



THE STATE OF FLORIDA
JUSTICE ADMINISTRATIVE COMMISSION

227 North Bronough Street, Suite 2100
Tallahassee, Florida 32301
(850) 488-2415



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Executive Director

MEMORANDUM HR12-2026

To: Agency Administrators
From: Andy Snuggs, Director of Human Resources
Subject: Non-Cash Taxable Fringe Benefits
Date: October 23, 2026

It is time to report Non-Cash Taxable Fringe Benefits for the particular accounting period of November 1, 2025, through October 31, 2026. Please complete the attached worksheet for any non-cash fringe benefits your employees have received during this reporting period and return it to JAC Payroll Group via email at payrollgroup@justiceadmin.org by the close of business on Tuesday, November 10, 2026.

The employee portion of FICA due will be deducted from the employee's November 2026 salary warrant. The employer FICA match will be deducted from the salary account. Please be sure the employee is aware of this deduction and expects their November net to be lower than usual.

If you have an employee who has been terminated but had the benefit and owes FICA taxes to the government, please send the check, payable to the Justice Administrative Commission or your office, to JAC at the mailing address above by the close of business on Friday, November 20, 2026. Please make sure to round up the dollar amount when calculating the Medicare and Social Security taxes.

The procedures for calculating the benefit are the same as prior years. Information from the Bureau of State Payrolls Manual is attached as a reference.

If you have any questions, please contact Jennifer Bond at Jennifer.Bond@justiceadmin.org.

Attachment (1)