

The Florida Senate
BILL ANALYSIS AND FISCAL IMPACT STATEMENT

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

Prepared By: The Professional Staff of the Committee on Appropriations

BILL: SB 7046

INTRODUCER: Governmental Oversight and Accountability Committee

SUBJECT: Public Employment

DATE: February 25, 2022

REVISED: _____

ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
<u>McVaney</u>	<u>McVaney</u>		GO Submitted as Comm. Bill/Fav
1. <u>Shettle</u>	<u>Sadberry</u>	<u>AP</u>	Favorable

I. Summary:

SB 7046 establishes the contribution rates paid by employers participating in the Florida Retirement System (FRS) beginning July 1, 2022. These rates are intended to fund the full normal cost and the amortization of the unfunded actuarial liability of the FRS. With these modifications to employer contribution rates, the FRS Trust Fund will receive roughly \$438 million more in revenue on an annual basis beginning July 1, 2022. The public employers that will incur these additional costs are state agencies, state universities and colleges, school districts, counties, municipalities, and other governmental entities that participate in the FRS.

The bill increases the amount of employer-paid contributions allocated to each active member's investment plan account by three percent of the member's compensation. The bill also extends the period that law enforcement officers may participate in the Deferred Option Retirement Program from 60 months to 96 months. To be eligible for this extended participation period, the law enforcement officer must be participating in DROP before July 1, 2028.

The bill requires the Department of Management Services (DMS) to conduct compensation surveys every ten years to determine the competitiveness of the State of Florida's compensation plan to the public and private employers in the state. The bill establishes survey methodology that must be included in the survey. The bill requires the DMS to provide a report of their results to the Governor and the presiding officers of the Legislature.

The bill will have a fiscal impact on state funds appropriated by the Legislature for employee benefits. The bill will increase the amounts, in the aggregate, employers participating in the FRS and the retiree health insurance subsidy program must pay for retiree benefits. See Section V.

The bill takes effect July 1, 2022.

II. Present Situation:

The Florida Retirement System (FRS)

The Florida Retirement System (FRS) was established in 1970 when the Legislature consolidated the Teachers' Retirement System, the State and County Officers and Employees' Retirement System, and the Highway Patrol Pension Fund. In 1972, the Judicial Retirement System was consolidated into the FRS, and in 2007, the Institute of Food and Agricultural Sciences Supplemental Retirement Program was consolidated under the Regular Class of the FRS as a closed group.¹ The FRS is a contributory system, with active members contributing three percent of their salaries.²

The FRS is a multi-employer, contributory plan, governed by the Florida Retirement System Act in ch. 121, F.S. As of June 30, 2021, the FRS had 635,266 active members, 440,307 annuitants, 15,138 disabled retirees, and 31,655 active participants of the Deferred Retirement Option Program (DROP).³ As of June 30, 2021, the FRS consisted of 985 total employers; it is the primary retirement plan for employees of state and county government agencies, district school boards, Florida College institutions, and state universities, and includes the 179 cities and 151 special districts that have elected to join the system.⁴

The membership of the FRS is divided into five membership classes:

- The Regular Class⁵ consists of 541,698 active members and 7,645 in renewed membership;
- The Special Risk Class⁶ includes 74,355 active members and 1,163 in renewed membership;
- The Special Risk Administrative Support Class⁷ has 98 active members and 1 in renewed membership;
- The Elected Officers' Class⁸ has 2,095 active members and 110 in renewed membership; and
- The Senior Management Service Class⁹ has 7,875 active members and 220 in renewed membership.¹⁰

¹ Florida Retirement System Pension Plan and Other State Administered Retirement Systems FY 2020-21 Annual Comprehensive Financial Report, at p. 35. Available online at: https://employer.frs.fl.gov/forms/2020-21_ACFR.pdf. (last visited February 8, 2022).

² Prior to 1975, members of the FRS were required to make employee contributions of either 4 percent for Regular Class employees or 6 percent for Special Risk Class members. Employees were again required to contribute to the system after July 1, 2011. Members in the Deferred Retirement Option Program do not contribute to the system.

³ Florida Retirement System Pension Plan and Other State Administered Retirement Systems FY 2020-21 Annual Comprehensive Financial Report, at p. 164.

⁴ *Id.* at p. 200.

⁵ The Regular Class is for all members who are not assigned to another class. Section 121.021(12), F.S.

⁶ The Special Risk Class is for members employed as law enforcement officers, firefighters, correctional officers, probation officers, paramedics and emergency technicians, among others. Section 121.0515, F.S.

⁷ The Special Risk Administrative Support Class is for a special risk member who moved or was reassigned to a nonspecial risk law enforcement, firefighting, correctional, or emergency medical care administrative support position with the same agency, or who is subsequently employed in such a position under the Florida Retirement System. Section 121.0515(8), F.S.

⁸ The Elected Officers' Class includes elected state and county officers, and those elected municipal or special district officers whose governing body has chosen Elected Officers' Class participation for its elected officers. Section 121.052, F.S.

⁹ The Senior Management Service Class is for members who fill senior management level positions assigned by law to the Senior Management Service Class or authorized by law as eligible for Senior Management Service designation. Section 121.055, F.S.

¹⁰ All figures are from Florida Retirement System Pension Plan and Other State Administered Retirement Systems FY 2020-21 Annual Comprehensive Financial Report, at p. 167.

Each class is funded separately based upon the costs attributable to the members of that class.

Members of the FRS have two primary plan options available for participation:

- The defined contribution plan, also known as the Investment Plan; and
- The defined benefit plan, also known as the Pension Plan.

Investment Plan

In 2000, the Public Employee Optional Retirement Program (investment plan) was created as a defined contribution plan offered to eligible employees as an alternative to the FRS Pension Plan. The State Board of Administration (SBA) is responsible for administering the investment plan.¹¹ The Board of Trustees of the SBA is comprised of the Governor as chair, the Chief Financial Officer, and the Attorney General.¹²

Benefits under the investment plan accrue in individual member accounts funded by both employee and employer contributions and earnings. Benefits are provided through employee-directed investments offered by approved investment providers.

A member vests immediately in all employee contributions paid to the investment plan.¹³ With respect to the employer contributions, a member vests after completing one work year of employment with an FRS employer.¹⁴ Vested benefits are payable upon termination or death as a lump-sum distribution, direct rollover distribution, or periodic distribution.¹⁵ The investment plan also provides disability coverage for both in-line-of-duty and regular disability retirement benefits.¹⁶ An FRS member who qualifies for disability while enrolled in the investment plan may apply for benefits as if the employee were a member of the pension plan. If approved for retirement disability benefits, the member is transferred to the pension plan.¹⁷

The table below shows the percentage of compensation deposited into individual investment accounts by membership class for members in the investment plan.¹⁸

¹¹ Section 121.4501(8), F.S.

¹² FLA CONST. art. IV, s. 4.

¹³ Section 121.4501(6)(a), F.S.

¹⁴ If a member terminates employment before vesting in the investment plan, the nonvested money is transferred from the member's account to the SBA for deposit and investment by the SBA in its suspense account for up to five years. If the member is not reemployed as an eligible employee within five years, any nonvested accumulations transferred from a member's account to the SBA's suspense account are forfeited. Section 121.4501(6)(b)-(d), F.S.

¹⁵ Section 121.591, F.S.

¹⁶ See s. 121.4501(16), F.S.

¹⁷ Pension plan disability retirement benefits, which apply for investment plan members who qualify for disability, compensate an in-line-of-duty disabled member up to 65 percent of the average monthly compensation as of the disability retirement date for special risk class members. Other members may receive up to 42 percent of the member's average monthly compensation for disability retirement benefits. If the disability occurs other than in the line of duty, the monthly benefit may not be less than 25 percent of the average monthly compensation as of the disability retirement date. Section 121.091(4)(f), F.S.

¹⁸ Section 121.72(5), F.S.

Membership Class	Percentage of Compensation*
Regular Class	6.3%
Special Risk Class	14.0%
Special Risk Admin. Support Class	7.95%
Elected Officers' Class	
State	9.38%
Justice and Judges	13.23%
Local	11.34%
Senior Management Service Class	7.67%

*Includes the three percent employee contribution

Pension Plan

The pension plan is administered by the Secretary of Management Services (DMS) through the Division of Retirement.¹⁹ The SBA is responsible for the management of the pension fund assets.

Any member initially enrolled in the pension plan before July 1, 2011, vests in the pension plan after completing six years of service with an FRS employer.²⁰ For members initially enrolled on or after July 1, 2011, the member vests in the pension plan after eight years of creditable service.²¹ Benefits payable under the pension plan are calculated based on the member's years of creditable service multiplied by the service accrual rate multiplied by the member's average final compensation.²² For most current members of the pension plan, normal retirement (when first eligible for unreduced benefits) occurs at the earliest attainment of 30 years of service or age 62.²³ For public safety employees in the Special Risk and Special Risk Administrative Support Classes, normal retirement is the earliest of 25 years of service or age 55.²⁴ Members initially enrolled in the pension plan on or after July 1, 2011, have longer service requirements. For members initially enrolled after that date, the member must complete 33 years of service or attain age 65, and members in the Special Risk classes must complete 30 years of service or attain age 60.²⁵

Deferred Retirement Option Program

The Deferred Retirement Option Program (DROP)²⁶ allows an eligible member of the FRS pension plan to continue employment with an FRS-participating employer and defer receipt of retirement benefits. The deferred monthly benefits accrue, plus 1.3% annual interest, in the FRS on behalf of the member while the member participates in the DROP. Upon termination of employment, the member receives the accumulated DROP benefits and begins to receive the previously determined normal retirement benefit amounts.²⁷

¹⁹ Section 121.025, F.S.

²⁰ Section 121.021(45)(a), F.S.

²¹ Section 121.021(45)(b), F.S.

²² Section 121.091, F.S.

²³ Section 121.021(29)(a)1., F.S.

²⁴ Section 121.021(29)(b)1., F.S.

²⁵ Sections 121.021(29)(a)2. and (b)2., F.S.

²⁶ Section 121.091(13), F.S.

²⁷ Section 121.091(13)(a), F.S.

Eligible members may elect to participate in DROP for a period not to exceed a maximum of 60 consecutive calendar months.²⁸ However, instructional personnel employed by the Florida School for the Deaf and the Blind, instructional personnel in grades K-12, and personnel employed by a developmental research school may participate in DROP for up to 36 calendar months beyond the 60-month period.²⁹

Optional Retirement Programs

Eligible employees may choose to participate in one of three retirement programs instead of participating in the FRS:

- Members of the Senior Management Service Class may elect to enroll in the Senior Management Service Optional Annuity Program;³⁰
- Members in specified positions in the State University System may elect to enroll in the State University System Optional Retirement Program;³¹ and
- Members in specified positions at a Florida College institution may elect to enroll in the State Community College System Optional Retirement Program.³²

Contribution Rates

Employers participating in the FRS are required to contribute a specified percentage of the member's monthly compensation to the Division of Retirement to be distributed into the FRS Contributions Clearing Trust Fund. The employer contribution rate is a blended contribution rate set by statute, which is the same percentage regardless of whether the member participates in the pension plan or the investment plan.³³ The rate is determined annually based on an actuarial study by the DMS that calculates the necessary level of funding to support all of the benefit obligations under both FRS retirement plans.

In the annual actuarial valuation of the Florida Retirement System based on July 1, 2021, plan assets and liabilities, Milliman, Inc., the state actuary, determined the following key data relating to the FRS pension plan:³⁴

²⁸ Section 121.091(13)(b), F.S.

²⁹ Section 121.091(13)(b)1.a., F.S.

³⁰ The Senior Management Service Optional Annuity Program (SMSOAP) was established in 1986 for members of the Senior Management Service Class. Employees in eligible positions may irrevocably elect to participate in the SMSOAP rather than the FRS. Effective July 1, 2017, the SMSOAP is closed to new members. Section 121.055(6), F.S.

³¹ Eligible participants of the State University System Optional Retirement Program (SUSORP) are automatically enrolled in the SUSORP. However, the member must execute a contract with a SUSORP provider within the first 90 days of employment or the employee will default into the pension plan. If the employee decides to remain in the SUSORP, the decision is irrevocable and the member must remain in the SUSORP as long as the member remains in a SUSORP-eligible position. Section 121.35, F.S.

³² If the member is eligible for participation in a State Community College System Optional Retirement Program, the member must elect to participate in the program within 90 days of employment. Unlike the other optional programs, an employee who elects to participate in this optional retirement program has one opportunity to transfer to the FRS. Section 1012.875, F.S.

³³ Section 121.70(1), F.S.

³⁴ Florida Retirement System Pension Plan Actuarial Valuation as of July 1, 2021, at p. 3.

	Valuation Results (in \$ billions)			
	July 1, 2018	July 1, 2019	July 1, 2020	July 1, 2021
Actuarial Liability	\$186.0	\$191.3	\$200.3	\$209.6
Actuarial Value of Assets	\$156.1	\$161.0	\$164.3	\$174.9
Unfunded Actuarial Liability	\$29.9	\$30.3	\$36.0	\$34.7
Funded Percentage (Actuarial Value of Assets/Actuarial Liability)	83.9%	84.2%	82.0%	83.4%

The state actuary determines a rate associated with the normal cost of the pension plan (funding the prospective benefits) and a rate necessary to amortize prior unfunded actuarial liabilities (UAL) over a thirty-year period and new tranches of unfunded actuarial liabilities over a twenty-year period. The following are the current employer contribution rates³⁵ for each class and the blended rates recommended by the state actuary beginning in July 2022:³⁶

Membership Class	Current Rates Effective July 1, 2021		Recommended Rates to be effective July 1, 2022	
	Normal Cost	UAL Rate	Normal Cost	UAL Rate
Regular Class	4.91%	4.19%	5.16%	4.23%
Special Risk Class	15.27%	8.90%	15.91%	9.53%
Special Risk Administrative Support Class	9.73%	26.31%	9.91%	26.16%
Elected Officer's Class - Legislators, Governor, Lt. Governor, Cabinet Officers, State Attorneys, Public Defenders - Justices and Judges - County Officers	8.49%	53.52%	8.34%	56.76%
Senior Management Service Class	6.49%	20.80%	6.83%	22.15%
Deferred Retirement Option Program	7.23%	9.45%	7.77%	9.15%

For all membership classes, except the DROP and certain members with renewed membership, employees contribute three percent of their compensation towards retirement.³⁷

After employer and employee contributions are placed into the FRS Contributions Clearing Trust Fund, the allocations under the investment plan are transferred to third-party administrators to be

³⁵ Section 121.71(4) and (5), F.S.

³⁶ Letter to Ms. Andrea Simpson, *Re: Blended Proposed Statutory Rates for the 2022-2023 Plan Year Reflecting a Uniform UAL Rate for All Membership Classes and DROP*, dated December 1, 2021 (on file with the Senate Committee on Governmental Oversight and Accountability).

³⁷ Section 121.71(3), F.S.

placed in the employee's individual investment accounts, whereas contributions under the pension plan are transferred into the FRS Trust Fund.³⁸

Actuarial Special Studies

The state actuary has completed an actuarial study to determine the uniform blended employer rates for each membership class and subclass of the FRS necessary to fund the current normal cost and the amortization of the unfunded actuarial liabilities of the FRS and reflecting an increase of investment plan benefits by three percent of payroll. The table below shows the incremental increases by membership class and subclass associated with the investment plan benefit increases over the blended rates recommended by the state actuary based on the 2021 Actuarial Valuation.³⁹

Membership Class	Increase in Blended Normal Cost Contribution Rate
Regular Class	0.80 %
Special Risk Class	0.44%
Special Risk Admin. Support Class	0.86%
Elected Officers' Class	
State	0.97%
Justice and Judges	0.51%
Local	0.99%
Senior Management Service Class	0.87%

The state actuary also has completed a special actuarial study on the recommended blended statutory rates for 2022-2023 reflecting the extension of the maximum length of DROP participation for law enforcement members by up to 36 months.⁴⁰ The study shows increases for the Special Risk Class by 0.09 percentage points in the normal cost contribution rate and 0.14 percentage points for the UAL contribution rate. An increase of 0.02 percentage points in the DROP rate is also necessary.

III. Effect of Proposed Changes:

Section 1 amends s. 110.2035, F.S., to require the Department of Management Services (DMS) to contract with a management consulting firm no later than September 1, 2022, and every ten years thereafter, to conduct a compensation survey of classes in the Career Service, Senior Management Service, and Selected Exempt Service. The goal of the survey is to determine the competitiveness of the state's compensation plan to competing employers in the state. The section requires the following survey methodology be included:

³⁸ See ss. 121.4503 and 121.72(1), F.S.

³⁹ Letter to Ms. Andrea Simpson, *Re: Projected Blended 2022-2023 Statutory Rates Reflecting 3.00% of Pay Increase in FRS Investment Plan Employer Contribution Rate*, dated December 5, 2021 (on file with the Senate Committee on Governmental Oversight and Accountability).

⁴⁰ Letter to Ms. Andrea Simpson, *Re: Extend Maximum DROP Participation by 36 Months for Law Enforcement Officer Members*, dated January 26, 2022 (on file with the Senate Committee on Governmental Oversight and Accountability).

- Geographical differentials in cost of living;
- Demand for labor; and
- Compensation plans of regional competitors.

The section requires the DMS to:

- Select at least 75 benchmark classes and ten high turnover classes that have at least 5 full-time equivalent positions for the Career Service Class survey; and
- Select at least 95 benchmark classes for the Senior Management Service and Selected Exempt Service Class survey.

The DMS must provide a report of the survey results to the Governor, President of the Senate, and Speaker of the House of Representatives.

Section 2 amends s. 121.091, F.S., to extend the maximum period of DROP participation for law enforcement members by 36 months. To be eligible for the extended period, the member must enter DROP by June 30, 2028.

Section 3 amends s. 121.71, F.S., to set the employer-paid contribution rates to the Florida Retirement System Trust Fund for each membership class and subclass of the FRS. The bill also updates the employer-paid contribution rates for each membership class to address the unfunded actuarial liabilities of the FRS.

Section 4 amends s. 121.72, F.S., to increase the amounts allocated to individual investment accounts by three percent of the member's compensation.

Section 5 provides findings that the bill fulfills an important state interest.

Section 6 provides an effective date of July 1, 2022

IV. Constitutional Issues:

A. Municipality/County Mandates Restrictions:

Article VII, s. 18(a) of the State Constitution provides that: "No county or municipality shall be bound by any general law requiring such county or municipality to spend funds...unless the legislature has determined that such law fulfills an important state interest and unless: ...the expenditure is required to comply with a law that applies to all persons similarly situated...."

This bill includes legislative findings that the bill fulfills important state interests, and the bill applies to all persons similarly situated (those employers participating in the Florida Retirement System), including state agencies, school boards, state universities, community colleges, counties, municipalities, and special districts.

B. Public Records/Open Meetings Issues:

None.

C. Trust Funds Restrictions:

None.

D. State Tax or Fee Increases:

This bill does not impose, authorize to impose, or raise a state tax or fee. Thus, the requirements of Art. III, s. 19 of the State Constitution are not applicable.

E. Other Constitutional Issues:

None identified.

V. Fiscal Impact Statement:**A. Tax/Fee Issues:**

None.

B. Private Sector Impact:

None.

C. Government Sector Impact:

The aggregate employer contributions anticipated to be paid into the Florida Retirement System Trust Fund in Fiscal Year 2022-2023 will increase by approximately \$438 million when compared to the employer contributions paid in Fiscal Year 2021-2022. The impacts by employer group for Fiscal Year 2022-2023 are noted below.

Employer Group	Additional Contributions
State Agencies	\$65.9 m
Universities	\$31.3 m
Colleges	\$12.6 m
School Boards	\$156.3 m
Counties	\$145.0 m
Other	\$26.6 m
Total	\$437.6 m

VI. Technical Deficiencies:

None.

VII. Related Issues:

None.

VIII. Statutes Affected:

This bill substantially amends the following sections of the Florida Statutes: 110.2035, 121.091, 121.071, and 121.072.

IX. Additional Information:**A. Committee Substitute – Statement of Changes:**

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

B. Amendments:

None.

This Senate Bill Analysis does not reflect the intent or official position of the bill's introducer or the Florida Senate.
