



RETIREMENT PLANS

Effective January 1, 2009

Florida Retirement System (FRS)

Full-time career and regular part-time employees are automatically enrolled in the Florida Retirement System on their first day of employment. The FRS has several types of retirement plans from which employees may choose.

The College contributes **9.85%** as defined by law of an employee's monthly salary to the employee's plan of choice. Employees are given a one time, irrevocable choice to switch plans. These plans include:

FRS Pension Plan – the traditional plan provides a formula-based income at retirement. This defined benefit plan also provides disability and death benefit. Vesting period is six (6) years.

Deferred Retirement Option Program (DROP) – this option, within the FRS Pension Plan, allows employees to retire and have their FRS benefits accumulate, earning interest, while they continue to work for an FRS employer and receive their regular pay. To be eligible, an employee must meet the FRS Retirement definition.

FRS Investment Plan: Public Employee Optional Retirement Plan (PEORP) – 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. The choice to participate must be made in 60 days or it defaults to the Pension Plan. Employees will have five (5) months after the month of hire to elect an FRS Plan. Vesting period is one (1) year.

Community College Optional Retirement Program – CCORP

Full-time faculty, administrator, and professional employees have the option to elect to participate in a 403(b) tax-sheltered annuity plan in lieu of the Florida Retirement System. Under this plan, the College contributes **10.43%** as defined by law, of a participating employee's gross salary to any one of five plans elected by the employee. The choice to participate in the Optional Retirement Plan must be made **within 90 days of employment**. Vesting is immediate.

There are now several new retirement plan alternatives available to CCORP participants. These options may be exercised now or at a future time during your career under the CCORP. You may also choose to simply remain in the CCORP and take no further action. To review these options, please refer to your retirement choice kit or for additional assistance please use the MyFRS Financial Guidance Line at 1-866-446-9377 or visit the Web site www.MyFRS.com.



RETIREMENT PLANS (cont.)

Effective January 1, 2009

Social Security

All employees contribute a percentage of salary to the Social Security and Medicare programs. The College contributes an equal amount. Social Security provides eligible workers with retirement and disability benefits.

Employee pays Social Security	6.20%
Employee pays Medicare	<u>1.45%</u>
Employee Total	7.65%
College matches employee total	7.65%
Total paid into employee's OASI* account	15.30%

*Old-Age and Survivors Insurance