



MIDWESTERN STATE UNIVERSITY

Operating Policies & Procedures Manual

University Operating Policy/Procedure (OP) OP 52.61: Social Security

Approval Authority:	President
Policy Type:	University Operating Policy and Procedure
Policy Owner:	Administration and Finance
Responsible Office:	Human Resources
Next Scheduled Review:	03/01/2024

By the authority of Senate Bill No. 102, 74th Legislature, effective January 1, 1996, the State will no longer pay for the Social Security contribution of 5.85% on the employee's first \$16,500 of earned income in a taxable year. Employees who are on the payroll prior to September 1, 1995, will begin receiving benefit replacement pay equal to 5.85% of the employee's compensation (not to exceed \$965.25) plus an amount equal to the retirement contribution paid by the employee on the benefit replacement pay. Individuals hired September 1, 1995, or later will not receive the 5.85% Social Security contribution from September 1, 1995, through December 31, 1995, or the supplemental benefit replacement pay beginning January 1, 1996.

(See *Texas Government Code* Section 659.121 - Benefit Replacement Pay.)

Responsible Office

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Revision History

- 08/04/2006: MSU Policy/Procedure 3.329 (Social Security) is adopted and approved by the MSU Board of Regents.
- 08/05/2021: Former Policy/Procedure 3.329 renumbered by the MSU Board of Regents as Operating Policy/Procedure (OP) 52.61: Social Security.
- 04/_ _/2024: This OP being no longer necessary, its deletion is approved by MSU President Stacia Haynie.

Approved by MSU President Stacia Haynie.

Stacia Haynie, President
Midwestern State University

Date Signed: _____

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