

## Important Payroll Updates for 2026

### W-2 Distribution

W-2s for the 2025 tax year will be distributed to employees by January 31, 2026. If you have elected to receive your W-2 electronically, you will likely receive it a little sooner. To make that election, log into Employee Self Service and select My Pay, and then select W-2/W-2c Consent.

### 403(b) Contribution Limits in 2026

- The maximum base contribution limit will increase to **\$24,500**.
- If you turn age 50–59 or 64 and older during 2026, the maximum catch-up contribution will increase to **\$8,000**.
- If you turn age 60, 61, 62, or 63 during 2026, the maximum catch-up contribution remains at **\$11,250**.

### New Roth Catch-Up Rule

If you earned more than \$150,000 in FICA wages from Getty (Box 3 on your W-2) during 2025, all catch-up contributions in 2026 **must be made as Roth contributions** under the Secure 2.0 Act. Getty HR will notify you if you're impacted.

### Making Contribution Changes

If you wish to change your 403(b) contributions, log in to the Vanguard website at <https://ownyourfuture.vanguard.com>. You may also call Vanguard Participant Services at 1-800-523-1188.

Contribution changes made between **December 19 and December 31, 2025** will take effect in time for the first payroll in January 2026.

### Payroll Tax Rates

- **FED OASDI/EE** (employee contribution for Old Age, Survivors and Disability Insurance): 6.2% of the first \$184,500.00 earned. Maximum employee contribution (deduction): \$11,439.00.
- **FED MED/EE** (employee contribution for Medicare): 1.45% of all earnings (no limit).
- **FED ADD'T MED/EE** (additional employee contributions for Medicare): 0.9% of all income earned in excess of \$200,000 per year.
- **CASDI\_FTDI** (employee contribution for California State Disability Insurance (SDI) and Family Temporary Disability Insurance): 1.3% of all earned income.

## Possible Tax Relief on Overtime Pay

Under the One Big Beautiful Bill Act (OBBBA), some overtime pay may be eligible for a credit on federal taxes paid, beginning 2025 - through 2028. For tax years 2026-2028, overtime pay will be shown on employees' W-2. For 2025, you may find this information on your final pay stub (paycheck date December 26).

If you received overtime pay during 2025, you may wish to have a copy of that pay stub when you complete your 2025 tax return. Instructions for viewing and printing your pay stub may be found [here on GO](#). The amount of overtime you received will be reported under the heading "Overtime Pay". This is the amount for which you may be eligible to receive tax relief - only for the federal taxes paid on that amount.

Additional IRS information may be found [here](#), and we encourage you to speak with a tax advisor to get specific information regarding your situation.

### Contact Us

If you have any questions regarding W-2s or Payroll Taxes, please contact any member of Payroll Services or send an email to [Payroll@getty.edu](mailto:Payroll@getty.edu).

If you have questions regarding your 403(b) contributions, please contact Human Resources at [HR@getty.edu](mailto:HR@getty.edu) or call 310-440-6523.

*Note: Getty and its staff do not provide tax or investment advice. Employees should seek professional assistance for these matters.*