By the Committee on Governmental Operations and Representatives Lawson, Turnbull and Effman

A bill to be entitled 1 2 An act relating to the Florida Retirement 3 System; amending ss. 121.021, 121.0515, 121.052, 121.053, 121.055, 121.081, 121.091, 4 5 121.1115, 121.1122, and 121.121, F.S.; providing that members employed in a regularly 6 7 established position shall be vested after 5 8 years of creditable service; providing that any 9 terminated, inactive member must be actively employed in a covered position for 1 calendar 10 11 year or more on or after the bill's effective date to achieve vested status with 5 years of 12 13 service; providing for employer contribution rate increases to each membership class; 14 providing a legislative declaration of an 15 16 important state interest; providing effective 17 dates. 18 19 Be It Enacted by the Legislature of the State of Florida: 20 Section 1. Effective July 1, 2001, subsections (29) 21 22 and (45) of section 121.021, Florida Statutes, are amended to 23 read: 24 121.021 Definitions.--The following words and phrases as used in this chapter have the respective meanings set forth 25 unless a different meaning is plainly required by the context: 26 27 (29) "Normal retirement date" means the first day of 28 any month following the date a member attains one of the 29 following statuses: 30 (a) If a Regular Class member, the member:

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- 1. Completes 5 $\frac{10}{10}$ or more years of creditable service and attains age 62; or
- 2. Completes 30 years of creditable service, regardless of age, which may include a maximum of 4 years of military service credit as long as such credit is not claimed under any other system.
 - (b) If a Special Risk Class member, the member:
- Completes 5 10 or more years of creditable service in the Special Risk Class and attains age 55;
- 2. Completes 25 years of creditable service in the Special Risk Class, regardless of age; or
- 3. Completes 25 years of creditable service and attains age 52, which service may include a maximum of 4 years of military service credit as long as such credit is not claimed under any other system and the remaining years are in the Special Risk Class.
- (c) If a Senior Management Service Class member, the member:
- Completes 5 7 years of creditable service in the Senior Management Service Class and attains age 62; or
- 2. Completes 30 years of any creditable service, regardless of age, which may include a maximum of 4 years of military service credit as long as such credit is not claimed under any other system.
 - (d) If an Elected Officers' Class member, the member:
- 1. Completes 5 θ years of creditable service in the Elected Officers' Class and attains age 62; or
- 2. Completes 30 years of any creditable service, regardless of age, which may include a maximum of 4 years of military service credit as long as such credit is not claimed 31 under any other system.

"Normal retirement age" is attained on the "normal retirement date."

(45)(a) "Vested" or "vesting" means the guarantee that a member is eligible to receive a future retirement benefit upon completion of the required years of creditable service for the employee's class of membership, even though the member may have terminated covered employment before reaching normal or early retirement date. Being vested does not entitle a member to a disability benefit based on a disability caused by an injury or disease that occurs after termination of covered employment.

- (b) Effective July 1, 2001, a 5-year vesting requirement shall be implemented for the Florida Retirement System. Pursuant thereto:
- 1. Any member employed in a regularly established position on July 1, 2001, who completes or has completed a total of 5 years of creditable service will be considered vested as described in paragraph (a).
- 2. Any member not employed in a regularly established position on July 1, 2001, will be deemed vested upon completion of 5 years of creditable service, provided that such member is employed in a covered position for at least 1 work year after July 1, 2001. However, no member shall be required to complete more years of creditable service than would have been required for that member to vest under retirement laws in effect before July 1, 2001.

Section 2. Paragraph (a) of subsection (7) of section 121.0515, Florida Statutes, is amended to read:

121.0515 Special risk membership; criteria;
31 designation and removal of classification; credits for past

1 service and prior service; retention of special risk normal 2 retirement date. --3 (7) RETENTION OF SPECIAL RISK NORMAL RETIREMENT 4 DATE.--5 (a) A special risk member who is moved or reassigned 6 to a nonspecial risk law enforcement, firefighting, 7 correctional, or emergency medical care administrative support 8 position with the same agency, or who is subsequently employed in such a position with any law enforcement, firefighting, 10 correctional, or emergency medical care agency under the 11 Florida Retirement System, shall participate in the Special Risk Administrative Support Class and shall earn credit for 12 13 such service at the same percentage rate as that earned by a 14 regular member. Notwithstanding the provisions of subsection (4), service in such an administrative support position shall, 15 16 for purposes of s. 121.091, apply toward satisfaction of the special risk normal retirement date, as defined in s. 17 121.021(29)(b), provided that, while in such position, the 18 19 member remains certified as a law enforcement officer, 20 firefighter, correctional officer, emergency medical 21 technician, or paramedic; remains subject to reassignment at 22 any time to a position qualifying for special risk membership; and completes an aggregate of 5 10 or more years of service as 23 a designated special risk member prior to retirement. 24 Section 3. Effective July 1, 2001, paragraphs (b) and 25 26 (c) of subsection (12) of section 121.052, Florida Statutes, 27 are amended to read: 28 121.052 Membership class of elected officers.--29 (12) BENEFITS.--(b) The benefit provisions of s. 121.091(2)-(6), (8), 30 (9), and (11), relating to benefits payable for dual normal

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retirement ages, early retirement, disability retirement, termination benefits, optional forms of retirement, designation of beneficiaries, employment after retirement, and method of computing actuarial equivalent, respectively, shall also apply to members of the Elected Officers' Class, except that only 8 years of creditable service in this class are needed to attain the benefits specified in s. 121.091(3) and (5). These provisions shall be construed in such manner as to make them compatible with the provisions of this section.

- (c) The benefit provisions of s. 121.091(7), relating to death benefits, shall apply to members of the Elected Officers' Class and shall be construed in such manner as to make them compatible with the provisions of this section+ however, only 8 years of creditable service in this class are needed to obtain such benefits, except that:
- If any elected official dies in office who would have been vested under the Elected Officers' Class, any other class of the Florida Retirement System, or any other state-administered retirement system, if the official had lived to complete his or her term of office, the official's spouse may elect to leave the official's retirement contributions in the retirement trust fund and pay into said fund any required contributions which would have been paid by the officer or the employer had the officer lived to complete the term of office.
- If a deceased member's surviving spouse as described in subparagraph 1. previously received a refund of the member's contributions made to the retirement trust fund, the surviving spouse may pay into the retirement trust fund an amount equal to the deceased member's contributions previously 31 refunded, together with interest at 4 percent compounded

annually on the amount of such refunded contributions from the date of refund until July 1, 1975, and at 6.5 percent compounded annually thereafter to the date of payment, plus such additional contributions as may be required under subparagraph 1., in order to become vested, as applicable.

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> Upon conclusion of the term of office to which the deceased officer was elected, a spouse who pays into the retirement trust fund such additional or refunded contributions, plus interest, shall be eligible to receive a monthly benefit in the same manner as the surviving spouse of a member who dies after accumulating the required number of years of creditable service as described herein.

Section 4. Effective July 1, 2001, paragraph (a) of subsection (1) of section 121.053, Florida Statutes, is amended to read:

121.053 Participation in the Elected Officers' Class for retired members.--

- (1)(a) Any member who retired under any existing system as defined in s. 121.021(2), and receives a benefit thereof, and who serves in an office covered by the Elected Officers' Class for a period of at least 5 8 years, shall be entitled to receive an additional retirement benefit for such elected officer service prior to July 1, 1990, under the Elected Officers' Class of the Florida Retirement System, as follows:
- Upon completion of 5 $\frac{8}{3}$ or more years of creditable service in an office covered by the Elected Officers' Class, s. 121.052, such member shall notify the administrator of his or her intent to purchase elected officer service prior to 31 July 1, 1990, and shall pay the member contribution applicable

for the period being claimed, plus 4 percent interest compounded annually from the first year of service claimed until July 1, 1975, and 6.5 percent interest compounded annually thereafter, until full payment is made to the Florida Retirement System Trust Fund; however, such member may purchase retirement credit under the Elected Officers' Class only for such service as an elected officer.

2. Upon payment of the amount specified in subparagraph 1., the employer shall pay into the Florida Retirement System Trust Fund the applicable employer contribution for the period of elected officer service prior to July 1, 1990, being claimed by the member, plus 4 percent interest compounded annually from the first year of service claimed until July 1, 1975, and 6.5 percent interest compounded annually thereafter, until full payment is made to the Florida Retirement System Trust Fund.

Section 5. Effective July 1, 2001, paragraph (b) of subsection (4) of section 121.055, Florida Statutes, is amended to read:

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

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(b) Service in an eligible position prior to February 1, 1987, or after January 31, 1987, shall satisfy the requirement of attaining the normal retirement date as defined in s. 121.021(29) for a Senior Management Service Class member, provided the employee is a member of the Senior 31 | Management Service Class after January 31, 1987. A member of

this class who fails to complete 5 7 years of creditable service in an eligible position shall be required to satisfy the requirements for the normal retirement date for a regular member as provided in s. 121.021(29).

Section 6. Effective July 1, 2001, paragraph (i) of subsection (1) and paragraph (b) of subsection (2) of section 121.081, Florida Statutes, are amended to read:

121.081 Past service; prior service; contributions. -- Conditions under which past service or prior service may be claimed and credited are:

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- (i) An employee of a state agency who was a member of a state-administered retirement system and who was granted educational leave with pay pursuant to a written educational leave-with-pay policy may claim such period of educational leave as past service subject to the following conditions:
- 1. The educational leave must have occurred prior to December 31, 1971;
- The member must have completed at least 5 $\frac{10}{10}$ years of creditable service excluding the period of the educational leave;
- The employee must have returned to employment with a state agency employer who participated in the retirement system, which return was immediately upon termination of the educational leave, and must have remained on the employer's payroll for at least 1 calendar month following the return to employment;
- 4. The employee must be a member of the Florida Retirement System at the time he or she claims such service;
- 5. Not more than 24 months of creditable service may 31 be claimed for such period of educational leave with pay;

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- The service must not be claimed under any other state or federal retirement system; and
- The member must pay to the retirement trust fund for claiming such past-service credit an amount equal to 8 percent of his or her gross annual salary immediately prior to the educational leave with pay for each year of past service claimed, plus 4 percent interest thereon compounded annually each June 30 from the first year of service claimed until July 1, 1975, and 6.5 percent interest thereafter on the unpaid balance compounded annually each June 30 until paid.
- (2) Prior service, as defined in s. 121.021(19), may be claimed as creditable service under the Florida Retirement System after a member has been reemployed for 1 complete year of creditable service within a period of 12 consecutive months, except as provided in paragraph (c). Service performed as a participant of the optional retirement program for the State University System under s. 121.35 or the Senior Management Service Optional Annuity Program under s. 121.055 may be used to satisfy the reemployment requirement of 1 complete year of creditable service. The member shall not be permitted to make any contributions for prior service until after completion of the 1 year of creditable service. The required contributions for claiming the various types of prior service are:
- (b) For prior service performed prior to the date the system became becomes noncontributory for the member, and for which the member had credit under the Florida Retirement System and received a refund of contributions upon termination of employment, the member shall contribute at the rate that was required of him or her during the period of service being 31 claimed, on all salary received during such period, plus 4

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percent interest compounded annually from the date of refund until July 1, 1975, and 6.5 percent interest compounded annually thereafter, until the full payment is made to the Florida Retirement System Trust Fund.

Section 7. Effective July 1, 2001, paragraph (a) of subsection (1), paragraphs (a), (h), and (j) of subsection (4) of section 121.091, Florida Statutes, are amended to read:

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

(1) NORMAL RETIREMENT BENEFIT. -- Upon attaining his or her normal retirement date, the member, upon application to the administrator, shall receive a monthly benefit which shall begin to accrue on the first day of the month of retirement and be payable on the last day of that month and each month thereafter during his or her lifetime. The normal retirement benefit, including any past or additional retirement credit, may not exceed 100 percent of the average final compensation. The amount of monthly benefit shall be calculated as the product of A and B, subject to the adjustment of C, if 31 applicable, as set forth below:

- (a)1. For creditable years of Regular Class service, A is 1.60 percent of the member's average final compensation, up to the member's normal retirement date. Upon completion of the first year after the normal retirement date, A is 1.63 percent of the member's average final compensation. Following the second year after the normal retirement date, A is 1.65 percent of the member's average final compensation. Following the third year after the normal retirement date, and for subsequent years, A is 1.68 percent of the member's average final compensation. For creditable years of special risk service, A is: A is 2.00 Two percent of the member's average final compensation for all creditable years prior to October 1,

 - 1974;
 - A is 3.00 Three percent of the member's average final compensation for all creditable years after September 30, 1974, and before October 1, 1978;
 - A is 2.00 Two percent of the member's average final compensation for all creditable years after September 30, 1978, and before January 1, 1989;
- A is 2.20 Two and two-tenths percent of the member's final monthly compensation for all creditable years after December 31, 1988, and before January 1, 1990;
- e. A is 2.40 Two and four-tenths percent of the member's average final compensation for all creditable years after December 31, 1989, and before January 1, 1991;
- f. A is 2.60 Two and six-tenths percent of the member's average final compensation for all creditable years after December 31, 1990, and before January 1, 1992;

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- g. A is 2.80 Two and eight-tenths percent of the member's average final compensation for all creditable years after December 31, 1991, and before January 1, 1993; and
- h. A is 3.00 Three percent of the member's average final compensation for all creditable years after December 31, 1992;
- 3. For creditable years of Senior Management Service Class service after January 31, 1987, A is 2 percent;
- 4. For creditable years of Elected Officers' Class service as a Supreme Court Justice, district court of appeal judge, circuit judge, or county court judge, A is 3 1/3 percent of the member's average final compensation, and for all other creditable service in such class, A is $3.00 \ 3$ percent of average final compensation;
 - (4) DISABILITY RETIREMENT BENEFIT. --
- (a) Disability retirement; entitlement and effective date.--
- 1. A member who becomes totally and permanently disabled, as defined in paragraph (b), after completing 5 years of creditable service, or a member who becomes totally and permanently disabled in the line of duty regardless of service, shall be entitled to a monthly disability benefit; except that any member with less than 5 years of creditable service on July 1, 1980, or any person who becomes a member of the Florida Retirement System on or after such date must have completed 10 years of creditable service prior to becoming totally and permanently disabled in order to receive disability retirement benefits for any disability which occurs other than in the line of duty. However, if a member employed on July 1, 1980, with less than 5 years of creditable service as of that date, becomes totally and permanently disabled

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30 31 after completing 5 years of creditable service and is found not to have attained fully insured status for benefits under the federal Social Security Act, such member shall be entitled to a monthly disability benefit.

- 2. If the division has received from the employer the required documentation of the member's termination of employment, the effective retirement date for a member who applies and is approved for disability retirement shall be established by rule of the division.
- 3. For a member who is receiving Workers' Compensation payments, the effective disability retirement date may not precede the date the member reaches Maximum Medical Improvement (MMI), unless the member terminates employment prior to reaching MMI.
- (h) Recovery from disability. -- The administrator may require periodic reexaminations at the expense of the retirement fund. The division may adopt rules establishing procedures for conducting and review of such reexaminations.
- If the administrator finds that a member who is receiving disability benefits is, at any time prior to his or her normal retirement date, no longer disabled, the administrator shall direct that the benefits be discontinued. The decision of the administrator on this question shall be final and binding. If such member:
- Does not reenter the employ of an employer and was not vested as of the disability retirement date, he or she shall be entitled to a refund of the excess, if any, of his or her accumulated contributions over the total disability benefits received up to the date of recovery.

- b. Does not reenter the employ of an employer, but was vested as of the disability retirement date, he or she may elect to receive:
- (I) A refund of the excess, if any, of his or her accumulated contributions over the total disability benefits received up to the date of recovery; or
- (II) A deferred benefit commencing on the last day of the month of the normal retirement date which shall be payable on the last day of the month thereafter during his or her lifetime. The amount of such monthly benefit shall be computed in the same manner as for a normal retirement benefit, in accordance with subsection (1), but shall be based on average monthly compensation and creditable service as of the member's disability retirement date.
- c. Reenters employment of an employer within 6 months after recovery, the member's service will be deemed to have been continuous, but the period beginning with the first month for which he or she received a disability benefit payment and ending with the date he or she reentered employment will not be considered as creditable service for the purpose of computing benefits except as provided in sub-subparagraph d. As used in this section, the term "accumulated contributions" for such member means the excess of the member's accumulated contributions as of the disability retirement date over the total disability benefits received under paragraph (e).
- d. Terminates his or her disability benefit, reenters covered employment, and is continuously employed for a minimum of 1 year of creditable service, he or she may claim as creditable service the months during which he or she was receiving a disability benefit, upon payment of the required contributions. Contributions shall equal the total required

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employee and employer contribution rate applicable during the period the retiree received retirement benefits, multiplied times his or her rate of monthly compensation prior to the commencement of disability retirement for each month of the period claimed, plus 4 percent interest until July 1, 1975, and 6.5 percent interest thereafter, compounded annually each June 30 to the date of payment. If the member does not claim credit for all of the months he or she received disability benefits, the months claimed must be the most recent months of retirement. Such credit for periods of disability, when purchased under the Florida Retirement System, shall apply toward vesting requirements for eligibility to purchase additional credit for other service.

- Both the member receiving disability benefits who reenters employment and the employer employing such disability retiree shall notify the division immediately upon reemployment, and the division shall terminate such member's disability benefits, effective the first day of the month following the month in which notification of recovery is received. If the member is reemployed with a Florida Retirement System employer at the time of benefit termination, and he or she has received disability retirement benefit and salary payments concurrently prior to notifying the division, he or she may elect within 30 days to:
- Retain the retirement benefits received prior to termination of disability benefits and begin receiving retirement service credit effective upon the date of termination of benefits; or
- b. Repay, within 12 months after his or her decision to receive service credit, the retirement benefits received 31 | for each month of reemployment prior to termination of

disability benefits and begin receiving retirement service credit effective upon the date of reemployment. Any such unpaid benefits shall have compound interest of 6.5 percent added June 30.

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A member may not receive both retirement service credit for employment and retirement benefits for the same month.

- If, after recovery of disability and reentry into covered employment, the member again becomes disabled and is again approved for disability retirement, the Option 1 monthly retirement benefit shall not be less than the Option 1 monthly benefit calculated at the time of the previous disability, plus any cost of living increases up to the time the disability benefit was terminated upon his or her reentry into covered employment.
- (j) Disability retirement of justice or judge by order of Supreme Court. --
- 1. If 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 $5 \ 10$ years or more 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 by order of the Supreme Court upon recommendation of the Judicial Qualifications Commission pursuant to the provisions of Art. V of the State Constitution, the member's Option 1 monthly benefit as provided in subparagraph (6)(a)1. shall not be less than two-thirds of his or her monthly compensation as of the member's disability retirement date. Such a member may alternatively elect to receive a disability retirement benefit 31 under any other option as provided in paragraph (6)(a).

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Should any justice or judge who is a member of the 2. Florida Retirement System be retired for disability by order of the Supreme Court upon recommendation of the Judicial Qualifications Commission pursuant to the provisions of Art. V of the State Constitution, then all contributions to his or her account and all contributions made on his or her behalf by the employer shall be transferred to and deposited in the General Revenue Fund of the state, and there is hereby appropriated annually out of the General Revenue Fund, to be paid into the Florida Retirement System Fund, an amount necessary to pay the benefits of all justices and judges retired from the Florida Retirement System pursuant to Art. V of the State Constitution.

Section 8. Effective July 1, 2001, paragraph (b) of subsection (1) of section 121.1115, Florida Statutes, is amended to read:

121.1115 Purchase of retirement credit for out-of-state and federal service. -- Effective January 1, 1995, a member of the Florida Retirement System may purchase creditable service for periods of public employment in another state and receive creditable service for such periods of employment. Service with the Federal Government, including any military service, may be claimed. Upon completion of each year of service earned under the Florida Retirement System, a member may purchase up to 1 year of retirement credit for his or her out-of-state service, subject to the following provisions:

- (1) LIMITATIONS AND CONDITIONS. -- To receive credit for the out-of-state service:
- (b) The member must have completed a minimum of 5 $\frac{10}{10}$ 31 | years of creditable service under the Florida Retirement

System, excluding out-of-state service and in-state service claimed and purchased under s. 121.1122.

Section 9. Effective July 1, 2001, paragraph (a) of subsection (2) of section 121.1122, Florida Statutes, is amended to read:

121.1122 Purchase of retirement credit for in-state public service and in-state service in accredited nonpublic schools and colleges, including charter schools and charter technical career centers.—Effective January 1, 1998, a member of the Florida Retirement System may purchase creditable service for periods of certain public or nonpublic employment performed in this state, as provided in this section.

- (2) LIMITATIONS AND CONDITIONS. --
- (a) A member is not eligible to receive credit for in-state service under this section until he or she has completed $\underline{5}$ $\underline{10}$ years of creditable service under the Florida Retirement System, excluding service purchased under this section and out-of-state service claimed and purchased under s. 121.1115.

Section 10. Effective July 1, 2001, paragraph (a) of subsection (1) of section 121.121, Florida Statutes, is amended to read:

121.121 Authorized leaves of absence.--

- (1) A member may purchase creditable service for up to 2 work years of authorized leaves of absence if:
- (a) The member has completed a minimum of $\underline{5}$ $\underline{10}$ years of creditable service, excluding periods for which a leave of absence was authorized;

Section 11. <u>Effective July 1, 2000, in order to fund</u> the reduction in vesting requirements provided in this act:

- (1) The contribution rates that apply to the Regular Class of the Florida Retirement System shall be increased by 0.49 percentage points;

 (2) The contribution rates that apply to the Special
- (2) The contribution rates that apply to the Special Risk Class of the Florida Retirement System shall be increased by 0.76 percentage points;
- (3) The contribution rates that apply to the Special Risk Administrative Support Class of the Florida Retirement System shall be increased by 0.27 percentage points;
- (4) The contribution rates that apply to the Judicial sub-class of the Elected Officers' Class of the Florida

 Retirement System shall be increased by 0.41 percentage points;
- (5) The contribution rates that apply to the legislative-attorney-Cabinet sub-class of the Elected Officers' Class of the Florida Retirement System shall be increased by 0.72 percentage points;
- (6) The contribution rates that apply to the County Officers' sub-class of the Elected Officers' Class of the Florida Retirement System shall be increased by 0.37 percentage points; and
- (7) The contribution rates that apply to the Senior Management Service Class of the Florida Retirement System shall be increased by 0.27 percentage points.

These increases shall be in addition to all other changes to such contribution rates which may be enacted into law to take effect on that date. The Division of Statutory Revision is directed to adjust accordingly the contribution rates set forth in ss. 121.052, 121.055, and 121.071, Florida Statutes.

Section 12. The Legislature finds that a proper and legitimate state purpose is served when employees and retirees of the state and of its political subdivisions, and the dependents, survivors, and beneficiaries of such employees and retirees, are extended the basic protections afforded by governmental retirement systems that provide fair and adequate benefits and that are managed, administered, and funded in an actuarially sound manner, as required by s. 14, Art. X of the State Constitution and part VII of chapter 112 of the Florida Statutes. Therefore, the Legislature hereby determines and declares that the provisions of this act fulfill an important state interest. Section 13. Except as otherwise provided herein, this act shall take effect July 1, 2000.