

Special Pay Plan



What is a Special Pay Plan?

A Special Pay Plan is a 401(a), 403(b), or 457(b) retirement plan designed to handle special forms of compensation in a tax-advantaged manner for governmental and school district employees. Funded upon retirement or at separation from service, these forms of compensation typically include unused sick leave and unused vacation pay.



Special Pay Employer Benefits

- Employer saves 7.65% FICA Taxes (Social Security and Medicare)
- Turnkey plan administration, compliance, and education
- Dedicated account manager
- 24/7 online plan access—download plan documents, monitor account transaction, and generate reports
- IRS-approved plan documents



Special Pay Employee Benefits

- Contributions are pre-tax
- Flexible distribution options
- Permanently save Social Security & Medicare taxes on contributions
- Contributions are 100% fully vested
- Full control over distribution timing for tax planning

Saving the Public Sector Millions Each Year

Dedicated Account Management • Turnkey Plan Administration, Compliance & Education • Ready-to-Implement IRS-Compliant Plan Designs

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