Catch The Match!
July 1, 2026

What is the Match?	The State will continue to match eligible employee deferrals/contributions to the MSRP's 457(b) and 401(k) plans or an employing State higher education institution's 457(b), 401(k), or 403(b) plans (MSRP, TIAA or Fidelity Investments), dollar-for-dollar, up to $600 each fiscal year. This means that for every dollar you defer/contribute, the State will contribute a dollar to a 401(a) Match Plan account until the maximum of $600 is reached, per eligible employee, for the fiscal year.
Who is considered an eligible employee for the Match?	Full-time and Part-time employees who are members of the Employees' Pension System including: ● Employees' Pension System Alternate Contributory Pension Selection (for members enrolled before July 1, 2011). ● Employees' Pension System Reformed Contributory Pension Benefit (for members enrolled on or after July 1, 2011). ● Employees' Pension System Non-Contributory Pension Selection (for active members of employers who did not elect to participate in the Contributory, Alternate, or Reformed plans). ● Employees' Pension System Contributory Pension Selection (for active members of employers who did not elect to participate in the Alternate or Reformed plans). Employees who are members of the Employees' Retirement System (prior to January 1,1980), subject to Selection C (Contribution Formula) <u>Exceptions:</u> ● Participating governmental unit employees or a former participating governmental unit that has withdrawn. ● Members of the Employees' Pension System who transferred from the Employees' Retirement System after April 1, 1998.
What other requirements are there to receive the Match?	In addition to eligibility requirements, employees must defer/contribute to a MSRP 457(b) or 401(k) plan(s). Employing State higher education institution employees must defer/contribute to a 457(b), 401(k), or 403(b) plan through MSRP, TIAA, or Fidelity Investments.
Do I need to contribute to a State supplemental retirement plan to be eligible for the Match?	Yes, to receive the Match, an eligible employee must be making deferrals/contributions to a State supplemental retirement plan through payroll deduction.

Can I open a new State supplemental retirement plan to receive the Match?	Yes, eligible employees must be enrolled in a MSRP 457(b) or 401(k) plan(s) or an employing institutions' 457(b), 401(k), or 403(b) plans (MSRP, TIAA or Fidelity Investments) and be deferring/contributing to the plan on or after July 1, 2026, to be eligible for the Match.
Where will the State contribute my Match dollars?	A 401(a) Match plan account will automatically be funded when deferrals/contributions are made to a State supplemental retirement plan.
What is a 401(a) Match Plan?	This is a separate defined contribution plan established for the employee deferral/contribution match and is funded with pre-tax employer contributions only.
When do I have access to the funds in my 401(a) Match plan?	The funds are available once you meet the 401(a) Match plan distribution requirements.
Can I borrow the money from my 401(a) Match plan?	No borrowing provisions, no in-service distributions, and no financial hardship withdrawals are authorized for your 401(a) Match plan account.
Can I contribute to a Roth Account and receive the 401(a) Pre tax Match?	Yes, Roth contributions will be allocated to your designated Roth account(s), as usual. The Match for Roth contributions will be allocated to a 401(a) pre tax account.
How will 401(a) Match funds be invested?	If a participating employee has an existing 401(a) Match plan account, the contribution to the 401(a) Match plan account will be allocated to the investment(s) as already designated by the participant. If a new 401(a) Match plan account is established and there is no investment selection, the 401(a) money will be allocated to the 401(a) Match plan default investment option.
Does an annual leave rollover into a 457(b) or 401(k) qualify for the Match, dollar-for dollar, up to $600?	Yes. An annual leave payout may be contributed to the Plan if it is included in the employee's final paycheck from the State and the eligible contribution amount is deducted through payroll.

MSRP

Maryland Supplemental Retirement Plans
6 Saint Paul Street - Suite 200
Baltimore, Maryland 21202-1608
Tel: 410-767-8740 or 1-800-543-5605
Website: MSRP.Maryland.gov