| | LEGISLATIVE ACTION | |
|------------|--------------------|-------|
| Senate | | House |
| Comm: RCS | | |
| 04/11/2014 | | |
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The Committee on Appropriations (Ring) recommended the following:

Senate Substitute for Amendment (736386) (with title amendment)

Delete lines 625 - 1147

and insert:

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Section 7. Subsection (2) of section 185.01, Florida Statutes, is amended to read:

185.01 Legislative declaration.-

(2) This chapter hereby establishes, for all municipal pension plans now or hereinafter provided for under this

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chapter, including chapter plans and local law plans, minimum benefits and minimum standards for the operation and funding of such plans, hereinafter referred to as municipal police officers' retirement trust funds, which must be met as conditions precedent to the plans or plan sponsors receiving a distribution of insurance premium tax revenues under s. 185.10. The minimum benefits and minimum standards for each plan as set forth in this chapter may not be diminished by local ordinance or by special act of the Legislature and may not, nor may the minimum benefits or minimum standards be reduced or offset by any other local, state, or federal plan that includes may include police officers in its operation, except as provided under s. 112.65.

Section 8. Section 185.02, Florida Statutes, is amended to read:

- 185.02 Definitions. For any municipality, chapter plan, local law municipality, or local law plan under this chapter, the term following words and phrases as used in this chapter shall have the following meanings, unless a different meaning is plainly required by the context:
- (1) "Additional premium tax revenues" means revenues received by a municipality pursuant to s. 185.10 which exceed base premium tax revenues.
- (2) (1) "Average final compensation" means one-twelfth of the average annual compensation of the 5 best years of the last 10 years of creditable service prior to retirement, termination, or death.
- (3) "Base premium tax revenues" means the revenues received by a municipality pursuant to s. 185.10 for the calendar year



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(4) (2) "Casualty insurance" means automobile public liability and property damage insurance to be applied at the place of residence of the owner, or if the subject is a commercial vehicle, to be applied at the place of business of the owner; automobile collision insurance; fidelity bonds; burglary and theft insurance; and plate glass insurance. The term "multiple peril" means a combination or package policy that includes both property coverage and casualty coverage for a single premium.

(5) (3) "Chapter plan" means a separate defined benefit pension plan for police officers which incorporates by reference the provisions of this chapter and has been adopted by the governing body of a municipality as provided in s. 185.08. Except as may be specifically authorized in this chapter, the provisions of a chapter plan may not differ from the plan provisions set forth in ss. 185.01-185.341 and ss. 185.37-185.39. Actuarial valuations of chapter plans shall be conducted by the division as provided by s. 185.221(1)(b).

(6) (4) "Compensation" or "salary" means, for noncollectively bargained service earned before July 1, 2011, or for service earned under collective bargaining agreements in place before July 1, 2011, the total cash remuneration including "overtime" paid by the primary employer to a police officer for services rendered, but not including any payments for extra duty or special detail work performed on behalf of a second party employer. Overtime may be limited prior to July 1, 2011, in a local law plan by the plan provisions. A local law plan may limit the amount of overtime payments which can be used for

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retirement benefit calculation purposes; however, such overtime limit may not be less than 300 hours per officer per calendar year. For noncollectively bargained service earned on or after July 1, 2011, or for service earned under collective bargaining agreements entered into on or after July 1, 2011, the term has the same meaning except that when calculating retirement benefits, up to 300 hours per year in overtime compensation may be included as specified in the plan or collective bargaining agreement, but payments for accrued unused sick or annual leave may not be included.

- (a) Any retirement trust fund or plan that meets the requirements of this chapter does not, solely by virtue of this subsection, reduce or diminish the monthly retirement income otherwise payable to each police officer covered by the retirement trust fund or plan.
- (b) The member's compensation or salary contributed as employee-elective salary reductions or deferrals to any salary reduction, deferred compensation, or tax-sheltered annuity program authorized under the Internal Revenue Code shall be deemed to be the compensation or salary the member would receive if he or she were not participating in such program and shall be treated as compensation for retirement purposes under this chapter.
- (c) For any person who first becomes a member in any plan year beginning on or after January 1, 1996, compensation for that plan year may not include any amounts in excess of the Internal Revenue Code s. 401(a)(17) limitation, as amended by the Omnibus Budget Reconciliation Act of 1993, which limitation of \$150,000 shall be adjusted as required by federal law for

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qualified government plans and shall be further adjusted for changes in the cost of living in the manner provided by Internal Revenue Code s. 401(a)(17)(B). For any person who first became a member before the first plan year beginning on or after January 1, 1996, the limitation on compensation may not be less than the maximum compensation amount that was allowed to be taken into account under the plan as in effect on July 1, 1993, which limitation shall be adjusted for changes in the cost of living since 1989 in the manner provided by Internal Revenue Code s. 401(a)(17)(1991).

- (7) (5) "Creditable service" or "credited service" means the aggregate number of years of service and fractional parts of years of service of any police officer, omitting intervening years and fractional parts of years when such police officer may not have been employed by the municipality subject to the following conditions:
- (a) A No police officer may not will receive credit for years or fractional parts of years of service if he or she has withdrawn his or her contributions to the fund for those years or fractional parts of years of service, unless the police officer repays into the fund the amount he or she has withdrawn, plus interest as determined by the board. The member has shall have at least 90 days after his or her reemployment to make repayment.
- (b) A police officer may voluntarily leave his or her contributions in the fund for a period of 5 years after leaving the employ of the police department, pending the possibility of his or her being rehired by the same department, without losing credit for the time he or she has participated actively as a

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police officer. If he or she is not reemployed as a police officer with the same department within 5 years, his or her contributions shall be returned to him or her without interest.

- (c) Credited service under this chapter shall be provided only for service as a police officer, as defined in subsection $\frac{(11)_{t}}{t}$ or for military service and may not include credit for any other type of service. A municipality may, by local ordinance, may provide for the purchase of credit for military service occurring before employment as well as prior service as a police officer for some other employer as long as the police officer is not entitled to receive a benefit for such other prior service as a police officer. For purposes of determining credit for prior service, in addition to service as a police officer in this state, credit may be given for federal, other state, or county service as long as such service is recognized by the Criminal Justice Standards and Training Commission within the Department of Law Enforcement as provided in under chapter 943 or the police officer provides proof to the board of trustees that such service is equivalent to the service required to meet the definition of a police officer under subsection (16) $\frac{(11)}{}$.
- (d) In determining the creditable service of a any police officer, credit for up to 5 years of the time spent in the military service of the Armed Forces of the United States shall be added to the years of actual service, if:
- 1. The police officer is in the active employ of the municipality before prior to such service and leaves a position, other than a temporary position, for the purpose of voluntary or involuntary service in the Armed Forces of the United States.
 - 2. The police officer is entitled to reemployment under the

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provisions of the Uniformed Services Employment and Reemployment Rights Act.

- 3. The police officer returns to his or her employment as a police officer of the municipality within 1 year after from the date of his or her release from such active service.
- (8) (6) "Deferred Retirement Option Plan" or "DROP" means a local law plan retirement option in which a police officer may elect to participate. A police officer may retire for all purposes of the plan and defer receipt of retirement benefits into a DROP account while continuing employment with his or her employer. However, a police officer who enters the DROP and who is otherwise eliqible to participate may shall not thereby be precluded from participation or continued participation participating, or continuing to participate, in a supplemental plan in existence on, or created after, March 12, 1999 the effective date of this act.
- (9) "Defined contribution plan" means the component of a local law plan, as provided in s. 185.35(1), to which deposits, if any, are made to provide benefits for police officers, or for police officers and firefighters if both are included. Such component is an element of a local law plan and exists in conjunction with the defined benefit component that meets the minimum benefits and minimum standards of this chapter. The retirement benefits, if any, of the defined contribution plan shall be provided through individual member accounts in accordance with the applicable provisions of the Internal Revenue Code and related regulations and are limited to the contributions, if any, made into each member's account and the actual accumulated earnings, net of expenses, earned on the



member's account.

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- $(10)\frac{7}{(7)}$ "Division" means the Division of Retirement of the Department of Management Services.
- (11) (8) "Enrolled actuary" means an actuary who is enrolled under Subtitle C of Title III of the Employee Retirement Income Security Act of 1974 and who is a member of the Society of Actuaries or the American Academy of Actuaries.
- (12) (9) "Local law municipality" means is any municipality in which there exists a local law plan exists.
- (13) (10) "Local law plan" means a retirement defined benefit pension plan, which includes both a defined benefit plan component and a defined contribution plan component, for police officers, or for police officers and firefighters if both arewhere included, as described in s. 185.35, established by municipal ordinance or special act of the Legislature, which enactment sets forth all plan provisions. Local law plan provisions may vary from the provisions of this chapter if the provided that required minimum benefits and minimum standards of this chapter are met. However, any such variance must shall provide a greater benefit for police officers. Actuarial valuations of local law plans shall be conducted by an enrolled actuary as provided in s. 185.221(2)(b).
- (14) "Minimum benefits" means the benefits set forth in ss. 185.01-185.341 and ss. 185.37-185.50.
- (15) "Minimum standards" means the standards set forth in ss. 185.01-185.341 and ss. 185.37-185.50.
- (16) (11) "Police officer" means any person who is elected, appointed, or employed full time by a any municipality, who is certified or required to be certified as a law enforcement

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officer in compliance with s. 943.1395, who is vested with authority to bear arms and make arrests, and whose primary responsibility is the prevention and detection of crime or the enforcement of the penal, criminal, traffic, or highway laws of the state. The term This definition includes all certified supervisory and command personnel whose duties include, in whole or in part, the supervision, training, guidance, and management responsibilities of full-time law enforcement officers, parttime law enforcement officers, or auxiliary law enforcement officers, but does not include part-time law enforcement officers or auxiliary law enforcement officers as those terms the same are defined in s. 943.10(6) and (8), respectively. For the purposes of this chapter only, the term also includes "police officer" also shall include a public safety officer who is responsible for performing both police and fire services. Any plan may provide that the police chief shall have an option to participate, or not, in that plan.

(17) (12) "Police Officers' Retirement Trust Fund" means a trust fund, by whatever name known, as provided under s. 185.03 for the purpose of assisting municipalities in establishing and maintaining a retirement plan for police officers.

(18) (13) "Retiree" or "retired police officer" means a police officer who has entered retirement status. For the purposes of a plan that includes a Deferred Retirement Option Plan (DROP), a police officer who enters the DROP is shall be considered a retiree for all purposes of the plan. However, a police officer who enters the DROP and who is otherwise eligible to participate may shall not thereby be precluded from participating, or continuing to participate, in a supplemental

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plan in existence on, or created after, March 12, 1999 the effective date of this act.

- (19) (14) "Retirement" means a police officer's separation from municipal city employment as a police officer with immediate eligibility for receipt of benefits under the plan. For purposes of a plan that includes a Deferred Retirement Option Plan (DROP), "retirement" means the date a police officer enters the DROP.
- (20) "Special act plan" means a plan subject to the provisions of this chapter which was created by an act of the Legislature and continues to require an act of the Legislature to alter plan benefits.
- (21) "Special benefits" means benefits provided in a defined contribution plan for police officers.
- (22) (15) "Supplemental plan" means a plan to which deposits of the premium tax moneys as provided in s. 185.08 are made to provide extra benefits to police officers, or police officers and firefighters if both are where included, under this chapter. Such a plan is an element of a local law plan and exists in conjunction with a defined benefit component plan that meets the minimum benefits and minimum standards of this chapter. Any supplemental plan in existence on March 1, 2014, shall be deemed to be a defined contribution plan in compliance with s. 185.35(6).
- (23) (16) "Supplemental plan municipality" means a any local law municipality in which there existed a supplemental plan existed as of December 1, 2000.
- Section 9. Subsection (6) of section 185.06, Florida Statutes, is amended to read:



185.06 General powers and duties of board of trustees.—For any municipality, chapter plan, local law municipality, or local law plan under this chapter:

- (6) To assist the board in meeting its responsibilities under this chapter, the board, if it so elects, may:
- (a) Employ independent legal counsel at the pension fund's expense.
- (b) Employ an independent enrolled actuary, as defined in s. $185.02 \frac{(8)}{(8)}$, at the pension fund's expense.
- (c) Employ such independent professional, technical, or other advisers as it deems necessary at the pension fund's expense.

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If the board chooses to use the municipality's or special district's legal counsel or actuary, or chooses to use any of the municipality's other professional, technical, or other advisers, it must do so only under terms and conditions acceptable to the board.

Section 10. Paragraph (d) of subsection (1) of section 185.07, Florida Statutes, is amended to read:

185.07 Creation and maintenance of fund.—For any municipality, chapter plan, local law municipality, or local law plan under this chapter:

- (1) The municipal police officers' retirement trust fund in each municipality described in s. 185.03 shall be created and maintained in the following manner:
- (d) By payment by the municipality or other sources of a sum equal to the normal cost and the amount required to fund any actuarial deficiency shown by an actuarial valuation conducted



under as provided in part VII of chapter 112 after taking into account the amounts described in paragraphs (b), (c), (e), (f), and (g) and the tax proceeds described in paragraph (a) which are used to fund defined benefit plan benefits.

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Nothing in this section shall be construed to require adjustment of member contribution rates in effect on the date this act becomes a law, including rates that exceed 5 percent of salary, provided that such rates are at least one-half of 1 percent of salary.

Section 11. Subsection (2) of section 185.16, Florida Statutes, is amended to read:

185.16 Requirements for retirement. - For any municipality, chapter plan, local law municipality, or local law plan under this chapter, any police officer who completes 10 or more years of creditable service as a police officer and attains age 55, or completes 25 years of creditable service as a police officer and attains age 52, and for such period has been a member of the retirement fund is eligible for normal retirement benefits. Normal retirement under the plan is retirement from the service of the city on or after the normal retirement date. In such event, for chapter plans and local law plans, payment of retirement income will be governed by the following provisions of this section:

(2) (a) The amount of the monthly retirement income payable to a police officer who retires on or after his or her normal retirement date shall be an amount equal to the number of the police officer's years of credited service multiplied by 2.75 2 percent of his or her average final compensation. However, if

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current state contributions pursuant to this chapter are not adequate to fund the additional benefits to meet the minimum requirements in this chapter, only increment increases shall be required as state moneys are adequate to provide. Such increments shall be provided as state moneys become available. (b) Effective July 1, 2014, a plan that is in compliance with this chapter except that the plan provides a benefit that is less than 2.75 percent of the average final compensation of a police officer, as defined in section 185.16(2)(a), must maintain, at a minimum, the percentage amount in effect on July 1, 2014, and is not required to increase the benefit to 2.75 percent of the average final compensation of a police officer. (c) Effective July 1, 2014, a plan that is in compliance with this chapter except that the plan provides a benefit that is less than 2.75 percent of the average final compensation of a police officer, as defined in section 185.16(2)(a), and that changes its accrual rate to 2.75 percent, or greater, of the average final compensation of a police officer, as defined in section 185.16(2)(a), may not thereafter decrease the accrual rate to less than 2.75 percent of the average final compensation of a police officer as defined in section 185.16(2)(a). Section 12. Section 185.35, Florida Statutes, is amended to read: 185.35 Municipalities that have having their own retirement pension plans for police officers. For any municipality, chapter plan, local law municipality, or local law plan under this chapter, In order for a municipality that has its municipalities

officers, or for police officers and firefighters if both are

with their own retirement plan pension plans for police

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included, to participate in the distribution of the tax fund established under pursuant to s. 185.08, a local law plan plans must meet the minimum benefits and minimum standards set forth in this chapter:

- (1) If a municipality has a retirement pension plan for police officers, or for police officers and firefighters if both are included, which, in the opinion of the division, meets the minimum benefits and minimum standards set forth in this chapter, the board of trustees of the pension plan must, as approved by a majority of police officers of the municipality, may:
- (a) place the income from the premium tax in s. 185.08 in such pension plan for the sole and exclusive use of its police officers, or its police officers and firefighters if both are included, where it shall become an integral part of that pension plan and shall be used to fund benefits as provided herein. Effective October 1, 2014, for noncollectively bargained service or upon entering into a collective bargaining agreement on or after July 1, 2014:
- (a) The base premium tax revenues must be used to fund minimum benefits or other retirement benefits in excess of the minimum benefits as determined by the municipality.
- (b) Of the additional premium tax revenues received which are in excess of the amount received for the 2013 calendar year, 50 percent must be used to fund minimum benefits or other retirement benefits in excess of the minimum benefits as determined by the municipality, and 50 percent must be placed in a defined contribution plan to fund special benefits.
 - (c) Additional premium tax revenues not described in

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paragraph (b) must be used to fund benefits that are not included in the minimum benefits. If the additional premium tax revenues subject to this paragraph exceed the full cost of benefits provided through the plan which are in excess of the minimum benefits, any amount in excess of the full cost must be used as provided in paragraph (b).

- (d) Any accumulations of additional premium tax revenues which have not been applied to fund benefits in excess of the minimum benefits may be allocated by mutual consent as provided in paragraph (q). If such accumulations are not allocated by mutual consent, 50 percent of the amount of the accumulations must be used to fund special benefits and 50 percent must be applied to fund any unfunded actuarial liabilities of the plan pay extra benefits to the police officers included in that pension plan; or
- (b) May place the income from the premium tax in s. 185.08 in a separate supplemental plan to pay extra benefits to the police officers, or police officers and firefighters if included, participating in such separate supplemental plan.
- (e) For a plan created after March 1, 2014, 50 percent of the insurance premium tax revenues shall be used to fund defined benefit plan component benefits, with the remainder used to fund defined contribution plan component benefits.
- (f) If a plan offers benefits in excess of the minimum benefits, excluding supplemental plan benefits in effect as of September 30, 2013, such benefits may be reduced if the plan continues to meet the minimum benefits and the minimum standards set forth in this chapter. The amount of insurance premium tax revenues previously used to fund benefits in excess of the

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minimum benefits, excluding supplemental plan benefits in effect as of September 30, 2013, before the reduction must be used as provided in paragraph (b). However, benefits in excess of the minimum benefits may not be reduced if a plan does not meet the minimum accrual rate of 2.75 percent, or greater, of the average final compensation of a police officer, as defined in section 185.16(2)(a). (g) Notwithstanding any other provisions of this subsection, the use of premium tax revenues, including any accumulations of additional tax revenues which have not been applied to fund benefits in excess of the minimum benefits, may deviate from the provisions of this subsection by mutual consent of the members' collective bargaining representative or, if none, by majority consent of the police office members of the fund, and by consent of the municipality, provided that the plan continues to meet the minimum benefits and minimum standards of this chapter; however, a plan operating pursuant to the provisions of this paragraph which does not meet a minimum benefit as of October 1, 2012, may continue to provide the benefit that does not meet the minimum benefit at the same level, but not less than that level, as was provided as of October 1, 2012, and all other benefits must continue to meet the minimum benefits. Such mutually agreed deviation shall continue until modified or revoked by subsequent mutual consent of the members' collective bargaining representative or, if none, by a majority of the police office members of the fund, and the municipality. A special act plan or a plan within a supplemental plan municipality shall be considered to have

mutually consented to such deviation as of July 1 ,2014,

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regarding the existing arrangement on the use of premium tax revenues.

- (2) The premium tax provided by this chapter shall in all cases be used in its entirety to provide retirement extra benefits to police officers, or to police officers and firefighters if both are included. However, local law plans in effect on October 1, 1998, must comply with the minimum benefit provisions of this chapter only to the extent that additional premium tax revenues become available to incrementally fund the cost of such compliance as provided in s. 185.16(2). If a plan is in compliance with such minimum benefit provisions, as subsequent additional tax revenues become available, they shall be used to provide extra benefits. Local law plans created by special act before May 27, 1939, shall be deemed to comply with this chapter. For the purpose of this chapter, the term:
- (a) "Additional premium tax revenues" means revenues received by a municipality pursuant to s. 185.10 which exceed the amount received for calendar year 1997.
- (b) "Extra benefits" means benefits in addition to or greater than those provided to general employees of the municipality and in addition to those in existence for police officers on March 12, 1999.
- (3) A retirement plan or amendment to a retirement plan may not be proposed for adoption unless the proposed plan or amendment contains an actuarial estimate of the costs involved. Such proposed plan or proposed plan change may not be adopted without the approval of the municipality or, where required permitted, the Legislature. Copies of the proposed plan or proposed plan change and the actuarial impact statement of the

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proposed plan or proposed plan change shall be furnished to the division before the last public hearing on the proposal is held thereon. Such statement must also indicate whether the proposed plan or proposed plan change is in compliance with s. 14, Art. X of the State Constitution and those provisions of part VII of chapter 112 which are not expressly provided in this chapter. Notwithstanding any other provision, only those local law plans created by special act of legislation before May 27, 1939, are deemed to meet the minimum benefits and minimum standards only in this chapter.

- (4) Notwithstanding any other provision, with respect to any supplemental plan municipality:
- (a) Section 185.02(6) (a) $\frac{185.02(4)}{(a)}$ does not apply, and a local law plan and a supplemental plan may continue to use their definition of compensation or salary in existence on March 12, 1999.
- (b) A local law plan and a supplemental plan must continue to be administered by a board or boards of trustees numbered, constituted, and selected as the board or boards were numbered, constituted, and selected on December 1, 2000.
- (c) The election set forth in paragraph (1) (b) is deemed to have been made.
- (5) The retirement plan setting forth the benefits and the trust agreement, if any, covering the duties and responsibilities of the trustees and the regulations of the investment of funds must be in writing and copies made available to the participants and to the general public.
- (6) In addition to the defined benefit component of the local law plan, each plan sponsor must have a defined



contribution plan component within the local law plan by October 505 1, 2014, upon entering into a collective bargaining agreement on 506 or after July 1, 2014, or upon the creation date of a new 507 participating plan. Depending upon the application of subsection 508 (1), a defined contribution component may or may not receive any 509 funding. 510 (7) Notwithstanding any other provision of this chapter, a 511 municipality that has implemented or proposed changes to a local 512 law plan based on the municipality's reliance on an 513 interpretation of this chapter by the department on or after 514 August 14, 2012, and before March 4, 2014, may continue the 515 implemented changes or continue to implement proposed changes. 516 Such reliance must be evidenced by a written collective 517 bargaining proposal or agreement, or formal correspondence 518 between the municipality and the department which describes the 519 specific changes to the local law plan, with the initial 520 proposal, agreement, or correspondence from the municipality dated before March 4, 2014. Changes to the local law plan which 521 522 are otherwise contrary to the minimum benefits and minimum 523 standards of this chapter may continue in effect until the earlier of October 1, 2017, or the effective date of a 524 525 collective bargaining agreement that is contrary to the changes 526 to the local law plan. 527 528 ======== T I T L E A M E N D M E N T ========== 529 And the title is amended as follows: 530 Delete lines 34 - 51 531 and insert: 532 by the act and adding new definitions; revising

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applicability of the limitation on the amount of overtime payments which may be used for retirement benefit calculations; amending s. 185.06, F.S.; conforming a cross-reference; amending s. 185.07, F.S.; revising the method of creating and maintaining a police officers' retirement trust fund; amending s. 185.16, F.S.; deleting a provision basing the availability of additional benefits in a police officer pension plan upon state funding; revising the calculation of monthly retirement income for a police officer; providing that certain police officer pension plans must maintain a certain minimum percentage of average final compensation after a specified date; amending s. 185.35, F.S., relating to municipalities that have their own pension plans for police officers and want to participate in the distribution of a tax fund; conforming a cross-reference; revising criteria governing the use of revenues from the premium tax; authorizing a plan to reduce excess benefits if the plan continues to meet certain minimum benefits and minimum standards; providing that the use of premium tax revenues may deviate from the requirements of ch. 185, F.S., under specified circumstances;