

By the Committee on Governmental Operations and
Representatives Turnbull and Boyd

1 A bill to be entitled
2 An act relating to state employees; providing
3 legislative intent; directing the Department of
4 Management Services, in cooperation with
5 legislative staff and the Office of Program
6 Policy Analysis and Government Accountability,
7 to study certain types of benefit plans and
8 related compensation options that could be made
9 available to part-time, temporary, and seasonal
10 state employees; providing requirements with
11 respect thereto; requiring a report; providing
12 an effective date.

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

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16 Section 1. (1) It is the intent of the Legislature
17 that part-time, temporary, and seasonal employees of the state
18 be afforded the opportunity to plan for their financial future
19 in connection with the compensation they receive for their
20 services to state government to the fullest extent possible.
21 Retirement benefits, deferred compensation plans, and similar
22 programs are readily available to full-time state employees,
23 but these types of programs have not in the past been offered
24 to the state's other-personal-services employees.

25 (2) The Department of Management Services, in
26 cooperation with legislative staff and the Office of Program
27 Policy Analysis and Government Accountability, is directed to
28 conduct an in-depth study to identify the types of benefit
29 plans or related compensation options that exist that could be
30 made available to such employees. The department shall
31 compare the types of benefits afforded by such plans and other

1 options and identify the advantages and disadvantages of each.
2 In particular, the department shall investigate defined
3 contribution programs under s. 3121(b)(7)(F) of the Internal
4 Revenue Code, and alternative plans that provide similar
5 benefits. In evaluating available plans, the department shall
6 apply the following criteria, as applicable:
7 (a) Whether there is any risk of the principal to plan
8 participants.
9 (b) Whether the rate of return is reasonable or
10 guaranteed.
11 (c) Whether any penalty, fee, or tax would apply upon
12 withdrawal of funds.
13 (d) The effect of an employee's participation upon his
14 or her ability to contribute to other plans, such as an
15 individual retirement account.
16 (e) The degree and timing of vesting under the plan.
17 (f) Whether the plan is portable.
18 (3) The department shall prepare a report of its study
19 which describes the available benefit plans or other
20 compensation options and recommends one or more that would be
21 most beneficial for the state's part-time, temporary, and
22 seasonal employees. The report shall be submitted to the
23 Speaker of the House of Representatives, the Minority Leader
24 of the House of Representatives, the President of the Senate,
25 and the Minority Leader of the Senate, no later than December
26 31, 1999.

27 Section 2. This act shall take effect upon becoming a
28 law.

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