



City of Green Bay Human Resources  
 100 North Jefferson St., Room 500  
 Green Bay, WI 54301-5026  
 Phone: (920) 448-3147  
 Fax: (920) 448-3128

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](http://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  
 103 N. Bridge St., Suite 270  
 Chippewa Falls, WI 54729  
 Phone 1-800-238-9101  
 Fax: 715-726-2029  
[customercare@prginfo.net](mailto:customercare@prginfo.net)

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 Human Resources at 448-3147.



**3121 FICA Alternative Plan  
Participant Enrollment, Investment Election, And Designation of Beneficiary Form**

**PARTICIPANT INFORMATION** (Please Print Information Clearly)

Social Security Number: \_\_\_\_\_ Date of Birth: \_\_\_\_\_ Date of Hire: \_\_\_\_\_  
 Name: \_\_\_\_\_ Married: \_\_\_\_\_ Single: \_\_\_\_\_  
 Street: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 E-mail Address: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Employer: \_\_\_\_\_

**Investment Election**

I authorize all contributions to be invested as follows:	Contribution Percent %
<b>GUARANTEED FIXED OPTION</b>	
Guaranteed Fixed Account	100%
<b>TOTAL</b>	100%

**Designation of Beneficiary**

I hereby revoke any Designation of Beneficiary I may previously have made under the above Plan and designate the following as my Beneficiary (ies) under the Plan:

**Primary Beneficiary (ies)**

Name	Relationship	Social Security Number	Date of Birth	Percentage

**Contingent Beneficiary (ies)**

Name	Relationship	Social Security Number	Date of Birth	Percentage

Participant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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## Statement Concerning Your Employment in a Job Not Covered by Social Security

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Employee Name \_\_\_\_\_ Employee ID# \_\_\_\_\_  
Employer Name City of Green Bay Employer ID# 39-6005458

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

### Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2013, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$395.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

### Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400=\$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

### For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at [www.socialsecurity.gov](http://www.socialsecurity.gov). You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security Benefits.

Signature of Employee \_\_\_\_\_ Date \_\_\_\_\_