

# INSTRUCTIONS FOR DEFERRAL OF FINAL SICK AND VACATION PAYOUTS STATE OF DELAWARE DEFER 457(b)/403(b) PLANS

Voya Retirement Insurance and Annuity Company  
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## INTRODUCTION

Employees who are retiring or leaving State service can contribute a portion of their final payouts for unused vacation or sick leave to the 457(b) Deferred Compensation Plan — open to most active State employees — or the 403(b) Plan, limited to employees of eligible educational institutions. By making pre-tax deferral from the sick/vacation payout into the Plans, employees can reduce taxes withheld from the final paycheck and boost their retirement savings. All the required forms are located under the Documents and Forms Library section on the Office of State Treasurer (OST) website, [www.treasurer.delaware.gov](http://www.treasurer.delaware.gov).

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## PROCEDURE

### Determining Deferral Amount

OST recommends employees meet with their agency, district HR or payroll representative at least ninety (90) days prior to retirement to discuss accumulated sick and/or vacation pay. Consider deferring the amount that you will receive in your final paycheck to your Delaware DEFER retirement account. Employees will need an estimate of the total gross payout, the date when it will be paid, the estimated mandatory Social Security and Medicare taxes, and their year-to-date contributions to the 457(b) or 403(b) Plan. When determining the amount available to defer, the employee should take the estimated total gross payout amount, subtract the estimated Social Security and Medicare taxes and subtract any other mandatory payroll deductions. The remaining amount approximates what is available for deferral. Next, when setting the deferral amount, an employee should factor in any contributions that will have taken place during the calendar year by the date of the final paycheck. The maximum for calendar year 2025 is \$23,500 (plus an additional \$7,500 for anyone over age 50 and \$11,250 for individuals age 60 to 63 years old as 12/31/2025).

Education employees of a public school district, the Dept. of Education, and Delaware Technical and Community College, as well as Delaware State University are able to contribute to both the 403b and 457b plans. PHRST Paybreeze software is available to HR and payroll representatives to assist in calculating the deferral from the final paycheck.

### Employees Not Previously Enrolled

Employees who have not previously participated in the DEFER 457(b) or 403(b) Plan will first need to enroll online at [www.DelawareDEFER.com](http://www.DelawareDEFER.com) by following the prompts on screen to confirm investment allocations and beneficiaries.

### Deadline for Submitting Forms

All forms should be faxed to the OST at 302-677-7031, or e-mail to [Treasury\\_DeferredComp@delaware.gov](mailto:Treasury_DeferredComp@delaware.gov) within 30 days of the employee receiving their final paycheck. Once the final payout check has been issued, OST personnel will not reverse or reprocess paychecks to allow employees to make corrections on deferrals of sick and vacation leave payouts due to employee error.

### Common Problems to Avoid

Advance planning will prevent common mistakes that can derail deferrals of sick and vacation leave payouts.

- Do not wait until the last minute. When the final payout forms are submitted too close to the final paycheck date, there may not be enough time for the OST to obtain corrections, original signatures, or missing information. Ensure that the selected deferral amount (together with all year-to-date contributions) does not exceed the IRS maximum contribution limit, otherwise the deduction may not execute properly.
- ***If your form is not in good order, the deduction will not occur, and the final paycheck cannot be reversed and reprocessed.***

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## NEED HELP?

Employees who want help with calculating sick or vacation leave deferrals to their DEFER 403(b) or 457(b) account should set up an appointment with a DEFER plan representative by logging onto [www.DelawareDEFER.com](http://www.DelawareDEFER.com).

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KEEP FOR YOUR RECORDS

Instructions

Order #216600 12/04/2024  
TM: PMINQUIRY

**DEFERRAL ELECTION FORM FOR  
FINAL SICK AND VACATION PAYOUTS  
STATE OF DELAWARE DEFER 457(b)/403(b) PLANS**

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**INSTRUCTIONS** (Please print using blue or black ink.)

For more information please see Deferral of Sick and Vacation from Final Paychecks, which can be found at [www.treasurer.delaware.gov](http://www.treasurer.delaware.gov) under “Forms Library” or contact your plan representative for assistance.

Completed forms can be faxed to **302-677-7031** or e-mailed to [Treasury\\_DeferredComp@delaware.gov](mailto:Treasury_DeferredComp@delaware.gov).

Local Office Number: 302-318-8840

**1. ABOUT YOU**

Employee ID \_\_\_\_\_ Select plan  457(b)  403(b)

Agency/School District \_\_\_\_\_

HR or Payroll Representative \_\_\_\_\_ Phone \_\_\_\_\_

Name (last, first, middle initial) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Date of Birth \_\_\_\_\_ Home Phone \_\_\_\_\_

Date of Retirement/Separation \_\_\_\_\_

**2. CONTRIBUTION INFORMATION**

Date of Payout \_\_\_\_\_ Sick Leave Payout \$ \_\_\_\_\_ Vacation Leave Payout \$ \_\_\_\_\_

Additional Salary \$ \_\_\_\_\_ Total Gross Pay \$ \_\_\_\_\_

**Pre-Tax Contribution Election.** I wish to contribute \$ \_\_\_\_\_

**After-Tax (Roth) Contribution Election.** I wish to contribute \$ \_\_\_\_\_

Please verify your payout information with your payroll representative, sign and date the form and fax it to the attention of:  
The Office of the State Treasurer at **(302) 677-7031** or e-mail to [Treasury\\_DeferredComp@delaware.gov](mailto:Treasury_DeferredComp@delaware.gov).

**IMPORTANT**

For calendar year 2025, the maximum amount you can defer to a 457(b) or 403(b) account is \$23,500. Individuals turning age 50 during the calendar year or older can contribute an additional \$7,500 for a total of \$31,000 and for those age 60 to 63 years old as of 12/31/2025 an additional \$11,250 for a total of \$34,750. Please indicate whether the amount to be deferred is a pre-tax or after tax “Roth” deduction. Please note that amount deferred are before State and Federal taxes but not before social security taxes.

**KEEP A COPY FOR YOUR RECORDS**

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**2. CONTRIBUTION INFORMATION** *(Continued)*

In order to have your contribution take effect on the “Paycheck Date” forms must be received by OST by the corresponding due date.

Paycheck Date	Due to OST by
01/10/2025	12/30/2024
01/24/2025	
02/07/2025	01/28/2025
02/21/2025	
03/07/2025	02/25/2025
03/21/2025	
04/04/2025	03/25/2025
04/17/2025	
05/02/2025	04/22/2025
05/16/2025	
05/30/2025	
06/13/2025	06/03/2025
06/27/2025	
07/11/2025	07/01/2025
07/25/2025	
08/08/2025	07/29/2025
08/22/2025	
09/05/2025	08/26/2025
09/19/2025	
10/03/2025	09/23/2025
10/17/2025	
10/31/2025	
11/14/2025	11/04/2025
11/26/2025	
12/12/2025	12/02/2025
12/26/2025	
01/09/2026	12/30/2025

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**3. YOUR AUTHORIZATION**

I certify that the information above is accurate and complete and that I give my employer permission to contribute a portion of my salary to the plan according to the instructions above. **I will submit the form to OST no later than the end of the month prior to the month you receive your final paycheck.**

Signature \_\_\_\_\_ Date \_\_\_\_\_

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KEEP A COPY FOR YOUR RECORDS