

About the Investment Plan

The FRS Investment Plan is similar to a 401(k) plan. Members own all contributions and earnings in their Investment Plan account after completing 1 year of service. The Investment Plan is designed primarily for employees who want greater control over their retirement plan and who want flexibility in how their benefit is paid at retirement.

The Investment Plan is known as a “defined contribution” plan. That’s because contributions — the employee’s and the employer’s — to the Plan are defined by law. The benefit, however, is not defined. The benefit the member ultimately receives from the Plan will depend on how much is contributed to the member’s account, the performance of investments over time, and the impact of account fees and expenses. When a member is ready to withdraw money, they will have a variety of payout options to choose from.

For more information about the Investment Plan, and to compare it with the Pension Plan, visit the [New Hire page](#) and ChooseMyFRSplan.com.

FRS Investment Plan Profile

Official Plan Name	Florida Retirement System Investment Plan
Common Plan Name	FRS Investment Plan
Type of Plan	Defined contribution retirement plan qualified under Section 401(a) of the Internal Revenue Code
Federal Employer Identification Number	59-6001872
Plan Number	002
Plan Sponsor	State Board of Administration of Florida (SBA). The SBA is charged with establishing and administering this Plan.
Plan Trustees	Executive Director, State Board of Administration of Florida, representing the Governor, the Chief Financial Officer, and the Attorney General as the Trustees of the Board. Executive Director State Board of Administration of Florida 1801 Hermitage Blvd., Suite 100 Tallahassee, Florida 32308-7743 The address for each of the three Trustees of the Board is: The Capitol, Tallahassee, Florida 32399
Plan documents are the Florida Statutes and the rules of the State Board of Administration establishing the Plan	Chapter 121, Parts I, II, and III, Rule Title 19, Florida Administrative Code
Source of Benefit Payments	All benefits payable under the Investment Plan shall be paid solely from the member’s individual retirement account within the Florida Retirement System Investment Plan Trust Fund.
Agent for Service of Legal Process	Executive Director, State Board of Administration of Florida, 1801 Hermitage Blvd., Suite 100, Tallahassee, Florida 32308-7743

Name of Plan Administrator	Alight Solutions, FRS Investment Plan Administrator, P.O. Box 785027, Orlando, Florida 32878-5027; toll-free telephone number: 1-866-446-9377, Option 4 (Telecommunications Relay Service [TRS] 711)
Date Plan Effective	The Plan became effective July 1, 2000, although the first members in the Plan were effective July 1, 2002.
Name of Employer	FRS employing agency
Plan Year	July 1 through June 30
Plan Year — Limit Monitoring	January 1 through December 31
Employee Assistance Line: MyFRS Financial Guidance Line	1-866-446-9377 TRS 711 Representatives are available 9:00 a.m. – 8:00 p.m. ET, Monday – Friday (except holidays).
FRS Employer Assistance Line	1-866-377-2121
EY Financial Planners	Option 1, 9:00 a.m. – 8:00 p.m. ET
Division of Retirement	Option 2, 8:00 a.m. – 5:00 p.m. ET
Alight Solutions	Option 3, 9:00 a.m. – 8:00 p.m. ET
Internet Address	MyFRS.com

Eligibility

Have All New Employees Sign This Form

Have all new hires sign and date a [Florida Retirement System \(FRS\) - Certification Form](#). This form could protect your agency from having to repay any retirement benefits paid to a retiree whom you employ in violation of the reemployment-after-retirement provisions.

By signing this form, the new employee is certifying that they have not retired from any State of Florida-administered retirement plan or have not concluded participation in the DROP. Keep the signed form in the employee's personnel file. Do not send it to the FRS unless you are asked to do so.

For clarification of the rules and laws regarding reemployed retirees, contact an EY financial planner (for Investment Plan members) or the Division of Retirement (for Pension Plan members).

First-Time, Regular Employees

An employee who is hired in a regularly established FRS-covered position, and has never completed an [FRS choice period](#), is eligible to participate in the Investment Plan or Pension Plan, unless they participate in one of the following plans:

- Deferred Retirement Option Program (DROP)
Terminated DROP members can roll over their DROP accumulation into the Investment Plan.
- Mandatory State University System Optional Retirement Program (SUSORP)
Faculty, including clinical faculty, in a college at a state university that has a faculty practice plan are mandatory participants of the SUSORP.
- Teachers' Retirement System
This plan is closed to new members.

- State and County Officers' and Employees' Retirement System
This plan is closed to new members.

Rehired Members

Terminated Investment Plan members who are later rehired will be readmitted to the Investment Plan as long as they have not taken a payout from the Investment Plan. Rehired members who previously participated in the Pension Plan will return to the Pension Plan.

Investment Plan members who take a payout or rollover from the Investment Plan (excluding a *de minimis* distribution or a Required Minimum Distribution) will be considered retired. (For more information, refer to [Benefit Payouts](#).) Once retired, members lose any non-vested Investment Plan or prior Pension Plan service and benefit.

The Division of Retirement is responsible for determining retirement membership eligibility and whether a member is eligible for continued FRS membership. Refer to the Division's [Pension Plan Employer Handbook](#) for information about employee eligibility and payroll reporting requirements and format.

Retirees Reemployed Prior to July 1, 2010

Retired members who were rehired in an FRS-covered position prior to July 1, 2010 are considered "reemployed retirees" and are subject to the rules and laws governing such members. These reemployed retirees were treated like first-time, regular employees and were given a new election period. However, reemployed retirees are not entitled to certain benefits under the FRS, including Special Risk Class membership, disability benefits, and the Deferred Retirement Option Program (DROP).

Investment Plan Retirees Employed on or After July 1, 2017

Effective July 1, 2017, retirees of the Investment Plan, State University System Optional Retirement Program (SUSORP), Senior Management Service Optional Annuity Program (SMSOAP), and State Community College System Optional Retirement Program (SCCSORP) are eligible for renewed membership. They must be employed in an FRS-covered position on or after July 1, 2017 to gain renewed membership. However, these renewed members are not eligible to participate in the Pension Plan or DROP, receive disability benefits, or use the 2nd Election to change to the Pension Plan.

It is important to note that this provision does not provide renewed membership retroactively for the period of July 1, 2010 to June 30, 2017.

Determining Membership Class

To determine an employee's membership class, refer to the Division's [Pension Plan Employer Handbook](#) for more information.

Eligibility Review

An employee's enrollment in the Investment Plan is subject to eligibility review at any time. If the enrollment is determined to be ineligible, the election and any associated benefit transfers, payroll contributions, and any earnings on these funds will be reversed. The employee will receive a letter explaining the reason for the reversal. The following are a few examples of reasons an employee's enrollment may be reversed:

- Employee terminated prior to receipt of election form.

- Employee did not earn service credit in the month the election form was received.
- Employee is in a position not eligible for membership in the FRS.

Enrollment (1st Election)

The 1st Election is the employee's opportunity to choose an FRS retirement plan before they are automatically enrolled in their default option. Having a choice between two employer-provided retirement plans is not common and many employees may not realize they need to take action. As an employer, you have an important role to play in the 1st Election. Help your new employees realize they have a choice to make and encourage them to take advantage of the [member services](#) available to help them make that choice.

Default Option

For all new FRS-covered employees hired prior to January 1, 2018, the default option is the Pension Plan.

For FRS-covered employees in the Special Risk class hired on or after January 1, 2018, the default option is the Pension Plan.

For FRS-covered employees in all other membership classes hired on or after January 1, 2018, the default option is the Investment Plan.

Plan Choice Period (Plan Choice Deadline)

For all new FRS-covered employees hired prior to January 1, 2018, the plan choice deadline is 4:00 p.m. on the last business day 5 months after their month of hire.

For all new FRS-covered employees hired on or after January 1, 2018, the plan choice deadline is 4:00 p.m. on the last business day 8 months after their month of hire.

The FRS sends reminders directly to new employees during their choice period. You can help your employees make a timely and informed decision by sending your own reminders and directing them to ChooseMyFRSplan.com.

Any elections received after the plan choice deadline will be invalid.

Reporting During the Plan Choice Period

Through the month they are enrolled in a plan (either through an active election or default), all new FRS-covered employees are reported under the Pension Plan. After they enrolled, they are reported under the appropriate plan.

For members who default to the Investment Plan, employee and employer contributions paid through the date of default will be transferred to the Investment Plan and placed in an age-appropriate Retirement Date Fund. Any time after their account is activated, the member can change to any of the Plan's available investment options.

Enrollment Process

1. Candidate signs [Florida Retirement System \(FRS\) - Certification Form](#).

2. Candidate is hired.
3. Employee is enrolled automatically in the Pension Plan so that contributions can begin with the employee's first paycheck.
4. Employer determines membership class.
5. Employer reports employee as a Pension Plan member on first available payroll.
6. If the employee is:
 - **A new FRS member:** A New Employee FRS Enrollment Kit is generated and mailed to the new member's address on file. The kit includes a [Benefit Comparison Statement](#), as well as the member's [Personal Identification Number](#) and plan choice deadline date. The kit should arrive within 30 to 60 days of the payroll on which the employee is first reported. The kit may be delayed if there are errors in reporting the new member.
 - **A retiree of the Investment Plan, SUSORP or SCCSORP:** A confirmation of renewed enrollment and a welcome flyer are generated and mailed to the reemployed retiree's address on file within 30 to 60 days of the payroll on which the employee is first reported. The member can access their Investment Plan account by logging in to [MyFRS.com](#) by using their previous User ID and Password. If the member does not remember the User ID and Password or never logged in to [MyFRS.com](#), they can call the MyFRS Financial Guidance Line at 1-866-446-9377, Option 2.
7. Employers help educate new employees about plan choice by conducting [New Hire Orientation](#), directing the employee to [ChooseMyFRSplan.com](#) and the MyFRS Financial Guidance Line, and providing the [Choose Your FRS Retirement Plan orientation brochure](#).
8. Employee's payroll data is processed. An eligible employee's plan choice cannot be processed before their payroll data is processed. Until their payroll data is processed, elections by phone cannot be performed and elections submitted by form (online or hard copy) will be pended.
9. New FRS members will receive plan choice reminder emails and letters, distributed by the FRS.
10. The employee makes an active 1st Election choice by their plan choice deadline or is automatically enrolled in their default option.
11. A confirmation letter is mailed to the employee's address on file indicating their plan choice. At this point, the 1st Election is considered final even if the employee did not submit an election and was automatically enrolled in their default option.

Getting Help Choosing a Plan

The FRS offers members a variety of services to help them make an informed plan election. Refer members to these services:

- [ChooseMyFRSplan.com](#) – Employees can answer several questions using this guided experience to learn which plan may make the most sense for them. They can view a series of “people like me” video and review other resources while on the site.
- MyFRS Financial Guidance Line – Members can call 1-866-446-9377, Option 2 (or TRS 711) and speak with a financial planner 9:00 a.m. to 8:00 p.m. ET, Monday through Friday, except holidays.

- 1st Election Choice Service – Employees can compare estimated benefits for each retirement plan. The employee can access the tool when they sign in on MyFRS.com with their PIN that was sent to them with the new hire Benefit Comparison Statement.
- New Hire Orientation - Conducted by the employer; see the [New Hire Orientation Presentation](#).

How to Submit a Plan Choice

Membership classification determines how the employee can enroll. Enrollment forms are available in the [Forms](#) section of this website.

Regular Class and Special Risk Class Employees

1. Online EZ Enrollment Form. This is an online enrollment form most members can complete without logging in to MyFRS.com. Online enrollments submitted before 4:00 p.m. ET are processed within 24 hours and are effective on the date the election is submitted (excluding holidays). If submitted after 4:00 p.m. ET, but before the member's plan choice deadline, the election will be effective the next business day (excluding holidays).
2. EZ Enrollment Form. This form is included in the New Employee FRS Enrollment Kit. It can also be downloaded from MyFRS.com. Complete, accurate and signed enrollment forms sent to the Plan Choice Administrator before the member's plan choice deadline are processed within 2 business days of receipt (excluding holidays) and the enrollment is effective on the day the form is received (excluding holidays).
3. MyFRS.com. The employee must log in to the site. Online enrollments submitted before 4:00 p.m. ET are processed within 24 hours and are effective on the date the election is submitted (excluding holidays). If submitted after 4:00 p.m. ET, but before the member's plan choice deadline, the election will be effective the next business day (excluding holidays).
4. MyFRS Financial Guidance Line. Telephone enrollments made before 4:00 p.m. ET are processed within 24 hours and are effective on the date the election is submitted (excluding holidays). If submitted after 4:00 p.m. ET, but before the member's plan choice deadline, the election will be effective the next business day (excluding holidays).

All Other Membership Classes

Employees in all other membership classes can enroll using the applicable [enrollment form](#) for their membership class. Complete, accurate and signed enrollment forms sent to the Plan Choice Administrator are processed within 2 business days of receipt (excluding holidays), and the enrollment is effective on the date the forms are received (excluding holidays), unless it is submitted after 4:00 p.m. ET on the member's choice period deadline.

Investment Plan Membership Effective Date

Investment Plan membership is retroactive to a new employee's date of hire. This includes reemployed retirees. The Investment Plan contribution effective date is the 1st of the month following the month in which the new employee's enrollment is processed. Enrollments received up to 4:00 p.m. ET each business day (excluding holidays) are processed on the day they are received. Enrollments received after 4:00 p.m. ET are processed on the next business day (excluding holidays), unless it is submitted after 4:00 p.m. ET on the member's choice period deadline.

For more information about contributions prior to the Investment Plan membership effective date, refer to [Plan Funding](#).

Opening Balance

FRS contributions (both employee and employer) are retroactive to the employee's date of hire. The Investment Plan Administrator sends each member an opening balance confirmation letter that provides the dollar amount transferred to the Investment Plan, the date it was allocated, and the member's investment choices.

All [blended contributions](#) earned in the Pension Plan are transferred to the employee's FRS Investment Plan account on the last day of the month in which their election is effective.

If the member does not have prior FRS service in the Pension Plan, the blended contributions made from the member's date of hire to the date they elect the Investment Plan will be transferred to their Investment Plan account.

If the member had prior service in the Pension Plan, the present value amount transferred from the Pension Plan into the Investment Plan is subject to the [Pension Plan's vesting schedule](#). The present value amount will be deposited in the member's Investment Plan account on the last day of the month in which their election is effective. A confirmation letter is mailed to the address on file confirming the deposit of funds.

How to Monitor Election Status

Employers can monitor the status of their employees' elections (both 1st Elections and 2nd Elections) via the Division of Retirement's [FRS Online Employer Services application](#). Elections are recorded by the Investment Plan Administrator and provided to the Division to upload. Employers can view and download a file that lists members who have elected the Investment Plan or used their 2nd Election to change to the Pension Plan.

2nd Election

FRS members (except for reemployed retirees) who are actively earning salary and service credit have a one-time opportunity to change from their current FRS retirement plan to the other plan. That means they can transfer from the Pension Plan to the Investment Plan, or from the Investment Plan to the Pension Plan. This change is called a 2nd Election and it can be used only once during the member's career.

While the 2nd Election gives members flexibility, it is a complex decision with important financial implications. For example, depending on which plan the member is changing to, there could be an out-of-pocket cost to the member.

If employees ask you about the 2nd Election, recommend that they call the MyFRS Financial Guidance Line to speak with an unbiased financial planner before making any decisions. You may also share with them the [Is a 2nd Election Right for You flyer](#).

Eligibility

For the 2nd Election to be considered valid, the member must be actively employed and earning salary and service credit when the enrollment form is received by the Plan Choice Administrator or when a valid online election is made.

A 2nd Election cannot be made if the member:

- Has already used their 2nd Election.
- Has retired.
- Is a member of DROP.
- Has terminated FRS-covered employment.
- Is on an unpaid leave of absence.
- Is an employee of an educational institution and is on summer break.

Getting Help With a 2nd Election

The FRS offers members a variety of services to help them make an informed decision about a 2nd Election. Refer members to these services:

- 2nd Election Choice Service on MyFRS.com
- MyFRS Financial Guidance Line (1-866-446-9377, Option 2)
- [2nd Election Presentation](#) (conducted by the employer)

How to Make a 2nd Election

Online

Online enrollment is available only to members changing from the Pension Plan to the Investment Plan.

To enroll online, members should log in to MyFRS.com and select the 2nd Election Choice Service. The election will be processed the same day if it is entered before 4:00 p.m. ET.

By Mail or Fax

Members can download the [2nd Election EZ Retirement Plan Enrollment Form](#) or the [2nd Election Retirement Plan Enrollment Form](#). Or, they can ask that the form be sent to them by contacting the FRS Plan Choice Administrator toll-free at 1-866-446-9377, Option 4 (TRS 711). The mailing address and fax number are on the form.

Canceling a 2nd Election

The member has until 4:00 p.m. ET on the last business day of the election's effective month to call the MyFRS Financial Guidance Line and cancel the election.

Reversing a 2nd Election

Once the deadline for canceling a 2nd Election has passed, the 2nd Election will be final and irreversible. The member must remain in the new plan until their FRS-covered employment ends and they retire.

How to Monitor Election Status

Employers can monitor the status of their employees' elections (both 1st Elections and 2nd Elections) via the Division of Retirement's [FRS Online Employer Services application](#). Elections are recorded by the Plan Choice Administrator and provided to the Division to upload. Employers can view and download a file that lists members who have elected the Investment Plan or used their 2nd Election to change to the Pension Plan.

Changing From the Pension Plan to the Investment Plan

The Process

1. Member submits a 2nd Election to the Plan Choice Administrator (by form or online).
2. The Plan Choice Administrator processes the election and notifies the Division.
3. The amount to be transferred to the Investment Plan is "locked in" on the 1st of the month following the day the 2nd Election request form is received or the online request is confirmed by the Plan Choice Administrator.
4. The Division transfers the accrued value of the member's Pension Plan benefit to the Investment Plan. This transfer occurs on the last business day of the month in which the 2nd Election is effective.
5. The 2nd Election takes effect on the 1st of the month following the month in which the election is made.
6. The transferred amount is reflected in the member's account on the last business day of the effective month.

Opening Balance (Pension Plan Present Value)

The present value of the member's Pension Plan benefit will become their opening account balance in the Investment Plan. The present value calculation is an actuarial determination of the member's service credit; it is not the total of the employee and employer contributions paid into the Pension Plan. Many members fail to understand the calculation of the buy-in cost. This transfer amount will be "locked in" the 1st of the month following the day the 2nd Election request form is received or the online request is confirmed by the Plan Choice Administrator.

There is no out-of-pocket cost to the member for transferring into the Investment Plan.

The member can get an estimate of the accrued value of their Pension Plan benefit from the Division or by logging in to [MyFRS.com](#) and selecting the 2nd Election Choice Service.

How It Affects Vesting

Members who take any distribution from the Investment Plan before completing their vesting requirement could forfeit the benefit transferred from the Pension Plan.

Money contributed to the member's Investment Plan account after the transfer from the Pension Plan will vest once the member has earned 1 year of combined service credit. For members who completed 1 year of service before making their 2nd Election, new Investment Plan contributions will be 100% vested. Members who terminate with less than 1 year of total service are eligible to receive only a distribution of their Investment Plan employee contributions, plus earnings, paid after transferring to the Investment Plan.

Changing From the Investment Plan to the Pension Plan

The Process

1. The member submits a 2nd Election to the FRS Plan Choice Administrator (by form only).
2. The FRS Plan Choice Administrator processes the election and notifies the Division.
3. The buy-in cost is calculated as of the 1st of the month following the month in which the member's 2nd Election request form is received by the FRS Plan Choice Administrator.
4. The Division communicates the actual buy-in cost to the FRS Plan Choice Administrator by automated file.
5. The FRS Plan Choice Administrator sends the available Investment Plan balance to the Division.
6. The Division invoices the member for any balance needed to satisfy the buy-in cost.
7. Any balance needed to satisfy the buy-in cost is due within 60 days of receiving the invoice.
8. After the buy-in cost is paid, the Division will send the member a statement of account, indicating that the transfer is complete and the member's total service credit.

Buy-In Cost

To change to the Pension Plan, members have to "buy in" using their Investment Plan balance. If the Investment Plan balance is not enough to satisfy the buy-in cost, the member will need to make up the difference with their own money from another source. Funds rolled over from another qualified retirement plan can be applied to the buy-in cost. The buy-in cost is calculated as of the 1st of the month following the month in which the member's 2nd Election request form is received by the FRS Plan Choice Administrator.

If the member has previous Pension Plan service, the buy-in cost is a present-value calculation using all the member's FRS-covered service. This is called a return accumulated benefit obligation, or return ABO.

If the member does not have previous Pension Plan service, the buy-in cost is the total cost to provide a Pension Plan benefit up to the time of the buy-in. This is called an actuarial accrued liability.

In either case, the buy-in cost is an actuarial calculation; it is not the total of the employee and employer contributions paid into the Investment Plan. Many members fail to understand the calculation of the buy-in cost.

The buy-in cost could be significant, and the longer the member works in an FRS-covered position, the higher the cost typically becomes. A member whose Investment Plan balance does not cover the buy-in cost will receive an invoice for the balance owed.

Buy-In Cost Estimate

A member can get a buy-in cost estimate from the Division. The actual buy-in cost will be calculated by the Division after receiving notification from the FRS Plan Choice Administrator that the member's 2nd Election request has been processed.

Failure to Pay the Buy-In Cost

The member will have 60 days to remit payment of any additional amount needed to satisfy the buy-in cost. If the payment is not received within 60 days, the 2nd Election will be voided. The member will retain a 2nd Election option and the amount of Investment Plan assets that were liquidated will be returned to the Investment Plan and reinvested at the current market value. The FRS is not responsible for any market gains or losses to the member's account during this process.

Balances Exceeding the Buy-In Cost

Any Investment Plan balance that exceeds the buy-in cost will remain in the Investment Plan. Members in this situation will continue to manage their Investment Plan accounts as they did before. However, the surplus remaining in the Investment Plan will not be available for a distribution until they retire from the Pension Plan and begin receiving their Pension Plan benefit. Conversely, the surplus may be used to purchase optional service in the Pension Plan via a direct rollover. The member should contact the Investment Plan Administrator for more information.

How It Affects Vesting

The years of service the member completed while in the Investment Plan will count toward their [Pension Plan vesting requirement](#). Members who terminate employment prior to meeting the Pension Plan vesting requirements will only be eligible to receive a refund of employee contributions (without interest) paid into the Pension Plan after the 2nd Election transfer was completed.

As a note, taking a refund of employee contributions will cancel the service credit represented by those contributions. This refunded service can only be purchased once the member has earned one year of total service credit after the refund was taken. The amount due will include 6.5% interest, compounded annually. This is an important consideration if the member ever returns to work for an FRS-participating employer to earn the service credit needed to fully satisfy the Pension Plan's vesting requirement.

Choosing the Hybrid Option

Choosing the Hybrid Option freezes a member's Pension Plan benefit and directs future contributions into an Investment Plan account. The member cannot move frozen Pension Plan account funds into the Investment Plan account at a future date.

Eligibility

To elect the Hybrid Option, the member must be a Pension Plan participant and have at least 8 years of service (5 years of service if initially enrolled in the FRS prior to July 1, 2011).

Buying Back Into the Pension Plan

In certain circumstances, a member can participate in the Hybrid Option and still have a 2nd Election available. In this case, the member can choose to “buy back” into the Pension Plan at a “present value” cost. Because of the complex nature of the Hybrid Option, please encourage members to call the MyFRS Financial Guidance Line before electing this option.

Plan Funding

Both retirement plans are funded by mandatory employee and employer contributions. [Contribution rates](#) are set by Florida law. Neither the employee nor the employer can change contribution rates.

Employee Contributions

Based on Florida law, employees contribute 3% of their pretax salary, beginning with their first paycheck, regardless of which FRS retirement plan they choose.

As required by Section 121.71(2), Florida Statutes, employee contributions are treated for tax purposes as employer-paid employee contributions (commonly called an employer pick-up) under Internal Revenue Code Section 414(h)(2).

Employer Contributions

Employer contributions are equal to a percentage of the member’s gross monthly salary. The percentage is based on the member’s membership class and is determined by the Florida Legislature. Employers pay the same [contribution rates](#) for Investment Plan and Pension Plan members. Employers begin paying this “blended rate” from the time the employee is reported on the monthly payroll file. See Blended Rate Contributions below.

For information on retirement creditable wages and current contribution rates for each retirement class, refer to the [FRS Pension Plan Employer Handbook, Chapter 2](#).

Blended Rate Contributions

Even though the benefits from the two FRS retirement plans are determined differently (the Investment Plan benefit is based on contributions and investment performance, and the Pension Plan benefit is based on a formula), employers pay the same contribution rate, regardless of which plan employees choose. This rate is known as the “blended rate.” The blended rate was established by the Florida Legislature to ensure that both FRS retirement plans are properly funded, to fairly distribute the costs of managing each plan, and to avoid making one plan appear less costly or more generous than the other.

The blended rate comprises four distinct amounts:

1. Retirement Uniform Employer Contribution Rate. This is the amount upon which plan benefits are drawn.
2. Retirement Unfunded Actuarial Liability. An unfunded liability does not mean the plan is underfunded. It is based on a projection of future benefits and, like a home mortgage, is paid down over time.

3. Administrative & Education. This amount pays for management of the Investment Plan and for education resources, which help employers and members of both plans understand and use the plans.
4. Health Insurance Subsidy. For more information about this benefit, go to [Health Information Subsidy](#).

For more information, refer to the [current and historical contribution rates](#).

Employer Contributions to the Investment Plan

Employees who enroll in the Investment Plan may see their own contribution and their employer's contribution on each paycheck. However, some employees may only see the employer contribution amount that is actually deposited into their Investment Plan account while others may see the full amount of the employer's total blended contribution rate, which includes the Unfunded Liability rate, the [Health Insurance Subsidy](#) and the administrative fee. Seeing the full amount may confuse employees because they are only entitled to the employer contribution amount determined by the Florida Legislature. See table below for details.

New hires who elect the Investment Plan during their 1st election period will receive the retirement uniform employer contribution rate from their date of hire until their Investment Plan effective date. From the effective date forward, the employee's paycheck will show the Investment Plan employer contribution rate shown below.

Investment Plan Contributions			
Membership Class	Employee	Employer	Total
Regular Class	3%	3.30%	6.30%
Special Risk Class	3%	11.00%	14.00%
Special Risk Administrative Support Class	3%	4.95%	7.95%
Elected Officers' Class (Judges)	3%	10.23%	13.23%
Elected Officers' Class (Legislature/Cabinet/Public Defender/State Attorney)	3%	6.38%	9.38%
Elected Officers' Class (County and Local)	3%	8.34%	11.34%
Senior Management Service Class	3%	4.67%	7.67%

Pension Plan Benefit Transfers to the Investment Plan

Employee and employer contributions begin with the employee's first paycheck. All contributions are routed to the Pension Plan. If the employee elects the Pension Plan, the contributions made to date remain in the Pension Plan, and all future contributions are made to the Pension Plan. If the employee chooses the Investment Plan, any contributions made prior to the Investment Plan's effective date will be transferred from the Pension Plan to the Investment Plan.

During the first week of each month, the Division and the Investment Plan Administrator audit employee elections received in the prior month with an effective date of the 1st of the current month. The Division sends an accumulated benefit transfer file of all Investment Plan members whose effective date is the 1st of the current month to the Investment Plan Administrator. Upon receipt of the file, a final reconciliation of the accumulated benefit transfer file for each member is conducted and deposits are made to the member's account.

Pension Plan Benefit Transfers for Members with Prior FRS Service

A rehired former employee may have an accumulated benefit in the Pension Plan based on prior FRS service. This accumulated benefit will be transferred to the Investment Plan if the rehired employee has not begun receiving a Pension Plan benefit and chooses to enroll in the Investment Plan with the 100% transfer option.

When the Division and the Investment Plan Administrator audit employee elections each month (as described under Pension Plan Benefit Transfers to the Investment Plan above), they identify any members with an accumulated benefit based on prior FRS service. These amounts are included in the monthly accumulated benefit transfer file.

Accumulated Benefit True-Up

The member's initial accumulated benefit transfer from the Pension Plan to the Investment Plan is calculated using available information regarding the member's age, salary, membership class, and years of service. If an agency does not report current and accurate information on the member, the accumulated benefit transfer amount may need to be adjusted. This is known as a "true-up." The true-up amount represents the difference in the estimated and the actual accumulated benefit calculation plus interest. Accumulated benefit true-ups can be a negative or positive amount. By law, the accumulated benefit true-up must be calculated within 60 days of the initial transfer. The Investment Plan member will receive a Confirmation of Benefit Transfer Adjustment letter informing the member about the adjustment.

Rollover Deposits (Investment Plan Only)

Investment Plan members, including former Investment Plan members (retirees), can deposit eligible rollover funds from other qualified plans into their Investment Plan account. If an employee asks about this option, please refer them to the MyFRS Financial Guidance Line (1-866-446-9377, Option 4) or MyFRS.com.

The member must submit an [Employee Rollover Deposit Form](#) and appropriate documentation directly to the Investment Plan Administrator. Upon receipt of the form and funds, the Investment Plan Administrator will deposit the qualified rollover funds into the member's account. The member can change fund allocations at any time on MyFRS.com or by calling the toll-free MyFRS Financial Guidance Line, Option 4. Rollover funds are tracked separately from a member's other Investment Plan assets.

Note: If an Investment Plan member had past membership in the State University System Optional Retirement Program (SUSORP), the State Community College System Optional Retirement Program (SCCSORP), or the Senior Management Service Optional Annuity Program (SMSOAP) and transfers any of those funds into their Investment Plan account, the member will be considered a "retiree" of the FRS the month following the transaction. Retirees initially reemployed with an FRS-participating employer on or after July 1, 2010 are not eligible for FRS membership from July 1, 2010 through June 30, 2017. Effective July 1, 2017, retirees of the Investment Plan, SUSORP, SCCSORP, and SMSOAP are eligible for renewed membership. They must be employed in an FRS-covered position on or after July 1, 2017 to gain renewed membership. However, as retirees, these renewed members are not eligible to participate in the Pension Plan or DROP, receive disability benefits or use the second election to change to the Pension Plan.

DROP Member Rollover Deposits (Investment Plan Members)

Pension Plan DROP members, including former DROP members, can roll eligible DROP funds into the Investment Plan and have immediate access to these funds, even if they return to FRS-covered

employment. This option allows DROP members to take advantage of the low-cost investment options offered under the Investment Plan. DROP members receive a flyer in their DROP Termination Kit provided by the Division informing them of their ability to use the MyFRS Financial Guidance Program as well as the rollover option. See [Keep Your DROP in the FRS](#) for detailed instructions on the process and forms required to complete this rollover.

Contribution Limits

Employee contributions are limited by [Section 415](#) of the Internal Revenue Code. The Investment Plan Administrator performs testing on a semiannual basis to ensure compliance with this limit. To properly monitor contribution limits across all eligible employer-sponsored plans in which the member participates, the Investment Plan Administrator must receive accurate, up-to-date reports from employers. See Contribution Limit Monitoring below.

The Investment Plan Administrator will notify the employer when an employee appears to be reaching the allowable limits under the Internal Revenue Code.

No refunds are processed from the Investment Plan. If a member exceeds the Section 415 limit in any calendar year, a refund must be taken from the member's other qualified plans.

Contribution Limit Monitoring

The Investment Plan Administrator can only perform contribution limit calculations based on the data it receives from employers. The Division and the Investment Plan Administrator do not audit this data in any way. The Investment Plan Administrator may not be able to tell if a member exceeds the limit if it does not receive data from all of the qualified plans a member has contributed to during the year. The reporting of this data is mandatory on the monthly payroll files.

Refer to the [FRS Pension Plan Employer Handbook, Chapter 3](#), for the monthly payroll-reporting format for limit monitoring.

Payroll Reporting

Employers are required to submit one data file and one Contribution Summary Information Form containing information for both the Investment Plan and Pension Plan. For the payroll file format, refer to the [FRS Pension Plan Employer Handbook, Chapter 4](#).

Contributions and payroll data are due from employers by the 5th business day of each month. If the Division does not receive contributions and/or payroll data by this deadline, the employer will be sent a delinquent fee invoice equal to 1% of the total monthly payroll file.

If contributions and/or payroll data are not received within the calendar month they are due, and if that delinquency results in market losses to an Investment Plan member, the employer is responsible for reimbursing the member's account for any market losses. The Investment Plan Administrator will calculate the market loss, and the Division will invoice the employer.

All payments made to employees that meet the definition of compensation as described in Rule 60S-6.001(15)(a), Florida Administrative Code, must be reported to the Division for retirement calculation purposes. Your monthly payroll report should include only wages paid during that month.

Investment Options

As the Investment Plan's name implies, the money in each participant's account is invested in stocks, bonds, and other types of financial instruments. With a variety of investment options available, the Plan gives participants as much or as little control over their investments as they like.

Account Transactions

Once an Investment Plan member's account is activated, the member can change their current investment elections and investment allocations anytime by telephone or online, subject to certain restrictions. Refer to [Transactions](#) for more information.

Investment Plan Funds

The Investment Plan's fund lineup lets members create a unique portfolio from a variety of prescreened high-quality funds.

For more information about the Investment Plan's fund lineup, including Retirement Date Funds and the Self-Directed Brokerage Account (SDBA), visit the [Investment Funds](#) section on [MyFRS.com](#).

Transactions

The control members have over their Investment Plan account is a key difference between the Investment Plan and the Pension Plan.

Once an Investment Plan member's account is activated, the member can change their current investment elections and investment allocations anytime by telephone or online, subject to certain restrictions set out in the [FRS Investment Plan Summary Plan Description](#) and [Section 19-11.004](#), Florida Administrative Code.

Choosing Investment Funds for Future Contributions (Investment Elections)

An investment election defines how the member wants future contributions to be allocated among the Investment Plan's investment funds.

New members can make their initial investment fund choices when they first enroll. All account contributions, including the current account balance, future contributions, rollovers, and Pension Plan transfers, will be directed according to these fund choices. If an initial investment fund election is not made, or the member enrolls via the EZ form options, the member's fund allocation will default to an age-appropriate Retirement Date Fund.

Current members can change their investment elections at any time. These changes take effect the next time employee and employer contributions are deposited in the member's Investment Plan account.

Investment elections must be made in 1% increments, totaling 100%.

Regular, Special Risk, and Special Risk Administrative Support Class employees can make investment elections using an appropriate [form](#), by logging in to their account through [MyFRS.com](#) or by calling the MyFRS Financial Guidance Line.

Employees in all other membership classes can make investment elections using the applicable [enrollment form](#) for their membership class.

Reallocating Existing Balances

“Reallocating” means moving some or all of an existing balance from one investment fund to one or more other investment funds.

Members can reallocate existing balances among the plan’s various investment funds on [MyFRS.com](#) or by calling the MyFRS Financial Guidance Line, Option 4.

Members can make investment fund allocation changes daily, subject to the Investment Plan’s [Excessive Fund Trading Guidelines](#).

Fund allocation changes for existing balances take effect at the close of business on the day the request is made, provided that the request is completed by 4:00 p.m. ET. If the request is completed after 4:00 p.m. ET or on a non-business day, the change will generally take effect at the close of business on the next business day.

Excessive Fund Trading Guidelines

The [Excessive Fund Trading Guidelines](#) protect Investment Plan members by preventing the frequent movement of money in and out of funds for the purpose of short-term gains. This type of activity can hurt a fund’s shareholders by increasing the fund’s trading costs, making it harder for the fund’s managers to manage the fund, and potentially reducing the fund’s investment returns.

The Excessive Fund Trading Guidelines apply to all funds in the FRS Investment Plan except the FRS Money Market Fund and funds within the Self-Directed Brokerage Account (SDBA).

All Investment Plan members, including current members, previous members, members who have rolled over DROP funds into the Investment Plan, surviving beneficiaries and other alternate payees are governed by these guidelines.

These guidelines apply only to transfers of money between funds. They do not apply to administrative transactions, such as depositing employer or employee payroll contributions, processing a payout, or any other exempt administrator-initiated transactions, such as processing a Qualified Domestic Relations Order (QDRO) or mapping funds from terminated products.

Any member who is not in compliance with these guidelines will be notified in writing. The member may be blocked from initiating trades via the internet and may be required to conduct future trades by phone. If the violations continue, the member may be required to conduct trades by submitting paper trading forms via certified/return receipt to the SBA.

Vesting

Members own all contributions and earnings in their Investment Plan account after completing 1 year of service. Members who leave FRS employment sooner own only their employee contributions and any earnings on those contributions. Employees always own amounts they contribute to their own account. This rapid vesting schedule makes the Investment Plan a good choice for employees who need a more portable benefit or who expect to retire before they qualify for a benefit under the Pension Plan.

Any benefit transferred from the Pension Plan to the Investment Plan will vest subject to the [Pension Plan's vesting schedule](#). Members are always fully vested in all of their employee contributions made in and after the month in which their transfer was effective. The benefit transferred from the Pension Plan to the Investment Plan is not segregated as employee or employer contributions (the member's records will indicate zero employee and employer contributions). The member will begin to accrue employee and employer contributions after the transfer to the Investment Plan.

Unvested Account Balances

Any unvested portion of a member's Investment Plan account balance will be transferred to a suspense account within 120 days of the member's termination date. While in the suspense account, the unvested balance will earn the same rate of return as the FIAM Intermediate Duration Pool Fund.

If, at any time, the member requests a payout of the vested portion of their Investment Plan account balance, the unvested balance and associated FRS service will be forfeited.

If the member is reemployed in an FRS-covered position within 5 years of termination and has not taken a distribution of their vested account balance, including a refund of employee contributions, the amount held in the suspense account, and interest thereon, will be reinstated to the member's Investment Plan account.

If the member is not reemployed in an FRS-covered position within 5 years of termination, the unvested balance and associated FRS service will be forfeited.

Benefit Payouts

The Investment Plan offers a variety of payout options to members. They can choose:

- A lump-sum payment
- A rollover to another qualified plan
- A customized payment schedule
- Lifetime guaranteed payments
- Any combination of the above

Members can call the MyFRS Financial Guidance Line, Option 2, to discuss their retirement and payout options with an unbiased EY financial planner. The EY financial planner will assist the member in evaluating the various options and understanding the tax implications.

For more information about payout options, refer to [When Your FRS Employment Ends](#).

When a Member Can Take a Payout

A member can request a payout of the vested portion of their Investment Plan account only under two circumstances:

1. The member has terminated all employment with FRS-participating employers, including positions not covered by the FRS, and has been off the payrolls of all FRS-participating employers for 3 full calendar months.

OR

- The member has reached normal retirement (see below), has terminated all employment, has been off the payrolls of all FRS-participating employers for 1 full calendar month, and is eligible for a one-time distribution of 10% of their account balance.

A member cannot initiate a payout from their Investment Plan account balance if there is an outstanding Qualified Domestic Relations Order (QDRO) or a Child Support Order (CSO) hold on the account. The member's account balance will be available for payout once the QDRO or CSO has been satisfied and the account hold has been removed. Please refer any questions about a QDRO or CSO hold to the Investment Plan Administrator.

3-Month Waiting Period

To request a payout, members who do not meet the Investment Plan's normal retirement requirements (see below) must wait until the 1st business day of the month following 3 calendar months from their month of termination. For example, if a member terminates on July 15th, the member must be off all FRS-covered payrolls for the months of August, September, and October; the member can then request a distribution for November 1 or after.

This waiting period allows the payroll file to be processed and the Division to post contributions and termination dates. Payroll files usually post by the 15th of each month unless there is an error that delays the posting of contributions and termination dates.

Normal Retirement

Members who meet the Investment Plan's normal retirement requirements may be able to withdraw up to 10% of their Investment Plan account balance 1 calendar month following their month of termination. The member's date of termination must be on file before this early payout can be processed. The remainder of the account can be withdrawn after an additional 2 months.

According to the Investment Plan's rules, a member qualifies for normal retirement upon reaching a certain combination of age and years of service as shown in the table below.

Investment Plan Normal Retirement Requirements		
	Special Risk Class	All Other Membership Classes
Hired after July 1, 2011	Age 60 or older and 1 or more years of FRS-covered service Age 57 or older and 30 or more years of Special Risk and military service Any age and 30 or more years of Special Risk service	Age 65 or older and 1 or more years of FRS-covered service Any age and 33 or more years of service
Hired prior to July 1, 2011	Age 55 or older and 1 or more years of FRS-covered service Age 52 or older and 25 or more years of Special Risk and military service Any age and 25 or more years of Special Risk service	Age 62 or older and 1 or more years of FRS-covered service Any age and 30 or more years of service

Hardships, Loans, and Financial Emergencies

The Investment Plan does not permit payouts to members due to hardships, unforeseeable emergencies, loans, medical expenses, educational expenses, the purchase of a principal residence, payments necessary to prevent eviction or foreclosure on a member's principal residence, or for any other reason prior to retirement.

Payout Process and Requirements

Before a member can initiate a payout from the Investment Plan, the member's FRS-participating employer must submit the member's termination date on the regular payroll file by the 3rd calendar month following the member's date of termination.

Payouts are withdrawn from the Investment Plan account equally across all of the member's sources and investment funds. If a member requests a specific dollar amount distribution and their account balance is less than the requested amount due to market fluctuations, the Investment Plan Administrator will not process the distribution request.

The process is as follows:

1. Member terminates employment.
2. Employer submits member's termination date on the monthly payroll file.
3. The Division of Retirement sends the member's termination date to the Investment Plan Administrator via the daily contribution file.
4. The Investment Plan Administrator sends the terminated member a MyFRS Termination Kit.
5. The member initiates their payout.
6. The payout is processed.

How to Submit a Member's Termination Date

Any questions about reporting a termination date should be directed to the Division's Contributions Section at 1-844-377-1888 (toll-free) or 850-907-6500 (local).

Online

Go to [FRS Online, Employer Services](#) and use the Termination Date module. Once the termination date is submitted, the Division will submit the information to the Investment Plan Administrator.

By Mail or Fax

You can submit a completed [Employment Termination Form \(ETF\)](#) by mail or fax. The form must be signed by your designated retirement coordinator on file with the FRS or by an authorized signatory of the agency. The ETF should be sent by the employer via U.S. mail or via fax at 1-888-310-5559.

The ETF will only be accepted if both of the following **two conditions** have been met:

1. The employer has not reported the termination date on the agency's regular payroll file; and
2. The ETF is received two weeks prior to the required 3 calendar months since the member's date of termination and no date of termination is on file.

When FRS Employment Ends (MyFRS Termination Kit)

The Investment Plan Administrator will send the member the [When Your FRS Employment Ends](#) brochure 60 days after the member's termination date. It includes information on payout options, taxes, name and address changes, the [Health Insurance Subsidy](#), reemployment after retirement, and a [Special Tax Notice](#).

How to Initiate a Payout

An Investment Plan member can initiate a payout or rollover from the Investment Plan in the two ways described below. The Investment Plan administrator will not accept rollover forms from the institution receiving the rollover.

By Phone

The member can call the MyFRS Financial Guidance Line at 1-866-446-9377, Option 4, and speak with an Investment Plan Administrator representative. Members must have their PIN to initiate a payout by phone.

Online

The member can log in to [MyFRS.com](#) and click "Investment Plan."

Payout Methods

The FRS encourages members to request payouts by ACH/direct deposit. However, a check made payable to the member can be accommodated (unless the member requests a rollover distribution). The check will be mailed to the member's address on file. The Investment Plan Administrator will verify the member's address on file prior to mailing the member's distribution check.

Rollover Methods

In most cases, a check will be made payable to the receiving plan or institution for the benefit of the member. Members can choose to have the rollover check mailed either directly to the institution or to their address on file. Some participating rollover institutions accept ACH/direct deposit. The member will be informed if their institution supports this option.

Rollovers can only be initiated by the member. The Investment Plan Administrator will not accept rollover forms from the institution receiving the rollover.

Impact on Retirement Status

When the member takes a payout (including a rollover), the FRS considers that member to be retired. Retired members lose any non-vested Investment Plan or prior Pension Plan service and benefit; their benefit may be suspended to meet reemployment requirements.

Effective July 1, 2017, retirees of the Investment Plan, State University System Optional Retirement Program (SUSORP), Senior Management Service Optional Annuity Program (SMSOAP), and State Community

College System Optional Retirement Program (SCCSORP) are eligible for renewed membership in the Investment Plan, SUSORP or SCCSORP. The member must be employed in an FRS-covered position on or after July 1, 2017 to gain renewed membership. It is important to note this provision does not afford renewed membership retroactively for the period of July 1, 2010 to June 30, 2017.

Automatic Payouts (Balances Under \$1,000)

A vested account balance of \$1,000 or less will be subject to automatic payout when the member's employment ends. This is known as a *de minimis* distribution. However, this payout won't be made until the member has been terminated from all employment with FRS-participating employers for at least 6 calendar months.

Members subject to an automatic payout can choose to receive it as a lump-sum payment or a rollover to another qualified retirement plan, such as an individual retirement account or another employer's 401(k) plan.

The FRS will not consider a member to be retired solely for receiving an automatic payout. Additionally, receiving an automatic payout does not make a member eligible for the [Health Insurance Subsidy](#).

For more information about automatic payouts, refer to [When Your FRS Employment Ends](#).

Required Minimum Payouts

The IRS requires that members begin taking payouts from their Investment Plan account in the calendar year they reach age 70½ or terminate employment, whichever is later. These are known as required minimum distributions (RMDs).

Members who are required to take an RMD will be notified by the Investment Plan Administrator in January of each year an RMD is required.

For more information about RMDs, refer to [When Your FRS Employment Ends](#).

Taxes and Penalties

The money in a member's Investment Plan account is pretax money, meaning it has never been taxed. A mandatory 20% will be withheld from the taxable amount of any payout, except in the event of a rollover of the entire payout. If the tax amount owed is higher than the 20% withheld, the member will be responsible for any additional taxes when they file their income tax return. If the member receives payment before reaching age 59½, the IRS may impose an additional 10% penalty tax for early withdrawal.

Members can obtain a [Special Tax Notice](#), which explains the tax consequences of distributions, by calling the MyFRS Financial Guidance Line, Option 4, or going online to [Forms](#) section of [MyFRS.com](#). If members have any questions concerning the tax consequences of taking a distribution, they should be referred to the MyFRS Financial Guidance Line, Option 1.

Impact on Health Insurance Coverage

Taking a payout might affect the member's eligibility to continue their current health insurance coverage with their employer. To verify their eligibility to continue this very important coverage, members are encouraged to contact their personnel office prior to taking a payout from their Investment Plan account.

Invalid Payouts

If a member receives an invalid payout from their Investment Plan account (e.g., due to an overpayment, an invalid Investment Plan election, violation of the reemployment-after-retirement provisions), the member will be required to repay that amount to the Investment Plan within 90 days. In lieu of repayment, the member can terminate all employment with all FRS-participating employers. Failure to repay the invalid distribution could result in the member being declared retired from the Investment Plan in accordance with the Florida Statutes and all applicable rules or, at the option of the Plan Administrator, in administrative or legal action. Under certain conditions, employers may be held jointly liable for invalid distributions.