(b) - Employee Match Eligible (between 3-8%)
- 403(b) - Employee Supplemental (Non-Matched) or those not eligible for Match
- 401(a) - Employer Matching Contributions

Contributions

- Employee 403(b), 403(b) Supplemental & Employer 401(a)

Plan Vendor: TIAA

What is It?

The University of Pittsburgh provides eligible employees with the opportunity to save for retirement through a 403(b) Employee Contribution and a 401(a) Employer Matching Contribution which matches between 3-8% of the employee's base salary if elected.

Eligibility Requirements:

- Full-time Regular faculty
- Full-time Regular librarians
- Full-time Regular research associates
- Full-time Regular staff
- Part-time faculty in the tenure stream or tenured for no less than 50% effort.
- Part-time regular staff
- Union employees as stated in their Collective Bargaining Agreement

Advantages

- Employer contribution effectively increase the employee's retirement savings and can help with increased growth.
- Flexibility – You decide how much to contribute.



University of
Pittsburgh®



Defined Contribution - Terminology

The IRS codes governing retirement savings plans like 403(b) and 401(a) are as follows:

403(b) - Match Eligible

- Employee Contributions made through salary deferral.
- **3-8 % of the Employees contributions are matched** by the University (if eligible for this plan)

403(b) - Supplemental

- Any amount that is not eligible for the match.
- Contributions **less than 3% (< 3%)**
- Contributions **greater than 8% (> 8%)**
- Employees not eligible for the Match (all temp, PDA, etc.)

401(a) - Employer Match

- Employer Contributions.
- Prior to becoming vested, the University matches \$1 for \$1 for contributions between 3-8%.
- After Vesting the University match increases to \$1.50. ↑

402(g) Limit = limit how much an employee can contribute in a Calendar year

415(c) IRS limit

457(b) Supplemental



457(b) Supplemental Plan

IRS Code:

- 457(b) - Supplemental (Non-Matched)

Contributions

- Employee Only 457(b)

Plan Vendor: TIAA

What is It?

The University of Pittsburgh provides eligible employees with the option to make supplemental (non-matched) contributions to a 457(b) plan to save more for their future with either pre-tax or after-tax Roth contributions.

Eligibility Requirements:

- Full-time Regular faculty
- Full-time Regular librarians
- Full-time Regular research associates
- Full-time Regular staff
- Part-time faculty in the tenure stream or tenured for no less than 50% effort.
- Part-time regular staff
- Union employees as stated in their Collective Bargaining Agreement

**Please note: Active MHSF employees, retirees, and former staff and faculty members are not eligible for this plan.*

Advantages

- This deferred compensation plan provides for distributions when you leave employment or reach age 70, whichever comes first.
- The 457(b) is monitored separately for the IRS Limits.
 - Able to reach the limit(s) in both 403(b) and 457(b) as pay supports

Please note that any pre-tax contributions you make to the plan will be taxable upon distribution.

Comparing the 403(b) and the 457(b)

Feature	403(b) Plan Contributions	457(b) Plan Contributions
Eligibility	<ul style="list-style-type: none"> Full-time Regular faculty Full-time Regular librarians Full-time Regular research associates Full-time Regular staff (non-union) Part-time faculty in the tenure stream or tenured for no less than 50% effort. Part-time regular staff (non-union) Union employees as stated in their Collective Bargaining Agreement 	<p>Same as the 403(b)*</p> <p><i>*Please note: Active MHSF employees, retirees, and former staff and faculty members are not eligible for the 457(b) plan.</i></p>
Separate IRS Limits	Yes, eligible employees may be eligible to contribute the maximum to both the 403(b) and 457(b) plans.	
Contribution Limits	<p>For 2025, the IRS contribution limit is \$23,500 for individuals under the age of 50</p> <p>For individuals 50-59, or 64+, the IRS contribution limit is \$31,000</p> <p>For individuals 60-63, the IRS contribution limit is \$34,750</p> <p>* The IRS calculates your limit based on your age as of 12/31 of the applicable year</p>	<p>For 2025, the IRS contribution limit is \$23,500 for individuals under the age of 50</p> <p>For individuals 50-59, or 64+, the IRS contribution limit is \$31,000</p> <p>For individuals 60-63, the IRS contribution limit is \$34,750</p> <p>* The IRS calculates your limit based on your age as of 12/31 of the applicable year</p>
Employer Contributions	Yes, The University matches contributions of 3% - 8% (based on eligibility).	No, the University does not make matching contributions.
Early Withdrawal Penalty	10% penalty for early withdrawal before age 59.5	When you leave employment with the University, distributions from the 457(b) plan are not subject to the early withdrawal penalties associated with 403(b) plan distributions.
Rollovers	Rollovers are permitted to and from IRAs, 403(b), 401(a), 401(k), and other 457(b) public plans that accept it	Rollovers are not permitted to or from 457(b) private plans
	Rollovers from the University 403(b) and 401(a) will not be permitted into the 457(b) plan if the staff and faculty member is still actively employed	

402(g) IRS Limit

What is the 402(g) Limit?

Section 402(g) of the Internal Revenue Code sets a limit on the amount of elective deferrals an individual can contribute to certain retirement plans within a calendar year.

In 2025, the maximum annual 402(g) limit for 403(b) plans is:

- **\$23,500** for each plan for individuals age 49 or younger**
 - **\$31,000** for each plan for individuals age 50-59, 64+**,
 - \$23,500 base,
 - \$7,500 catch up
 - **\$34,750** for each plan for individuals age 60-63**
 - \$25,500 base
 - \$11,250 catch up
- ****Age determined as of 12/31/2025**

Prior Year Limits at available at: <https://www.tiaa.org/public/plansponsors/colalimits>

Plan Type	Annual Contribution Limit
415(c)	\$70,000
403(b)	\$23,500
IRS Catch Up 403 (Age 50-59, 64+)	\$7,500
IRS Super Catch Up (Age 60-63)	\$11,250
457	\$23,500
IRS Catch Up 457 (Age 50-59, 64+)	\$7,500
IRS Super Catch Up (Age 60-63)	\$11,250
Traditional IRA	\$7,000
Traditional IRA Catch Up	\$1,000
Roth IRA	\$7,000
Roth IRA Catch Up	\$1,000

Becoming Vested

What does it mean? Timelines and eligibility, Impact of Vesting, & Changes to Pay Statements.

Vesting *[ve-sting]*

An incentive program for employees that gives them benefits after fulfilling a specified term of employment.

Vesting refers to the process by which an employee gains full ownership of employer-contributed funds in their retirement account after participating and contributing. Vesting at the University also entails additional benefits become available.





Vesting Period

- **Vesting Period:** Approx 3 calendar years of 6 months of eligible contributions. 1,000 hours is needed per year.
- **Service hours:** An individual is credited with 190 hours each month regardless of percent effort.
- **Matched Contributions:** 3-8% of the employee's base salary.
- **Timeframe:** Most individuals vest in June of their 3rd calendar year of participation.



Importance:

University match becomes fully owned by you; portable upon separation.

If you terminate employment or stop contributing prior to becoming vested, you forfeit the University's match into the 401(a) account.

If you remain employed at the University, the University will start to increase the match you receive.

Vesting Timeline



Year 1

Participation Start

Start contributing for at least 6 months.

Employee must be contributing at least 3% to the 403(b).



Year 2

Pre-Vesting Period

Continue contributing for at least 6 months in the next year.



Year 3

Vest Date

Vest in June after 6 months of contributing.

What Does it Mean to be Vested?

- You have a non-forfeitable right to all the University's past matching contributions (in other words: **you own those contributions**)
- University match increases from 100% to **150%** (between 3-8% of your salary)
- For example, if you contribute 8%, the University contributes 12%
 - Or, for every \$1 you contribute, the University contributes \$1.50
- If you are over the age of 52 and contributing at least 8% of your pay to your retirement plan, you are now eligible to join the **Accelerated Option**, which **could increase University matching contributions to 14.5%**



Example Contributions Before & After Vesting

■ Before Vesting

- **Contribution Rate:** Continue contributing basic contribution (3-8%).
- **University Match:** Starts at 100% (a dollar for every dollar)

Contribution	<3%	Basic Contribution						> 8%
Employee Contribution	2%	3%	4%	5%	6%	7%	8%	10%
University Matching Contribution	0%	3%	4%	5%	6%	7%	8%	8%
Total	2%	6%	8%	10%	12%	14%	16%	18%

■ After Vesting

- **Contribution Rate:** Continue contributing basic contribution (3-8%)
- **University Match:** Increases to 150% (a dollar and a half for every dollar)
- **Accelerated Option:** Option for those over age 52 and vested to have the University match them even more for the same 8% employee contributions.

Contribution	Basic Contribution						> 8%	Accelerated Option
Employee Contribution	3%	4%	5%	6%	7%	8%	10%	8%
University Matching Contribution	4.5%	6%	7.5%	9%	10.5%	12%	12%	14.5%
Total	7.5%	10%	12.5%	15%	17.5%	20%	22%	22.5%

Vested Status: What Changes vs What Doesn't

What's Changing	What's Staying the Same
Employer Matching Contribution Increases from 100% to 150% for contributions between 3-8% of your base salary.	Your Employee Contribution stay the same, unless you make a change. <ul style="list-style-type: none">○ For example, if you are contributing 8% now, you will continue to contribute 8% unless you actively make a change to your account
You own employer-contributed funds that are portable upon separation.	Your Personal Contributions remain 100% yours.
Vesting Status will reflect in your employment record	Access to 403(b), 401(a), and 457(b) plan options
Ability to save more in retirement with an increased university match if you continue contributing.	Annual contribution limits and catch-up rules
Access to enroll in the Accelerated Option for those vested and between ages 52-64	Ongoing access to retirement counseling and resources

Account Codes:

- **403(b)** = Your matched contributions between 3-8%
- **403(b) Supplemental** = Your non-matched contributions (optional)
- **401(a)** = University matching contributions
- **457(b) Supplemental** = Your non-matched contributions (optional)

Earnings			
Description	Hours	Amount	Year to Date
Salary			
Vacation/P fringe benefits			
Description		Amount	Year to Date
Tax Information			
Description		Amount	Year to Date
FICA			
SIT - PA			
Medicare			
North Huntingdon Township City			
Recesses SD Sub			
Pittsburgh LST			
SCL - PA			
Summary			
Description	Current		Year to Date
Earnings			
Pre-Tax Deductions			
Tax Information			
After-Tax Deductions			
Grossed Amount			

Deductions			
Description		Amount	Year to Date
Retirement Plan			1984 -
Medical			
Health Insurance			
Dental Insurance			
Vision Insurance			
After-Tax Deductions			
Description		Amount	Year to Date
Open Enrollment			
Options			
University Contributions/Options			
Description		Amount	Year to Date
Marshall Retirement Plan			2002 -
Medical LTD			
Social Security Employee LTD			
Medicare Employee Liability			
LTD Employer			
Basic Life			
Basic AGO			

- In this example you can see the employee's 8% contributions under pre-tax.

- In this example you can see the University Contributions at the bottom.
- The match is now 150% or 12% of the employee's 8% contribution

Pre-Tax Deductions		
Description	Amount	Year to Date
Retirement Pre-Tax	460.00	1868.26
Medical		
Health Care FSA		
Dental		
Vision		

After-Tax Deductions		
Description	Amount	Year to Date
Optional Life		
Optional ADD		

University Contributions/Other		
Description	Amount	Year to Date
Matched Retirement Employer Match	690.00	2802.39
Medical ER		
Social Security Employer Liability		
Medicare Employer Liability		
LTD Employer		
Basic Life		
Basic ADD		

Please Note: The University only matches contributions between 3-8%.




Accelerated Option

Accelerated Option

When an eligible participant joins the Accelerated Option, the University will increase its matching contribution from 12% to 14.5%.

This increase is effective for up to 120 months (10 years) or age 65, whichever comes first.

Eligibility Criteria:

-  Fully Vested Participants
-  Between the Ages of 52-64
(cannot elect after age 65)
-  Must Be Contributing at least 8% of base salary to participate

Important Considerations

- Once you are in the plan for 10 years or turn 65, whichever comes first, **all University matching contributions stop**
 - Re-enrollment is necessary if you would like to continue making non-matched (supplemental) contributions
 - If you do not re-enroll after the accelerated plan has ended, no further deductions will be taken out of your pay until you elect to re-enroll.
- Benefits of the Accelerated Option depend on the individual;
 - If you plan to continue working past age 65, it may not be the best option.
- More information: [Accelerated Option | Human Resources | University of Pittsburgh](#)

Contributions, Investments & Resources

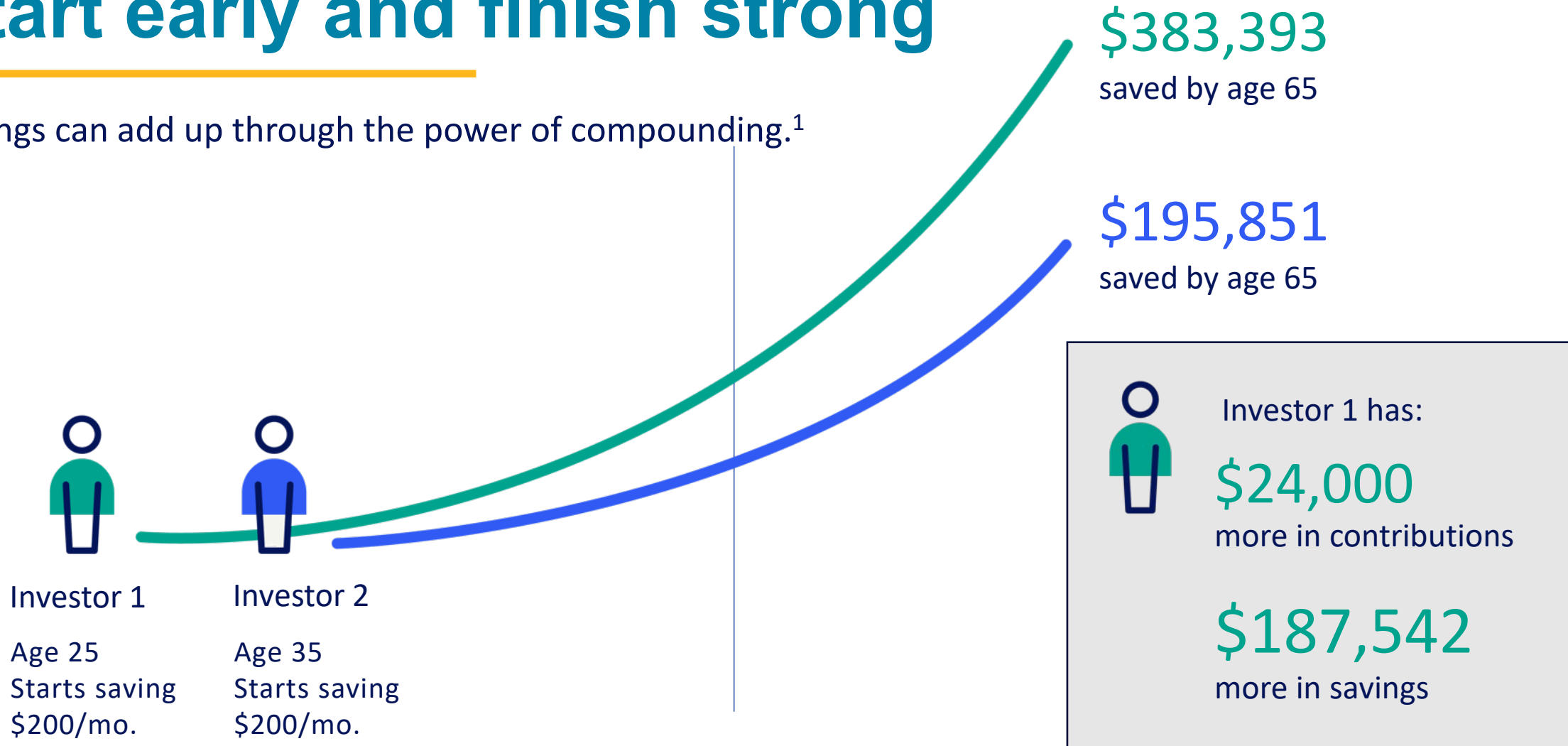
The University of Pittsburgh Defined Contribution Plan

Speaker:

Chad Firmstone | Sr. Financial Consultant | Retirement Solutions
TIAA

Start early and finish strong

Savings can add up through the power of compounding.¹



1. The above illustration is intended to show a hypothetical example of the principle of compounding. The example doesn't include the impact of any investment fees, expenses or taxes associated with an actual investment. If such costs had been taken into account, the results shown would have been different. It also doesn't factor in market volatility and assumes a 6% annual return until age 65.

Contribution Taxation Options

Pre-Tax Contributions

- Pre-tax contributions are deducted from your pay before taxes, which means every dollar you contribute to the plan reduces your current taxable income.
- In addition, you will not pay any taxes on these contributions or the investment earnings until you begin taking withdrawals from the plan.

Roth After-Tax Contributions

- You can also designate some or all of your contributions as after-tax Roth contributions, which would allow you, depending on your tax situation, to receive a tax-free benefit from this plan on qualified distributions.
- Consult with your tax advisor on whether this option makes sense for you.

Select to contribute one-way or another or do a combination of splitting the two for a third option.

For example, Contributing 4% Pre-Tax and another 4% Roth After-Tax for a total of 8%.

Investment Approaches

[Read more in our Retirement Plans Summary Flyer](#)



Hands-off investing

The Panther Target-Date Plus Models

- Automatically manage your investments
- Easier to stay on track with your retirement goals
- Include the option for guaranteed* income payments for life
- The plans' default investment option



Hands-on investing

Streamlined Array: Core Investment Funds

- A broad range of carefully selected options
- Designed to help you build a diversified investment portfolio
- Learn more about your investment choices at TIAA.org/pitt.



Hands-on investing

Self-Directed Brokerage Account

- Provides access to thousands of mutual funds from many well-known fund families
- May appeal to active, experienced investors who seek more investment choices or have preferences outside of the core investment funds

*Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

Tools and Resources

Manage your account

- Visit hr.pitt.edu/access-tiaa (via my.pitt.edu)

Phone

- Call **TIAA at 800-682-9139**, weekdays, 8 a.m. to 10 p.m. (ET).

Mobile App

- TIAA Mobile App. You can download the app on the [Apple App Store](https://apps.apple.com/us/app/tiaa-mobile-app/id123456789) or [Google Play](https://play.google.com/store/apps/details?id=com.tiaa)

Resources

- Want help creating a budget or calculating your needs for retirement? Visit TIAA.org/tools.
- Learn more about saving and managing your finances, go to TIAA.org/webinars to join a live or on demand webinar.
- Create a personalized savings and investment plan visit TIAA.org/retirementadvisor.
- Are you closer to retirement? Visit TIAA.org/retirementincome to see how your retirement plan options can provide income that is guaranteed for life.

Tools and Resources

Schedule an Investment Advice Session*

Meeting with a TIAA financial Consultant can help you determine whether you're:

- Saving enough
- Invested appropriately for your goals
- On track

Available through your retirement program at **no additional cost to you.**

TIAA Contact Information

Telephone Counseling:	800-682-9139
To Set Up a Personal Appointment by Telephone:	800-732-8353
To Set Up a Personal Appointment via the Web:	www.tiaa.org/schedulenow
TIAA Web Sites:	www.tiaa.org/pitt or www.tiaa.org

*Advice is obtained using an advice methodology from an independent third-party.

Webinars / Events

www.TIAA.org/webinars

Recent webinars available for replay

- TIAA Quarterly economic and market update
- Navigating the Sandwich Generation: Financial Strategies for the Caregiving Squeeze

Pre-Recorded Sessions – available on demand

- How can I afford college for my kids or grandkids?
- Naming your beneficiaries: Why it Matters
- Financial wellness & mental health: Insights from the TIAA Institute
- How to get the most from your employee retirement plan
- How longevity affects financial planning and family caregiving

Additional Resources

- **Financial Essentials** web experience
<https://www.tiaa.org/financialessentials>
- **YouTube playlist** that features quick, actionable financial videos
<https://www.youtube.com/playlist?list=PLfnE8OyXprMXmHa7vB1f0XYGnjNblcwl->
- Tips on how to handle **unsettled markets**
<https://www.tiaa.org/public/learn/financial-education/market-volatility-and-retirement-savings>

Panther Target-Date Plus Models

The TIAA RetirePlus Pro® models are asset allocation recommendations developed in one of three ways, depending on your plan structure: i) by your plan sponsor, ii) by your plan sponsor in consultation with consultants and other investment advisors designated by the plan sponsor, or iii) exclusively by consultants and other investment advisors selected by your plan sponsor whereby assets are allocated to underlying mutual funds and annuities that are permissible investments under the plan. Model-based accounts will be managed on the basis of the plan participant's personal financial situation and investment objectives (for example, taking into account factors such as participant age and risk capacity as determined by a risk tolerance questionnaire).

This material is for informational, educational or non-fiduciary sales opportunities and/or activities only and does not constitute investment advice (e.g., fiduciary advice under ERISA or otherwise), a securities recommendation under all securities laws, or an insurance product recommendation under state insurance laws or regulations to invest through a model or to purchase any security or advice about investing or managing retirement savings. It does not take into account any specific objectives or circumstances of any particular customer, or suggest any specific course of action.

You should consider the investment objectives, principal strategies, principal risks, portfolio turnover rate, performance data, and fee and expense information of each underlying investment carefully before directing an investment based on the model. For a free copy of the program description and the prospectus or other offering documents for each of the underlying investments (containing this and other information), call TIAA at 877-518-9161. Please read the program description and the prospectuses or other offering documents for the underlying investments carefully before investing.

The Plan Fiduciary and the Plan Advisor may determine that an underlying investment(s) is appropriate for a model portfolio, but not appropriate as a stand-alone investment for a participant who is not participating in the program. In such case, participants who elect to unsubscribe from the program while holding an underlying investment(s) in their model-based account that has been deemed inappropriate as a stand-alone investment option by the Plan Fiduciary and/or the Plan Advisor will be prohibited from allocating future contributions to that investment option(s).

Established Restrictions: Each Plan Participant may, but need not, propose restrictions for his or her Model-Based Account, which will further customize such Plan Participant's own portfolio of Underlying Investments. The Plan Fiduciary is responsible for considering any restrictions proposed by a Plan Participant, and for determining (together with Plan Advisor(s)) whether the proposed restriction is "reasonable" in each case.

No registration under the Investment Company Act, the Securities Act or state securities laws—The Model is not a mutual fund or other type of security and will not be registered with the Securities and Exchange Commission as an investment company under the Investment Company Act of 1940, as amended, and no units or shares of the Model will be registered under the Securities Act of 1933, as amended, nor will they be registered with any state securities regulator. Accordingly, the Model is not subject to compliance with the requirements of such acts, nor may plan participants investing in underlying investments based on the Model avail themselves of the protections thereunder, except to the extent that one or more underlying investments or interests therein are registered under such acts.

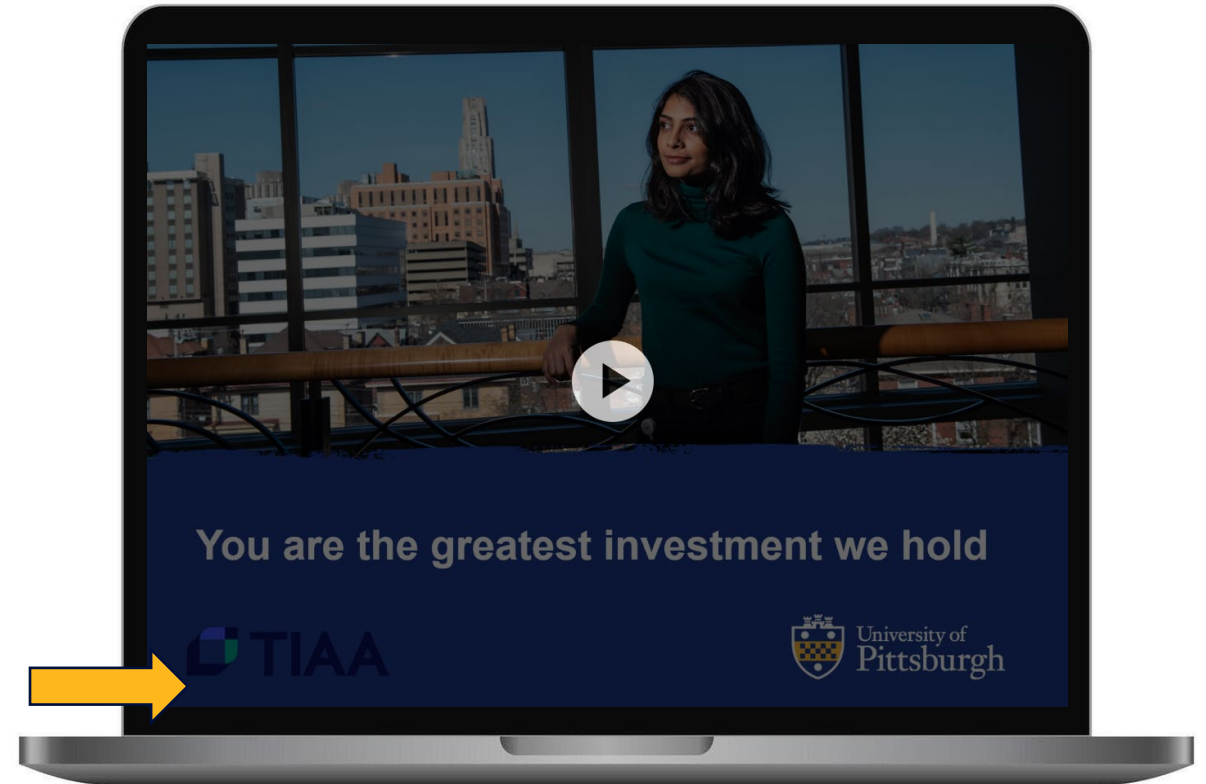
No guarantee—Investments based on the Model are not deposits of, or obligations of, or guaranteed or endorsed by TIAA, the Investment Advisor, The Plan or their affiliates, and are not insured by the Federal Deposit Insurance Corporation, or any other agency. An investment based on the Model is not guaranteed, and you may experience losses, including losses near, at, or after the target date. There is no guarantee that investments based on the Model will provide adequate income at and through your retirement. Investors should not allocate their retirement savings based on the Model unless they can readily bear the consequences of such loss.

TIAA RetirePlus Pro is administered by Teachers Insurance and Annuity Association of America ("TIAA") as plan recordkeeper. TIAA-CREF Individual & Institutional Services LLC, Member FINRA, distributes securities products. If offered under your plan, TIAA and CREF annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY, respectively. Each is solely responsible for its own financial condition and contractual obligations. Transactions in the underlying investments invested in based on the Model on behalf of the plan participants are executed through TIAA-CREF Individual & Institutional Services, LLC, Member FINRA.

TIAA RetirePlus Pro® is a registered trademark of Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017.

OHR Website Resources

- **Plan Information:** [Retirement Savings Plan | Human Resources | University of Pittsburgh](#)
- **Defined Contribution Flyer:**
[Univ of Pitt New Hire Flyer 2024 final.pdf](#)
- **Flyer:** [Universal Availability Notice](#)
- **Video:** [You are the greatest investment we hold](#)



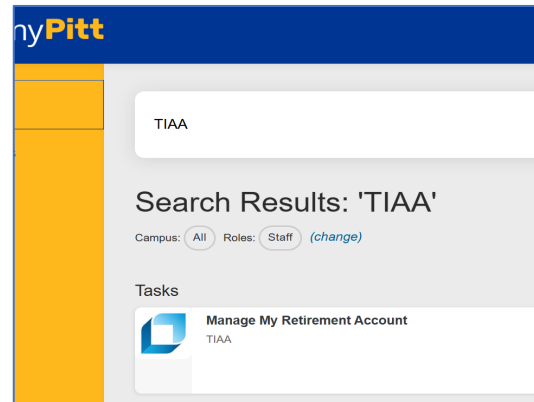
Account Access & Next Steps

Accessing Your Account, Enrolling or Making Changes, & Scheduling with a TIAA Financial Consultant

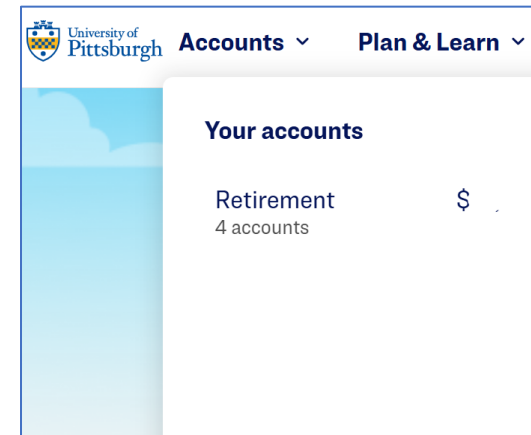
Actions You Might Consider Taking



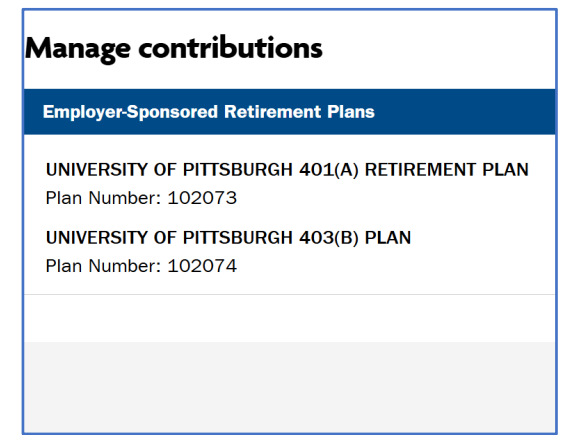
Scheduling a Financial Consultation with TIAA



Accessing your Account



Managing Your Accounts



Changing Your Contributions

Scheduling a Financial Consultation with TIAA

- Schedule an Investment Advice* Session at no cost to you.

TIAA Contact Information

Telephone Counseling:	800-682-9139
To Set Up a Personal Appointment by Telephone:	800-732-8353
To Set Up a Personal Appointment via the Web:	www.tiaa.org/schedulenow
TIAA Web Sites:	www.tiaa.org/pitt or www.tiaa.org

**Advice is obtained using an advice methodology from an independent third-party.*



Signing in...

Accessing your Account



myPitt

1

Sign in



- 1. Login to my.pitt.edu using your University username and password
- 2. Search for "**Retirement Savings Plan Access**" or "**TIAA**"
- 3. Select "**Manage My Retirement Account**" box
- 4. This will take you outside of the University systems and you will then be logged into the TIAA system to manage your account(s).

2

TIAA



Announcements

[View all](#)

Go cardless with Pitt's new Mobile Panther ID

Starting July 15, Pittsburgh campus students, faculty and staff can swap their plastic Panther Cards for a mobile credential and access buildings and campus services via smartphone or smartwatch.
<https://www.pittwire.pitt.edu/announcements-and-updates/2025/07/15/panther-id-mobile-credential>

Search Results: 'TIAA'

Campus: [All](#) Roles: [Staff](#) [\(change\)](#)

3



Manage My Retirement Account
TIAA



Human Resources Calendar of Events



Managing Your Account

- Update beneficiary information
 - *In the event of a death, how do you want your funds allocated?*
- Review Spousal Waiver Clause - Beneficiary Rules | Human Resources | University of Pittsburgh
- Add trusted contacts
- View or Change your investments
- Rollover funds from a former employer
- Update future allocations
- Elect auto save

Quick links

[Manage contributions](#)

[Start a rollover](#)

[View investments](#)

[View all products](#)

[Research investments](#)

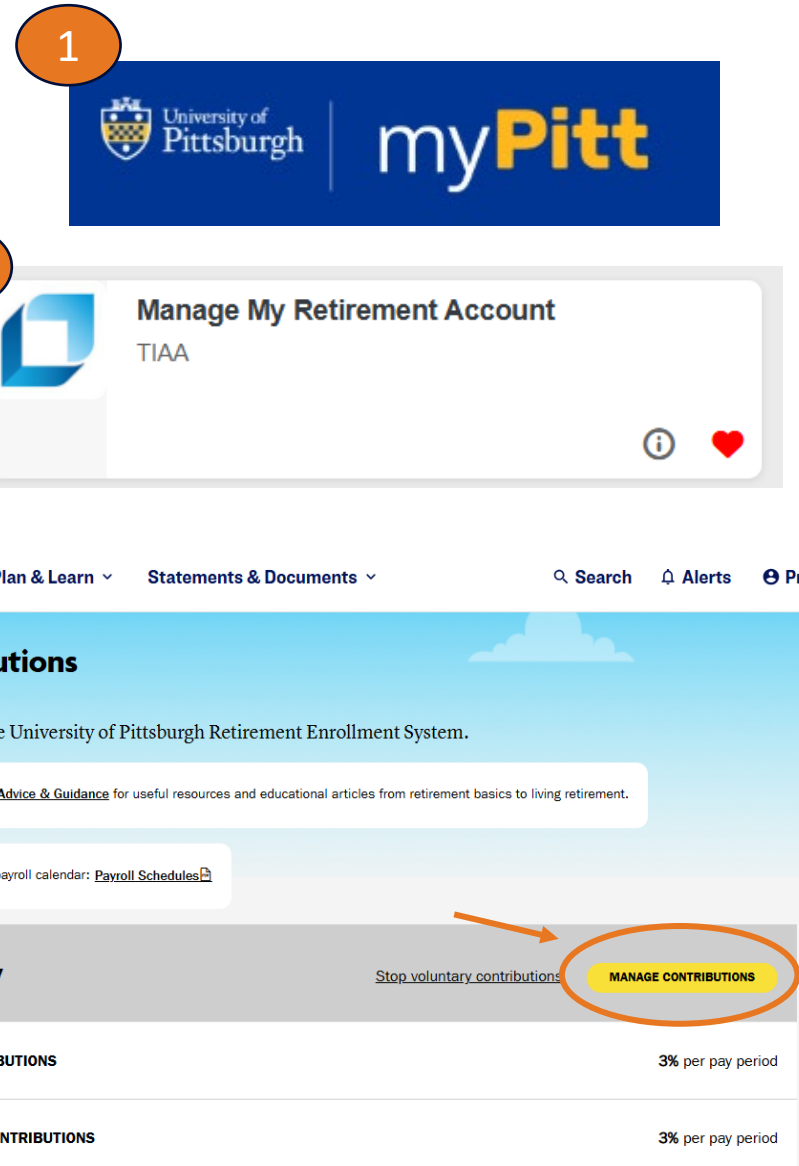
[Open an account](#)

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[View all actions](#)

Enrolling or Making Changes

1. To enroll, visit my.pitt.edu and log in using your University username and password.
2. Search TIAA and click **"Manage My Retirement Account."**
3. You will be taken to the Summary page on TIAA's website to begin the enrollment process.
 - For further details about the Retirement Savings Plans or eligibility, please contact the Office of Human Resources' Benefits Department at 833-852-2210 or you may submit an inquiry using the contact form at <https://www.hr.pitt.edu/contact-ohr>
 - For questions on investments, financial consultations, or updating beneficiaries please contact TIAA directly at 800-682-9139, Monday - Friday from 8:00 am - 10:00 pm (ET).



Changing Your Contributions

- **Increase or Decrease** the amount being withheld from your paycheck.
- This can be done monthly and as often as you prefer by making the change online through the University Portal.
 - If you select the first available paycheck, changes are effective the following pay period.
 - *For example, if a Monthly paid employee wishes to make changes effective for August payroll, they will need to make the elections in TIAA's portal by Thursday, July 31st at 11:59 p.m.*
 - You also can select a future effective date as well. The pay schedule rules still apply.
 - *For example, if you'd like to schedule your increase to take effective in January after the holiday season, you'd want that increase to have an effective date in December (for monthly employees).*
- Instructions on how to make changes are available on our OHR Website [here](#).

University of Pittsburgh Biweekly Online Salary Deferral Calendar		
Pay Period	If you want your salary deferral change to appear on the pay date below:	Enter change online with an effective date on or before 11:59 p.m. on the dates listed below:
1	Friday, January 10, 2025	Wednesday, January 1, 2025
2	Friday, January 24, 2025	Tuesday, January 14, 2025
3	Friday, February 7, 2025	Tuesday, January 28, 2025
4	Friday, February 21, 2025	Tuesday, February 11, 2025

University of Pittsburgh Monthly Online Salary Deferral Calendar		
Pay Period	If you want your salary deferral change to appear on the pay date below:	Enter change online with an effective date on or before 11:59 p.m. on the dates listed below:
1	Friday, January 31, 2025	Tuesday, December 31, 2024
2	Friday, February 28, 2025	Friday, January 31, 2025
3	Monday, March 31, 2025	Friday, February 28, 2025
4	Wednesday, April 30, 2025	Monday, March 31, 2025
5	Friday, May 30, 2025	Wednesday, April 30, 2025
6	Monday, June 30, 2025	Saturday, May 31, 2025
7	Thursday, July 31, 2025	Monday, June 30, 2025
8	Friday, August 29, 2025	Thursday, July 31, 2025
9	Tuesday, September 30, 2025	Sunday, August 31, 2025
10	Friday, October 31, 2025	Tuesday, September 30, 2025
11	Friday, November 28, 2025	Friday, October 31, 2025
12	Wednesday, December 31, 2025	Sunday, November 30, 2025

Please refer to the [University payroll schedule for timing details](#) as they differ for Biweekly and Monthly paid employees.

Enrolling in the Accelerated Option or 457(b)

■ Accelerated Plan

Steps	Task
1	Log into you TIAA Account via my.pitt.edu
2	Select the Manage Contributions button.
3	Enter the percentage of each paycheck you wish to contribute (8% or greater) or select the maximum contribution (if you wish to contribute up to the IRS annual limit). You must also indicate an effective date of the change. Select the Payroll Schedules link to better understand when you will see the change reflected in your pay, future-dated effective dates, or if you are on a biweekly pay schedule.
4	If you are eligible for the Accelerated Option , you will have the option to select a box to Select the Accelerated Option. (You will only be able to select this option if you are contributing at least 8%.)
5	Once you're done, select the Continue button
6	Review your election and how it is divided within the University of Pittsburgh plans. You will notice that the Employer Match percentage reflects the increased percentage. When ready, select Confirm Elections to process your request.

■ 457(b) Supplemental (non-matched)

Steps	Task
1	Log into you TIAA Account via my.pitt.edu
2	Select the Manage Contributions button.
3	First you will be asked about the 403(b)/401(a) accounts. If you wish to make changes to this plan you can or skip to step 5 . Enter the percentage of each paycheck you wish to contribute or select the maximum contribution. You must also indicate an effective date of the change. Select the Payroll Schedules link to better understand when you will see the change reflected in your pay, future-dated effective dates, or if you are on a biweekly pay schedule.
4	You can choose to split your contribution between pre-tax, Roth and after-tax. If you do not indicate otherwise, you will be defaulted to pre-tax only.
5	Once you're done, select the Continue button
6	Review your election and how it is divided among the available University of Pittsburgh plans. When ready, select Confirm Elections to process your request.
7	After showing your election into the plan, you will be asked if you would like to contribute to the 457(b) plan, if you are eligible for it. If you would like to contribute to the 457(b) plan, choose "yes" and continue to make your election.

Q&A

Bridging Benefits

Upcoming Sessions

Event Calendar

4th Quarter FY 24-25



April 24, 2025: Financial Wellness Benefits & Resources

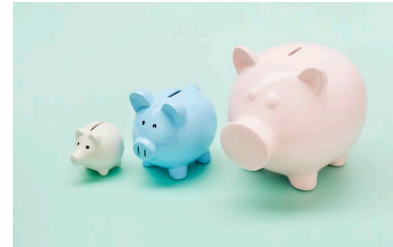


May 22, 2025: Preparing for the New Plan Year (Post-Open Enrollment)



June 26, 2025: Planning for Parenthood

1st Quarter FY 25-26



July 24, 2025: Retirement Savings Vesting & the Accelerated Plan



August 21, 2025: Understanding Student Health Insurance



September 2025: Back to School - Wellness and Stress Management

2nd Quarter FY 25-26



October 2025: Pathway to Retirement



November 2025: Perks of Working at Pitt



December 2025: Flexible Spending Accounts & Claim Submission Deadlines

Next Steps:

❑ Register for a Session if Interested!

- <https://www.hr.pitt.edu/bridging-benefits>

❑ Follow Us on Social Media



❑ Keep an Eye Out for Future Sessions!

❑ Take our Bridging Benefits – Experience Survey

- Link will be sent via email following today's session.
- The recording + slides will also be made available on the Bridging Benefits Webpage.



Resources & Contact Information

Benefits Department
Phone: 833-852-2210

Additional Info:	Topic:	Where to Learn More:
University of Pittsburgh Plan Information	Retirement Savings Plan	Retirement Savings Plan Human Resources University of Pittsburgh
	Defined Contribution Plan	Retirement Savings for Current Employees Human Resources University of Pittsburgh
	Summary Plan Description	401(a) and 403(b) Retirement Plan Summary Plan Description
	Accelerated Option	Accelerated Option Human Resources University of Pittsburgh
	457(b) Plan	457(b) Plan Human Resources University of Pittsburgh
	Summary Plan Description	Summary Plan Description
Making Changes	Manage Your Contributions	Enroll In or Manage Your Retirement Savings Human Resources University of Pittsburgh
	Manage Your Account	Enroll In or Manage Your Retirement Savings Human Resources University of Pittsburgh
	Enroll in the Accelerated Option	Accelerated Option Human Resources University of Pittsburgh
	University Payroll Schedule	university_of_pittsburgh_payroll_calendar_2025.pdf
TIAA	Websites:	www.tiaa.org/pitt or www.tiaa.org
	Telephone Counseling	800-682-9139
	To Set Up a Personal Appointment by Telephone:	800-732-8353
	To Set Up a Personal Appointment via the Web:	www.tiaa.org/schedulenow
	IRS Limits	2024-2025 COLA Limits: Plan Benefits and Contributions TIAA

Online inquiries to Benefits can be submitted at: <https://www.hr.pitt.edu/contact-ohr>





University of
Pittsburgh®

Office of Human Resources Benefits Department

<https://www.hr.pitt.edu/current-employees/benefits>

Contact us at 833-852-2210 or online at <https://www.hr.pitt.edu/contact-ohr>