

CS FOR HOUSE BILL NO. 270(L&C)

IN THE LEGISLATURE OF THE STATE OF ALASKA

NINETEENTH LEGISLATURE - FIRST SESSION

BY THE HOUSE LABOR AND COMMERCE COMMITTEE

Offered: 5/3/95
Referred: Finance

Sponsor(s): HOUSE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to retirement incentive programs for the public employees'
2 retirement system, the judicial retirement system, and the teachers' retirement
3 system; relating to separation incentives for certain state employees; and providing
4 for an effective date."

5 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

6 * **Section 1. FINDINGS AND PURPOSE.** The State of Alaska and many local
7 governments and school districts are facing the need to restructure their operations and their
8 work forces in order to reduce expenditures and balance budgets. Retirement and separation
9 incentives are management tools that have been used extensively by the private sector, the
10 federal government, and other state and local governments across the country. The purpose
11 of this Act is to make these management tools temporarily available to the state and to the
12 municipalities and school districts of the state. This Act will enable these entities to be more
13 efficient and cost-effective by eliminating certain nonessential positions, and producing a net
14 reduction in personnel costs.

1 * **Sec. 2. RETIREMENT INCENTIVE PROGRAM.** (a) An employer may adopt a
2 retirement incentive plan under secs. 3 - 6 of this Act, as appropriate, and designate categories
3 of employees eligible to participate in that plan. An employer need not extend the incentive
4 plan to all employees who would otherwise be eligible, but may choose to extend the plan
5 only to employees

- 6 (1) in specific budget or administrative components of the employer;
- 7 (2) in specific job classifications;
- 8 (3) in specific geographic locations; or
- 9 (4) on the basis of any combination of factors under (1) - (3) of this
10 subsection.

11 (b) An employee is eligible to participate in a retirement incentive plan under this Act
12 only if the

- 13 (1) employee is a vested member of the public employees' retirement system
14 or the teachers' retirement system;
- 15 (2) employee will be qualified to retire under AS 14.25.110 or AS 39.35.370
16 after receipt of the credit described in (f) of this section;
- 17 (3) savings to the employer in personal services costs for the employee's
18 position will exceed the costs to the employer for that position within three years after the
19 employee is appointed to retirement.

20 (c) An employer shall file its proposed retirement incentive plan with the
21 commissioner of administration. The commissioner shall approve the plan if the plan meets
22 the requirements of this Act, except that the commissioner may approve a state agency's
23 retirement incentive plan only if the office of management and budget approves the calculation
24 of savings under (b)(3) of this section. A proposed plan filed under this section must

- 25 (1) identify job classifications of employees, and specific budget or
26 administrative components, eligible to participate in the plan;
- 27 (2) include a reimbursement agreement that
28 (A) requires the employer, for each employee who retires under the
29 plan, to reimburse the appropriate retirement system, within three years after the end
30 of the fiscal year in which the employee is appointed to retirement, in an amount equal
31 to

1 (i) the actuarial equivalent of the difference between the benefits
2 the participant receives after the addition of the credit under (f) of this section
3 and the amount the participant would have received without the credit, less the
4 amount the participant has paid on the indebtedness determined under (d) or (e)
5 of this section; and

6 (ii) an appropriate share of the administrative costs of the
7 program; and

8 (B) provides that contributions from the employer under this section
9 take priority over other obligations of the employer to the maximum extent permitted
10 by law.

11 (d) A member of the teachers' retirement system who participates in an approved
12 retirement incentive plan under this Act is indebted to that system for an amount calculated
13 under this subsection. The indebtedness is 25.95 percent of the member's actual compensation
14 for the school year in which the member terminates employment, or the calculated school year
15 compensation for a member who works less than the entire school year. An outstanding
16 indebtedness at the time a member is appointed to retirement under an approved retirement
17 incentive plan requires an actuarial adjustment to the benefits payable to that member.

18 (e) A member of the public employees' retirement system who participates in an
19 approved retirement incentive plan under this Act is indebted to that system for an amount
20 calculated under this subsection. The indebtedness is 22-1/2 percent for a peace officer or fire
21 fighter, and 20-1/4 percent for other members, of the member's actual annual compensation
22 for the year in which the member terminates employment, or the calculated annual
23 compensation for a member who works fewer than 12 months. An outstanding indebtedness
24 at the time a member is appointed to retirement under an approved retirement incentive plan
25 requires an actuarial adjustment to the benefits payable to that member.

26 (f) An employee who participates in an approved retirement incentive plan under this
27 Act receives a credit of three years. The three years must be applied in the following order
28 until exhausted:

29 (1) to meet the age or service required for eligibility for normal retirement
30 under AS 14.25.110 or AS 39.35.370, as appropriate;

31 (2) to meet the age required for early retirement under AS 14.25.110 or

1 AS 39.35.370, as appropriate;
2 (3) to reduce the actuarial adjustment required for early retirement under
3 AS 14.25.110 or AS 39.35.370, as appropriate;

4 (4) as years of credited service for calculating retirement benefits.

5 (g) In this section,

6 (1) "department" means

7 (A) a principal department of the executive branch of state government;
8 an independent state entity that is attached to a principal department of the executive
9 branch for administrative purposes but that is not a public organization as defined in
10 AS 39.35.680 is part of that department for purposes of this paragraph; and

11 (B) the Office of the Governor;

12 (2) "employer" has the meaning given in AS 14.25.220 and AS 39.35.680 and
13 includes a department.

14 * **Sec. 3. AUTHORIZATION FOR STATE EMPLOYEE RETIREMENT INCENTIVE.**

15 (a) A state agency may adopt, and file with the commissioner of administration for approval,
16 a proposed retirement incentive plan for its employees.

17 (b) Upon the request of a state agency, the commissioner of administration shall
18 establish one or more periods during which the employees of that state agency who are
19 eligible under sec. 2(b) of this Act to participate in a retirement incentive plan may apply to
20 the commissioner of administration to participate in the state agency's approved plan. The
21 periods shall begin no earlier than June 30, 1995, and end no later than June 30, 1998. The
22 periods shall be no less than 30 days and no more than 60 days in duration, and may not
23 begin less than 30 days after their establishment. A state agency is not required to request an
24 application period, and may request more than one application period.

25 (c) A proposed retirement incentive plan adopted under this section may not permit
26 an employee who is the governor, the lieutenant governor, or a commissioner, deputy
27 commissioner, or assistant commissioner of a principal department of the executive branch to
28 participate in the plan.

29 (d) A proposed retirement incentive plan adopted under this section may permit
30 participation only by an employee who is eligible to participate under sec. 2(b) of this Act and
31 who

1 (1) has been continuously employed by the state for at least one year before
2 the employee applies to participate in the state agency's approved plan;

3 (2) is a permanent seasonal employee who has been continuously employed
4 by the state in a permanent seasonal position during all of the time in the one year before the
5 employee's application to participate in which the position normally is filled;

6 (3) has a job sharing agreement with a state agency in which two or more
7 employees share a single position identified by a single position control number and in which
8 the employee who applies to participate in the plan was continuously employed by the agency
9 during the portion of the one year before the employee's application in which the employee
10 normally worked under the job sharing agreement; or

11 (4) meets a combination of the requirements of this subsection.

12 (e) The commissioner of administration may not accept the application of an employee
13 to participate in an approved retirement incentive plan adopted under this section unless the
14 employee will be appointed to retirement not later than the first day of the month that is six
15 months after the last day of the application period established by the commissioner under (b)
16 of this section. A state agency, in a plan adopted under this section, may set an earlier date
17 by which an employee must be appointed to retirement in order to participate in the plan.

18 * **Sec. 4. AUTHORIZATION FOR RETIREMENT INCENTIVE FOR EMPLOYEES OF**
19 **THE UNIVERSITY OF ALASKA.** (a) The Board of Regents of the University of Alaska
20 may adopt, and file with the commissioner of administration for approval, a proposed
21 retirement incentive plan for university employees.

22 (b) Upon the request of the Board of Regents, the commissioner of administration
23 shall establish one or more periods during which the employees of the university who are
24 eligible under sec. 2(b) of this Act to participate in a retirement incentive plan may apply to
25 the commissioner of administration to participate in the university's approved plan. The
26 periods shall begin no earlier than June 30, 1995, and end no later than June 30, 1998. The
27 periods shall be no less than 30 days and no more than 60 days in duration, and may not
28 begin less than 30 days after their establishment. The Board of Regents is not required to
29 request an application period, and may request more than one application period.

30 (c) The commissioner of administration may not accept the application of an employee
31 to participate in an approved retirement incentive plan adopted under this section unless the

1 employee will be appointed to retirement not later than the first day of the month that is six
2 months after the last day of the application period established by the commissioner under (b)
3 of this section. The Board of Regents, in a plan adopted under this section, may set an earlier
4 date by which an employee of the University of Alaska must be appointed to retirement in
5 order to participate in the plan.

6 (d) A participant in the optional university retirement program under AS 14.40.661 -
7 14.40.799 who is vested in the public employees' retirement system or the teachers' retirement
8 system may participate in a retirement incentive plan for that system if the participant meets
9 the other qualifications of this Act. If a provision of this subsection is inconsistent with
10 another provision of law, the provision of this subsection governs.

11 * **Sec. 5. AUTHORIZATION FOR RETIREMENT INCENTIVE FOR OTHER**
12 **EMPLOYEES IN THE PUBLIC EMPLOYEES' RETIREMENT SYSTEM.** (a) The
13 governing body of a political subdivision of the state or public organization that has elected
14 to participate in the public employees' retirement system under AS 39.35.550 - 39.35.650 may
15 adopt, and file with the commissioner of administration for approval, a proposed retirement
16 incentive plan for its employees. Upon the request of the governing body, the commissioner
17 of administration shall establish one or more periods during which the employees of a political
18 subdivision or public organization who are eligible to participate in a retirement incentive plan
19 may apply to the commissioner of administration to participate in the approved plan. The
20 periods shall begin no earlier than October 31, 1995, and end no later than October 31, 1998.
21 The periods shall be no less than 30 days and no more than 60 days in duration, and may not
22 begin less than 60 days after their establishment. The governing body is not required to
23 request an application period, and may request more than one application period.

24 (b) The commissioner of administration may not accept the application of an employee
25 to participate in an approved retirement incentive plan adopted under this section unless the
26 employee will be appointed to retirement not later than the first day of the month that is six
27 months after the last day of the application period established by the commissioner under (a)
28 of this section. The governing body of the political subdivision or public organization, in a
29 plan adopted under this section, may set an earlier date by which an employee must be
30 appointed to retirement in order to participate in the plan.

31 * **Sec. 6. AUTHORIZATION FOR RETIREMENT INCENTIVE FOR OTHER**

1 EMPLOYEES IN THE TEACHERS' RETIREMENT SYSTEM. (a) An employer under the
2 teachers' retirement system who is not otherwise covered by secs. 3 or 4 of this Act may
3 adopt, and file with the commissioner of administration for approval, a proposed retirement
4 incentive plan for its employees. A plan adopted under this section must provide that the
5 application period for participation in the retirement incentive plan is June 30, 1995, through
6 December 31, 1995.

7 (b) The commissioner of administration may not accept the application of an employee
8 to participate in an approved retirement incentive plan adopted under this section unless the
9 employee will be appointed to retirement on or before August 1, 1996. The employer, in a
10 plan adopted under this section, may set an earlier date by which an employee must be
11 appointed to retirement in order to participate in the plan.

12 * **Sec. 7. POLITICAL SUBDIVISION OR PUBLIC ORGANIZATION EMPLOYMENT.**

13 For purposes of determining the years of service requirements for retirement under
14 AS 14.25.110 or AS 39.35.370, as appropriate, a vested member who is a state employee and
15 who applies to participate in a retirement incentive plan approved under this Act may receive
16 credit for employment with a political subdivision or public organization before the political
17 subdivision or organization became an employer under the public employees' retirement
18 system. The member may not receive credit for those years under this subsection for purposes
19 of determining benefits. If a provision of this section is inconsistent with any other provision
20 of law, the provision of this section governs.

21 * **Sec. 8. PROVISION AND AUTHORIZATION FOR ADMINISTRATIVE DIRECTOR**

22 **OF COURT.** (a) The chief justice of the state supreme court may adopt a retirement
23 incentive plan for an administrative director of the Alaska Court System who is a member of
24 the judicial retirement system under AS 22.25.012 if participation in the plan will result in
25 savings to the court system in personal services costs within three years after the
26 commencement of the plan. The administrative director may participate only if the
27 administrative director is vested in the judicial retirement system and will be qualified to retire
28 under AS 22.25.010 after receipt of the retirement incentive. To participate, the administrative
29 director shall apply to the commissioner of administration to participate in the approved court
30 system plan.

31 (b) The court system shall include in the retirement incentive plan a reimbursement

1 agreement that requires the court system, for each administrative director of the Alaska Court
2 System who is retired under the plan, to reimburse the judicial retirement system within three
3 years after the end of the fiscal year in which the administrative director is appointed to
4 retirement in an amount equal to

5 (1) the actuarial equivalent of the difference between the benefits the
6 administrative director receives after the addition of the credit under (e) of this section and
7 the amount the participant would have received without the credit, less the total of the amount
8 the participant has paid on the indebtedness determined under (d) of this section; and

9 (2) an appropriate share of the administrative costs of the program.

10 (c) A retirement incentive plan adopted under this section must provide that
11 contributions from the court system under (b) of this section take priority over other
12 obligations of the court system to the maximum extent permitted by law.

13 (d) An administrative director of the Alaska Court System who participates in an
14 approved retirement incentive plan is indebted to the system. The amount of indebtedness is
15 equal to 21 percent of the director's actual annual compensation for the year in which the
16 director terminates employment to participate in the program, or the calculated annual
17 compensation for an administrative director who works fewer than 12 months. An outstanding
18 indebtedness at the time the administrative director is appointed to retirement under an
19 approved retirement incentive plan will require an actuarial adjustment to the benefits payable
20 to the director.

21 (e) An administrative director of the Alaska Court System who participates in an
22 approved retirement incentive plan receives a credit of three years that may only be used to
23 meet the age requirements for normal or early retirement under AS 22.25.010(d).

24 (f) The chief justice of the Alaska Court System may adopt, and file with the
25 commissioner of administration for approval, a proposed retirement incentive plan for the
26 administrative director of the court system who is a member of the judicial retirement system.
27 Upon the request of the chief justice, the commissioner of administration shall establish a
28 period during which an administrative director eligible to participate in the retirement incentive
29 plan of the court system may apply to the commissioner of administration to participate in the
30 court system's approved plan. The period shall begin no earlier than July 1, 1995, and end
31 no later than June 30, 1998. The period shall be no less than 30 days and no more than 60

1 days in duration and may not begin less than 30 days after establishment. The chief justice
2 is not required to request an application period.

3 (g) The commissioner of administration may not accept the application of an
4 administrative director of the court system to participate in an approved retirement incentive
5 plan adopted under this section unless the administrative director will be appointed to
6 retirement not later than the first day of the month that is six months after the last day of the
7 application period established by the commissioner under (f) of this section. The chief justice,
8 in a plan adopted under this section, may set an earlier date by which an administrative
9 director must be appointed to retirement in order to participate in the plan.

10 * **Sec. 9. RECOVERY OF EMPLOYER DELINQUENCIES.** To recover a delinquency
11 owed by an employer other than the state under an agreement entered into under sec. 2(c)(2)
12 of this Act, the Department of Administration may

13 (1) direct that the amount of the delinquency or a lesser amount be withheld
14 from any money payable to the employer by a state department or agency and that the amount
15 withheld be credited to the delinquency; and

16 (2) bring an action against the employer.

17 * **Sec. 10. REEMPLOYMENT INDEBTEDNESS; PROHIBITION ON REEMPLOYMENT.**

18 (a) If an individual is reemployed as a member of the public employees' retirement system
19 under AS 39.35, the teachers' retirement system under AS 14.25, the judicial retirement system
20 under AS 22.25, or the optional university retirement program under AS 14.40.661 - 14.40.799
21 after appointment to retirement under this Act, that individual forfeits the incentive credit
22 received under sec. 2(f) of this Act and is indebted to the system under which the individual
23 took retirement. The indebtedness is 110 percent of the amount the individual received as a
24 result of participation in a retirement incentive plan under this Act and to which the individual
25 would not otherwise have been entitled, including the cost of health insurance. The amount
26 that the individual has paid under sec. 2(d) or (e) of this Act will be applied as a credit toward
27 the reemployment indebtedness. Interest on the reemployment indebtedness accrues from the
28 date of reemployment until the date that the individual either is appointed to retirement and
29 accepts an actuarial adjustment to the individual's future benefits or repays the indebtedness
30 in full. The rate of interest is that established by regulation for the public employees'
31 retirement system by the public employees' retirement board and for the teachers' retirement

1 system by the teachers' retirement board.

2 (b) An individual who was appointed to retirement under this Act may not be
3 employed by, or enter into a contract for personal services with, a state agency or the
4 University of Alaska within the three years after the date of appointment to retirement, except
5 that

6 (1) the University of Alaska may enter into a personal services contract with
7 the individual for teaching or research; and

8 (2) the individual may accept employment with the legislature during a
9 legislative session if the employment is on an hourly basis and does not entitle the individual
10 to receive retirement, health, or leave benefits.

11 (c) Notwithstanding the prohibition in (b) of this section, a state agency or the
12 University of Alaska may enter into a personal services contract with an individual who was
13 appointed to retirement under this Act if the Board of Regents, for the University of Alaska,
14 or the commissioner of administration, for a state agency, determines that there is a
15 compelling reason to do so because of the individual's specialized or extensive experience that
16 relates to a particular program or project of the state agency or university. However, a state
17 agency may not enter into a contract with an individual under this subsection if the individual
18 was employed by that state agency at the time of the individual's appointment to retirement.

19 * **Sec. 11. SEPARATION INCENTIVE PROGRAM.** (a) A state agency may, with the
20 approval of the director of the office of management and budget, establish a separation
21 incentive program for its employees. The program may be offered in combination with an
22 approved retirement incentive plan adopted under sec. 3 of this Act, or may be offered
23 separately from such a plan. A state agency need not extend an incentive program under this
24 section to all employees who would otherwise be eligible to participate, but may choose to
25 extend the program only to employees

26 (1) in specific budget or administrative components of the state agency;

27 (2) in specific job classifications;

28 (3) on the basis of any combination of factors under (1) and (2) of this
29 subsection.

30 (b) A separation incentive payment under this section shall be paid in a lump sum
31 after the employee's separation from state service, and shall be equal to the lesser of an

1 amount equaling six months of the employee's base salary, or \$25,000. However, a state
2 agency or the office of management and budget may set a lower separation incentive payment
3 in the state agency's separation incentive program.

4 (c) Upon the request of a state agency, the commissioner of administration shall
5 establish one or more periods during which the employees of that state agency may apply to
6 the commissioner of administration to participate in the state agency's approved separation
7 incentive program. The periods shall begin no earlier than July 1, 1995, and end no later than
8 June 30, 1998. The periods shall be no less than 30 days and no more than 60 days in
9 duration, and may not begin less than 30 days after their establishment. A state agency is not
10 required to request an application period, and may request more than one application period.
11 If the commissioner of administration has established one or more application periods for a
12 state agency under sec. 3(b) of this Act, the application period or periods established under
13 this subsection must coincide with the period or periods established under sec. 3(b) of this
14 Act.

15 (d) A separation incentive program established under this section must provide that
16 a separation incentive payment to an employee may be made only if

17 (1) the employee is a permanent full-time or permanent full-time seasonal
18 employee with at least five years of service with the state; and

19 (2) the savings to the state agency in personal services costs for the position
20 occupied by that employee would exceed, in the three years after the employee separates, the
21 amount of the separation incentive payment.

22 (e) If an individual who received a separation incentive payment under this section
23 subsequently is reemployed by a state agency or the University of Alaska within the three
24 years after the date that the individual received the separation incentive payment, the
25 individual is liable to the state in an amount equal to 110 percent of the amount of the
26 separation incentive payment, plus interest at the rate prescribed by AS 45.45.010,
27 commencing on the date that the individual received the separation incentive payment.

28 (f) If an employee is eligible to participate in an approved retirement incentive plan
29 adopted under sec. 3 of this Act,

30 (1) a separation incentive payment to that employee may not exceed the
31 amount that the state agency would be obligated to pay to the appropriate retirement system,

1 notwithstanding (b) of this section; and

2 (2) the employee may participate in either the separation incentive program
3 under this section or the retirement incentive plan adopted under sec. 3 of this Act, but not
4 both.

5 (g) In this section, "base salary" means the monthly salary paid to an employee under
6 the applicable collective bargaining agreement, AS 39.27.011, or another applicable pay
7 schedule, and includes geographic differential; if an employee is paid on an hourly basis, the
8 employee's base salary is the employee's hourly rate, including geographic differential,
9 multiplied by the number of hours in the employee's regular work week, multiplied by 4.35.

10 * **Sec. 12. OFFICE OF MANAGEMENT AND BUDGET.** (a) When designating an
11 employee category for participation in a retirement incentive plan or a separation incentive
12 program under this Act, the executive head of the relevant state agency shall describe in detail
13 the expected effect of the plan or program on the agency's personal services cost and
14 operation. This financial report must be approved by the director of the office of management
15 and budget before the commissioner of administration may approve the proposed plan or
16 program. The state agency shall report each year to the office of management and budget on
17 the cost of each employee's participation and the effect on the agency's personal services cost
18 and operation.

19 (b) The office of management and budget shall submit to the legislature annual reports
20 on the retirement incentive and separation incentive programs under this Act beginning
21 January 15, 1997, and continuing through January 15, 1999, and shall submit a final report
22 January 15, 2000. Each report must provide the information necessary for the legislature to
23 evaluate the effectiveness of the programs in achieving their objectives. The report must
24 include information on the designated employee categories under the incentive programs,
25 including the cost of each incentive program per participant, the cost to the state, the cost to
26 the employee, the annual budgeted amount, by state agency, for the incentives, the number of
27 positions deleted or left vacant, and the projected or actual net savings over the three-year
28 period.

29 * **Sec. 13. PROGRAM CHANGES.** (a) An individual employee does not have a vested
30 or contractual right to a benefit under this Act until an agreement is executed with the
31 administrator that specifically authorizes that employee to participate in the retirement

1 incentive program under this Act or until an agreement is executed with the commissioner of
2 administration to participate in the separation incentive program under this Act. The legisla-
3 ture reserves the right to change any aspect of either incentive program as it relates to
4 employees for whom participation agreements have not yet been executed with the
5 administrator or with the commissioner of administration.

6 (b) In this section, "administrator" means the administrator of the public employees'
7 retirement system for employees who are members of that system, and the administrator of
8 the teachers' retirement system for employees who are members of that system.

9 * **Sec. 14. REGULATIONS.** The commissioner of the Department of Administration may
10 adopt regulations under AS 44.62 (Administrative Procedure Act) to implement and interpret
11 this Act.

12 * **Sec. 15. DEFINITIONS.** (a) Unless provided otherwise in this Act, the definitions set
13 out in AS 14.25.220 apply to provisions in secs. 2 - 10 of this Act that relate to the teachers'
14 retirement system and members of the teachers' retirement system.

15 (b) Unless provided otherwise in this Act, the definitions set out in AS 39.35.680
16 apply to provisions in secs. 2 - 10 of this Act that relate to the public employees' retirement
17 system and members of the public employees' retirement system.

18 (c) In this Act,

19 (1) "office of management and budget" means the office of management and
20 budget in the Office of the Governor;

21 (2) "public employees' retirement system" means the Public Employees'
22 Retirement System of Alaska (AS 39.35);

23 (3) "state agency"

24 (A) means

25 (i) the legislative branch of state government;

26 (ii) the judicial branch of state government;

27 (iii) a principal department of the executive branch of state
28 government; an independent state entity that is attached to a principal
29 department of the executive branch for administrative purposes but that is not
30 a public organization as defined in AS 39.35.680 is part of that department for
31 purposes of this clause; and

1 (iv) the Office of the Governor;
2 (B) does not include
3 (i) the University of Alaska;
4 (ii) a political subdivision of the state; or
5 (iii) a public organization as defined in AS 39.35.680;
6 (4) "teachers' retirement system" means the Teachers' Retirement System of
7 Alaska (AS 14.25).

8 * **Sec. 16.** Sections 2, 3, and 11 of this Act are repealed July 1, 1999.

9 * **Sec. 17.** Sections 4 - 8 of this Act are repealed July 1, 1997.

10 * **Sec. 18.** This Act takes effect immediately under AS 01.10.070(c).