



## Florida Retirement System

Full-time and regular part-time employees may enroll in the Florida Retirement System (FRS) on their first day of employment. FRS has two retirement plans from which employees may choose - the Pension Plan or the Investment Plan. The initial retirement plan election period is eight months following the month of hire. The default retirement plan is the Investment Plan, but employees are given a one-time, irrevocable choice to switch plans.

Employees must contribute 3% of their salary, on a pre-tax basis, to FRS. This will automatically be deducted each pay period. Employee contributions in the Investment Plan will accumulate earnings, minus investment fees and administrative charges. Employee contributions in the Pension Plan will not earn interest. Your salary will be reduced by the amount of the employee contribution before determining the federal income tax deduction. Members must be separated for three calendar months to be eligible to receive a refund of their employee contribution, and it is the employee's responsibility to contact FRS.

### Deferred Retirement Option Program (DROP) –

This option, within the FRS Pension Plan, allows employees to retire and have their retirement benefits accumulate in the FRS Trust Fund, earning tax-deferred interest, at a current annual rate of 1.3%, while they continue to work for an FRS employer and receive their regular pay and benefits. To be eligible, an employee must meet the FRS Retirement definition:

If you are a DROP participant or a reemployed retiree who is not allowed to renew membership, you are not required to make the 3% employee contribution.

- If hired before July 1, 2011, requires six years of creditable service and age 62 or 30 years of service regardless of age.
- If hired on or after July 1, 2011, requires eight years of creditable service and age 65 or 33 years of service regardless of age.

## Retirement Plans: Effective January 1, 2025

### Florida Retirement System (FRS)

[www.MyFRS.com](http://www.MyFRS.com)

Financial Guidance Line ..... 1 (866) 446-9377

Bureau of Retirement Calculations..... 1 (888) 738-2252

**FRS Investment Plan** – The plan allows employees to control how their retirement contributions are invested. The law defines the employer contributions, but your ultimate benefit depends in part on the performance of your investment funds. Employees will have eight months after the month of hire to elect an FRS Plan; if no election is made, the choice defaults to the Investment Plan. Vesting period is one year.

**FRS Pension Plan** – The traditional plan provides a formula-based income at retirement. This defined benefit plan also provides a disability and a death benefit. The vesting period is eight years of creditable service for members hired on or after July 1, 2011.

**FRS Senior Management** – As defined by state law, employees must contribute 3% of their salary, on a pre-tax basis, to FRS. This will automatically be deducted each pay period. Members must be separated for three calendar months to be eligible to receive a refund of their employee contribution, and it would be the employee's responsibility to contact FRS. Employees are given a one time, irrevocable choice to switch plans.

### Special Risk Class Plan

This plan recognizes that persons employed in certain categories of law enforcement, firefighting, criminal detention and emergency medical care positions are required as one of the essential functions of their positions to perform work that is physically demanding or arduous, or work that requires extraordinary agility and mental acuity. Many in these positions, due to the physical and mental limitations of their age, retire at an earlier age. To address the peculiar and special problems of this class of employees, this class of retirement membership awards more retirement credit per year of service than that awarded to other employees. Employees who are in the police positions at FSCJ are automatically placed in this FRS Plan. Retirement when in Special Risk can occur at age 55 or older and one or more years of FRS-covered service, at age 52 or older and 25 or more years of Special Risk and military service, or at any age and 25 or more years of Special Risk service.