

Shared Governance Oversight Committee

Disposition Form

Shared Governance Proposal Review Process			
Proposal: <u>16FA-03 - Social Security Alternative Plan</u>		Date Received: <u>September 28, 2016</u>	
			Full (64 Business Days)
Is Proposal a SGOC Issue? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		SGOC Establish Disposition	3 Days
Responsible Assigned Committee: Employee Benefits Committee			Due By:
			28-Sep
Type of Review: <input type="checkbox"/> Expedited <input checked="" type="checkbox"/> Full <input type="checkbox"/> Extended Handbook Issue: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Constituency Groups: Faculty Senate <input type="checkbox"/> Staff Senate <input type="checkbox"/> Dean's Council <input type="checkbox"/> Chair's Council <input checked="" type="checkbox"/> SGA <input checked="" type="checkbox"/> GSC <input checked="" type="checkbox"/> Vice Chancellor(s)		SGOC Forward to Responsible Committees and SGCs	3 Days
			Due By:
			3-Oct
		SGCs Send Comments to Responsible Committee	14 Days
			Due By:
			20-Oct
		Responsible Committee Prepare Final Draft Send to SGOC	14 Days
			Due By:
			9-Nov
		SGOC Sends Final Draft to Constituency Groups for Final Up/Down Vote	3 Days
	Due By:		
	14-Nov		
Consistency Groups Vote & Notify SGOC	14 Days		
	Due By:		
	9-Dec		
SGOC Tally Votes & Sends Final Report	3 Days		
	Due By:		
	14-Dec		
Chancellor Review & Response	10 Days		
	Due By:		
Notes: Fall Break Nov. 21-25			

Shared Governance Proposal

- I. Date: September 27, 2016
- II. Sponsoring Constituent: Employee Benefits Committee
- III. Statement of the Issue: Changes to Social Security Alternative Plan
- IV. Rational for Proposal:

- The first proposal, discussed by the Retirement Plan Committee, is the implementation of a small sum distribution feature in our plan for all employees with less than \$1,000 in their social security alternative plan who have terminated. The retirement committee voted in favor of this change.
- The second proposal, is to limit participation in the social security alternative plan to adjuncts and extra help employees that are not students. This change impacts students who work in the summer and are not eligible for waiver of social security and Medicare taxes if they go five weeks without attending class. Instead of contributing to the social security alternative plan in the summer, it is preferred that the University contribute to Social Security for these employees. The retirement committee voted to recommend this change subject to consensus by the campuses.

Social Security Alternative Plan Contributions

Campus/Year	# Employee Contributing	Total Amount Contributed	Average Contributed	Social Security Savings
Jonesboro 2014	1053	\$ 295,536.97	\$ 280.66	\$ 244,310.56
Jonesboro 2015	965	\$ 297,750.70	\$ 308.55	\$ 246,140.58
Jonesboro 2016 YTD	679	\$ 178,233.29	\$ 262.49	\$ 147,339.52

- V. Type of review: Expedited Review Requested