

Welcome!

Welcome to Florida State College at Jacksonville! While employed in a temporary position we are pleased to offer you a retirement plan called the **Alternative Plan to Social Security (ALTSS)**.

What is the Alternative Plan to Social Security?

The ALTSS Plan is:

- Mandatory for all employees in eligible positions (including adjuncts and temporary staff) who are not covered by one of the State of Florida retirement plans
- A private retirement plan instead of participating in Social Security
- A tax-qualified plan for purposes of determining your ability to make before-tax contributions to a 403b
- Administered by TIAA

How much is contributed?

You contribute 7.5% of pre-tax wages to your investment account. These contributions are in lieu of Social Security (FICA) taxes.

What are the provisions of the ALTSS Plan?

Plan highlights:

- Contributions are deposited into an account in your name.
- You are immediately vested.
- Contributions are pre-tax meaning your taxable income is reduced.
- Your contributions will be invested in the TIAA Traditional Account, which is the default investment option chosen by the College plan, unless you select a different investment. You may select or change investment options once your account is established.
- You are not subject to Social Security taxes while covered by this plan and you do not earn Social Security credit.
- Benefits you have earned under any other retirement plan, as well as Social Security benefits, will not be reduced.
- Your funds are portable if you terminate employment or move to a position not eligible for the plan.

Are Loans and Hardships Withdrawals Permitted?

No loans or hardship withdrawals are permitted on the Florida State College at Jacksonville Alternate Plan to Social Security.

How can I access my account?

Contributions are placed in an account at TIAA. Once the initial contribution is made, access your account online at <https://www.tiaa.org/public/tcm/fscjacksonville/home>. Click on **Alternative Plan to Social Security**, then select the **Log In** box and follow the prompts. The website offers many useful services, including managing your account and designating a beneficiary.

I still have questions, where can I learn more?

Contact TIAA:

- 🔗 Go online to:
www.tiaa-cref.org/fscjacksonville
- 📞 Call TIAA-CREF at 800-842-2252, Monday to Friday, 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 p.m. (ET).