



**FOOTHILL-DE ANZA
Community College District**

Office of Human Resources and Equal Opportunity
12345 El Monte Road, Los Altos Hills, CA 94022

Foothill-De Anza Community College District is required to provide you this notice, *Form SSA-1945*, to read and sign at the beginning of your employment with our District. We are required to do so under federal law, Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004.

This notice must be provided to you because you are employed in a position in which neither you as employee nor Foothill-De Anza Community College District as the employer will be contributing to Social Security.

You must do the following:

- Read the notice
- Sign the notice
- Return the notice to the Human Resources office

What is the purpose of the notice?

The purpose of the notice is to inform you that your Social Security benefits may be impacted. This can be a complicated issue. You may want to check the Social Security website at www.socialsecurity.gov and/or see your tax consultant, accountant or attorney for advice to determine whether the laws mentioned in the notice pertain to you

Why will I not be in Social Security?

Not all employees are required to be in Social Security. Instead of being in Social Security certain employees participate in alternative programs such as the CalSTRS retirement program.

Statement Concerning Your Employment in a Job Not Covered by Social Security

Employee Name: _____ **Employee ID #** _____

Employer Name: Foothill-De Anza CCD **Employer ID#** 94-1597718

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to the Social Security publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security, $\$500 - \$400 = \$100$. Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to the Social Security publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free **1-800-772-1213**, or, for the deaf or hard of hearing, call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security benefits.

Signature of Employee _____ **Date** _____