Alternative FICA

This Plan offers government entities the opportunity to provide a retirement savings program to their part-time, temporary and seasonal employees while eliminating the costs associated with matching Social Security (FICA) employer contributions. At UNF, this affects non-student OPS only (including adjuncts) – employee contributions go to 403b plan instead of social security, which UNF will not need to match, as allowed by IRS 3121B. Although the University does not match Social Security (6.2%), the University continues to pay Medicare (1.45%).

Auxiliary Units: Should budget using 1.45% for all non-student OPS.

E&G Units: The university will budget your salary budget using the full 7.65% for employees. After each payroll has been run, an ALT-FICA program will run that will reduce your salary budget by 6.2% (7.65% - 1.45%) for actual non-student payroll in your department on that pay run. This budget reduction reflects the salary savings to the university from the ALT-FICA program that is passed back from your department to be held centrally at the University level.