UNIVERSITY OF WEST FLORIDA

RETIREMENT PLAYBOOK

FLORIDA DEFERRED COMPENSATION PLAN
PLAN. SAVE. RETIRE.

BLAISE INGOGLIA
CHIEF FINANCIAL OFFICER
STATE OF FLORIDA

IRS contribution limits to 457b and 403b do not compete. Begin contributing to both, today!

As a University employee, you have options. The Florida Deferred Compensation Plan is a 457b retirement plan—available to all University employees. The chart below shows how making contributions to both 457b and a voluntary 403b account can dramatically boost your retirement savings. Participants who maximize both their 457b and voluntary 403b accounts are better prepared to meet their retirement savings goals.

Key Benefits of the Plan

- Easy to understand fee structure and low fund expense fees
- Excellent investment options, including Fixed Accounts, Target Date Funds, numerous Mutual Funds, and a Self-Directed Brokerage Account
- Penalty-free account modification, such as contribution change, investment reallocation, and Investment Provider addition/replacement
- 457b Pre-Tax and 457b Roth payroll contributions are allowed
- Consolidate other eligible retirement accounts
- Dedicated customer service and professional investment performance oversight from the Bureau of Deferred Compensation and the Plan's Investment Providers
- Immediate vesting

457b Pre-Tax Payroll Contributions:

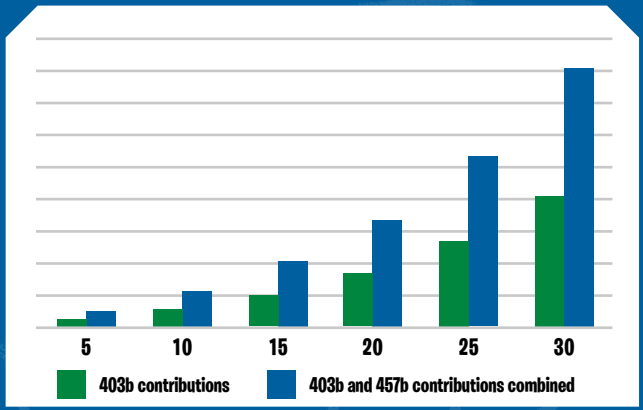
- Payroll contributions that lower taxable income
- Distributions taxed as income
- Penalty-free withdrawals after 31 days of separation from employment

457b Roth Payroll Contributions:

- Post-tax payroll contributions
- Qualified distributions are not included in gross income
- 457b Roth qualified distribution rules apply

PLAY TO WIN!

Participate in the 457b, even if you participate in the 403b tax sheltered annuity.



This chart is for illustrative purposes only and is not meant to represent the performance of any specific investment option. The scenario assumes a 7% annual rate of return, a maximized Regular Contribution for the first 20 years, and a maximized Ages 50+ Contribution for the remaining 10 years for both the 403b and the 457b. Rates of return will vary.

Wondering Which 457b Payroll Contribution Type is Right for You?

It's as easy as A, B, C.

Option A: 457b Pre-Tax payroll contributions:

- Wants to continue making payroll contributions that lower current taxable income.
- Paying income taxes on distributions of principal and interest during retirement is not concerning.
- Likes knowing part of what would have been paid in taxes, now, is invested as a contribution.

Option B: 457b Roth (post-tax) payroll contributions:

- Lowering current taxable income is not top priority.
- Expects similar or higher tax rates at retirement, so paying taxes now means tax-free interest (on qualified distributions) at retirement.
- Willing to continue making the same contribution, even though there is not a current tax benefit; or comfortable with reducing contributions, so the net effect on their paycheck remains similar.

Option C: Combination of 457b Pre-Tax and 457b Roth (post-tax) payroll contributions:

- Wants the best of both worlds: Pre-Tax payroll contributions that lower taxable income now and Roth payroll contributions that are taxed now but earn tax-free interest (on qualified distributions).
- Likes flexibility in taxation of distributions, which having both deferral types at retirement offers.
- Considers personal ability to make payroll contributions to the Plan and how each deferral type impacts their paycheck.

The type of payroll contribution you make to the Florida Deferred Compensation Plan depends on you. Each Investment Provider has tools to help customize your contributions to meet your specific retirement goals.

Plan. Save. Retire

Employer Sponsored Plan

Choose One

SUSORP 403b*

- Mandatory employee contribution and employer contribution
- Employee can make additional contribution
- Defined contribution invested with an approved Investment Provider (in funds chosen by employees)
- Immediate vesting

FRS Investment Plan

- Mandatory employee contribution and employer contribution
- Defined contribution invested in funds chosen by employee
- Vested after 1 year of FRS-covered service (you are always fully vested in your own contributions)

FRS Pension Plan

- Mandatory employee contribution and employer contribution
- Defined benefit paid at retirement based on number of years of service and highest earning years
- Vested after 8 years of FRS-covered service (you are always fully vested in your own contributions)

*Only Faculty, University Work Force employees who are Coordinator level and above, and Executive Service employees are eligible for SUSORP.
**OPS employees are not eligible for employer sponsored plans, but are eligible to enroll in a voluntary/supplemental retirement plan. OPS Student employees are not eligible to enroll in a voluntary/supplemental retirement plan.

Plan. Save. Retire.

Voluntary / Supplemental Retirement Plan

457b Pre-Tax

- Payroll contributions that lower taxable income
- Distributions taxed as income
- Penalty-free withdrawals after 31 days of separation from employment

457b Roth

- Post-tax payroll contributions
- Qualified distributions are not included in gross income
- 457b Roth qualified distribution rules apply

403b TSA

- Pre-tax contributions that lower taxable income
- Cash value of contributions at retirement
- Multiple investment options and immediate vesting

403b Roth

- Post-tax contributions that grow tax free
- Cash value of contributions at retirement
- Multiple investment options and immediate vesting

Personal Investments or Savings Plans

- Available through your bank or personal financial advisor

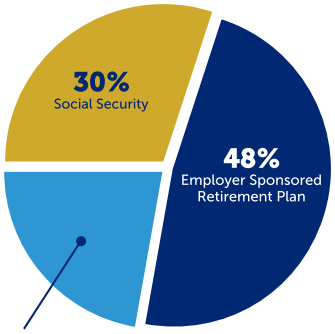
Social Security*

- Exact benefit depends on several factors including retirement date, earnings, and the number of years paid into the fund

*OPS employees do not earn Social Security Credits because they participate in the FICA Alternative Plan. For Social Security benefit questions please contact the Social Security Administration office.

Bridge the Gap

Your employer sponsored retirement plan and Social Security are likely to only provide about 78% income replacement during retirement. That leaves a 22% gap in income replacement. The Florida Deferred Compensation Plan is available to help bridge the savings gap.



22% Bridges the Gap
to get to 100% Income Replacement

Online enrollment is available at MyFloridaDeferredComp.com

-OR- Enroll via one of these options:

Fax completed *EZ Enrollment Form* to:
850-488-7186

Mail completed *EZ Enrollment Form* to:
Department of Financial Services
Bureau of Deferred Compensation
200 East Gaines Street
Tallahassee, FL 32399

Set up enrollment by contacting an:
Investment Provider

corebridge financial

888-467-3726
FloridaDCP.CorebridgeFinancial.com

Nationwide is on your side

800-949-4457
NRSFlorida.com

VOYA

800-282-6295
Florida457.BeReady2Retire.com

charles SCHWAB

888-393-7272
Schwab.com/PCRA
Enrollment available by request.

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