

**CITY OF COMMERCE
ADMINISTRATIVE POLICIES**

SOCIAL SECURITY

1.0 PURPOSE

To define participation by City employees in the Social Security System.

2.0 POLICY

2.1 All employees are automatically included as participants in the Social Security System (FICA) which provides workers with the following benefits:

- A. Retirement insurance**
- B. Survivors' insurance**
- C. Disability insurance**
- D. Medicare for the disabled and the aged**
- E. Black Lung benefits**
- F. Supplemental security income.**

2.2 These benefits are in addition to the Texas Municipal Retirement System benefits which the employee may be eligible to receive.

2.3 Financing of the program is accomplished by employee payroll deduction contributions and through a match paid by the City.

2.4 Social Security salary limit and percentage are subject to change at the beginning of each calendar year according to Federal guidelines.

EFFECTIVE: 06-01-97

LAST REVISED: 09-20-94

CITY MANAGER APPROVAL:



A handwritten signature in cursive script, appearing to read "Roger M. King", is written over a horizontal line.

Socsec.adp