

## **FRS Employee Paid Contribution**

As an employee of Alachua County Public Schools, both you and your employer pay the retirement contributions necessary for you to earn service credit toward a future FRS retirement benefit. This was effective July 1, 2011. Your contributions will remain on deposit in your name until you retire or take a refund of your contributions. Employee contributions are required for all FRS members except for Deferred Retirement Option Program (DROP) participants and reemployed retirees who are initially reemployed on or after July 1, 2010.

### **How will the contribution be made?**

- The contribution will automatically be withheld from your paycheck
- The District will forward all employee contributions along with the employer paid contributions to the FRS on a monthly basis.

### **Will the deductions be withheld as pre-tax?**

- Yes, the contributions will be deducted prior to the calculation and withholding of federal taxes.

### **Will the 3% contribution include my overtime?**

- Yes, the 3% employee contribution is based on gross wages, which includes overtime.

### **Is the 3% employee contribution mandatory? What if I don't want it deducted from my paycheck. May I send in my payment directly to the FRS?**

- The contributions are mandatory and employees do not have the option of paying the contributions directly to the FRS. The contributions must be payroll deducted and paid by Alachua County Public Schools to the FRS.

### **If I separate from the District prior to being vested in the FRS, am I entitled to a refund of my employee contributions?**

- You may be eligible for a refund, however, it would be determined by the FRS (not the District). We recommend that you contact the FRS to discuss the eligibility and the potential impact if you are ever employed by a participating employer in the future.

### **Who do I contact if I have questions?**

- If you have specific questions about how the mandatory employee paid contribution may affect you, you may contact the FRS at 1-844-377-1888.