By: Senator(s) Walls, Harden, Horhn, Jordan To: Finance (24th)

SENATE BILL NO. 3040

AN ACT TO AMEND SECTION 25-11-109, MISSISSIPPI CODE OF 1972,
 TO PROVIDE THAT STUDENTS EMPLOYED AT PUBLIC COLLEGES AND
 UNIVERSITIES IN MISSISSIPPI TO TEACH CLASSES WHILE PURSUING THEIR
 STUDIES SHALL RECEIVE CREDITABLE SERVICE IN THE PUBLIC EMPLOYEES'
 RETIREMENT SYSTEM FOR THE TIME THEY TEACH SUCH CLASSES; TO AMEND
 SECTION 25-11-105, MISSISSIPPI CODE OF 1972, IN CONFORMITY TO THE
 PRECEDING PROVISIONS; AND FOR RELATED PURPOSES.

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI: 9 SECTION 1. Section 25-11-109, Mississippi Code of 1972, is 10 amended as follows:

25-11-109. (1) Under such rules and regulations as the 11 board of trustees shall adopt, each person who becomes a member of 12 this retirement system, as provided in Section 25-11-105, on or 13 14 prior to July 1, 1953, or who becomes a member and contributes to 15 the system for a minimum period of four (4) years, shall receive credit for all state service rendered before February 1, 1953. To 16 receive such credit, such member shall file a detailed statement 17 of all services as an employee rendered by him in the state 18 service before February 1, 1953. For any member who joined the 19 system after July 1, 1953, any creditable service for which the 20 member is not required to make contributions shall not be credited 21 22 to the member until the member has contributed to the system for a minimum period of at least four (4) years. 23

(2) In the computation of membership service or prior service under the provisions of this article, the total months of accumulative service during any fiscal year shall be calculated in accordance with the schedule as follows: ten (10) or more months of creditable service during any fiscal year shall constitute a year of creditable service; seven (7) months to nine (9) months

30 inclusive, three-quarters (3/4) of a year of creditable service; 31 four (4) months to six (6) months inclusive, one-half (1/2) year of creditable service; one (1) month to three (3) months 32 33 inclusive, one-quarter (1/4) of a year of creditable service. In 34 no case shall credit be allowed for any period of absence without 35 compensation except for disability while in receipt of a disability retirement allowance, nor shall less than fifteen (15) 36 days of service in any month, or service less than the equivalent 37 of one-half (1/2) of the normal working load for the position and 38 less than one-half (1/2) of the normal compensation for the 39 position in any month, constitute a month of creditable service, 40 nor shall more than one (1) year of service be creditable for all 41 42 services rendered in any one (1) fiscal year; provided that for a school employee, substantial completion of the legal school term 43 44 when and where the service was rendered shall constitute a year of service credit for both prior service and membership service. 45 Anv state or local elected official shall be deemed a full-time 46 47 employee for the purpose of creditable service for prior service 48 or membership service. However, an appointed or elected official 49 compensated on a per diem basis only shall not be allowed 50 creditable service for terms of office.

In the computation of any retirement allowance or any annuity or benefits provided in this article, any fractional period of service of less than one (1) year shall be taken into account and a proportionate amount of such retirement allowance, annuity or benefit shall be granted for any such fractional period of service.

57 In the computation of unused leave for creditable service authorized in Section 25-11-103, the following shall govern: 58 59 twenty-one (21) days of unused leave shall constitute one (1) month of creditable service and in no case shall credit be allowed 60 for any period of unused leave of less than fifteen (15) days. 61 The number of months of unused leave shall determine the number of 62 63 quarters or years of creditable service in accordance with the 64 above schedule for membership and prior service. In order for the 65 member to receive creditable service for the number of days of unused leave, the system must receive certification from the 66 67 governing authority.

For the purpose of this subsection, for members of the system who are elected officers and who retire on or after July 1, 1987, the following shall govern:

(a) For service prior to July 1, 1984, the members shall receive credit for leave (combined personal and major medical) for service as an elected official prior to that date at the rate of thirty (30) days per year.

(b) For service on and after July 1, 1984, the member shall receive credit for personal and major medical leave beginning July 1, 1984, at the rates authorized in Sections 25-3-93 and 25-3-95, computed as a full-time employee.

(3) Subject to the above restrictions and to such other
rules and regulations as the board may adopt, the board shall
verify, as soon as practicable after the filing of such statements
of service, the services therein claimed.

83 (4) Upon verification of the statement of prior service, the 84 board shall issue a prior service certificate certifying to each member the length of prior service for which credit shall have 85 86 been allowed on the basis of his statement of service. So long as 87 membership continues, a prior service certificate shall be final 88 and conclusive for retirement purposes as to such service, provided that any member may within five (5) years from the date 89 90 of issuance or modification of such certificate request the board of trustees to modify or correct his prior service certificate. 91 92 Any modification or correction authorized shall only apply 93 prospectively.

94 When membership ceases, such prior service certificates shall 95 become void. Should the employee again become a member, he shall 96 enter the system as an employee not entitled to prior service 97 credit except as provided in Sections 25-11-105(I), 25-11-113 and 98 25-11-117.

99 (5) Creditable service at retirement, on which the 100 retirement allowance of a member shall be based, shall consist of 101 the membership service rendered by him since he last became a S. B. No. 3040 99\SS26\R1206 PAGE 3 102 member, and also, if he has a prior service certificate which is 103 in full force and effect, the amount of the service certified on 104 his prior service certificate.

105 Anything in this article to the contrary (6) 106 notwithstanding, any member who served on active duty in the Armed Forces of the United States, or who served in maritime service 107 during periods of hostility in World War II, shall be entitled to 108 109 creditable service for his service on active duty in the armed forces or in such maritime service, provided he entered state 110 111 service after his discharge from the armed forces or entered state service after he completed such maritime service. 112 The maximum 113 period for such creditable service for all military service shall 114 not exceed four (4) years unless positive proof can be furnished by such person that he was retained in the armed forces during 115 World War II or in maritime service during World War II by causes 116 117 beyond his control and without opportunity of discharge. The 118 member shall furnish proof satisfactory to the board of trustees of certification of military service or maritime service records 119 120 showing dates of entrance into active duty service and the date of discharge. From and after July 1, 1993, no creditable service 121 122 shall be granted for any military service or maritime service to a 123 member who qualifies for a retirement allowance in another public 124 retirement system administered by the Board of Trustees of the 125 Public Employees' Retirement System based in whole or in part on such military or maritime service. In no case shall the member 126 127 receive creditable service if the member received a dishonorable discharge from the Armed Forces of the United States. 128

(7) Any actively contributing member of the Public 129 Employees' Retirement System who has at least four (4) years of 130 membership service credit shall be entitled to receive a maximum 131 132 of five (5) years creditable service for service rendered in 133 another state as a public employee of such other state, or a 134 political subdivision, public education system or other 135 governmental instrumentality thereof, or service rendered as a S. B. No. 3040 99\SS26\R1206 PAGE 4

136 teacher in American overseas dependent schools conducted by the 137 Armed Forces of the United States for children of citizens of the 138 United States residing in areas outside the continental United 139 States, provided that:

(a) The member shall furnish proof satisfactory to the
board of trustees of certification of such services from the
state, public education system, political subdivision or
retirement system of the state where the services were performed
or the governing entity of the American overseas dependent school
where the services were performed; and

(b) The member is not receiving or will not be entitled to receive from the public retirement system of the other state or from any other retirement plan, including optional retirement plans, sponsored by the employer, a retirement allowance including such services; and

151 (C) The member shall pay to the retirement system on 152 the date he or she is eligible for credit for such out-of-state service or at any time thereafter prior to date of retirement the 153 154 actuarial cost as determined by the actuary for each year of 155 out-of-state creditable service. The member may begin to purchase 156 such service credit at such time as the total eligible additional 157 credit, when added to the member's creditable service, will 158 entitle the member to receive a retirement allowance within five 159 (5) years. The provisions of this subsection are subject to the limitations of Section 415 of the Internal Revenue Code and 160 161 regulations promulgated thereunder.

162 (8) Any actively contributing member of the Public
163 Employees' Retirement System who has at least four (4) years of
164 membership service credit and who receives, or has received,
165 professional leave without compensation for professional purposes
166 directly related to the employment in state service shall receive
167 creditable service for the period of professional leave without
168 compensation provided:

169 (a) The professional leave is performed with a public S. B. No. 3040 99\SS26\R1206 PAGE 5 170 institution or public agency of this state, or another state or 171 federal agency;

(b) The employer approves the professional leave showing the reason for granting the leave and makes a determination that the professional leave will benefit the employee and employer;

176 (c) Such professional leave shall not exceed two (2)
177 years during any ten-year period of state service;

(d) The employee shall serve the employer on a full-time basis for a period of time equivalent to the professional leave period granted immediately following the termination of said leave period;

182 The actively contributing member shall pay to the (e) 183 retirement system the actuarial cost as determined by the actuary 184 for each year of professional leave. The member may begin to 185 purchase such service credit at such time as the total eligible 186 additional credit, when added to the member's creditable service, 187 will entitle the member to receive a retirement allowance within 188 five (5) years. The provisions of this subsection are subject to 189 the regulations of the Internal Revenue Code limitations;

(f) Such other rules and regulations consistent herewith as the board may adopt and in case of question, the board shall have final power to decide the questions.

Any actively contributing member participating in the School Administrator Sabbatical Program established in Section 37-9-77 shall qualify for continued participation under this subsection (8).

197 (9) Any member of the Public Employees' Retirement System 198 who has at least four (4) years of credited membership service 199 shall be entitled to receive a maximum of ten (10) years 200 creditable service for:

(a) Any service rendered as an employee of any
political subdivision of this state, or any instrumentality
thereof, which does not participate in the Public Employees'

204 Retirement System; or

(b) Any service rendered as an employee of any political subdivision of this state, or any instrumentality thereof, which participates in the Public Employees' Retirement System but did not elect retroactive coverage; or

209 Any service rendered as an employee of any (C) 210 political subdivision of this state, or any instrumentality 211 thereof, for which coverage of the employee's position was or is 212 excluded; provided that the member pays into the retirement system 213 the actuarial cost as determined by the actuary for each year, or portion thereof, of such service. Payment for such service may be 214 215 made in increments of one-quarter (1/4) year of creditable service. After a member has made full payment to the retirement 216 217 system for all or any part of such service, the member shall 218 receive creditable service for the period of such service for 219 which full payment has been made to the retirement system.

220 (10) Any student who is employed by a state institution of 221 higher learning in Mississippi to teach classes at the institution 222 while the student is enrolled and pursuing studies at the 223 institution shall receive creditable service for any periods of 224 time that the student teaches such classes at the institution.

225 SECTION 2. Section 25-11-105, Mississippi Code of 1972, is 226 amended as follows:

227 25-11-105. I. THOSE WHO ARE ELIGIBLE FOR MEMBERSHIP

228 The membership of this retirement system shall be composed as 229 follows:

(a) All persons who shall become employees in the state
service after January 31, 1953, and whose wages are subject to
payroll taxes and are lawfully reported on IRS Form W-2, except
those specifically excluded, or as to whom election is provided in
Articles 1 and 3, shall become members of the retirement system as
a condition of their employment.

(b) All persons who shall become employees in the state service after January 31, 1953, except those specifically excluded S. B. No. 3040 99\SS26\R1206 PAGE 7 238 or as to whom election is provided in Articles 1 and 3, unless they shall file with the board prior to the lapse of sixty (60) 239 240 days of employment or sixty (60) days after the effective date of the cited articles, whichever is later, on a form prescribed by 241 242 the board, a notice of election not to be covered by the membership of the retirement system and a duly executed waiver of 243 244 all present and prospective benefits which would otherwise inure 245 to them on account of their participation in the system, shall 246 become members of the retirement system; provided, however, that 247 no credit for prior service will be granted to members until they have contributed to Article 3 of the retirement system for a 248 249 minimum period of at least four (4) years. Such members shall 250 receive credit for services performed prior to January 1, 1953, in 251 employment now covered by Article 3, but no credit shall be 252 granted for retroactive services between January 1, 1953, and the 253 date of their entry into the retirement system unless the employee 254 pays into the retirement system both the employer's and the employee's contributions on wages paid him during the period from 255 256 January 31, 1953, to the date of his becoming a contributing 257 member, together with interest at the rate determined by the board 258 of trustees. Members reentering after withdrawal from service 259 shall qualify for prior service under the provisions of Section 260 25-11-117. From and after July 1, 1998, upon eligibility as noted 261 above, the member may receive credit for such retroactive service 262 provided:

(1) The member shall furnish proof satisfactory to
 the board of trustees of certification of such service from the
 covered employer where the services were performed; and

(2) The member shall pay to the retirement system
on the date he or she is eligible for such credit or at any time
thereafter prior to the date of retirement the actuarial cost for
each year of such creditable service. The provisions of this
subparagraph (2) shall be subject to the limitations of Section
415 of the Internal Revenue Code and regulations promulgated
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272 thereunder.

273 Nothing contained in this paragraph (b) shall be construed to 274 limit the authority of the board to allow the correction of 275 reporting errors or omissions based on the payment of the employee 276 and employer contributions plus applicable interest.

(c) All persons who shall become employees in the state
service after January 31, 1953, and who are eligible for
membership in any other retirement system shall become members of
this retirement system as a condition of their employment unless
they elect at the time of their employment to become a member of
such other system.

(d) All persons who are employees in the state service on January 31, 1953, and who are members of any nonfunded retirement system operated by the State of Mississippi, or any of its departments or agencies, shall become members of this system with prior service credit unless, before February 1, 1953, they shall file a written notice with the board of trustees that they do not elect to become members.

290 (e) All persons who are employees in the state service 291 on January 31, 1953, and who under existing laws are members of 292 any fund operated for the retirement of employees by the State of 293 Mississippi, or any of its departments or agencies, shall not be 294 entitled to membership in this retirement system unless, before 295 February 1, 1953, any such person shall indicate by a notice filed 296 with the board, on a form prescribed by the board, his individual 297 election and choice to participate in this system, but no such person shall receive prior service credit unless he becomes a 298 299 member on or before February 1, 1953.

300 (f) Each political subdivision of the state and each 301 instrumentality of the state or a political subdivision, or both, 302 is hereby authorized to submit, for approval by the board of 303 trustees, a plan for extending the benefits of this article to 304 employees of any such political subdivision or instrumentality. 305 Each such plan or any amendment to the plan for extending benefits 306 S. B. No. 3040 99\SS26\R1206 PAGE 9 thereof shall be approved by the board of trustees if it finds that such plan, or such plan as amended, is in conformity with such requirements as are provided in Articles 1 and 3; however, upon approval of such plan or any such plan heretofore approved by the board of trustees, the approved plan shall not be subject to cancellation or termination by the political subdivision or instrumentality. No such plan shall be approved unless:

(1) It provides that all services which constitute employment as defined in Section 25-11-5 and are performed in the employ of the political subdivision or instrumentality, by any employees thereof, shall be covered by the plan; with the exception of municipal employees who are already covered by existing retirement plans; provided, however, those employees in this class may elect to come under the provisions of this article;

(2) It specifies the source or sources from which
the funds necessary to make the payments required by subsection
(d) of Section 25-11-123 and of subsections (f)(5)b and c of this
section are expected to be derived and contains reasonable
assurance that such sources will be adequate for such purpose;

325 (3) It provides for such methods of administration 326 of the plan by the political subdivision or instrumentality as are 327 found by the board of trustees to be necessary for the proper and 328 efficient administration thereof;

329 (4) It provides that the political subdivision or
330 instrumentality will make such reports, in such form and
331 containing such information, as the board of trustees may from
332 time to time require;

(5) It authorizes the board of trustees to terminate the plan in its entirety in the discretion of the board if it finds that there has been a failure to comply substantially with any provision contained in such plan, such termination to take effect at the expiration of such notice and on such conditions as may be provided by regulations of the board and as may be consistent with applicable federal law.

340 Α. The board of trustees shall not finally refuse to approve a plan submitted under subsection (f), and shall 341 342 not terminate an approved plan without reasonable notice and opportunity for hearing to each political subdivision or 343 344 instrumentality affected thereby. The board's decision in any 345 such case shall be final, conclusive and binding unless an appeal be taken by the political subdivision or instrumentality aggrieved 346 thereby to the Circuit Court of Hinds County, Mississippi, in 347 348 accordance with the provisions of law with respect to civil causes 349 by certiorari.

B. Each political subdivision or instrumentality as to which a plan has been approved under this section shall pay into the contribution fund, with respect to wages (as defined in Section 25-11-5), at such time or times as the board of trustees may by regulation prescribe, contributions in the amounts and at the rates specified in the applicable agreement entered into by the board.

357 C. Every political subdivision or 358 instrumentality required to make payments under subsection (f)(5)b hereof is authorized, in consideration of the employees' retention 359 360 in or entry upon employment after enactment of Articles 1 and 3, 361 to impose upon its employees, as to services which are covered by 362 an approved plan, a contribution with respect to wages (as defined 363 in Section 25-11-5) not exceeding the amount provided in Section 364 25-11-123(d) if such services constituted employment within the 365 meaning of Articles 1 and 3, and to deduct the amount of such 366 contribution from the wages as and when paid. Contributions so 367 collected shall be paid into the contribution fund as partial 368 discharge of the liability of such political subdivisions or 369 instrumentality under subsection (f)(5)b hereof. Failure to 370 deduct such contribution shall not relieve the employee or employer of liability thereof. 371

372 D. Any state agency, school, political 373 subdivision, instrumentality or any employer that is required to S. B. No. 3040 99\SS26\R1206 PAGE 11 374 submit contribution payments or wage reports under any section of this chapter shall be assessed interest on delinquent payments or 375 376 wage reports as determined by the board of trustees in accordance 377 with rules and regulations adopted by the board and such assessed 378 interest may be recovered by action in a court of competent jurisdiction against such reporting agency liable therefor or may, 379 380 upon due certification of delinquency and at the request of the 381 board of trustees, be deducted from any other monies payable to 382 such reporting agency by any department or agency of the state. 383 E. Each political subdivision of the state

and each instrumentality of the state or a political subdivision or subdivisions which submits a plan for approval of the board, as provided in this section, shall reimburse the board for coverage into the expense account, its pro rate share of the total expense of administering Articles 1 and 3 as provided by regulations of said board.

(g) The board may, in its discretion, deny the right of
membership in this system to any class of employees whose
compensation is only partly paid by the state or who are occupying
positions on a part-time or intermittent basis. The board may, in
its discretion, make optional with employees in any such classes
their individual entrance into this system.

(h) An employee whose membership in this system is
contingent on his own election, and who elects not to become a
member, may thereafter apply for and be admitted to membership;
but no such employee shall receive prior service credit unless he
becomes a member prior to July 1, 1953, except as provided in
subsection (b).

(i) In the event any member of this system should change his employment to any agency of the state having an actuarially funded retirement system, the board of trustees may authorize the transfer of the member's creditable service and of the present value of the member's employer's accumulation account and of the present value of the member's accumulated membership S. B. No. 3040 99\SS26\R1206 PAGE 12 408 contributions to such other system, provided the employee agrees 409 to the transfer of his accumulated membership contributions and 410 provided such other system is authorized to receive and agrees to 411 make such transfer.

412 In the event any member of any other actuarially funded 413 system maintained by an agency of the state changes his employment 414 to an agency covered by this system, the board of trustees may 415 authorize the receipt of the transfer of the member's creditable 416 service and of the present value of the member's employer's 417 accumulation account and of the present value of the member's 418 accumulated membership contributions from such other system, 419 provided the employee agrees to the transfer of his accumulated 420 membership contributions to this system and provided the other 421 system is authorized and agrees to make such transfer.

422 (j) Wherever herein state employment is referred to, it
423 shall include joint employment by state and federal agencies of
424 all kinds.

425 Employees of a political subdivision or (k) 426 instrumentality who were employed by such political subdivision or 427 instrumentality prior to an agreement between such entity and the 428 Public Employees' Retirement System to extend the benefits of this 429 article to its employees, and which agreement provides for the 430 establishment of retroactive service credit, and who have been 431 members of the retirement system and have remained contributors to the retirement system for four (4) years, may receive credit for 432 433 such retroactive service with such political subdivision or 434 instrumentality, provided the employee and/or employer, as provided under the terms of the modification of the joinder 435 436 agreement in allowing such coverage, pay into the retirement 437 system the employer's and employee's contributions on wages paid 438 the member during such previous employment, together with interest or actuarial cost as determined by the board covering the period 439 440 from the date the service was rendered until the payment for the 441 credit for such service was made. Such wages shall be verified by S. B. No. 3040 99\SS26\R1206

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the Social Security Administration or employer payroll records.
Effective July 1, 1998, upon eligibility as noted above, a member
may receive credit for such retroactive service with such
political subdivision or instrumentality provided;

(1) The member shall furnish proof satisfactory to the board of trustees of certification of such services from the political subdivision or instrumentality where the services were rendered or verification by the Social Security Administration; and

(2) The member shall pay to the retirement system on the date he or she is eligible for such credit or at any time thereafter prior to the date of retirement the actuarial cost for each year of such creditable service. The provisions of this subparagraph (2) shall be subject to the limitations of Section 415 of the Internal Revenue Code and regulations promulgated thereunder.

458 Nothing contained in this paragraph (k) shall be construed to 459 limit the authority of the board to allow the correction of 460 reporting errors or omissions based on the payment of employee and employer contributions plus applicable interest. Payment for such 461 462 time shall be made in increments of not less than one-quarter 463 (1/4) year of creditable service beginning with the most recent 464 service. Upon the payment of all or part of such required 465 contributions, plus interest or the actuarial cost as provided 466 above, the member shall receive credit for the period of 467 creditable service for which full payment has been made to the 468 retirement system.

Through June 30, 1998, any state service eligible 469 (1) 470 for retroactive service credit, no part of which has ever been reported, and requiring the payment of employee and employer 471 472 contributions plus interest, or, from and after July 1, 1998, any state service eligible for retroactive service credit, no part of 473 474 which has ever been reported to the retirement system, and 475 requiring the payment of the actuarial cost for such creditable S. B. No. 3040 99\SS26\R1206 PAGE 14

476 service, may, at the member's option, be purchased in quarterly 477 increments as provided above at such time as its purchase is 478 otherwise allowed.

(m) All rights to purchase retroactive service credit
or repay a refund as provided in Section 25-11-101 et seq. shall
terminate upon retirement.

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II. THOSE WHO ARE NOT ELIGIBLE FOR MEMBERSHIP

483 The following classes of employees and officers shall not 484 become members of this retirement system, any other provisions of 485 Articles 1 and 3 to the contrary notwithstanding:

486 (a) Patient or inmate help in state charitable, penal487 or correctional institutions;

(b) Students of any state educational institution
employed by any agency of the state for temporary, part-time or
intermittent work, except for those students described in Section
<u>25-11-109(10)</u>, who shall be members of the system and receive
creditable service for their work;

493 (c) Participants of Comprehensive Employment and
494 Training Act of 1973 (CETA) being Public Law 93-203, who enroll on
495 or after July 1, 1979.

496 III. TERMINATION OF MEMBERSHIP

497 Membership in this system shall cease by a member withdrawing 498 his accumulated contributions, or by a member withdrawing from 499 active service with a retirement allowance, or by a member's 500 death.

501 SECTION 3. This act shall take effect and be in force from 502 and after July 1, 1999.