

Thrift Savings Plan (TSP) Overview

This notice provides important information regarding TSP including plan overview, major changes for 2026, determining eligibility for catch-up contributions, automatic enrollment and contributions, accessing and making changes to your account in Employee Express, and beneficiary designation.

TSP overview

- TSP is a retirement savings and investment plan for federal employees who are eligible for coverage by either the Federal Employees Retirement System (FERS) or the Civil Service Retirement System (CSRS).
- The purpose of TSP is to provide retirement income through savings and tax benefits, similar to a 401(k) offered by private employers. Please note that the income you receive from your TSP account will depend on how much you (and your agency, if you are a FERS employee) have contributed to your account, as well as how your chosen investment funds perform.
- Numerous investment options are available to TSP participants. However, the default contribution allocation for newly enrolled employees is to the age-appropriate Lifecycle (L) Fund, which includes a mixture of each of the available funds within the TSP. It is important to note that the particular “balance” within the mixture of the different funds will vary depending on the age of the employee at the time of initial hire. All new enrollees in the TSP will automatically have their TSP contributions invested in an age-appropriate L Fund until they make a contribution allocation with the TSP. For additional details regarding fund options and investments, historical rates, and current rates of returns on the various funds, you may access the [TSP website](#).
- **The limit on the combined total of traditional and Roth TSP contributions will increase from \$23,500 in 2025 to \$24,500 for 2026.** Authorized biweekly contribution amounts or percentages will automatically carry over from 2025 to 2026 unless changed or canceled by the employee. If you wish to make equal contributions to maximize the government matching in each of the 26 pay periods in 2026, please log into Employee Express before Dec. 13, 2025, and elect the contribution amount so that it becomes effective on Dec. 14, 2025, the start of the first pay period of the 2026 tax year.

Important: There will be 26 pay periods in the 2026 tax year. The first pay period for the 2026 tax year begins on Dec. 14, 2025.

Major TSP changes for 2026

Roth in-plan conversions

Starting in January 2026, you'll be able to convert money from your traditional (pre-tax) balance to your Roth (after-tax) balance within your TSP account. This process is called a [Roth in-plan conversion](#). If you do not already have a Roth balance in your TSP account, your first Roth in-plan conversion will create one.

If you are considering doing a Roth in-plan conversion, it is strongly recommended that you consult a tax advisor. They can help you understand how the conversion would affect your taxable income and estimate how much taxes you may owe.

When you convert pre-tax money from your traditional TSP balance, the converted amount becomes part of your taxable income for that year. This means that you will owe income tax on the conversion amount based on your income tax rate. You must pay the income tax on the conversion amount using personal funds from another source, such as a savings account. You cannot use part of the converted amount in your TSP account to pay taxes.

TSP catch-up contributions to Roth account for high-earning employees

Beginning in 2026, if your wages in the previous calendar year were above \$150,000 in 2025 (adjusted annually for inflation), the eligible [catch-up contributions](#) you make will need to go into your Roth TSP account. The switch to Roth catch-up contributions happens automatically. No action is required on your part. If you do not already have a Roth TSP balance, your first Roth catch-up contribution will create one.

This change is based on the SECURE 2.0 Act of 2022 and applies only to catch-up contributions for employees earning above a specific income threshold set by the IRS. The threshold may be adjusted each year to account for inflation.

More on catch-up contributions

If you are **at least age 50 and** if you expect to make the maximum amount of employee contributions for the calendar year, you may also make catch-up contributions, which are tax-deferred contributions that employees **age 50 or older** can make to the TSP beyond the maximum amount they can contribute through regular contributions. If you will turn age 50 any time during the calendar year, you may start your catch-up contributions at the beginning of the year. The general limit on catch-up contributions has increased to \$8,000 for 2026. A higher catch-up contribution limit applies for employees **60-63 years old** who participate in these retirement plans. For 2026, this higher catch-up contribution limit remains \$11,250.

Add any contribution toward the catch-up limit in [Employee Express](#). Your election will carry over each year unless you submit a new one. For more information regarding catch-up contributions, please visit the [TSP Contribution Types](#) website.

Important information for FERS employees

New FERS employees are automatically enrolled in TSP. Each pay period, 5 percent of your basic pay is automatically deducted from your paycheck and deposited in your TSP account, unless you make an election to change or stop contributions.

- If you do not take any action, your contributions are automatically invested in the age-appropriate L Fund.
- Employees under FERS will receive an automatic 1 percent agency contribution and matching contributions of up to an additional 4 percent. If you choose to stop your regular employee contributions, your automatic 1 percent contribution will continue while you are in a pay status.

- If you are receiving agency matching contributions, they will end when your contributions end. Spreading contributions out over every pay period is important to ensure that you will not miss out on matching dollars.

Contribution changes

Employees may start contributions, change contribution amounts, or stop contributions at any time by using [Employee Express](#). Contribution changes are not effective in the current pay period. All changes become effective in the next pay period or a designated date that is not more than 90 days in the future.

To make changes regarding your TSP contributions, you may log into Employee Express using your login credentials or your personal identity verification (PIV) Smartcard. If you have lost or forgotten your Employee Express password, you may obtain a new one by clicking the **Submit Help Request** link on the Employee Express home page. Complete the Employee Express Help Desk encrypted communication form. Select the Login/Password option in the **Help Request Type** drop-down menu.

Designation of beneficiary

You should designate a person or persons, your estate, or a trust to receive your TSP account after your death. To designate a beneficiary or beneficiaries, log in to My Account on the [TSP website](#) or contact the TSP ThriftLine at 877-968-3778 (United States, toll-free) from 7 a.m. to 9 p.m. eastern time, Monday through Friday. You will need your 6-digit ThriftLine PIN to access your account. A TSP Virtual Assistant link is also located on each webpage and on the [TSP Contact](#) webpage.

Your beneficiary designation must be on file with TSP at the time of your death. TSP cannot honor a will or any other document. If your life situation changes, you may want to change your beneficiary designations. For more on designating beneficiaries, please visit the [TSP – Designating Beneficiaries](#) website.

For questions concerning this notice, contact:
NASA Shared Services Center Customer Contact Center
877-677-2123 (877-NSSC123) or [submit an inquiry](#)