What are your savings options?

With the Nevada Public Employees' Deferred Compensation (NDC) Program, you can choose to make contributions on a pre-tax basis, a Roth after-tax basis, or a combination of both. Your choice should depend upon what is best for your personal circumstances and savings objectives. The following chart will help you evaluate the differences between pre-tax NDC savings, Roth after-tax NDC savings, and saving to a Roth IRA.

	NDC Pre-tax	NDC Roth After-tax	Roth IRA
Eligibility	As defined by the plan document, any full-time, permanent part-time, seasonal, or temporary State employee or employee of a participating political subdivision may participate.	Subject to the same rules as the 457(b) pre-tax plan.	For 2025: If filing status is single or head-of-household, AGI must be less than $150,000 for a full contribution. If filing status is married filing jointly, combined AGI must be less than $236,000 for a full contribution.
Maximum annual contributions (before any available catch-up)	$23,500 in 2025	$23,500 in 2025	$7,000
Catch-up contributions	**Age 50+ catch-up** $7,500 in 2025 **Special catch-up** Up to twice the annual maximum ($47,000 in 2025) for three-year special catch-up for eligible participants.	**Age 50+ catch-up** $7,500 in 2025 **Special catch-up** Up to twice the annual maximum ($47,000 in 2025) for three-year special catch-up for eligible participants.	**Age 50+ catch-up** $1,000 additional contribution in 2025 for a total contribution of $8,000.

State of Nevada Public Employees' Deferred Compensation Plan
Comparing your savings options

Nevada Deferred Compensation

	NDC Pre-tax	NDC Roth After-tax	Roth IRA
Rollovers in Compare your options for differences in cost, benefits, charges and other important features before you rollover assets. You may want to consult your legal or tax advisors.	Yes. Amounts rolled over from other non-457(b) eligible retirement plans (401(a); 401(k); 403(b); and traditional IRA) remain subject to the 10% IRS premature distribution penalty, unless an exemption applies.	Yes, directly from other designated Roth accounts. Earnings on Roth rolled over amounts from non-457(b) eligible retirement plans remain subject to the IRS 10% premature distribution penalty tax when withdrawn, if those amounts were considered non-qualified Roth distributions.	Yes. Special rules in determining the holding period apply if Roth amounts from an eligible retirement plan are rolled into a Roth IRA.
Distributions Permitted	Available upon severance from employment, death, attainment of age 70½, incurring of an unforeseeable emergency, or for de minimis accounts (not in excess of $5,000) if certain conditions are met.	Subject to the same rules as traditional 457(b) contributions.	At any time (no restrictions apply).
Tax-Free Qualified Distribution	Not applicable. All distributions subject to ordinary income tax. Please note, you are still required to have a "triggering event" to receive a distribution. These events are: • Severance from employment • Attainment of age 70½ • Death • De minimis accounts accounts less than or equal to $5,000 (certain conditions apply) • Unforeseeable emergency	Provided you have a triggering event for a distribution, earnings on Roth amounts will be a qualified distribution and free from federal income tax if the following criteria are met. 5-year holding period **and** you have experienced one of these events: • Attainment of age 59½ (assuming you have severed employment) • Disability • Death	Earnings on Roth amounts will be a qualified distribution and free from federal income tax if the following criteria are met to ensure a tax-free qualified distribution. 5-year holding period **and** you have experienced one of these events: • Attainment of age 59½ • Disability • Death • Certain first-time home purchases
Required Minimum Distributions (RMDs)	Required at the later of age 73 or retirement, and subject to an IRS 25% penalty tax on RMD amounts not taken timely.	RMDs of Roth after-tax money are not required from the NDC program.	Not required during the owner's lifetime. RMDs, though, will apply to beneficiaries under the Roth IRA.

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