

Employer FAQ

What is the Florida Deferred Compensation Plan?

The Florida Deferred Compensation Plan is a supplemental retirement plan for Government employees in the State of Florida, established under Internal Revenue Code (IRC) Section 457b. The Plan supplements any retirement benefits offered by the Florida Retirement System (FRS) and the Social Security Administration (SSA). Participants may contribute a portion of their income through payroll deduction each pay period.

What role do agencies play in enrolling employees into the Florida Deferred Compensation Plan?

Agency representatives are encouraged to direct employees to the Florida Deferred Compensation Plan website (MyFloridaDeferredComp.com) for additional information and to show employees the online EZ Enrollment Form. Copies of publications are available and can be distributed during the onboarding process. Educational Workshops can be scheduled, periodically, with the Bureau of Deferred Compensation and Investment Provider representatives.

What types of payroll contributions can employees make to the Florida Deferred Compensation Plan?

Payroll contributions can be 457b Pre-Tax or 457b Roth. 457b Pre-Tax contributions are tax-deferred, meaning Participants will pay withholding when they take a distribution. 457b Roth contributions are subject to all applicable wage-withholding requirements at the time they are contributed. Qualified distributions from 457b Roth contributions (and the interest they earned) are tax-free.

What is the minimum amount an employee can contribute to the Plan? What is the annual maximum?

The minimum contribution is \$20 per monthly pay period or \$10 per bi-weekly pay period. Contributions as a percentage cannot exceed 80% of a Participant's

paycheck. The maximum contribution limits for 457b retirement plans are determined by the Internal Revenue Service (IRS) and are updated yearly. Both 457b Pre-Tax and 457b Roth payroll contributions are combined and subject to Internal Revenue Code (IRC) Section 457b limits.

For the most up-to-date maximum limits, see Internal Revenue Code (IRC) Section 457b at IRS.gov, or view the current contribution limits and suggested bi-weekly and monthly deferral amounts at MyFloridaDeferredComp.com under *Publications, Administrative Documents, and Forms*.

What is "Roth High Earners" (also known as "Secure 2.0, Section 603")?

"Roth High Earners" is shorthand for the requirements of Secure 2.0, Section 603, which requires Participants who meet the definition of a "High Earner" to make Age-Based Catch-Up Contributions on a 457b Roth (after-tax) basis. This requirement applies each year, based on the prior year's FICA wages.

For example:

Participant A earned FICA wages that qualified them as a High Earner in 2025. In 2026, Participant A's age-based contributions to the Plan in excess of the Regular Limit MUST be contributed as 457b Roth contributions.

Participant B DID NOT earn FICA wages that qualify them as a High Earner in 2025. In 2026, Participant B's Age-Based Contributions to the Plan in excess of the Regular Limit may be any combination of 457b Pre-Tax or 457b Roth, up to Participant B's Age-Based Catch-Up Contribution Limit.

Additional information about Roth High Earners can be found at MyFloridaDeferredComp.com/FAQ.

What resources are available to help employees choose an Investment Provider?

All Investment Providers offer similar investment options and excellent customer service and are monitored by the Bureau of Deferred Compensation on a quarterly basis. The Deferred Compensation

Plan provides an updated "Quarterly Performance Report", which presents historical rates of return, expense ratios and compares all investment products offered by the Investment Providers. The "Quarterly Performance Report" is inside the Plan Watch Booklet and can be reviewed at MyFloridaDeferredComp.com, under "Publications, Administrative Documents, and Forms". Click on Plan Watch Booklet. Contact information for the designated Investment Provider representatives can be found at MyFloridaDeferredComp.com/IPRepRegions.

How can I identify the designated Investment Provider representatives for the Florida Deferred Compensation Plan?

The Investment Providers of the Florida Deferred Compensation Plan have dedicated area representatives to provide Plan education and assist current Participants with their Deferred Compensation Plan accounts. You can find a list of the representatives at MyFloridaDeferredComp.com/IPRepRegions.

Also, representatives can provide your agency with an annual Letter of Authorization from the Bureau of Deferred Compensation. As representatives are held accountable by the Bureau, please share any feedback about your experiences to the Plan Administrator, Rosemary Isham, at Rosemary.Isham@MyFloridaCFO.com.

Employers are encouraged to permit approved designated Investment Provider representatives and/ or the Bureau of Deferred Compensation to schedule onsite visits to discuss the Plan with employees.

Who should current or former employees contact with questions about the Plan or their account?

The Bureau of Deferred Compensation and Investment Provider representatives are available to assist employees with their questions and accounts. Employees that have questions about the Plan should contact the Bureau of Deferred Compensation at **877-299-8002**, visit MyFloridaDeferredComp.com, or contact their Investment Provider representatives.

Can employees receive additional financial advice regarding their Florida Deferred Compensation Plan accounts?

Yes. Customized investment advice is available to employees for a nominal fee through their Investment Provider(s). Participating employees should contact their Investment Provider for more information about this service.

What resources are available to assist in the education of employees?

The Florida Deferred Compensation Plan website (MyFloridaDeferredComp.com) has many resources for employees, including Publications, Informational Videos, Scheduled Events, Investment Provider pages, and more. The Bureau of Deferred Compensation has also provided Learning Management System (LMS) training that can be found on the LMS by searching the key phrase "Deferred Compensation Plan" or the Course ID (DFS_TR_DeferredCompensation). In addition to Bureau resources, the Investment Providers (IPs) have educational resources available on the Bureau's website and the IP websites.

Does the Bureau of Deferred Compensation offer educational workshops for employees? Can agencies request a speaker to present the Florida Deferred Compensation Plan at conferences or regional meetings?

Yes. Agencies can ask for educational workshops or speaker engagements by submitting an *Educational Workshop Request Form*, located at MyFloridaDeferredComp.com/EmployerResources.

How can an agency submit a request for printed Florida Deferred Compensation Plan publications?

Agencies can ask for printed publications by submitting a *Printed Publications Request Form*, located at MyFloridaDeferredComp.com/EmployerResources.

Does the Bureau of Deferred Compensation have promotional items? How can I submit a request for items?

The Bureau of Deferred Compensation can provide promotional items for State of Florida employee-sponsored events. You must submit an email to DefCompMarketing@MyFloridaCFO.com within three weeks of an event date. In the email, include contact information and details of the event. All promotional item requests are subject to Bureau approval.

Once employees leave State employment, must they take a distribution or move their Florida Deferred Compensation Plan account balance out of the Plan?

No. Participants are not required to take or move an account balance once leaving employment*. Funds can remain in the Florida Deferred Compensation Plan and continue benefiting from lower fees and oversight by the State of Florida. Participants will continue to have the ability to change asset allocations or Investment Providers.

* Contact your Investment Provider for information about the IRS Required Minimum Distribution (RMD).

My employee passed away. Who does a loved one contact with questions pertaining to the deceased's Florida Deferred Compensation Plan account?

Family members of deceased employees should contact the Bureau of Deferred Compensation at **877-299-8002**.

Where can employees find more Frequently Asked Questions (FAQ) pertaining to the Florida Deferred Compensation Plan?

Employees wishing to find more information in an FAQ format can refer to MyFloridaDeferredComp.com/FAQ.

How can Government Employers learn more about joining the Florida Deferred Compensation Plan?

Employers interested in learning more about the benefits of joining the Plan can visit MyFloridaDeferredComp.com/GovernmentEmployers.

Contact the Bureau of Deferred Compensation for more information on any of the following:

- The Deferred Retirement Option Plan (DROP) Accumulation Roll In
- Eligible Accrued Leave Payouts
- Account Modifications
- Beneficiary Designations
- Roth Conversions
- Roth High Earners
- Unforeseeable Emergency Withdrawals
- Obtaining a Loan
- Distributions
- Rollovers/Consolidate Outside Retirement Accounts