



City of Green Bay
 Human Resources
 City Hall, Room 500
 100 North Jefferson Street
 Green Bay, WI 54301-5026

To: All Temporary and Seasonal Employees
 Subject: FICA ALTERNATIVE RETIREMENT PROGRAM

The City of Green Bay utilizes a FICA Alternative Retirement Program for all seasonal and temporary employees. Rather than reducing your wages on an after-tax basis by the required 6.2% FICA tax on each pay check, the City of Green Bay contributes 7.5% of your salary on a pre-tax basis to a FICA Alternative investment account in your name. Your take home pay does not change in any noticeable way and you'll benefit from tax-deferred market rates of returns on your pre-tax investment.

What does change is that you gain important control and flexibility. Unlike Social Security, with the FICA Alternative program your contributions and interest earnings are 100% vested in their own pre-tax account and are available to you:

- Upon termination of employment;
- In the event of death or disability; or
- At normal retirement age.

	Social Security	FICA Alternative
Gross monthly wage	\$1,000.00	\$1,000.00
Less 7.5% pre-tax contribution	-0-	75.00
Taxable income	1,000.00	925.00
Less 15% Fed income tax	150.00	138.75
Less 5% State income tax	50.00	46.25
Less 6.2% FICA/Social Security	62.00	-0-
Less 1.45% Medicare	14.50	14.50
Net Paycheck	\$723.50	\$725.50

This is not a voluntary program. All temporary and seasonal employees must submit an enrollment form. Complete the "Participant Enrollment Form" and "Statement Concerning Your Employment in a Job Not Covered by Social Security" and return both forms to the City of Green Bay Human Resources office. Park, Recreation & Forestry employees should submit both forms to PRF department with other new hire paperwork. You must indicate your beneficiary designation on the enrollment form.

Once per calendar year you will receive a statement indicating all deposits and interest earned from Pelion Benefits, Inc. When you terminate or separate from employment, your account balance will be available for distribution. You may select a direct payment or a direct rollover to an IRA account or other qualified plan. Direct payments will be subject to mandatory Federal income tax withholding at a rate of 20% as well as State withholding where required. If you elect a direct rollover to an IRA or other qualified account, mandatory withholding is not required. There is a processing fee of the lesser of \$12 or interest earned on all distribution payments.

Upon termination of employment from the City of Green Bay, you may request a Distribution Election Form from Pelion Benefits, Inc. at 1-888-532-7526, or you can obtain the form on-line from Precision Retirement Group's website at www.prginfo.net. Submit your completed Distribution Election Form directly to Pelion Benefits by mail, or fax to 919-942-2804.

If you have specific questions regarding your FICA Alternative account or about distribution of funds after your employment ends, contact:

Precision Retirement Group
 114 N. Bridge Street, Lower
 Chippewa Falls, WI 54729
 Phone 1-800-238-9101
 Fax: 715-726-2029

OR

Pelion Benefits, Inc.
 PO Box 110355
 Research Triangle Park, NC 27709
 Phone: 1-888-532-7526
 Fax: 919-942-2804

If you have general questions, call the Human Resources office at 448-3147.