MAP 401(k) vs RSVP 457

The City offers two plans, allowing you to contribute the greatest pre-tax contribution allowed by law. The MAP 401(k) Plan is a qualified pension plan. The RSVP 457 Plan is a retirement plan whose provisions comply with Section 457 of the Internal Revenue Code, commonly referred to as a deferred compensation plan. The following compares the major differences:

	MAP	RSVP
Eligibility:	You must be a permanent, full-time or part-time employee to participate.	You must be a permanent, full-time or part-time employee to participate.
Contribution Amounts:	The maximum amount allowed by the IRS, for calendar year 2027 - $25,500 (under age 50) or $34,000 (age 50 or over) or $37,250 (age 60-63). (The City makes a pre-tax contribution equal to 5% of gross pay for General Employees that does not apply to limits.)	The maximum amount allowed by the IRS, for calendar year 2027 - $25,500 (under age 50) or $34,000 (age 50 or over) or $37,250 (age 60-63). Roth After-tax contribution allowed (subject to the IRS maximum limit)
Contribution Changes:	Start, stop or change contribution bi-weekly.	Start, stop or change contribution bi-weekly.
Loan Provisions:	May borrow up to ½ of the balance from your personal contributions plus interest, loan amount cannot exceed $50,000. Minimum loan amount is $1,000.	May borrow up to ½ of your balance with a minimum of $1,000 and a maximum of $50,000 (current IRS limit)
Transportability:	Can be moved to other plans if the new employer's plan allows or can be rolled over to an IRA.	Can be moved to other plans if the new employer's plan so provides.
Payout Decisions:	Upon termination of employment, you can defer making a decision until a later date.	Upon termination of employment, you can defer making a decision until a later date.
Payout Options:	Lump Sum, installment payments (may change once a year), an annuity, or a customized payout.	Lump Sum, installment payments (may not change), an annuity, or a customized payout.
City's 50% Match:	Depending upon Plan provisions (General Employees), the City may make a 50% match if you have been employed for at least seven years and choose a City-approved payout schedule. The match would apply to the City contribution and your 1-5% contribution per pay period and the earnings.	Not available.
Taxes Upon Disbursement:	IRS income taxes apply. If withdrawn before age 59 1/2, a 10% IRS tax penalty may apply.	IRS income taxes apply. No 10% IRS tax penalty.