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By the Committee on Governmental Oversight and Accountability

585-02154-15 20157042

A bill to be entitled An act relating to the Florida Retirement System; amending s. 121.0515, F.S.; authorizing renewed membership in the retirement system for retirees who are reemployed in a position eligible for the Special Risk Class under certain circumstances; amending s. 121.053, F.S.; authorizing renewed membership in the retirement system for retirees who are reemployed in a position eligible for the Elected Officers' Class under certain circumstances; amending s. 121.055, F.S.; providing for renewed membership in the retirement system for retirees of the Senior Management Service Optional Annuity Program who are employed on or after a specified date; amending s. 121.091, F.S.; conforming a provision to changes made by the act; amending s. 121.111, F.S.; requiring an employer to make employer and employee contributions towards credit for military service for service credit earned on or after a specified date; amending s. 121.122, F.S.; requiring that certain retirees who are employed on or after a specified date be renewed members in the investment plan; providing exceptions; specifying that creditable service does not accrue for a reemployed retiree during a specified period; prohibiting certain funds from being paid into a renewed member's investment plan account for a specified period of employment; requiring the renewed member to satisfy vesting requirements; making a renewed member ineligible to receive disability

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benefits; specifying limitations and requirements; requiring the employer and the retiree to make applicable contributions to the renewed member's investment plan account; providing for the transfer of contributions; prohibiting the purchase of past service in the investment plan; authorizing a renewed member to receive additional credit towards the health insurance subsidy under certain circumstances; providing that a retiree employed on or after a specified date in a regularly established position eligible for the State University System Optional Retirement Program or State Community College System Optional Retirement Program is a renewed member of that program; specifying limitations and requirements; requiring the employer and the retiree to make applicable contributions; prohibiting the purchase of past service in the program; providing for renewed membership in the optional retirement program for certain retirees initially reemployed on or after a specified date; making the renewed member ineligible to receive disability benefits; specifying limitations and requirements; requiring the employer and the retiree to make applicable contributions; providing for the transfer of contributions; prohibiting the purchase of past service in the optional retirement program; authorizing a renewed member to receive additional credit towards the health insurance subsidy under certain circumstances; amending s. 121.4501, F.S.; revising the definition of the term "eligible

employee"; conforming a provision to changes made by the act; providing for employer contribution rate increases to fund changes made by the act; providing a directive to the Division of Law Revision and Information; declaring that the act fulfills an important state interest; providing an effective date.

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Be It Enacted by the Legislature of the State of Florida:

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- Section 1. Paragraphs (i) and (j) are added to subsection (2) of section 121.0515, Florida Statutes, to read:
  - 121.0515 Special Risk Class.-
    - (2) MEMBERSHIP.-
- (i) A retiree of a state-administered retirement system who is employed in a regularly established position with a covered employer and initially enrolled in the Special Risk Class as a renewed member as provided in s. 121.122 on or after July 1, 2016, is subject to the following conditions:
- 1.a. If a retiree of a state-administered retirement system is initially reemployed on July 1, 2010, through June 30, 2016, and is reemployed in a regularly established position eligible for the Special Risk Class as provided in this subsection and subsection (3), may be enrolled in the Special Risk Class as a renewed member of the investment plan for creditable service earned on or after July 1, 2016.
- b. A reemployed retiree, or the employer on behalf of the retiree, may not purchase any past service for employment from July 1, 2010, to June 30, 2016, when renewed membership is not available.

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2. A retiree of a state-administered retirement system who is initially reemployed on or after July 1, 2016, in a regularly established position eligible for the Special Risk Class as provided in this subsection and subsection (3) shall be enrolled as a renewed member of the investment plan.

(j) Effective July 1, 2016, a renewed member initially enrolled before July 1, 2010, who is employed in a regularly established position eligible for the Special Risk Class as provided in this subsection and subsection (3) may be enrolled in the Special Risk Class as a renewed member of the Florida Retirement System for creditable service earned on or after July 1, 2016. Service as a renewed member in a regularly established position otherwise covered by the Special Risk Class as required by this subsection and subsection (3), before July 1, 2016, cannot be upgraded from the Regular Class accrual value.

Section 2. Paragraph (a) of subsection (3) and subsection (5) of section 121.053, Florida Statutes, are amended to read: 121.053 Participation in the Elected Officers' Class for retired members.—

- (3) On or after July 1, 2010:
- (a) A retiree of a state-administered retirement system who is <u>initially reemployed in elected or appointed for the first</u> time to an elective office in a regularly established position with a covered employer may not reenroll in the Florida Retirement System, except as provided in s. 121.122.
- (5) Any renewed member, as described in <u>s. 121.122(1)</u>, (3), (4), or (5) subsection (1) or subsection (2), who is not receiving the maximum health insurance subsidy provided in s. 112.363 is entitled to earn additional credit toward the maximum

health insurance subsidy. Any additional subsidy due because of such additional credit may be received only at the time of payment of the second career retirement benefit. The total health insurance subsidy received from initial and renewed membership may not exceed the maximum allowed in s. 112.363.

Section 3. Paragraph (f) of subsection (1) and paragraph (c) of subsection (6) of section 121.055, Florida Statutes, are amended to read:

121.055 Senior Management Service Class.—There is hereby established a separate class of membership within the Florida Retirement System to be known as the "Senior Management Service Class," which shall become effective February 1, 1987.

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- (f) Effective July 1, 1997:
- 1. Except as provided in subparagraph 3., an elected state officer eligible for membership in the Elected Officers' Class under s. 121.052(2)(a), (b), or (c) who elects membership in the Senior Management Service Class under s. 121.052(3)(c) may, within 6 months after assuming office or within 6 months after this act becomes a law for serving elected state officers, elect to participate in the Senior Management Service Optional Annuity Program, as provided in subsection (6), in lieu of membership in the Senior Management Service Class.
- 2. Except as provided in subparagraph 3., an elected officer of a local agency employer eligible for membership in the Elected Officers' Class under s. 121.052(2)(d) who elects membership in the Senior Management Service Class under s. 121.052(3)(c) may, within 6 months after assuming office, or within 6 months after this act becomes a law for serving elected

officers of a local agency employer, elect to withdraw from the Florida Retirement System, as provided in subparagraph (b)2., in lieu of membership in the Senior Management Service Class.

3. A retiree of a state-administered retirement system who is initially reemployed in a regularly established position on or after July 1, 2010, through June 30, 2016, as an elected official eligible for the Elected Officers' Class may not be enrolled in renewed membership in the Senior Management Service Class or in the Senior Management Service Optional Annuity Program as provided in subsection (6), and may not withdraw from the Florida Retirement System as a renewed member as provided in subparagraph (b)2., as applicable, in lieu of membership in the Senior Management Service Class. Effective July 1, 2016, a retiree of the Senior Management Service Optional Annuity Program who reenters covered employment shall be enrolled as a renewed member as provided in s. 121.122.

(6)

- (c) Participation.-
- 1. An eligible employee who is employed on or before February 1, 1987, may elect to participate in the optional annuity program in lieu of participating in the Senior Management Service Class. Such election shall must be made in writing and filed with the department and the personnel officer of the employer on or before May 1, 1987. An eligible employee who is employed on or before February 1, 1987, and who fails to make an election to participate in the optional annuity program by May 1, 1987, is shall be deemed to have elected membership in the Senior Management Service Class.
  - 2. Except as provided in subparagraph 6., an employee who

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becomes eligible to participate in the optional annuity program by reason of initial employment commencing after February 1, 1987, may, within 90 days after the date of commencing employment, elect to participate in the optional annuity program. Such election <a href="mailto:shall must">shall must</a> be made in writing and filed with the personnel officer of the employer. An eligible employee who does not within 90 days after commencing employment elect to participate in the optional annuity program <a href="mailto:shall be">is shall be</a> deemed to have elected membership in the Senior Management Service Class.

- 3. A person who is appointed to a position in the Senior Management Service Class and who is a member of an existing retirement system or the Special Risk or Special Risk Administrative Support Classes of the Florida Retirement System may elect to remain in such system or class in lieu of participating in the Senior Management Service Class or optional annuity program. Such election <a href="mailto:shall">shall</a> must be made in writing and filed with the department and the personnel officer of the employer within 90 days after such appointment. An eligible employee who fails to make an election to participate in the existing system, the Special Risk Class of the Florida Retirement System, or the optional annuity program <a href="mailto:system">system</a>, the Special Risk Administrative Support Class of the Florida Retirement System, or the optional annuity program <a href="mailto:system">is shall be</a> deemed to have elected membership in the Senior Management Service Class.
- 4. Except as provided in subparagraph 5., an employee's election to participate in the optional annuity program is irrevocable if the employee continues to be employed in an eligible position and continues to meet the eligibility

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requirements set forth in this paragraph.

- 5. Effective from July 1, 2002, through September 30, 2002, an active employee in a regularly established position who has elected to participate in the Senior Management Service Optional Annuity Program has one opportunity to choose to move from the Senior Management Service Optional Annuity Program to the Florida Retirement System Pension Plan.
- a. The election <u>shall</u> <u>must</u> be made in writing and <u>must</u> be filed with the department and the personnel officer of the employer before October 1, 2002, or, in the case of an active employee who is on a leave of absence on July 1, 2002, within 90 days after the conclusion of the leave of absence. This election is irrevocable.
- b. The employee shall receive service credit under the pension plan equal to his or her years of service under the Senior Management Service Optional Annuity Program. The cost for such credit is the amount representing the present value of that employee's accumulated benefit obligation for the affected period of service.
- c. The employee <u>shall</u> <u>must</u> transfer the total accumulated employer contributions and earnings on deposit in his or her Senior Management Service Optional Annuity Program account. If the transferred amount is not sufficient to pay the amount due, the employee <u>shall</u> <u>must</u> pay a sum representing the remainder of the amount due. The employee may not retain any employer contributions or earnings from the Senior Management Service Optional Annuity Program account.
- 6. A retiree of a state-administered retirement system who is initially reemployed on or after July 1, 2010, through June

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30, 2016, may not renew membership in the Senior Management
Service Optional Annuity Program. Effective July 1, 2016, a
retiree of the Senior Management Service Optional Annuity
Program who reenters covered employment shall be enrolled as a
renewed member as provided in s. 121.122.

Section 4. Paragraph (c) of subsection (9) of section 121.091, Florida Statutes, is amended to read:

121.091 Benefits payable under the system.—Benefits may not be paid under this section unless the member has terminated employment as provided in s. 121.021(39)(a) or begun participation in the Deferred Retirement Option Program as provided in subsection (13), and a proper application has been filed in the manner prescribed by the department. The department may cancel an application for retirement benefits when the member or beneficiary fails to timely provide the information and documents required by this chapter and the department's rules. The department shall adopt rules establishing procedures for application for retirement benefits and for the cancellation of such application when the required information or documents are not received.

- (9) EMPLOYMENT AFTER RETIREMENT; LIMITATION.-
- (c) Any person whose retirement is effective on or after July 1, 2010, or whose participation in the Deferred Retirement Option Program terminates on or after July 1, 2010, who is retired under this chapter, except under the disability retirement provisions of subsection (4) or as provided in s. 121.053, may be reemployed by an employer that participates in a state-administered retirement system and receive retirement benefits and compensation from that employer. However, a person

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may not be reemployed by an employer participating in the Florida Retirement System before meeting the definition of termination in s. 121.021 and may not receive both a salary from the employer and retirement benefits for 6 calendar months after meeting the definition of termination. However, a DROP participant shall continue employment and receive a salary during the period of participation in the Deferred Retirement Option Program, as provided in subsection (13).

- 1. The reemployed retiree may not renew membership in the Florida Retirement System, except as provided in s. 121.122.
- 2. The employer shall pay retirement contributions in an amount equal to the unfunded actuarial liability portion of the employer contribution that would be required for active members of the Florida Retirement System in addition to the contributions required by s. 121.76.
- 3. A retiree initially reemployed in violation of this paragraph and an employer that employs or appoints such person are jointly and severally liable for reimbursement of any retirement benefits paid to the retirement trust fund from which the benefits were paid, including the Florida Retirement System Trust Fund and the Public Employee Optional Retirement Program Trust Fund, as appropriate. The employer must have a written statement from the employee that he or she is not retired from a state-administered retirement system. Retirement benefits shall remain suspended until repayment is made. Benefits suspended beyond the end of the retiree's 6-month reemployment limitation period shall apply toward the repayment of benefits received in violation of this paragraph.
  - Section 5. Subsection (1) of section 121.111, Florida

Statutes, is amended to read:

121.111 Credit for military service.-

- (1) Creditable service of any member shall also include military service as defined in s. 121.021(20)(a) if:
- (a) The member is in the active employ of an employer immediately prior to such service and leaves a position, other than a temporary position, for the purpose of induction into the Armed Forces of the United States or entry upon duty in the Armed Forces of the United States. When applied to the Florida Retirement System:
- 1. The term "position other than a temporary position" means a regularly established position with a Florida Retirement System employer; and
- 2. A member shall be construed to have left his or her employment for military purposes if he or she reported for active duty within 60 days after leaving such employment;
- (b) The member is entitled to reemployment under the provisions of the Veterans' Reemployment Rights Act (38 U.S.C. ss. 2021 et seq.);
- (c) The member applies for reemployment with the same employer within the time set forth in s. 2021 or s. 2024 of the Veterans' Reemployment Rights Act, whichever is applicable, and is reemployed by such employer;
- (d) 1. For service credit earned before July 1, 2015, the member makes the required employee contributions, if any, and the employer makes the required employer contributions for the employee's membership class for each month of service credit during such period of military service, based upon the employee's rate of monthly compensation as of the date that the

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employee left his or her position, plus 4 percent interest on such contributions compounded annually from the due date of the contribution until July 1, 1975, and 6.5 percent interest compounded annually thereafter, until the payment is made to the proper retirement trust fund; and

- 2. For service credit earned on or after July 1, 2015, the employer makes the required employer and employee contributions for the employee's membership class for each month of service credit during such period of military service, based upon the employee's rate of monthly compensation as of the date that the employee left his or her position, plus 6.5 percent interest on such contributions compounded annually from the due date of the contribution until the payment is made to the Florida Retirement System Trust Fund; and
- (e) The period of service claimed pursuant to this subsection does not exceed the periods specified by the provisions of ss. 2021 and 2024 of the Veterans' Reemployment Rights Act which are applicable in the member's case.

Section 6. Subsection (2) of section 121.122, Florida Statutes, is amended, and subsections (3) through (6) are added to that section, to read:

- 121.122 Renewed membership in system.—
- (2) A retiree of a state-administered retirement system who is initially reemployed in a regularly established position on or after July 1, 2010, through June 30, 2016, may not be enrolled as a renewed member.
- (3) A retiree of a state-administered retirement system specified in subsection (2) who is employed on or after July 1, 2016, in a regularly established position shall be a renewed

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member of the investment plan, regardless of the position held,
unless employed in a position eligible for participation in the

State University System Optional Retirement Program or the State

Community College System Optional Retirement Program as provided
in subsections (4) and (5), respectively. A renewed member must
satisfy the vesting requirements and other provisions of this
chapter.

- (a) Creditable service, including credit toward the retiree health insurance subsidy provided in s. 112.363, does not accrue for a retiree's employment in a regularly established position with a covered employer during the period from July 1, 2010, through June 30, 2016.
- (b) Employer and employee contributions, interest,
  earnings, or any other funds may not be paid into a renewed
  member's investment plan account for any employment in a
  regularly established position with a covered employer from July
  1, 2010, through June 30, 2016, by the renewed member or the
  employer on behalf of the member.
- (c) To be eligible to receive a retirement benefit, the renewed member must satisfy the vesting requirements in s. 121.4501(6).
- (d) The member is ineligible to receive disability benefits as provided in s. 121.091(4) or s. 121.591(2).
- (e) The member is subject to the reemployment after retirement limitations provided in s. 121.091(9), as applicable.
- (f) The member must satisfy the requirements for termination from employment provided in s. 121.021(39).
- (g) Upon the renewed membership or reemployment of a retiree, the employer and the retiree shall pay the applicable

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employer and employee contributions required under ss. 112.363, 121.71, 121.74, and 121.76. The contributions are payable only for employment and salary earned in a regularly established position with a covered employer on or after July 1, 2016. The employer and employee contributions shall be transferred to the investment plan and placed in a default fund as designated by the state board. The retiree may move the contributions once an account is activated in the investment plan.

- (h) The member may not purchase any past service in the investment plan, including employment in a regularly established position with a covered employer from July 1, 2010, through June 30, 2016.
- (i) A renewed member who is a retiree of the investment plan or pension plan and who is not receiving the maximum health insurance subsidy provided in s. 112.363 is entitled to earn additional credit toward the subsidy. Such credit may be earned only for employment in a regularly established position with a covered employer on or after July 1, 2016. Any additional subsidy due because of additional credit may be received only at the time of paying the second career retirement benefit. The total health insurance subsidy received by a retiree receiving benefits from initial and renewed membership may not exceed the maximum allowed under s. 112.363.
- (4) A retiree of a state-administered retirement system specified in subsection (2) who is employed on or after July 1, 2016, in a regularly established position eligible for participation in the State University System Optional Retirement Program shall become a renewed member of the optional retirement program. The renewed member must satisfy the vesting

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requirements and other provisions of this chapter. Once enrolled, a renewed member remains enrolled in the optional retirement program while employed in an eligible position for the optional retirement program. If employment in a different covered position results in the retiree's enrollment in the investment plan, the retiree is no longer eligible to participate in the optional retirement program unless employed in a mandatory position under s. 121.35.

- (a) The member is subject to the reemployment after retirement limitations provided in s. 121.091(9), as applicable.
- (b) The member must satisfy the requirements for termination of employment provided in s. 121.021(39).
- (c) Upon renewed membership or reemployment of a retiree, the employer and the retiree shall pay the applicable employer and employee contributions required under s. 121.35.
- (d) The member, or the employer on behalf of the member, may not purchase any past service in the optional retirement program or employment from July 1, 2010, to June 30, 2016, when renewed membership is not available.
- specified in subsection (2) who is employed on or after July 1, 2016, in a regularly established position eligible for participation in the State Community College System Optional Retirement Program as provided in s. 121.051(2)(c)4., shall become a renewed member of the optional retirement program. The renewed member must satisfy the eligibility requirements of this chapter and s. 1012.875 for the optional retirement program.

  Once enrolled, a renewed member remains enrolled in the optional retirement program while employed in an eligible position for

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the optional retirement program. If employment in a different covered position results in the retiree's enrollment in the investment plan, the retiree is no longer eligible to participate in the optional retirement program.

- (a) The member is subject to the reemployment after retirement limitations provided in s. 121.091(9), as applicable.
- (b) The member must satisfy the requirements for termination of employment provided in s. 121.021(39).
- (c) Upon renewed membership or reemployment of a retiree, the employer and the retiree shall pay the applicable employer and employee contributions required under ss. 121.051(2)(c) and 1012.875.
- (d) The member, or the employer on behalf of the member, may not purchase any past service in the optional retirement program or employment accrued from July 1, 2010, to June 30, 2016.
- (6) A retiree of a state-administered retirement system who is initially reemployed in a regularly established position on or after July 1, 2016, shall be enrolled in the investment plan unless eligible for participation in the State University System Optional Retirement Program as provided in s. 121.35 or in the State Community College System Optional Retirement Program as provided in ss. 121.051(2)(c) and 1012.875. A renewed member must satisfy the vesting requirements and other provisions provided in this chapter.
- (a) The member is not entitled to disability benefits as provided in s. 121.091(4) or s. 121.591(2).
- (b) The member is subject to the reemployment after retirement limitations as provided in s. 121.091(9), as

applicable.

(c) The member must meet the termination from employment provisions as provided in s. 121.021(39).

- (d) Upon the renewed membership of a reemployed retiree, the employer and the retiree shall pay the applicable employer and employee contributions as required by ss. 112.363, 121.71, 121.74, and 121.76. The contributions are payable only for employment and compensation earned in a regularly established position with a covered employer on or after July 1, 2016. The employer and employee contributions shall be transferred to the investment plan and placed in a default fund as designated by the state board. The retiree may move the contributions once an account is activated in the investment plan.
- (e) The member or the employer on behalf of the member may not purchase any past service in the optional retirement program or employment accrued from July 1, 2010 to June 30, 2016.
- (f) A renewed member who is a retiree of the investment plan or pension plan and is not receiving the maximum health insurance subsidy provided in s. 112.363 is entitled to earn additional credit toward the subsidy. Such credit may be earned only for employment in a regularly established position with a covered employer on or after July 1, 2016. Any additional subsidy due because of additional credit may be received only at the time of paying the second career retirement benefit. The total health insurance subsidy received by a retiree receiving benefits from initial and renewed membership may not exceed the maximum allowable under s. 112.363.
- Section 7. Paragraph (e) of subsection (2) and paragraph (f) of subsection (4) of section 121.4501, Florida Statutes, are

494 amended to read:

121.4501 Florida Retirement System Investment Plan.-

- (2) DEFINITIONS.—As used in this part, the term:
- (e) "Eligible employee" means an officer or employee, as defined in s. 121.021, who:
- 1. Is a member of, or is eligible for membership in, the Florida Retirement System, including any renewed member of the Florida Retirement System initially enrolled before July 1, 2010; or
- 2. Participates in, or is eligible to participate in, the Senior Management Service Optional Annuity Program as established under s. 121.055(6), the State Community College System Optional Retirement Program as established under s. 121.051(2)(c), or the State University System Optional Retirement Program established under s. 121.35; or
- 3. Is a retiree of a state-administered retirement system employed in a regularly established position on or after July 1, 2016, enrolled as a renewed member as provided under s. 121.122.

The term does not include any member participating in the Deferred Retirement Option Program established under s. 121.091(13), a retiree of a state-administered retirement system initially reemployed in a regularly established position on or after July 1, 2010, through June 30, 2016, or a mandatory participant of the State University System Optional Retirement Program established under s. 121.35.

- (4) PARTICIPATION; ENROLLMENT.-
- (f)  $\underline{1.}$  A member of the investment plan who takes a distribution of any contributions from his or her investment

585-02154-15 20157042 523 plan account is considered a retiree. A retiree who is initially 524 reemployed in a regularly established position on or after July 1, 2010, and before June 30, 2016, is not eligible  $\underline{\text{for}}$  to be 525 526 enrolled in renewed membership, except as provided in s. 527 121.122. 528 2. A retiree who is initially reemployed on or after July 529 1, 2016, shall be a renewed member as provided in s. 121.122. 530 Section 8. (1) In order to fund the benefit changes 531 provided for in this act, the required employer contribution 532 rates of the Florida Retirement System established in 121.71(4), 533 Florida Statutes, shall be adjusted effective July 1, 2016 as 534 follows: 535 (a) The Regular Class is increased by X.XX percentage 536 points. 537 (b) The Special Risk Class is increased by X.XX percentage 538 points. 539 (c) The Special Risk Administrative Support Class is 540 increased by X.XX percentage points. 541 (d) The Elected Officers' Class-Legislators, Governor, Lt. 542 Governor, Cabinet Officers, State Attorneys, Public Defenders is 543 increased by X.XX percentage points. 544 (e) The Elected Officers' Class-Justices, Judges is 545 increased by X.XX percentage points. 546 (f) The Elected Officer's Class-County Elected Officers is 547 increased by X.XX percentage points. 548 (g) The Senior Management Service Class is increased by 549 X.XX percentage points. 550 (h) The DROP is increased by X.XX percentage points. 551 (2) The adjustments provided in subsection (1) shall be

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made in addition to other changes to such contribution rates
which may be enacted into law to take effect on July 1, 2016.

The Division of Law Revision and Information is requested to

adjust accordingly the contribution rates provided in s. 121.71,

556 Florida Statutes.

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Section 9. The Legislature finds that a proper and legitimate state purpose is served when employees and retirees of the state and its political subdivisions, and the dependents, survivors, and beneficiaries of such employees and retirees, are extended the basic protections afforded by governmental retirement systems. These persons must be provided benefits that are fair and adequate and that are managed, administered, and funded in an actuarially sound manner, as required by s. 14, Article X of the State Constitution and part VII of chapter 112, Florida Statutes. Therefore, the Legislature determines and declares that this act fulfills an important state interest.

Section 10. This act shall take effect July 1, 2015.