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SENATE BILL 620

46TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2003 INTRODUCED BY

Stuart Ingle

AN ACT

RELATING TO PUBLIC RETIREMENT; CHANGING STATE LEGISLATOR

RETIREMENT COVERAGE; PROVIDING FOR RE-EMPLOYMENT OF RETIRED

PUBLIC EMPLOYEES BY AFFILIATED PUBLIC EMPLOYERS WITHOUT

SUSPENSION OF RETIREMENT BENEFITS; AUTHORIZING FORMER

LEGISLATORS TO PURCHASE GROUP HEALTH INSURANCE COVERAGE

PURSUANT TO THE RETIREE HEALTH CARE ACT; CREATING A FUND;

AMENDING AND ENACTING SECTIONS OF THE NMSA 1978.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

Section 1. Section 10-7C-4 NMSA 1978 (being Laws 1990, Chapter 6, Section 4, as amended) is amended to read:

"10-7C-4. DEFINITIONS.--As used in the Retiree Health Care Act:

A. "active employee" means an employee of a public institution or any other public employer participating in

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either the Educational Retirement Act, the Public Employees
Retirement Act, the Judicial Retirement Act, the Magistrate
Retirement Act or the Public Employees Retirement Reciprocity
Act or an employee of an independent public employer;

- B. "authority" means the retiree health care authority created pursuant to the Retiree Health Care Act;
- C. "basic plan of benefits" means only those coverages generally associated with a medical plan of benefits;
- D. "board" means the board of the retiree health care authority;
- E. "current retiree" means an eligible retiree who is receiving a disability or normal retirement benefit under the Educational Retirement Act, the Public Employees Retirement Act, the Judicial Retirement Act, the Magistrate Retirement Act, the Public Employees Retirement Reciprocity Act or the retirement program of an independent public employer on or before July 1, 1990;
- F. "eligible dependent" means a person obtaining retiree health care coverage based upon that person's relationship to an eligible retiree as follows:
 - (1) a spouse;
- $\mbox{(2)} \quad \mbox{an unmarried child under the age of} \\ \mbox{nineteen who is:} \\$
 - (a) a natural child;
 - (b) a legally adopted child;

| | (c) | a stepchil | d liv | ing i | in the | same |
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| household who is prim | arily | dependent | on th | ne el | i gi bl e | reti ree |
| for maintenance and s | upport | ; | | | | |

(d) a child for whom the eligible retiree is the legal guardian and who is primarily dependent on the eligible retiree for maintenance and support, as long as evidence of the guardianship is evidenced in a court order or decree: or

(e) a foster child living in the same household:

(3) a child described in Subparagraphs (a) through (e) of Paragraph (2) of this subsection who is between the ages of nineteen and twenty-five and is a full-time student at an accredited educational institution; provided that "full-time student" shall be a student enrolled in and taking twelve or more semester hours or its equivalent contact hours in primary, secondary, undergraduate or vocational school or a student enrolled in and taking nine or more semester hours or its equivalent contact hours in graduate school;

(4) a dependent child over nineteen who is wholly dependent on the eligible retiree for maintenance and support and who is incapable of self-sustaining employment by reason of mental retardation or physical handicap; provided that proof of incapacity and dependency shall be provided within thirty-one days after the child reaches the limiting age

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and at such times thereafter as may be required by the board;

- (5)a surviving spouse defined as follows:
- "surviving spouse" means the spouse to whom a retiree was married at the time of death; or
- (b) "surviving spouse" means the spouse to whom a deceased vested active employee was married at the time of death; or
- a surviving dependent child who is the **(6)** dependent child of a deceased eligible retiree whose other parent is also deceased;
 - "eligible employer" means either: G.
- a "retirement system employer", which means an institution of higher education, a school district or other entity participating in the public school insurance authority, a state agency, state court, magistrate court, municipality, county or public entity, each of which is affiliated under or covered by the Educational Retirement Act, the Public Employees Retirement Act, the Judicial Retirement Act, the Magistrate Retirement Act or the Public Employees Retirement Reciprocity Act; or
- an "independent public employer", which **(2)** means a municipality, county or public entity that is not a retirement system employer;
 - "eligible retiree" means: H.
 - **(1)** a "nonsalaried eligible participating

entity governing authority member" who is a person who is not a retiree and who:

(a) has served without salary as a member of the governing authority of an employer eligible to participate in the benefits of the Retiree Health Care Act and is certified to be such by the executive director of the public school insurance authority;

(b) has maintained group health insurance coverage through that member's governing authority if such group health insurance coverage was available and offered to the member during the member's service as a member of the governing authority; and

(c) was participating in the group health insurance program under the Retiree Health Care Act prior to July 1, 1993; or

(d) [if a person eligible under
Subparagraph (a) of this paragraph applies before August 1,

1993 to the authority to participate in the program, then he
will be eligible to participate] notwithstanding the provisions
of Subparagraphs (b) and (c) of this paragraph, is eligible
under Subparagraph (a) of this paragraph and has applied before

August 1, 1993 to the authority to participate in the program;

(2) a "salaried eligible participating entity governing authority member" who is a person who is not a retiree and who:

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| (a) has | served with salary as a member |
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| of the governing authority of | an employer eligible to |
| participate in the benefits of | the Retiree Health Care Act; |

- (b) has maintained group health insurance through that member's governing authority, if such group health insurance was available and offered to the member during the member's service as a member of the governing authority; and
- (c) was participating in the group health insurance program under the Retiree Health Care Act prior to July 1, 1993; or
- (d) [if a person eligible under
 Subparagraph (a) of this paragraph applies before August 1,
 1993 to the authority to participate in the program, then he
 will be eligible to participate] notwithstanding the provisions
 of Subparagraphs (b) and (c) of this paragraph, is eligible
 under Subparagraph (a) of this paragraph and has applied before
 August 1, 1993 to the authority to participate in the program;
 [or]
- (3) an "eligible participating retiree" who is a person who:
- (a) falls within the definition of a retiree, has made contributions to the fund for at least five years prior to retirement and whose eligible employer during that period of time made contributions as a participant in the .144047.3

Retiree Health Care Act on the person's behalf, unless that person retires on or before July 1, 1995, in which event the time period required for employee and employer contributions shall become the period of time between July 1, 1990 and the date of retirement, and who is certified to be a retiree by the educational retirement director, the executive secretary of the public employees retirement board or the governing authority of an independent public employer;

(b) falls within the definition of a retiree, retired prior to July 1, 1990 and is certified to be a retiree by the educational retirement director, the executive secretary of the public employees retirement association or the governing authority [or] of an independent public employer; but this paragraph does not include a retiree who was an employee of an eligible employer who exercised the option not to be a participating employer pursuant to the Retiree Health Care Act and did not after January 1, 1993 elect to become a participating employer; unless the retiree: 1) retired on or before June 30, 1990; and 2) at the time of retirement did not have a retirement health plan or retirement health insurance coverage available from his employer; or

(c) is a retiree who: 1) was at the time of retirement an employee of an eligible employer who exercised the option not to be a participating employer pursuant to the Retiree Health Care Act, but which eligible

employer subsequently elected after January 1, 1993 to become a participating employer; 2) has made contributions to the fund for at least five years prior to retirement and whose eligible employer during that period of time made contributions as a participant in the Retiree Health Care Act on the person's behalf, unless that person retires less than five years after the date participation begins, in which event the time period required for employee and employer contributions shall become the period of time between the date participation begins and the date of retirement; and 3) is certified to be a retiree by the educational retirement director, the executive [secretary] director of the public employees retirement board or the governing authority of an independent public employer; or

(4) a "legislative member", which means a person who is not a retiree and who served as a member of the New Mexico legislature for at least four years, but is no longer a member of the legislature and is certified to be such by the legislative council service:

- I. "fund" means the retiree health care fund;
- J. "group health insurance" means coverage that includes but is not limited to life insurance, accidental death and dismemberment, hospital care and benefits, surgical care and treatment, medical care and treatment, dental care, eye care, obstetrical benefits, prescribed drugs, medicines and prosthetic devices, medicare supplement, medicare carveout,

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medicare coordination and other benefits, supplies and services through the vehicles of indemnity coverages, health maintenance organizations, preferred provider organizations and other health care delivery systems as provided by the Retiree Health Care Act and other coverages considered by the board to be advisable;

- K. "ineligible dependents" include [but are not
 limited to]:
- (1) those dependents created by common law relationships;
- (2) dependents while in active military service;
- (3) parents, aunts, uncles, brothers, sisters, grandchildren and other family members left in the care of an eligible retiree without evidence of legal guardianship; and
- (4) anyone not specifically referred to as an eligible dependent pursuant to the rules and regulations adopted by the board;
- L. "participating employee" means an employee of a participating employer, which employee has not been [excluded] expelled from participation in the Retiree Health Care Act pursuant to Section 10-7C-10 NMSA 1978;
- M "participating employer" means an eligible employer who has satisfied the conditions for participating in the benefits of the Retiree Health Care Act, including the .144047.3

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Act; or

| 1 | requirements of Subsection M of Section 10-7C-7 NMSA 1978 and |
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| 2 | Subsection D or E [or G] of Section 10-7C-9 NMSA 1978, as |
| 3 | appl i cabl e; |
| 4 | N. "public entity" means a flood control authority, |
| 5 | economic development district, council of governments, regional |
| 6 | housing authority, conservancy district or other special |
| 7 | district or special purpose government; and |
| 8 | 0. "retiree" means a person who: |
| 9 | (1) is receiving: |
| 10 | (a) a disability or normal retirement |
| 11 | benefit or survivor's benefit [under] pursuant to the |
| 12 | Educational Retirement Act; |
| 13 | (b) a disability or normal retirement |
| 14 | benefit or survivor's benefit pursuant to the Public Employees |
| 15 | Retirement Act, the Judicial Retirement Act, the Magistrate |
| 16 | Retirement Act or the Public Employees Retirement Reciprocity |

a disability or normal retirement benefit or survivor's benefit pursuant to the retirement program of an independent public employer to which that employer has made periodic contributions; or

is not receiving a survivor's benefit but **(2)** is the eligible dependent of a person who received a disability or normal retirement benefit pursuant to the Educational Retirement Act, the Public Employees Retirement Act, the . 144047. 3

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Judicial Retirement Act, the Magistrate Retirement Act or the Public Employees Retirement Reciprocity Act."

Section 10-7C-13 NMSA 1978 (being Laws 1990, Section 2. Chapter 6, Section 13, as amended) is amended to read:

"10-7C-13. PAYMENT OF PREMIUMS ON HEALTH CARE PLANS. - -

Each eligible retiree shall pay a monthly premium for the basic plan in an amount set by the board not to exceed fifty dollars (\$50.00) plus the amount, if any, of the compounded annual increases authorized by the board, which increases shall not exceed nine percent until fiscal year 2008 after which the increases shall not exceed the authority's group health care trend. In addition to the monthly premium for the basic plan, each current retiree and nonsalaried eligible participating entity governing authority member who becomes an eligible retiree shall also pay monthly an additional participation fee set by the board. That fee shall be five dollars (\$5.00) plus the amount, if any, of the compounded annual increases authorized by the board, which increases shall not exceed nine percent until fiscal year 2008 after which the increases shall not exceed the authority's group health care trend. The additional monthly participation fee paid by the current retirees and nonsalaried eligible participating entity governing authority members who become eligible retirees shall be a consideration and a condition for

being permitted to participate in the Retiree Health Care Act. A legislative member shall pay a monthly premium for any selected plan equal to one-twelfth of the annual cost of the claims and administrative costs of that plan allocated to the member by the board. In addition, a legislative member shall pay the additional monthly participation fee set by the board pursuant to this subsection as a consideration and condition for participation in the Retiree Health Care Act. Eligible dependents shall pay monthly premiums in amounts that with other money appropriated to the fund shall cover the cost of the basic plan for the eligible dependents.

- B. Eligible retirees and eligible dependents shall pay monthly premiums to cover the cost of the optional plans that they elect to receive, and the board shall adopt rules for the collection of additional premiums from eligible retirees and eligible dependents participating in the optional plans. An eligible retiree or eligible dependent may authorize the authority in writing to deduct the amount of these premiums from the monthly annuity payments, if applicable.
- C. The participating employers, active employees and retirees are responsible for the financial viability of the program. The overall financial viability is not an additional financial obligation of the state.
- D. For eligible retirees who become eligible for participation on or after July 1, 2001, the board may determine . 144047.3

| 1 | monthly premiums based on the retirees' years of credited |
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| 2 | service with participating employers." |
| 3 | Section 3. Section 10-11-8 NMSA 1978 (being Laws 1987, |
| 4 | Chapter 253, Section 8, as amended) is amended to read: |
| 5 | "10-11-8. NORMAL RETIREMENT[SUSPENSION] RETURN TO |
| 6 | EMPLOYMENT BENEFITS CONTINUED EMPLOYER CONTRIBUTIONS |
| 7 | A. A member may retire upon fulfilling the |
| 8 | following requirements: |
| 9 | (1) a written application for normal |
| 10 | retirement, in the form prescribed by the association, is filed |
| 11 | with the association prior to the selected date of retirement; |
| 12 | (2) employment is terminated with all |
| 13 | employers covered by any state system or the educational |
| 14 | retirement system prior to the selected date of retirement; |
| 15 | (3) the member selects an effective date of |
| 16 | retirement that is the first day of a calendar month; and |
| 17 | (4) the member meets the age and service |
| 18 | credit requirement for normal retirement specified in the |
| 19 | coverage plan applicable to the member. |
| 20 | B. The amount of normal retirement pension is |
| 21 | determined in accordance with the coverage plan applicable to |
| 22 | the member. |
| 23 | [C. If a member retires and is subsequently |
| 24 | employed by any affiliated public employer, the retired |
| 25 | member's pension will be suspended effective the first day of |

| the month following the month in which the previously retired |
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| member earns one hundred percent or more of the amount that |
| causes a decrease or suspension of an old age benefit under the |
| federal social security program or fifteen thousand dollars |
| (\$15,000), whichever is less. When the pension is suspended, |
| the following conditions shall apply: |
| (1) the retired member who is subsequently |
| employed by an affiliated public employer shall become a |
| member. The previously retired member and the subsequent |
| affiliated public apployer shall make the required apployee and |

affiliated public employer shall make the required employee and employer contributions, and the previously retired member shall accrue service credit for the period of subsequent employment; and

(2) when a previously retired member

terminates the subsequent employment with an affiliated public employer, he shall retire according to the provisions of the Public Employees Retirement Act, subject to the following conditions:

(a) payment of the pension shall resume in accordance with the provisions of Subsection A of this section:

(b) unless the previously retired member accrued at least three years of service credit on account of the subsequent employment, the recalculation of pension shall:

1) employ the form of payment selected by the previously

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retired member at the time of the first retirement; and 2) use
the provisions of the coverage plan applicable to the member on
the date of the first retirement; and

(c) the recalculated pension shall not be less than the amount of the suspended pension.

shall not apply to a retired member who is appointed chief of police of an affiliated public employer, other than of the affiliated public employer from which retired, or who is appointed undersheriff if the retired member files an irrevocable exemption from membership with the association within thirty days of appointment. For purposes of this subsection, each sheriff's office shall be limited to one undersheriff. The irrevocable exemption shall be for the chief of police's or the undersheriff's term of office. Filing of an irrevocable exemption shall irrevocably bar the retired member from acquiring service credit for the period of exemption from membership.

E. The provisions of Subsection C of this section shall not apply to any retired member who is subsequently employed by an employer who is not an affiliated public employer.

F. The provisions of Subsection C of this section shall not apply to a retired member who is elected to serve a term as an elected official if the retired member files an . 144047.3

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irrevocable exemption from membership with the association within thirty days of taking office. Filing of an irrevocable exemption shall irrevocably bar the retired member from acquiring service credit for the period of exemption from membership.

C. A retired member may be subsequently employed by an affiliated public employer if the following conditions appl y:

(1) the member has not been employed as an employee of an affiliated public employer for at least ninety consecutive days from the date of retirement to the commencement of employment or re-employment with an affiliated public employer. If the retired member returns to employment without first completing ninety consecutive days of retirement, the retired member shall remove himself from retirement;

(2) a retired member who returns to employment shall be required to make contributions to the fund as specified in the Public Employees Retirement Act. The affiliated public employer's contributions as specified in that act or as adjusted for full actuarial cost at the determination of the association shall be paid to the fund; and

(3) a retired member who returns to employment during retirement pursuant to this subsection is entitled to receive retirement benefits but is not entitled to acquire service credit or to acquire or purchase service credit in the

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future for the period of the retired member's re-employment with an affiliated public employer.

[G.] D. The pension of a member who has three or more years of service credit under each of two or more coverage plans shall be determined in accordance with the coverage plan that produces the highest pension. The pension of a member who has service credit under two or more coverage plans but who has three or more years of service credit under only one of those coverage plans shall be determined in accordance with the coverage plan in which the member has three or more years of servi ce credi t. If the service credit is acquired under two different coverage plans applied to the same affiliated public employer as a consequence of an election by the members, adoption by the affiliated public employer or a change in the law that results in the application of a coverage plan with a greater pension, the greater pension shall be paid a member retiring from the affiliated public employer under which the change in coverage plan took place regardless of the amount of service credit under the coverage plan producing the greater pension, provided the member has three or more years of continuous employment with that affiliated public employer immediately preceding or immediately preceding and immediately following the date the coverage plan changed. The provisions of each coverage plan for the purpose of this subsection shall be those in effect at the time the member ceased to be covered

by the coverage plan. "Service credit", for the purposes of this subsection, shall be only personal service rendered an affiliated public employer and credited to the member under the provisions of Subsection A of Section 10-11-4 NMSA 1978.

Service credited under any other provision of the Public Employees Retirement Act shall not be used to satisfy the three-year service credit requirement of this subsection."

Section 4. Section 10-11-39 NMSA 1978 (being Laws 1987, Chapter 253, Section 39) is amended to read:

"10-11-39. STATE LEGISLATOR MEMBER COVERAGE PLAN 1-APPLICABILITY. -- State legislator member coverage plan 1 is
applicable to state legislators and lieutenant governors who
served terms of office that ended on or before December 31,
2002."

Section 5. Section 10-11-41 NMSA 1978 (being Laws 1987, Chapter 253, Section 41) is amended to read:

"10-11-41. STATE LEGISLATOR MEMBER COVERAGE PLAN 1--AMOUNT OF PENSION--FORM OF PAYMENT A. --

A. Prior to January 1, 2004, under state legislator member coverage plan 1, the annual amount of pension under form of payment A is equal to two hundred fifty dollars (\$250) multiplied by credited service as a legislator or lieutenant governor, if the member served as legislator or lieutenant governor after December 31, 1959 and his service ended on or before December 31, 2002.

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| 1 | B. Under state legislator member coverage plan 1, |
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| 2 | the annual amount of pension under form of payment A is equal |
| 3 | to forty dollars (\$40.00) multiplied by credited service as a |
| 4 | legislator or lieutenant governor, if all service as a |
| 5 | legislator or lieutenant governor is prior to January 1, 1960. |
| 6 | C. After December 31, 2003, under state legislator |
| 7 | member coverage plan 1, the annual amount of pension under form |
| 8 | of payment A is equal to: |
| 9 | (1) the amount in Subsection A of this section |
| 10 | if the member makes no additional contributions pursuant to |
| 11 | Subsection B of Section 10-11-42 NMSA 1978; or |
| 12 | (2) five hundred dollars (\$500) multiplied by |
| 13 | the years of credited service as a legislator or lieutenant |
| 14 | governor, if the state legislator member makes additional |
| 15 | contributions by December 31, 2003 pursuant to Subsection B of |
| 16 | <u>Section 10-11-42 NMSA 1978</u> ." |
| 17 | Section 6. Section 10-11-42 NMSA 1978 (being Laws 1987, |
| 18 | Chapter 253, Section 42) is amended to read: |
| 19 | "10-11-42. STATE LEGISLATOR MEMBER COVERAGE PLAN 1 |
| 20 | MEMBER CONTRIBUTION RATE |
| 21 | A. Prior to January 1, 2004, a member under state |
| 22 | legislator member coverage plan 1 shall contribute one hundred |
| 23 | dollars (\$100) for each year of credited service earned after |
| 24 | December 31, 1959. |
| 25 | B. To be eligible for the pension amount in |

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| Paragraph (2) of Subsection C of Section 10-11-41 NMSA 1978, a |
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| member under state legislator member coverage plan 1 must |
| contribute one hundred dollars (\$100) for each year of credited |
| · |
| service earned after December 31, 1959 and must make that |
| required contribution no later than December 31, 2003." |

Section 7. A new section of the Public Employees
Retirement Act is enacted to read:

"[NEW MATERIAL] STATE LEGISLATOR MEMBER COVERAGE PLAN 2-APPLICABILITY. -- State legislator member coverage plan 2 is
applicable to state legislators who receive no salary for their
legislative service and lieutenant governors who serve terms of
office that end after December 31, 2002."

Section 8. A new section of the Public Employees
Retirement Act is enacted to read:

"[NEW MATERIAL] STATE LEGISLATOR MEMBER COVERAGE PLAN 2-AGE AND SERVICE REQUIREMENTS FOR NORMAL RETIREMENT. -- Under
state legislator member coverage plan 2, the age and service
requirements for normal retirement are:

- A. age sixty-five years or older and five or more years of credited service; or
- B. any age and twelve or more years of credited service."

Section 9. A new section of the Public Employees
Retirement Act is enacted to read:

"[NEW MATERIAL] STATE LEGISLATOR MEMBER COVERAGE PLAN 2-. 144047. 3

AMOUNT OF PENSION--FORM OF PAYMENT A.--Under state legislator member coverage plan 2, the annual amount of pension under form of payment A is equal in any calendar year to one percent of the New Mexico supreme court justice salary in effect for the fiscal year that ends in the calendar year in which the pension is paid multiplied by credited service as a legislator or lieutenant governor."

Section 10. A new section of the Public Employees
Retirement Act is enacted to read:

"[NEW MATERIAL] STATE LEGISLATOR MEMBER COVERAGE PLAN 2-MEMBER CONTRIBUTION RATE.--A member under state legislator
member coverage plan 2 shall contribute an amount equal to five
hundred dollars (\$500) for each year of credited service less
the amount of any prior contributions made by the member for
that credited service."

Section 11. A new section of the Public Employees
Retirement Act is enacted to read:

"[NEW MATERIAL] STATE LEGISLATOR MEMBER COVERAGE PLAN 2-STATE CONTRIBUTION RATE.--The state shall contribute amounts
sufficient to finance the membership of members under state
legislator member coverage plan 2 on an actuarial reserve
basis."

Section 12. A new section of the Public Employees
Retirement Act is enacted to read:

"[NEW MATERIAL] STATE LEGISLATOR MEMBER COVERAGE PLAN 2-. 144047. 3

CONTRIBUTIONS FOR SERVICE PRIOR TO 2003. -- To be eligible for state legislator member coverage plan 2, a state legislator or lieutenant governor shall make the necessary contributions by December 31, 2004 for years of credited service earned prior to January 1, 2003, in an amount that totals five hundred dollars (\$500) for each year of credited service."

Section 13. [NEW MATERIAL] LEGISLATIVE RETIREMENT FUND. -The "legislative retirement fund" is created in the state
treasury. The fund shall consist of money distributed,
transferred or otherwise accruing to the fund. Money in the
fund may be appropriated by the legislature to finance state
legislator member coverage plan 2 pursuant to the Public
Employees Retirement Act. Income from investment of the fund
shall accrue to the fund, and balances in the fund at the end
of any fiscal year shall not revert to the general fund.

Section 14. EFFECTIVE DATE--CONTINGENCY.--

A. Except as provided in Subsection B of this section, the effective date of the provisions of this act is July 1, 2003.

B. This act is contingent upon the enactment into law of Senate Bill 621 or a substantially similar bill of the first session of the forty-sixth legislature. If no such bill is enacted into law, the provisions of this act shall not become effective.