1 A bill to be entitled 2 An act relating to the Florida Retirement System; 3 amending s. 121.051, F.S.; limiting the ability of 4 members of an optional retirement program to transfer 5 to the Florida Retirement System; providing for 6 compulsory membership in the Florida Retirement System 7 Investment Plan for employees initially enrolled after 8 a specified date; authorizing certain employees to 9 participate in the investment plan; amending s. 121.052, F.S.; prohibiting members of the Elected 10 Officers' Class from joining the Senior Management 11 12 Service Class after a specified date; amending s. 13 121.055, F.S.; closing the Senior Management Service 14 Optional Annuity Program to new members after a 15 specified date; prohibiting an elected official 16 eligible for membership in the Elected Officers' Class 17 from enrolling in the Senior Management Service Class 18 or in the Senior Management Service Optional Annuity 19 Program; closing the Senior Management Service 20 Optional Annuity Program to new members after a specified date; amending s. 121.35, F.S.; providing 21 22 that certain participants in the optional retirement 23 program for the State University System have a choice 24 between the optional retirement program and the 25 Florida Retirement System Investment Plan; providing 26 for compulsory membership in the investment plan for 27 certain employees; amending s. 121.4501, F.S.; requiring certain employees initially enrolled in the 28

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Florida Retirement System on or after a specified date to be compulsory members of the investment plan; providing for the transfer of certain contributions; revising a provision relating to acknowledgment of an employee's election to participate in the investment plan; requiring the State Board of Administration to develop investment products to be offered in the investment plan; requiring the State Board of Administration to provide a self-directed brokerage account as an investment option; requiring the state board to contract with a provider to provide a selfdirected brokerage account investment option; providing self-directed brokerage account requirements; revising the education component; deleting the obligation of system employers to communicate the existence of both retirement plans; providing the state board and the provider of the self-directed brokerage account investment option with certain responsibilities; providing that the state board is not required to deliver certain information regarding the self-directed brokerage account; making conforming changes; removing unnecessary language; providing that certain investment plan members are not entitled to disability benefits; amending s. 121.591, F.S.; limiting disability benefits to eligible members; amending ss. 238.072 and 413.051, F.S.; conforming cross-references; adjusting the required employer contribution rates for the unfunded actuarial

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liability of the Florida Retirement System for select classes; providing a directive to the Division of Law Revision and Information; providing that the act fulfills an important state interest; requiring the State Board of Administration and the Department of Management Services to request a determination letter from the Internal Revenue Service; providing effective dates.

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

Section 1. Paragraph (c) of subsection (2) of section 121.051, Florida Statutes, is amended, subsections (3) through (9) of that section are renumbered as subsections (4) through (10), respectively, and a new subsection (3) is added to that section, to read:

121.051 Participation in the system.-

- (2) OPTIONAL PARTICIPATION.-
- (c) Employees of public community colleges or charter technical career centers sponsored by public community colleges, designated in s. 1000.21(3), who are members of the Regular Class of the Florida Retirement System and who comply with the criteria set forth in this paragraph and s. 1012.875 may, in lieu of participating in the Florida Retirement System, elect to withdraw from the system altogether and participate in the State Community College System Optional Retirement Program provided by the employing agency under s. 1012.875.
 - 1.a. Through June 30, 2001, the cost to the employer for

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benefits under the optional retirement program equals the normal cost portion of the employer retirement contribution which would be required if the employee were a member of the pension plan's Regular Class, plus the portion of the contribution rate required by s. 112.363(8) which would otherwise be assigned to the Retiree Health Insurance Subsidy Trust Fund.

- b. Effective July 1, 2001, through June 30, 2011, each employer shall contribute on behalf of each member of the optional program an amount equal to 10.43 percent of the employee's gross monthly compensation. The employer shall deduct an amount for the administration of the program.
- c. Effective July 1, 2011, through June 30, 2012, each member shall contribute an amount equal to the employee contribution required under s. 121.71(3). The employer shall contribute on behalf of each program member an amount equal to the difference between 10.43 percent of the employee's gross monthly compensation and the employee's required contribution based on the employee's gross monthly compensation.
- d. Effective July 1, 2012, each member shall contribute an amount equal to the employee contribution required under s. 121.71(3). The employer shall contribute on behalf of each program member an amount equal to the difference between 8.15 percent of the employee's gross monthly compensation and the employee's required contribution based on the employee's gross monthly compensation.
- e. The employer shall contribute an additional amount to the Florida Retirement System Trust Fund equal to the unfunded actuarial accrued liability portion of the Regular Class

113 contribution rate.

2. The decision to participate in the optional retirement program is irrevocable as long as the employee holds a position eligible for participation, except as provided in subparagraph 3. Any service creditable under the Florida Retirement System is retained after the member withdraws from the system; however, additional service credit in the system may not be earned while a member of the optional retirement program.

- 3. Effective July 1, 2003, through December 31, 2013, an employee who has elected to participate in the optional retirement program shall have one opportunity, at the employee's discretion, to transfer from the optional retirement program to the pension plan of the Florida Retirement System or to the investment plan established under part II of this chapter, subject to the terms of the applicable optional retirement program contracts. Except as provided in subsection (3), an employee participating in the optional retirement program on or after January 1, 2014, is not eligible to transfer to the Florida Retirement System.
- a. If the employee chooses to move to the investment plan, any contributions, interest, and earnings creditable to the employee under the optional retirement program are retained by the employee in the optional retirement program, and the applicable provisions of s. 121.4501(4) govern the election.
- b. If the employee chooses to move to the pension plan of the Florida Retirement System, the employee shall receive service credit equal to his or her years of service under the optional retirement program.

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- The cost for such credit is the amount representing (I) the present value of the employee's accumulated benefit obligation for the affected period of service. The cost shall be calculated as if the benefit commencement occurs on the first date the employee becomes eligible for unreduced benefits, using the discount rate and other relevant actuarial assumptions that were used to value the Florida Retirement System Pension Plan liabilities in the most recent actuarial valuation. The calculation must include any service already maintained under the pension plan in addition to the years under the optional retirement program. The present value of any service already maintained must be applied as a credit to total cost resulting from the calculation. The division must ensure that the transfer sum is prepared using a formula and methodology certified by an enrolled actuary.
- (II) The employee must transfer from his or her optional retirement program account and from other employee moneys as necessary, a sum representing the present value of the employee's accumulated benefit obligation immediately following the time of such movement, determined assuming that attained service equals the sum of service in the pension plan and service in the optional retirement program.
- 4. Participation in the optional retirement program is limited to employees who satisfy the following eligibility criteria:
- a. The employee is otherwise eligible for membership or renewed membership in the Regular Class of the Florida Retirement System, as provided in s. 121.021(11) and (12) or s.

169 121.122.

- b. The employee is employed in a full-time position classified in the Accounting Manual for Florida's Public Community Colleges as:
 - (I) Instructional; or
- (II) Executive Management, Instructional Management, or Institutional Management and the community college determines that recruiting to fill a vacancy in the position is to be conducted in the national or regional market, and the duties and responsibilities of the position include the formulation, interpretation, or implementation of policies, or the performance of functions that are unique or specialized within higher education and that frequently support the mission of the community college.
- c. The employee is employed in a position not included in the Senior Management Service Class of the Florida Retirement System as described in s. 121.055.
- 5. Members of the program are subject to the same reemployment limitations, renewed membership provisions, and forfeiture provisions applicable to regular members of the Florida Retirement System under ss. 121.091(9), 121.122, and 121.091(5), respectively. A member who receives a program distribution funded by employer and required employee contributions is deemed to be retired from a state-administered retirement system if the member is subsequently employed with an employer that participates in the Florida Retirement System.
- 6. Eligible community college employees are compulsory members of the Florida Retirement System until, pursuant to s.

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1012.875, a written election to withdraw from the system and participate in the optional retirement program is filed with the program administrator and received by the division.

- a. A community college employee whose program eligibility results from initial employment shall be enrolled in the optional retirement program retroactive to the first day of eligible employment. The employer and employee retirement contributions paid through the month of the employee plan change shall be transferred to the community college to the employee's optional program account, and, effective the first day of the next month, the employer shall pay the applicable contributions based upon subparagraph 1.
- b. A community college employee whose program eligibility is due to the subsequent designation of the employee's position as one of those specified in subparagraph 4., or due to the employee's appointment, promotion, transfer, or reclassification to a position specified in subparagraph 4., must be enrolled in the program on the first day of the first full calendar month that such change in status becomes effective. The employer and employee retirement contributions paid from the effective date through the month of the employee plan change must be transferred to the community college to the employee's optional program account, and, effective the first day of the next month, the employer shall pay the applicable contributions based upon subparagraph 1.
- 7. Effective July 1, 2003, through December 31, 2008, any member of the optional retirement program who has service credit in the pension plan of the Florida Retirement System for the

period between his or her first eligibility to transfer from the pension plan to the optional retirement program and the actual date of transfer may, during employment, transfer to the optional retirement program a sum representing the present value of the accumulated benefit obligation under the defined benefit retirement program for the period of service credit. Upon transfer, all service credit previously earned under the pension plan during this period is nullified for purposes of entitlement to a future benefit under the pension plan.

(3) INVESTMENT PLAN MEMBERSHIP COMPULSORY.-

- (a) All eligible employees, except those eligible to withdraw from the system under s. 121.052(3)(d) or s.

 121.055(1)(b)2., or those eligible for optional retirement

 programs under s. 121.051(1)(a), s. 121.051(2)(c), or s. 121.35,

 initially enrolled on or after January 1, 2014, are compulsory

 members of the investment plan, and membership in the pension

 plan is not permitted. Employees initially enrolled on or after

 January 1, 2014, are not eligible to use the election

 opportunity specified in s. 121.4501(4)(e).
- (b) Employees eligible to withdraw from the system under s. 121.052(3)(d) or s. 121.055(1)(b)2., may choose to withdraw from the system or to participate in the investment plan as provided in those sections. Employees eligible for optional retirement programs under s. 121.051(2)(c) or s. 121.35, may choose to participate in the optional retirement program or the investment plan as provided in those sections. Eligible employees required to participate in the optional retirement program under s. 121.35, pursuant to s. 121.051(1)(a), must

participate in the investment plan when employed in a position not eligible for the optional retirement program.

- Section 2. Paragraph (c) of subsection (3) of section 121.052, Florida Statutes, is amended to read:
 - 121.052 Membership class of elected officers.-

- (3) PARTICIPATION AND WITHDRAWAL, GENERALLY.—Effective July 1, 1990, participation in the Elected Officers' Class shall be compulsory for elected officers listed in paragraphs (2)(a)—(d) and (f) assuming office on or after said date, unless the elected officer elects membership in another class or withdraws from the Florida Retirement System as provided in paragraphs (3)(a)—(d):
- (c) <u>Before January 1, 2014,</u> any elected officer may, within 6 months after assuming office, or within 6 months after this act becomes a law for serving elected officers, elect membership in the Senior Management Service Class as provided in s. 121.055 in lieu of membership in the Elected Officers' Class. Any such election made by a county elected officer shall have no effect upon the statutory limit on the number of nonelective full-time positions that may be designated by a local agency employer for inclusion in the Senior Management Service Class under s. 121.055(1)(b)1.
- 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"

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281 Class," which shall become effective February 1, 1987.

(1)

- (f) Effective July 1, 1997, through December 31, 2013:
- 1. Except as provided in <u>subparagraphs</u> subparagraph 3. <u>and</u> <u>4.</u>, 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 <u>subparagraphs</u> subparagraph 3. <u>and</u> <u>4.</u>, 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, 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

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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.

- 4. On or after January 1, 2014, an elected official eligible for membership in the Elected Officers' Class may not be enrolled in the Senior Management Service Class or in the Senior Management Service Optional Annuity Program as provided in subsection (6).
- 318 (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 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, shall be deemed to have elected membership in the Senior Management Service Class.
- 2. Except as provided in subparagraph 6., an employee who 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 must 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 shall be 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 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, the Special Risk Administrative Support Class of the Florida Retirement System, or the optional annuity program shall be 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 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

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365 the Florida Retirement System Pension Plan.

- a. The election must be made in writing and must 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 must 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 must 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, may not renew membership in the Senior Management Service Optional Annuity Program.
- 7. Effective January 1, 2014, the Senior Management Service Optional Annuity Program is closed to new members.

 Members enrolled in the Senior Management Service Optional

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Annuity Program before January 1, 2014, may retain their membership in the annuity program.

- Section 4. Paragraph (c) of subsection (3) of section 121.35, Florida Statutes, is amended to read:
- 121.35 Optional retirement program for the State University System.—
 - (3) ELECTION OF OPTIONAL PROGRAM.-

- (c) Any employee who becomes eligible to participate in the optional retirement program on or after January 1, 1993, shall be a compulsory participant of the program unless such employee elects membership in the Florida Retirement System. Such election shall be made in writing and filed with the personnel officer of the employer. Any eligible employee who fails to make such election within the prescribed time period shall be deemed to have elected to participate in the optional retirement program.
- 1. Any employee whose optional retirement program eligibility results from initial employment shall be enrolled in the program at the commencement of employment. If, within 90 days after commencement of employment, the employee elects membership in the Florida Retirement System, such membership shall be effective retroactive to the date of commencement of employment as provided in s. 121.4501(4).
- 2. Any employee whose optional retirement program eligibility results from a change in status due to the subsequent designation of the employee's position as one of those specified in paragraph (2)(a) or due to the employee's appointment, promotion, transfer, or reclassification to a

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position specified in paragraph (2) (a) shall be enrolled in the optional retirement program upon such change in status and shall be notified by the employer of such action. If, within 90 days after the date of such notification, the employee elects to retain membership in the Florida Retirement System, such continuation of membership shall be retroactive to the date of the change in status.

Notwithstanding subparagraphs 1. and 2. the provisions of this paragraph, effective July 1, 1997, any employee who is eligible to participate in the Optional Retirement Program and who fails to execute a contract with one of the approved companies and to notify the department in writing as provided in subsection (4) within 90 days after the date of eligibility shall be deemed to have elected membership in the Florida Retirement System, except as provided in s. 121.051(1)(a). This provision shall also apply to any employee who terminates employment in an eligible position before executing the required investment annuity contract and notifying the department. Such membership shall be retroactive to the date of eligibility, and all appropriate contributions shall be transferred to the Florida Retirement System Trust Fund and the Health Insurance Subsidy Trust Fund. If a member is initially enrolled on or after January 1, 2014, the member is deemed to have elected membership in the Florida Retirement System Investment Plan and such membership shall be retroactive to the date of eligibility. All contributions required under s. 121.72, shall be transferred to a default fund in the investment plan as provided in s. 121.4501(4)(f), and the Health Insurance Subsidy Trust Fund.

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Section 5. Subsections (1) and (4), paragraph (c) of subsection (5), subsection (8), paragraph (a) of subsection (9), paragraphs (a), (b), (c), and (h) of subsection (10), paragraphs (a) and (c) of subsection (15), and subsection (16) of section 121.4501, Florida Statutes, are amended, and paragraph (h) is added to subsection (9) of that section, to read:

121.4501 Florida Retirement System Investment Plan.-

- The Trustees of the State Board of Administration shall establish a defined contribution program called the "Florida Retirement System Investment Plan" or "investment plan" for members of the Florida Retirement System under which retirement benefits will be provided for eligible employees initially enrolled before January 1, 2014, who elect to participate in the program, and for all eligible employees initially enrolled on or after January 1, 2014, who shall be compulsory members unless otherwise eligible to withdraw from the system under s. 121.052(3)(d) or s. 121.055(1)(b)2., or to participate in an optional retirement program under s. 121.051(1)(a), s. 121.051(2)(c), or s. 121.35. The retirement benefits shall be provided through member-directed investments, in accordance with s. 401(a) of the Internal Revenue Code and related regulations. The employer and employee shall make contributions, as provided in this section and ss. 121.571 and 121.71, to the Florida Retirement System Investment Plan Trust Fund toward the funding of benefits.
 - (4) PARTICIPATION; ENROLLMENT.-
- (a)1. Effective June 1, 2002, through February 28, 2003, a 90-day election period is provided to each eligible employee

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participating in the Florida Retirement System, preceded by a 90-day education period, permitting each eligible employee to elect membership in the investment plan, and an employee who fails to elect the investment plan during the election period remains in the pension plan. An eligible employee employed in a regularly established position during the election period is granted the option to make one subsequent election, as provided in paragraph (e). With respect to an eligible employee who does not participate in the initial election period or who is initially employed in a regularly established position after the close of the initial election period but before January 1, 2014, on June 1, 2002, by a state employer:

a. Any such employee may elect to participate in the investment plan in lieu of retaining his or her membership in the pension plan. The election must be made in writing or by electronic means and must be filed with the third-party administrator by August 31, 2002, or, in the case of an active employee who is on a leave of absence on April 1, 2002, by the last business day of the 5th month following the month the leave of absence concludes. This election is irrevocable, except as provided in paragraph (g). Upon making such election, the employee shall be enrolled as a member of the investment plan, the employee's membership in the Florida Retirement System is governed by the provisions of this part, and the employee's membership in the pension plan terminates. The employee's enrollment in the investment plan is effective the first day of the month for which a full month's employer contribution is made to the investment plan.

b. Any such employee who fails to elect to participate in the investment plan within the prescribed time period is deemed to have elected to retain membership in the pension plan, and the employee's option to elect to participate in the investment plan is forfeited.

- 2. With respect to employees who become eligible to participate in the investment plan by reason of employment in a regularly established position with a state employer commencing after April 1, 2002:
- a. Any such employee shall, by default, be enrolled in the pension plan at the commencement of employment, and may, by the last business day of the 5th month following the employee's month of hire, elect to participate in the investment plan. The employee's election must be made in writing or by electronic means and must be filed with the third-party administrator. The election to participate in the investment plan is irrevocable, except as provided in paragraph (e) (g).
- <u>a.b.</u> If the employee files such election within the prescribed time period, enrollment in the investment plan is effective on the first day of employment. The retirement contributions paid through the month of the employee plan change shall be transferred to the investment program, and, effective the first day of the next month, the employer and employee must pay the applicable contributions based on the employee membership class in the program.
- $\underline{b.e.}$ An employee who fails to elect to participate in the investment plan within the prescribed time period is deemed to have elected to retain membership in the pension plan, and the

employee's option to elect to participate in the investment plan is forfeited.

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2.3. With respect to employees who become eligible to participate in the investment plan pursuant to s. 121.051(2)(c)3. or s. 121.35(3)(i), the employee may elect to participate in the investment plan in lieu of retaining his or her membership in the State Community College System Optional Retirement Program or the State University System Optional Retirement Program. The election must be made in writing or by electronic means and must be filed with the third-party administrator. This election is irrevocable, except as provided in paragraph (e) $\frac{(g)}{(g)}$. Upon making such election, the employee shall be enrolled as a member in the investment plan, the employee's membership in the Florida Retirement System is governed by the provisions of this part, and the employee's participation in the State Community College System Optional Retirement Program or the State University System Optional Retirement Program terminates. The employee's enrollment in the investment plan is effective on the first day of the month for which a full month's employer and employee contribution is made to the investment plan.

4. For purposes of this paragraph, "state employer" means any agency, board, branch, commission, community college, department, institution, institution of higher education, or water management district of the state, which participates in the Florida Retirement System for the benefit of certain employees.

(b) 1. With respect to an eligible employee who is employed

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CODING: Words stricken are deletions; words underlined are additions.

in a regularly established position on September 1, 2002, by a district school board employer:

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a. Any such employee may elect to participate in the investment plan in lieu of retaining his or her membership in the pension plan. The election must be made in writing or by electronic means and must be filed with the third-party administrator by November 30, or, in the case of an active employee who is on a leave of absence on July 1, 2002, by the last business day of the 5th month following the month the leave of absence concludes. This election is irrevocable, except as provided in paragraph (q). Upon making such election, the employee shall be enrolled as a member of the investment plan, the employee's membership in the Florida Retirement System is governed by the provisions of this part, and the employee's membership in the pension plan terminates. The employee's enrollment in the investment plan is effective the first day of the month for which a full month's employer contribution is made to the investment program.

b. Any such employee who fails to elect to participate in the investment plan within the prescribed time period is deemed to have elected to retain membership in the pension plan, and the employee's option to elect to participate in the investment plan is forfeited.

2. With respect to employees who become eligible to participate in the investment plan by reason of employment in a regularly established position with a district school board employer commencing after July 1, 2002:

a. Any such employee shall, by default, be enrolled in the

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pension plan at the commencement of employment, and may, by the last business day of the 5th month following the employee's month of hire, elect to participate in the investment plan. The employee's election must be made in writing or by electronic means and must be filed with the third-party administrator. The election to participate in the investment plan is irrevocable, except as provided in paragraph (g).

b. If the employee files such election within the prescribed time period, enrollment in the investment plan is effective on the first day of employment. The employer retirement contributions paid through the month of the employee plan change shall be transferred to the investment plan, and, effective the first day of the next month, the employer shall pay the applicable contributions based on the employee membership class in the investment plan.

c. Any such employee who fails to elect to participate in the investment plan within the prescribed time period is deemed to have elected to retain membership in the pension plan, and the employee's option to elect to participate in the investment plan is forfeited.

3. For purposes of this paragraph, "district school board employer" means any district school board that participates in the Florida Retirement System for the benefit of certain employees, or a charter school or charter technical career center that participates in the Florida Retirement System as provided in s. 121.051(2)(d).

(c)1. With respect to an eligible employee who is employed in a regularly established position on December 1, 2002, by a

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local employer:

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a. Any such employee may elect to participate in the investment plan in lieu of retaining his or her membership in the pension plan. The election must be made in writing or by electronic means and must be filed with the third-party administrator by February 28, 2003, or, in the case of an active employee who is on a leave of absence on October 1, 2002, by the last business day of the 5th month following the month the leave of absence concludes. This election is irrevocable, except as provided in paragraph (g). Upon making such election, the employee shall be enrolled as a participant of the investment plan, the employee's membership in the Florida Retirement System is governed by the provisions of this part, and the employee's membership in the pension plan terminates. The employee's enrollment in the investment plan is effective the first day of the month for which a full month's employer contribution is made to the investment plan.

b. Any such employee who fails to elect to participate in the investment plan within the prescribed time period is deemed to have elected to retain membership in the pension plan, and the employee's option to elect to participate in the investment plan is forfeited.

2. With respect to employees who become eligible to participate in the investment plan by reason of employment in a regularly established position with a local employer commencing after October 1, 2002:

a. Any such employee shall, by default, be enrolled in the pension plan at the commencement of employment, and may, by the

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last business day of the 5th month following the employee's month of hire, elect to participate in the investment plan. The employee's election must be made in writing or by electronic means and must be filed with the third-party administrator. The election to participate in the investment plan is irrevocable, except as provided in paragraph (g).

b. If the employee files such election within the prescribed time period, enrollment in the investment plan is effective on the first day of employment. The employer retirement contributions paid through the month of the employee plan change shall be transferred to the investment plan, and, effective the first day of the next month, the employer shall pay the applicable contributions based on the employee membership class in the investment plan.

c. Any such employee who fails to elect to participate in the investment plan within the prescribed time period is deemed to have elected to retain membership in the pension plan, and the employee's option to elect to participate in the investment plan is forfeited.

3. For purposes of this paragraph, "local employer" means any employer not included in paragraph (a) or paragraph (b).

(b) (d) Contributions available for self-direction by a member who has not selected one or more specific investment products shall be allocated as prescribed by the state board. The third-party administrator shall notify the member at least quarterly that the member should take an affirmative action to make an asset allocation among the investment products.

(c) (e) On or after July 1, 2011, a member of the pension

plan who obtains a refund of employee contributions retains his or her prior plan choice upon return to employment in a regularly established position with a participating employer.

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(d) (f) A member of the investment plan who takes a distribution of any contributions from his or her investment plan account is considered a retiree. A retiree who is initially reemployed in a regularly established position on or after July 1, 2010, is not eligible to be enrolled in renewed membership.

(e) (g) After the period during which an eligible employee initially enrolled before January 1, 2014, had the choice to elect the pension plan or the investment plan, or the month following the receipt of the eligible employee's plan election, if sooner, the employee shall have one opportunity, at the employee's discretion, to choose to move from the pension plan to the investment plan or from the investment plan to the pension plan. Eligible employees may elect to move between plans only if they are earning service credit in an employer-employee relationship consistent with s. 121.021(17)(b), excluding leaves of absence without pay. Effective July 1, 2005, such elections are effective on the first day of the month following the receipt of the election by the third-party administrator and are not subject to the requirements regarding an employer-employee relationship or receipt of contributions for the eligible employee in the effective month, except when the election is received by the third-party administrator. This paragraph is contingent upon approval by the Internal Revenue Service.

1. If the employee chooses to move to the investment plan, the provisions of subsection (3) govern the transfer.

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- If the employee chooses to move to the pension plan, the employee must transfer from his or her investment plan account, and from other employee moneys as necessary, a sum representing the present value of that employee's accumulated benefit obligation immediately following the time of such movement, determined assuming that attained service equals the sum of service in the pension plan and service in the investment plan. Benefit commencement occurs on the first date the employee is eligible for unreduced benefits, using the discount rate and other relevant actuarial assumptions that were used to value the pension plan liabilities in the most recent actuarial valuation. For any employee who, at the time of the second election, already maintains an accrued benefit amount in the pension plan, the then-present value of the accrued benefit is deemed part of the required transfer amount. The division must ensure that the transfer sum is prepared using a formula and methodology certified by an enrolled actuary. A refund of any employee contributions or additional member payments made which exceed the employee contributions that would have accrued had the member remained in the pension plan and not transferred to the investment plan is not permitted.
- 3. Notwithstanding subparagraph 2., an employee who chooses to move to the pension plan and who became eligible to participate in the investment plan by reason of employment in a regularly established position with a state employer after June 1, 2002; a district school board employer after September 1, 2002; or a local employer after December 1, 2002, must transfer from his or her investment plan account, and from other employee

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moneys as necessary, a sum representing the employee's actuarial accrued liability. A refund of any employee contributions or additional member participant payments made which exceed the employee contributions that would have accrued had the member remained in the pension plan and not transferred to the investment plan is not permitted.

- An employee's ability to transfer from the pension plan to the investment plan pursuant to paragraph (a) paragraphs (a)-(d), and the ability of a current employee to have an option to later transfer back into the pension plan under subparagraph 2., shall be deemed a significant system amendment. Pursuant to s. 121.031(4), any resulting unfunded liability arising from actual original transfers from the pension plan to the investment plan must be amortized within 30 plan years as a separate unfunded actuarial base independent of the reserve stabilization mechanism defined in s. 121.031(3)(f). For the first 25 years, a direct amortization payment may not be calculated for this base. During this 25-year period, the separate base shall be used to offset the impact of employees exercising their second program election under this paragraph. The actuarial funded status of the pension plan will not be affected by such second program elections in any significant manner, after due recognition of the separate unfunded actuarial base. Following the initial 25year period, any remaining balance of the original separate base shall be amortized over the remaining 5 years of the required 30-year amortization period.
- 5. If the employee chooses to transfer from the investment plan to the pension plan and retains an excess account balance

in the investment plan after satisfying the buy-in requirements under this paragraph, the excess may not be distributed until the member retires from the pension plan. The excess account balance may be rolled over to the pension plan and used to purchase service credit or upgrade creditable service in the pension plan.

- withdraw from the system under s. 121.052(3)(d) or s.

 121.055(1)(b)2., or those eligible for optional retirement
 programs under s. 121.051(1)(a), s. 121.051(2)(c), or s. 121.35,
 initially enrolled on or after January 1, 2014, are compulsory
 members of the investment plan. Employees eligible to withdraw
 from the system under s. 121.052(3)(d) or s. 121.055(1)(b)2.,
 may choose to withdraw from the system or to participate in the
 investment plan as provided in those sections. Employees
 eligible for optional retirement programs under s. 121.051(2)(c)
 or s. 121.35, except as provided in s. 121.051(1)(a), may choose
 to participate in the optional retirement program or the
 investment plan as provided in those sections. Membership in the
 pension plan is not permitted except as provided in s.
 121.591(2).
- 2. Employees initially enrolled on or after January 1,
 2014, are not permitted to use the election opportunity
 specified in paragraph (e).
- 3. The amount of retirement contributions paid by the employee and employer, as required under s. 121.72, shall be placed in a default fund as designated by the state board, until an account is activated in the investment plan, at which time

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the member may move the contributions from the default fund to other funds provided in the investment plan.

(5) CONTRIBUTIONS.—

- (c) The state board, acting as plan fiduciary, must ensure that all plan assets are held in a trust, pursuant to s. 401 of the Internal Revenue Code. The fiduciary must ensure that such contributions are allocated as follows:
- 1. The employer and employee contribution portion earmarked for member accounts shall be used to purchase interests in the appropriate investment vehicles as specified by the member, or in accordance with paragraph (4)(b)(d).
- 2. The employer contribution portion earmarked for administrative and educational expenses shall be transferred to the Florida Retirement System Investment Plan Trust Fund.
- 3. The employer contribution portion earmarked for disability benefits, for members initially enrolled before

 January 1, 2014, shall be transferred to the Florida Retirement System Trust Fund.
- (8) INVESTMENT PLAN ADMINISTRATION.—The investment plan shall be administered by the state board and affected employers. The state board may require oaths, by affidavit or otherwise, and acknowledgments from persons in connection with the administration of its statutory duties and responsibilities for the investment plan. An oath, by affidavit or otherwise, may not be required of a member at the time of enrollment. For members initially enrolled before January 1, 2014, acknowledgment of an employee's election to participate in the program shall be no greater than necessary to confirm the employee's election. The

state board shall adopt rules to carry out its statutory duties with respect to administering the investment plan, including establishing the roles and responsibilities of affected state, local government, and education-related employers, the state board, the department, and third-party contractors. The department shall adopt rules necessary to administer the investment plan in coordination with the pension plan and the disability benefits available under the investment plan.

- (a)1. The state board shall select and contract with a third-party administrator to provide administrative services if those services cannot be competitively and contractually provided by the division. With the approval of the state board, the third-party administrator may subcontract to provide components of the administrative services. As a cost of administration, the state board may compensate any such contractor for its services, in accordance with the terms of the contract, as is deemed necessary or proper by the board. The third-party administrator may not be an approved provider or be affiliated with an approved provider.
- 2. These administrative services may include, but are not limited to, enrollment of eligible employees, collection of employer and employee contributions, disbursement of contributions to approved providers in accordance with the allocation directions of members; services relating to consolidated billing; individual and collective recordkeeping and accounting; asset purchase, control, and safekeeping; and direct disbursement of funds to and from the third-party administrator, the division, the state board, employers,

members, approved providers, and beneficiaries. This section does not prevent or prohibit a bundled provider from providing any administrative or customer service, including accounting and administration of individual member benefits and contributions; individual member recordkeeping; asset purchase, control, and safekeeping; direct execution of the member's instructions as to asset and contribution allocation; calculation of daily net asset values; direct access to member account information; or periodic reporting to members, at least quarterly, on account balances and transactions, if these services are authorized by the state board as part of the contract.

- (b)1. The state board shall select and contract with one or more organizations to provide educational services. With approval of the state board, the organizations may subcontract to provide components of the educational services. As a cost of administration, the state board may compensate any such contractor for its services in accordance with the terms of the contract, as is deemed necessary or proper by the board. The education organization may not be an approved provider or be affiliated with an approved provider.
- 2. Educational services shall be designed by the state board and department to assist employers, eligible employees, members, and beneficiaries in order to maintain compliance with United States Department of Labor regulations under s. 404(c) of the Employee Retirement Income Security Act of 1974 and to assist employees in their choice of pension plan or investment plan retirement alternatives. Educational services include, but are not limited to, disseminating educational materials;

providing retirement planning education; explaining the pension plan and the investment plan; and offering financial planning guidance on matters such as investment diversification, investment risks, investment costs, and asset allocation. An approved provider may also provide educational information, including retirement planning and investment allocation information concerning its products and services.

- (c)1. In evaluating and selecting a third-party administrator, the state board shall establish criteria for evaluating the relative capabilities and qualifications of each proposed administrator. In developing such criteria, the state board shall consider:
- a. The administrator's demonstrated experience in providing administrative services to public or private sector retirement systems.
- b. The administrator's demonstrated experience in providing daily valued recordkeeping to defined contribution programs.
- c. The administrator's ability and willingness to coordinate its activities with employers, the state board, and the division, and to supply to such employers, the board, and the division the information and data they require, including, but not limited to, monthly management reports, quarterly member reports, and ad hoc reports requested by the department or state board.
- d. The cost-effectiveness and levels of the administrative services provided.
 - e. The administrator's ability to interact with the

members, the employers, the state board, the division, and the providers; the means by which members may access account information, direct investment of contributions, make changes to their accounts, transfer moneys between available investment vehicles, and transfer moneys between investment products; and any fees that apply to such activities.

- f. Any other factor deemed necessary by the state board.
- 2. In evaluating and selecting an educational provider, the state board shall establish criteria under which it shall consider the relative capabilities and qualifications of each proposed educational provider. In developing such criteria, the state board shall consider:
- a. Demonstrated experience in providing educational services to public or private sector retirement systems.
- b. Ability and willingness to coordinate its activities with the employers, the state board, and the division, and to supply to such employers, the board, and the division the information and data they require, including, but not limited to, reports on educational contacts.
- c. The cost-effectiveness and levels of the educational services provided.
- d. Ability to provide educational services via different media, including, but not limited to, the Internet, personal contact, seminars, brochures, and newsletters.
 - e. Any other factor deemed necessary by the state board.
- 3. The establishment of the criteria shall be solely within the discretion of the state board.
 - (d) The state board shall develop the form and content of

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any contracts to be offered under the investment plan. In developing the contracts, the board shall consider:

- 1. The nature and extent of the rights and benefits to be afforded in relation to the contributions required under the plan.
- 2. The suitability of the rights and benefits provided and the interests of employers in the recruitment and retention of eligible employees.
- (e)1. The state board may contract for professional services, including legal, consulting, accounting, and actuarial services, deemed necessary to implement and administer the investment plan. The state board may enter into a contract with one or more vendors to provide low-cost investment advice to members, supplemental to education provided by the third-party administrator. All fees under any such contract shall be paid by those members who choose to use the services of the vendor.
- 2. The department may contract for professional services, including legal, consulting, accounting, and actuarial services, deemed necessary to implement and administer the investment plan in coordination with the pension plan. The department, in coordination with the state board, may enter into a contract with the third-party administrator in order to coordinate services common to the various programs within the Florida Retirement System.
- (f) The third-party administrator may not receive direct or indirect compensation from an approved provider, except as specifically provided for in the contract with the state board.
 - (q) The state board shall receive and resolve member

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complaints against the program, the third-party administrator, or any program vendor or provider; shall resolve any conflict between the third-party administrator and an approved provider if such conflict threatens the implementation or administration of the program or the quality of services to employees; and may resolve any other conflicts. The third-party administrator shall retain all member records for at least 5 years for use in resolving any member conflicts. The state board, the third-party administrator, or a provider is not required to produce documentation or an audio recording to justify action taken with regard to a member if the action occurred 5 or more years before the complaint is submitted to the state board. It is presumed that all action taken 5 or more years before the complaint is submitted was taken at the request of the member and with the member's full knowledge and consent. To overcome this presumption, the member must present documentary evidence or an audio recording demonstrating otherwise.

- (9) INVESTMENT OPTIONS OR PRODUCTS; PERFORMANCE REVIEW.-
- (a) The state board shall develop policy and procedures for selecting, evaluating, and monitoring the performance of approved providers and investment products under the investment plan. In accordance with such policy and procedures, the state board shall designate and contract for a number of investment products as determined by the board. The board shall also select one or more bundled providers, each of which may offer multiple investment options and related services, if such approach is determined by the board to provide value to the members otherwise not available through individual investment products.

Each approved bundled provider may offer investment options that provide members with the opportunity to invest in each of the following asset classes, to be composed of individual options that represent a single asset class or a combination thereof: money markets, United States fixed income, United States equities, and foreign stock. The state board shall review and manage all educational materials, contract terms, fee schedules, and other aspects of the approved provider relationships to ensure that no provider is unduly favored or penalized by virtue of its status within the investment plan. Additionally, the state board, consistent with its fiduciary responsibilities, shall develop one or more investment products to be offered in the investment plan.

- (h) A self-directed brokerage account shall be offered as a service to investment plan members.
- 1. Notwithstanding any other provision of this section, the state board shall select a provider to offer investment plan members additional investment alternatives by providing a self-directed brokerage account.
- 2. The state board shall contract with a provider to offer a self-directed brokerage account. In selecting the provider, the state board shall consider the following:
- <u>a. Financial strength and stability as evidenced by the highest ratings assigned by nationally recognized rating services when comparing proposed providers that are so rated.</u>
- b. Reasonableness of fees compared to other providers taking into consideration the quantity and quality of services being offered.

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c. Compliance with the Internal Revenue Code and all applicable federal and state securities laws.

- d. Available methods for members to interact with the provider and the means by which members may access account information, direct investment of funds, transfer funds, and receive funds prospectuses and related investment materials as required by state and federal regulations.
- e. The ability to provide prompt, efficient, and accurate responses to member directions, as well as providing confirmations and quarterly account statements in a timely fashion.
- f. The process by which assets are invested, as well as any waiting periods when monies are transferred.
- g. Organizational factors, including, but not limited to, financial solvency, organizational depth, and experience in providing self-directed brokerage account services to public defined contribution plans.
- 3. The provider of the self-directed brokerage account shall:
- <u>a. Make the self-directed brokerage account available</u> under the most beneficial terms available to any customer.
- b. Agree not to sell or distribute member lists generated through services rendered to the investment plan.
 - c. Not be a bundled provider.
- d. Provide for an education component that is available in multimedia formats and that provides impartial and balanced information about investment options and fees associated with participation in the self-directed brokerage account.

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4. The provider, as well as any of its related entities,
may not offer any proprietary products as investment
alternatives in the self-directed brokerage account.

- 5. The state board shall monitor the selected provider to ensure continued compliance with established selection criteria, board policy and procedures, state and federal regulations, and any contractual provisions.
- 6. The provider shall ensure that a member opening a self-directed brokerage account is provided a quarterly statement that details member investments in the self-directed brokerage account. The statement shall be in lieu of, and satisfy the requirements of, subsection (11) with respect to the member investments in the self-directed brokerage account. The provider shall include in the statement the following details:
 - a. Account investment options.
- b. The market value of the account at the close of the current quarter and the previous quarter.
 - c. Account gains and losses.
 - d. Transfers into and out of the account.
- e. Any fees, charges, penalties, and deductions that apply to the account.
 - 7. The self-directed brokerage account may include the following securities as investment alternatives:
 - a. Stocks listed on a Securities and Exchange Commission regulated national exchange.
 - b. Exchange traded funds.
 - c. Mutual funds.

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1064 8. The self-directed brokerage account may not include the

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1065	following as investment alternatives:
1066	a. Illiquid investments.
1067	b. Over-the-Counter Bulletin Board securities.
1068	c. Pink Sheet securities.
1069	d. Leveraged exchange traded funds.
1070	e. Direct ownership of foreign securities.
1071	f. Derivatives, including, but not limited to, futures and
1072	options contracts on securities, market indexes, and
1073	commodities.
1074	g. Buying or trading on margin.
1075	h. Investment plan products.
1076	i. Any investment that would jeopardize the investment
1077	plan's tax qualified status.
1078	9. A member may participate in the self-directed
1079	brokerage account if the member:
1080	a. Maintains a minimum balance of \$5,000 in the products
1081	offered under the investment plan.
1082	b. Makes a minimum initial transfer of funds into the
1083	self-directed brokerage account of \$1,000.
1084	c. Makes subsequent transfers of funds into the self-
1085	directed brokerage account in amounts of \$1,000 or greater.
1086	d. Pays all trading fees, commissions, administrative
1087	fees, and any other expenses associated with participating in
1088	the self-directed brokerage account from the funds in the self-
1089	directed brokerage account.
1090	e. Does not violate any trading restrictions established
1091	by the provider, the investment plan, or state or federal law.

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Employer and employee contributions shall be initially

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deposited into investment plan products and may be transferred to the self-directed brokerage account.

- 11. Distributions are not permissible directly from assets in the self-directed brokerage account. Assets must first be transferred to investment plan products. A distribution may be requested after the transfer is completed and all investment plan distribution requirements are met.
 - 12. The state board must notify members that:
- a. The state board is not responsible for managing the self-directed brokerage account beyond administrative requirements as established between the state board and the provider of the self-directed brokerage account.
- b. Investment alternatives available through the self-directed brokerage account have not been subjected to any selection process, are not monitored by the state board, require investment expertise to prudently buy, manage, or dispose of, and have a risk of substantial loss.
- c. The member is responsible for all administrative, investment, and trading fees associated with participating in the self-directed brokerage account.
 - (10) EDUCATION COMPONENT.-

(a) The state board, in coordination with the department, shall provide for an education component for eligible employees system members in a manner consistent with the provisions of this subsection section. The education component must be available to eligible employees at least 90 days prior to the beginning date of the election period for the employees of the respective types of employers.

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with impartial and balanced information about plan choices <u>for</u> <u>members initially enrolled before January 1, 2014</u>. The education component must involve multimedia formats. Program comparisons must, to the greatest extent possible, be based upon the retirement income that different retirement programs may provide to the member. The state board shall monitor the performance of the contract to ensure that the program is conducted in accordance with the contract, applicable law, and the rules of the state board.

- (c) The state board, in coordination with the department, shall provide for an initial and ongoing transfer education component to provide system members <u>initially enrolled before</u>

 <u>January 1, 2014</u>, with information necessary to make informed plan choice decisions. The transfer education component must include, but is not limited to, information on:
- 1. The amount of money available to a member to transfer to the defined contribution program.
- 2. The features of and differences between the pension plan and the defined contribution program, both generally and specifically, as those differences may affect the member.
- 3. The expected benefit available if the member were to retire under each of the retirement programs, based on appropriate alternative sets of assumptions.
- 4. The rate of return from investments in the defined contribution program and the period of time over which such rate of return must be achieved to equal or exceed the expected monthly benefit payable to the member under the pension plan.

5. The historical rates of return for the investment alternatives available in the defined contribution programs.

- 6. The benefits and historical rates of return on investments available in a typical deferred compensation plan or a typical plan under s. 403(b) of the Internal Revenue Code for which the employee may be eligible.
- 7. The program choices available to employees of the State University System and the comparative benefits of each available program, if applicable.
- 8. Payout options available in each of the retirement programs.
- (h) Pursuant to subsection (8), all Florida Retirement
 System employers have an obligation to regularly communicate the
 existence of the two Florida Retirement System plans and the
 plan choice in the natural course of administering their
 personnel functions, using the educational materials supplied by
 the state board and the Department of Management Services.
- (15) STATEMENT OF FIDUCIARY STANDARDS AND RESPONSIBILITIES.—
- (a) Investment of <u>investment</u> <u>defined contribution</u> plan assets shall be made for the sole interest and exclusive purpose of providing benefits to members and beneficiaries and defraying reasonable expenses of administering the plan. The program's assets shall be invested on behalf of the program members with the care, skill, and diligence that a prudent person acting in a like manner would undertake. The performance of the investment duties set forth in this paragraph shall comply with the fiduciary standards set forth in the Employee Retirement Income

Security Act of 1974 at 29 U.S.C. s. 1104(a)(1)(A)-(C). In case of conflict with other provisions of law authorizing investments, the investment and fiduciary standards set forth in this subsection shall prevail.

- (c) Subparagraph (8) (b) 2. and paragraph (b) incorporate the federal law concept of participant control, established by regulations of the United States Department of Labor under s. 404(c) of the Employee Retirement Income Security Act of 1974 (ERISA). The purpose of this paragraph is to assist employers and the state board in maintaining compliance with s. 404(c), while avoiding unnecessary costs and eroding member benefits under the investment plan. Pursuant to 29 C.F.R. s. 2550.404a-5(d)(4) 2550.404e-1(b)(2)(i)(B)(1)(viii), the state board or its designated agents shall deliver to members of the investment plan a copy of the prospectus most recently provided to the plan, and, pursuant to 29 C.F.R. s. 2550.404e-1(b)(2)(i)(B)(2)(ii), shall provide such members an opportunity to obtain this information, except that:
- 1. The requirement to deliver a prospectus shall be satisfied by delivery of a fund profile or summary profile that contains the information that would be included in a summary prospectus as described by Rule 498 under the Securities Act of 1933, 17 C.F.R. s. 230.498. If the transaction fees, expense information or other information provided by a mutual fund in the prospectus does not reflect terms negotiated by the state board or its designated agents, the requirement is satisfied by delivery of a separate document described by Rule 498 substituting accurate information; and

2. Delivery shall be effected if delivery is through electronic means and the following standards are satisfied:

- a. Electronically-delivered documents are prepared and provided consistent with style, format, and content requirements applicable to printed documents;
- b. Each member is provided timely and adequate notice of the documents that are to be delivered, and their significance, and of the member's right to obtain a paper copy of such documents free of charge;
- c. Members have adequate access to the electronic documents, at locations such as their worksites or public facilities, and have the ability to convert the documents to paper free of charge by the state board, and the board or its designated agents take appropriate and reasonable measures to ensure that the system for furnishing electronic documents results in actual receipt. Members have provided consent to receive information in electronic format, which consent may be revoked; and
- d. The state board, or its designated agent, actually provides paper copies of the documents free of charge, upon request.
- 3. The state board is not required to deliver a prospectus or other information for the underlying investments available through the self-directed brokerage account authorized by paragraph (9)(h).
- (16) DISABILITY BENEFITS.—For any member of the investment plan initially enrolled in the Florida Retirement System before January 1, 2014, who becomes totally and permanently disabled,

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1233 benefits must be paid in accordance with the provisions of s. 1234 121.591. Investment plan members initially enrolled in the 1235 Florida Retirement System on or after January 1, 2014, are not 1236 entitled to disability benefits as provided by this chapter. 1237 Section 6. Subsection (2) of section 121.591, Florida 1238 Statutes, is amended to read: 1239 Payment of benefits.—Benefits may not be paid 1240 under the Florida Retirement System Investment Plan unless the 1241 member has terminated employment as provided in s. 1242 121.021(39)(a) or is deceased and a proper application has been 1243 filed as prescribed by the state board or the department. 1244 Benefits, including employee contributions, are not payable 1245 under the investment plan for employee hardships, unforeseeable 1246 emergencies, loans, medical expenses, educational expenses, 1247 purchase of a principal residence, payments necessary to prevent 1248 eviction or foreclosure on an employee's principal residence, or 1249 any other reason except a requested distribution for retirement, 1250 a mandatory de minimis distribution authorized by the 1251 administrator, or a required minimum distribution provided 1252 pursuant to the Internal Revenue Code. The state board or 1253 department, as appropriate, may cancel an application for

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retirement benefits if the member or beneficiary fails to timely

provide the information and documents required by this chapter

and the rules of the state board and department. In accordance

with their respective responsibilities, the state board and the

application for retirement benefits and for the cancellation of

such application if the required information or documents are

department shall adopt rules establishing procedures for

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not received. The state board and the department, as appropriate, are authorized to cash out a de minimis account of a member who has been terminated from Florida Retirement System covered employment for a minimum of 6 calendar months. A de minimis account is an account containing employer and employee contributions and accumulated earnings of not more than \$5,000 made under the provisions of this chapter. Such cash-out must be a complete lump-sum liquidation of the account balance, subject to the provisions of the Internal Revenue Code, or a lump-sum direct rollover distribution paid directly to the custodian of an eligible retirement plan, as defined by the Internal Revenue Code, on behalf of the member. Any nonvested accumulations and associated service credit, including amounts transferred to the suspense account of the Florida Retirement System Investment Plan Trust Fund authorized under s. 121.4501(6), shall be forfeited upon payment of any vested benefit to a member or beneficiary, except for de minimis distributions or minimum required distributions as provided under this section. If any financial instrument issued for the payment of retirement benefits under this section is not presented for payment within 180 days after the last day of the month in which it was originally issued, the third-party administrator or other duly authorized agent of the state board shall cancel the instrument and credit the amount of the instrument to the suspense account of the Florida Retirement System Investment Plan Trust Fund authorized under s. 121.4501(6). Any amounts transferred to the suspense account are payable upon a proper application, not to include earnings thereon, as provided in this section, within 10

years after the last day of the month in which the instrument was originally issued, after which time such amounts and any earnings attributable to employer contributions shall be forfeited. Any forfeited amounts are assets of the trust fund and are not subject to chapter 717.

- under this subsection are payable in lieu of the benefits that would otherwise be payable under the provisions of subsection (1) for investment plan members initially enrolled in the Florida Retirement System before January 1, 2014. Such benefits for eligible members must be funded from employer contributions made under s. 121.571, transferred employee contributions and funds accumulated pursuant to paragraph (a), and interest and earnings thereon. Investment plan members initially enrolled in the Florida Retirement System on or after January 1, 2014, are not eligible for disability benefits as provided by this section.
- (a) Transfer of funds.—To qualify to receive monthly disability benefits under this subsection:
- 1. All moneys accumulated in the member's account, including vested and nonvested accumulations as described in s. 121.4501(6), must be transferred from such individual accounts to the division for deposit in the disability account of the Florida Retirement System Trust Fund. Such moneys must be accounted for separately. Earnings must be credited on an annual basis for amounts held in the disability accounts of the Florida Retirement System Trust Fund based on actual earnings of the trust fund.

2. If the member has retained retirement credit earned under the pension plan as provided in s. 121.4501(3), a sum representing the actuarial present value of such credit within the Florida Retirement System Trust Fund shall be reassigned by the division from the pension plan to the disability program as implemented under this subsection and shall be deposited in the disability account of the trust fund. Such moneys must be accounted for separately.

(b) Disability retirement; entitlement.-

- 1. An eligible A member of the investment plan who becomes totally and permanently disabled, as defined in paragraph (d), after completing 8 years of creditable service, or an eligible a member who becomes totally and permanently disabled in the line of duty regardless of length of service, is entitled to a monthly disability benefit.
- 2. In order for service to apply toward the 8 years of creditable service required for regular disability benefits, or toward the creditable service used in calculating a service-based benefit as provided under paragraph (g), the service must be creditable service as described below:
- a. The member's period of service under the investment plan shall be considered creditable service, except as provided in subparagraph d.
- b. If the member has elected to retain credit for service under the pension plan as provided under s. 121.4501(3), all such service shall be considered creditable service.
- c. If the member elects to transfer to his or her member accounts a sum representing the present value of his or her

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retirement credit under the pension plan as provided under s. 121.4501(3), the period of service under the pension plan represented in the present value amounts transferred shall be considered creditable service, except as provided in subparagraph d.

- d. If a member has terminated employment and has taken distribution of his or her funds as provided in subsection (1), all creditable service represented by such distributed funds is forfeited for purposes of this subsection.
- (c) Disability retirement effective date.—The effective retirement date for <u>an eligible</u> a member who applies and is approved for disability retirement shall be established as provided under s. 121.091(4)(a)2. and 3.
- (d) Total and permanent disability.—An eligible A member shall be considered totally and permanently disabled if, in the opinion of the division, he or she is prevented, by reason of a medically determinable physical or mental impairment, from rendering useful and efficient service as an officer or employee.
- (e) Proof of disability.— Before approving payment of any disability retirement benefit, the division shall require proof that the member is totally and permanently disabled as provided under s. 121.091(4)(c).
- (f) Disability retirement benefit.—Upon the disability retirement of a member under this subsection, the member shall receive a monthly benefit that begins accruing on the first day of the month of disability retirement, as approved by the division, and is payable on the last day of that month and each

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month thereafter during his or her lifetime and continued disability. All disability benefits must be paid out of the disability account of the Florida Retirement System Trust Fund established under this subsection.

- (g) Computation of disability retirement benefit.—The amount of each monthly payment must be calculated as provided under s. 121.091(4)(f). Creditable service under both the pension plan and the investment plan shall be applicable as provided under paragraph (b).
- (h) Reapplication.—A member whose initial application for disability retirement is denied may reapply for disability benefits as provided in s. 121.091(4)(g).
- (i) Membership.—Upon approval of a member's application for disability benefits, the member shall be transferred to the pension plan, effective upon his or her disability retirement effective date.
- (j) Option to cancel.—A member whose application for disability benefits is approved may cancel the application if the cancellation request is received by the division before a disability retirement warrant has been deposited, cashed, or received by direct deposit. Upon cancellation:
- 1. The member's transfer to the pension plan under paragraph (i) shall be nullified;
- 2. The member shall be retroactively reinstated in the investment plan without hiatus;
- 3. All funds transferred to the Florida Retirement System Trust Fund under paragraph (a) must be returned to the member accounts from which the funds were drawn; and

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4. The member may elect to receive the benefit payable under subsection (1) in lieu of disability benefits.

(k) Recovery from disability.-

- 1. The division may require periodic reexaminations at the expense of the disability program account of the Florida Retirement System Trust Fund. Except as provided in subparagraph 2., all other matters relating to recovery from disability shall be as provided under s. 121.091(4)(h).
- 2. Upon recovery from disability, the recipient of disability retirement benefits under this subsection shall be a compulsory member of the investment plan. The net difference between the recipient's original account balance transferred to the Florida Retirement System Trust Fund, including earnings and total disability benefits paid to such recipient, if any, shall be determined as provided in sub-subparagraph a.
- a. An amount equal to the total benefits paid shall be subtracted from that portion of the transferred account balance consisting of vested accumulations as described under s. 121.4501(6), if any, and an amount equal to the remainder of benefit amounts paid, if any, shall be subtracted from any remaining nonvested accumulations.
- b. Amounts subtracted under sub-subparagraph a. must be retained within the disability account of the Florida Retirement System Trust Fund. Any remaining account balance shall be transferred to the third-party administrator for disposition as provided under sub-subparagraph c. or sub-subparagraph d., as appropriate.
 - c. If the recipient returns to covered employment,

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transferred amounts must be deposited in individual accounts
under the investment plan, as directed by the member. Vested and
nonvested amounts shall be accounted for separately as provided
in s. 121.4501(6).

d. If the recipient fails to return to covered employment upon recovery from disability:

- (I) Any remaining vested amount must be deposited in individual accounts under the investment plan, as directed by the member, and is payable as provided in subsection (1).
- (II) Any remaining nonvested amount must be held in a suspense account and is forfeitable after 5 years as provided in s. 121.4501(6).
- 3. If present value was reassigned from the pension plan to the disability program as provided under subparagraph (a)2., the full present value amount must be returned to the defined benefit account within the Florida Retirement System Trust Fund and the member's associated retirement credit under the pension plan must be reinstated in full. Any benefit based upon such credit must be calculated as provided in s. 121.091(4)(h)1.
- (1) Nonadmissible causes of disability.—A member is not entitled to a disability retirement benefit if the disability results from any injury or disease as described in s. 121.091(4)(i).
- (m) Disability retirement of justice or judge by order of Supreme Court.—
- 1. If <u>an eligible</u> a member is a justice of the Supreme Court, judge of a district court of appeal, circuit judge, or judge of a county court who has served for the years equal to,

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or greater than, the vesting requirement in s. 121.021(45) as an elected constitutional judicial officer, including service as a judicial officer in any court abolished pursuant to Art. V of the State Constitution, and who is retired for disability pursuant to s. 12, Art. V of the State Constitution, the member's Option 1 monthly disability benefit amount as provided in s. 121.091(6)(a)1. shall be two-thirds of his or her monthly compensation as of the member's disability retirement date. The member may alternatively elect to receive an actuarially adjusted disability retirement benefit under any other option as provided in s. 121.091(6)(a) or to receive the normal benefit payable under subsection (1).

- 2. If any justice or judge who is a member of the investment plan is retired for disability pursuant to s. 12, Art. V of the State Constitution and elects to receive a monthly disability benefit under the provisions of this paragraph:
- a. Any present value amount that was transferred to his or her investment plan account and all employer and employee contributions made to such account on his or her behalf, plus interest and earnings thereon, must be transferred to and deposited in the disability account of the Florida Retirement System Trust Fund; and
- b. The monthly disability benefits payable under this paragraph shall be paid from the disability account of the Florida Retirement System Trust Fund.
- (n) Death of retiree or beneficiary.—Upon the death of a disabled retiree or beneficiary of the retiree who is receiving monthly disability benefits under this subsection, the monthly

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benefits shall be paid through the last day of the month of death and shall terminate, or be adjusted, if applicable, as of that date in accordance with the optional form of benefit selected at the time of retirement. The department may adopt rules necessary to administer this paragraph.

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Section 7. Section 238.072, Florida Statutes, is amended to read:

238.072 Special service provisions for extension personnel.—All state and county cooperative extension personnel holding appointments by the United States Department of Agriculture for extension work in agriculture and home economics in this state who are joint representatives of the University of Florida and the United States Department of Agriculture, as provided in s. 121.051(8) $\frac{121.051(7)}{7}$, who are members of the Teachers' Retirement System, chapter 238, and who are prohibited from transferring to and participating in the Florida Retirement System, chapter 121, may retire with full benefits upon completion of 30 years of creditable service and shall be considered to have attained normal retirement age under this chapter, any law to the contrary notwithstanding. In order to comply with the provisions of s. 14, Art. X of the State Constitution, any liability accruing to the Florida Retirement System Trust Fund as a result of the provisions of this section shall be paid on an annual basis from the General Revenue Fund.

Section 8. Subsection (11) of section 413.051, Florida Statutes, is amended to read:

413.051 Eligible blind persons; operation of vending

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CODING: Words stricken are deletions; words underlined are additions.

stands.-

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Effective July 1, 1996, blind licensees who remain members of the Florida Retirement System pursuant to s. $121.051(7)(b)1. \frac{121.051(6)(b)1}{}$ shall pay any unappropriated retirement costs from their net profits or from program income. Within 30 days after the effective date of this act, each blind licensee who is eliqible to maintain membership in the Florida Retirement System under s. $121.051(7)(b)1.\frac{121.051(6)(b)1.}{}$, but who elects to withdraw from the system as provided in s. $121.051(7)(b)3. \frac{121.051(6)(b)3.}{(b)3.}$, must, on or before July 31, 1996, notify the Division of Blind Services and the Department of Management Services in writing of his or her election to withdraw. Failure to timely notify the divisions shall be deemed a decision to remain a compulsory member of the Florida Retirement System. However, if, at any time after July 1, 1996, sufficient funds are not paid by a blind licensee to cover the required contribution to the Florida Retirement System, that blind licensee shall become ineligible to participate in the Florida Retirement System on the last day of the first month for which no contribution is made or the amount contributed is insufficient to cover the required contribution. For any blind licensee who becomes ineligible to participate in the Florida Retirement System as described in this subsection, no creditable service shall be earned under the Florida Retirement System for any period following the month that retirement contributions ceased to be reported. However, any such person may participate in the Florida Retirement System in the future if employed by a participating employer in a covered position.

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CODING: Words stricken are deletions; words underlined are additions.

1541 Section 9. (1) Effective January 1, 2014, in order to 1542 fund the benefit changes provided in this act, the required 1543 employer contribution rates for the unfunded actuarial liability 1544 of the Florida Retirement System established in section 1545 121.71(5), Florida Statute, shall be adjusted as follows: 1546 (a) Elected Officers' Class.—Legislators, the Governor, the Lieutenant Governor, Cabinet Officers, State Attorneys, and 1547 1548 Public Defenders shall be increased by 0.02 percentage points. 1549 Elected Officers' Class.—County Elected Officers shall (b) 1550 be increased by 0.02 percentage points. 1551 Senior Management Service Class.—The Senior Management 1552 Service Class shall be decreased by 0.01 percentage points. 1553 The adjustments provided in subsection (1) shall be in (2) 1554 addition to all other changes to such contribution rates which 1555 may be enacted into law to take effect on July 1, 2013, and July 1556 1, 2014. The Division of Law Revision and Information is 1557 requested to adjust accordingly the contribution rates provided 1558 in section 121.71, Florida Statutes. 1559 Section 10. The Legislature finds that a proper and 1560 legitimate state purpose is served when employees and retirees 1561 of the state and its political subdivisions, and the dependents, 1562 survivors, and beneficiaries of such employees and retirees, are 1563 extended the basic protections afforded by governmental 1564 retirement systems. These persons must be provided benefits that 1565 are fair and adequate and that are managed, administered, and 1566 funded in an actuarially sound manner, as required by s. 14, 1567 Article X of the State Constitution and part VII of chapter 112, 1568 Florida Statutes. Therefore, the Legislature determines and

Section 11. (1) Effective upon this act becoming a law, the State Board of Administration and the Department of

Management Services shall request, as soon as practicable, a determination letter from the United States Internal Revenue

Service. If the Internal Revenue Service refuses to act upon a request for a determination letter, then a legal opinion from a qualified tax attorney or firm may be substituted for such letter.

(2) If the board or the department receives notification from the United States Internal Revenue Service that this act or any portion of this act will cause the Florida Retirement System, or a portion thereof, to be disqualified for tax purposes under the Internal Revenue Code, then the portion that will cause the disqualification does not apply. Upon such notice, the state board and the department shall notify the presiding officers of the Legislature.

Section 12. Except as otherwise expressly provided in this act and except for this section, which shall take effect upon this act becoming a law, this act shall take effect July 1, 2013.