



## ADMINISTRATIVE PROCEDURE MANUAL

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ALTERNATIVE PLAN TO SOCIAL SECURITY	03-0914	1 OF 1
<b>BASED ON BOARD OF TRUSTEES' RULE AND TITLE</b>	<b>DATE ADOPTED</b>	
6Hx7- 3.45 Benefits Programs	December 10, 2025	

### Purpose

The purpose of this procedure is to provide a defined-contribution retirement savings plan for temporary employees of Florida State College at Jacksonville (FSCJ/College) in lieu of earning Social Security credits. Participation is mandatory for eligible employees to contribute a portion of their compensation to an investment provider determined by the College. Benefits are determined by the amount contributed and investment performance over time.

### Procedure

- A. The Alternative Plan to Social Security (Alternative Plan) is mandatory for all employees in eligible temporary positions, including adjuncts, that are not already covered by one of the State of Florida retirement plans.
- B. As a temporary employee at FSCJ, the provisions of the Alternative Plan include:
  1. The employee contributes 7.5% of their compensation to this tax-deferred plan.
  2. The employee is not subject to the Social Security tax portion of FICA and does not earn Social Security credit. There is no employer matching.
  3. Contributions are deposited into an account in the employee's name.
  4. Contributions are pre-tax thus reducing the employee's taxable income.
  5. The employee is immediately 100% vested.
  6. Contributions are deposited in a default investment option. The employee can choose to change investment options at any time after the account is established.
  7. Benefits earned under any other retirement plan, as well as Social Security benefits, are not reduced.
  8. Funds are portable upon separation from FSCJ or moving to a position covered by a State of Florida retirement plan.
  9. Loans or hardship withdrawals are not permitted while on the Alternative Plan.

REFERENCES: Internal Revenue Code Section 3121 (b) (7) (F), F.S. 1001.64, 1001.65

Adopted Date: December 10, 2025