



## **401a SSA-1945 NOTIFICATION COVER LETTER**

**Stanislaus County** is required to provide you the attached notice, **Form SSA-1945**, to read and sign at the beginning of your employment with our organization. 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 serving in a position, in which you as employee and **Stanislaus County** as employer will not be contributing to Social Security on your behalf.

You must do the following:

- Read the notice
- Sign the notice
- Return the notice to **Department Payroll/Personnel Clerk**

### **What is the purpose of the notice?**

The purpose of the notice is to inform you about how Social Security law may impact public employees who work in positions not covered by Social Security. This can be a complicated issue, so we encourage you to seek out additional information to determine whether the laws mentioned in the notice pertain to you by doing the following:

- Check the Social Security website at [www.socialsecurity.gov](http://www.socialsecurity.gov)
- Employees in a 401a (currently held at Nationwide), FICA Alternative Plan can contact (888) 401-5272 for further information.
- Neither Nationwide nor **Stanislaus County** provides tax, accounting, or legal advice. You should see your tax consultant, accountant or attorney for advice.

### **Why will I not be in Social Security?**

Not all employees working in government positions are required to be in Social Security. Instead of being in Social Security, **Stanislaus County** has part-time, seasonal, and temporary employees such as yourself in the 401a Plan. This plan offers you greater flexibility, portability, and potentially higher benefits. For more information on your 401A, please visit [www.stanislausdc.com](http://www.stanislausdc.com) or Nationwide at (877) 677-3678.