COMMITTEE SUBSTITUTE

FOR

Senate Bill No. 406

(By Senators Jenkins, McCabe and Cann)

[Originating in the Committee on Finance; reported March 22, 2013.]

A BILL to amend and reenact §7-14D-2, §7-14D-7, §7-14D-9, §7-

14D-16 and §7-14D-19 of the Code of West Virginia, 1931, as amended; and to amend said code by adding thereto a new section, designated §7-14D-7a, all relating to the Deputy Sheriff Retirement System Act; adding a definition for the terms "retire" and "retirement"; requiring Consolidated Public Retirement Board to correct errors; correcting errors resulting from underpayment or overpayment; and clarifying that an estimation of benefits is provided prior to the submission of a retirement application from a member.

Be it enacted by the Legislature of West Virginia:

That §7-14D-2, §7-14D-7, §7-14D-9, §7-14D-16 and §7-14D-19 of the Code of West Virginia, 1931, as amended, be amended and reenacted; and that said code be amended by adding thereto a new section, designated §7-14D-7a, all to read as follows:

ARTICLE 14D. DEPUTY SHERIFF RETIREMENT SYSTEM

ACT.

§7-14D-2. Definitions.

As used in this article, unless a federal law or regulation
 or the context clearly requires a different meaning:

3 (a) "Accrued benefit" means on behalf of any member
4 two and one-quarter percent of the member's final average
5 salary multiplied by the member's years of credited service.
6 A member's accrued benefit may not exceed the limits of
7 Section 415 of the Internal Revenue Code and is subject to
8 the provisions of section nine-a of this article.

9 (b) "Accumulated contributions" means the sum of all 10 amounts deducted from the compensation of a member, or 11 paid on his or her behalf pursuant to article ten-c, chapter five 12 of this code, either pursuant to section seven of this article or 13 section twenty-nine, article ten, chapter five of this code as
14 a result of covered employment together with regular interest
15 on the deducted amounts.

3

16 (c) "Active member" means a member who is active and17 contributing to the plan.

(d) "Active military duty" means full-time active duty
with any branch of the armed forces of the United States,
including service with the National Guard or reserve military
forces when the member has been called to active full-time
duty and has received no compensation during the period of
that duty from any board or employer other than the armed
forces.

(e) "Actuarial equivalent" means a benefit of equal value
computed upon the basis of the mortality table and interest
rates as set and adopted by the retirement board in
accordance with the provisions of this article: *Provided*, That
when used in the context of compliance with the federal
maximum benefit requirements of Section 415 of the Internal
Revenue Code, "actuarial equivalent" shall be computed

32 using the mortality tables and interest rates required to33 comply with those requirements.

(f) "Annual compensation" means the wages paid to the 34 member during covered employment within the meaning of 35 36 Section 3401(a) of the Internal Revenue Code, but determined without regard to any rules that limit the 37 remuneration included in wages based upon the nature or 38 location of employment or services performed during the 39 plan year plus amounts excluded under Section 414(h)(2) of 40 the Internal Revenue Code and less reimbursements or other 41 expense allowances, cash or noncash fringe benefits or both, 42 43 deferred compensation and welfare benefits. Annual for determining benefits 44 compensation during any 45 determination period may not exceed the maximum compensation allowed as adjusted for cost of living in 46 accordance with section seven, article ten-d, chapter five of 47 this code and Section 401(a)(17) of the Internal Revenue 48 49 Code.

(g) "Annual leave service" means accrued annual leave.
(h) "Annuity starting date" means the first day of the first
calendar month following receipt of the retirement
application by the board or the required beginning date, if
earlier: *Provided*, That the member has ceased covered
employment and reached early or normal retirement age.

(i) "Base salary" means a member's cash compensation
exclusive of overtime from covered employment during the
last twelve months of employment. Until a member has
worked twelve months, annualized base salary is used as base
salary.

(j) "Board" means the Consolidated Public Retirement
Board created pursuant to article ten-d, chapter five of this
code.

64 (k) "County commission" has the meaning ascribed to it65 in section one, article one, chapter seven of this code.

66 (1) "Covered employment" means either: (1) Employment
67 as a deputy sheriff and the active performance of the duties
68 required of a deputy sheriff; or (2) the period of time which

active duties are not performed but disability benefits are 69 received under section fourteen or fifteen of this article; or 70 71 (3) concurrent employment by a deputy sheriff in a job or 72 jobs in addition to his or her employment as a deputy sheriff 73 where the secondary employment requires the deputy sheriff to be a member of another retirement system which is 74 administered by the Consolidated Public Retirement Board 75 76 pursuant to article ten-d, chapter five of this code: Provided, That the deputy sheriff contributes to the fund created in 77 78 section six of this article the amount specified as the deputy 79 sheriff's contribution in section seven of this article.

80 (m) "Credited service" means the sum of a member's
81 years of service, active military duty, disability service and
82 annual leave service.

(n) "Deputy sheriff" means an individual employed as a
county law-enforcement deputy sheriff in this state and as
defined by section two, article fourteen of this chapter.

86 (o) "Dependent child" means either:

87	(1) An unmarried person under age eighteen who is:
88	(A) A natural child of the member;
89	(B) A legally adopted child of the member;
90	(C) A child who at the time of the member's death was
91	living with the member while the member was an adopting
92	parent during any period of probation; or
93	(D) A stepchild of the member residing in the member's
94	household at the time of the member's death; or
95	(2) Any unmarried child under age twenty-three:
96	(A) Who is enrolled as a full-time student in an
97	accredited college or university;
98	(B) Who was claimed as a dependent by the member for
99	federal income tax purposes at the time of the member's
100	death; and
101	(C) Whose relationship with the member is described in
102	subparagraph (A), (B) or (C), paragraph (1) of this

104 (p) "Dependent parent" means the father or mother of the105 member who was claimed as a dependent by the member for

103 subdivision.

106 federal income tax purposes at the time of the member's107 death.

(q) "Disability service" means service credit received by
a member, expressed in whole years, fractions thereof or
both, equal to one half of the whole years, fractions thereof
or both, during which time a member receives disability
benefits under section fourteen or fifteen of this article.

(r) "Early retirement age" means age forty or over andcompletion of twenty years of service.

115 (s) "Employer error" means omission. an misrepresentation, or violation of relevant provisions of the 116 West Virginia Code this code or of the West Virginia Code 117 118 of State Regulations Rules or the relevant provisions of both 119 the West Virginia Code and of the West Virginia Code of 120 State Regulations by the participating public employer that has resulted in an underpayment or overpayment of 121 122 contributions required. A deliberate act contrary to the provisions of this section by a participating public employer 123 124 does not constitute employer error.

[Com. Sub. for S. B. No. 406 9 (t) "Effective date" means July 1, 1998.

126 (u) "Final average salary" means the average of the highest annual compensation received for covered 127 128 employment by the member during any five consecutive plan 129 years within the member's last ten years of service. If the 130 member did not have annual compensation for the five full 131 plan years preceding the member's attainment of normal 132 retirement age and during that period the member received 133 disability benefits under section fourteen or fifteen of this article, then "final average salary" means the average of the 134 monthly salary determined paid to the member during that 135 period as determined under section seventeen of this article 136 137 multiplied by twelve.

(v) "Fund" means the West Virginia Deputy Sheriff 138 139 Retirement Fund created pursuant to section six of this article. 140

(w) "Hour of service" means: 141

125

142 (1) Each hour for which a member is paid or entitled to 143 payment for covered employment during which time active

144 duties are performed. These hours shall be credited to the145 member for the plan year in which the duties are performed;146 and

147 (2) Each hour for which a member is paid or entitled to 148 payment for covered employment during a plan year, but where no duties are performed due to vacation, holiday, 149 illness, incapacity including disability, layoff, jury duty, 150 151 military duty, leave of absence or any combination thereof 152 and without regard to whether the employment relationship has terminated. Hours under this paragraph shall be 153 154 calculated and credited pursuant to West Virginia Division of Labor rules. A member will not be credited with any hours of 155 156 service for any period of time he or she is receiving benefits 157 under section fourteen or fifteen of this article; and

(3) Each hour for which back pay is either awarded or
agreed to be paid by the employing county commission,
irrespective of mitigation of damages. The same hours of
service shall not be credited both under this paragraph and
paragraph (1) or (2) of this subdivision. Hours under this

paragraph shall be credited to the member for the plan year
or years to which the award or agreement pertains rather than
the plan year in which the award, agreement or payment is
made.

(x) "Member" means a person first hired as a deputy 167 sheriff after the effective date of this article, as defined in 168 169 subsection (r) (t) of this section, or a deputy sheriff first hired 170 prior to the effective date and who elects to become a 171 member pursuant to section five or seventeen of this article. A member shall remain a member until the benefits to which 172 173 he or she is entitled under this article are paid or forfeited or until cessation of membership pursuant to section five of this 174 article. 175

(y) "Monthly salary" means the portion of a member's
annual compensation which is paid to him or her per month.
(z) "Normal form" means a monthly annuity which is one
twelfth of the amount of the member's accrued benefit which
is payable for the member's life. If the member dies before
the sum of the payments he or she receives equals his or her

182 accumulated contributions on the annuity starting date, the 183 named beneficiary shall receive in one lump sum the 184 difference between the accumulated contributions at the 185 annuity starting date and the total of the retirement income 186 payments made to the member.

187 (aa) "Normal retirement age" means the first to occur of 188 the following: (1) Attainment of age fifty years and the 189 completion of twenty or more years of service; (2) while still 190 in covered employment, attainment of at least age fifty years 191 and when the sum of current age plus years of service equals or exceeds seventy years; (3) while still in covered 192 employment, attainment of at least age sixty years and 193 completion of five years of service; or (4) attainment of age 194 195 sixty-two years and completion of five or more years of service. 196

(bb) "Partially disabled" means a member's inability to
engage in the duties of deputy sheriff by reason of any
medically determinable physical or mental impairment that
can be expected to result in death or that has lasted or can be

expected to last for a continuous period of not less than 201 twelve months. A member may be determined partially 202 203 disabled for the purposes of this article and maintain the 204 ability to engage in other gainful employment which exists 205 within the state but which ability would not enable him or her 206 to earn an amount at least equal to two thirds of the average 207 annual compensation earned by all active members of this plan during the plan year ending as of the most recent June 208 30, as of which plan data has been assembled and used for 209 210 the actuarial valuation of the plan.

211 (cc) "Public Employees Retirement System" means the
212 West Virginia Public Employees Retirement System created
213 by article ten, chapter five of this code.

(dd) "Plan" means the West Virginia Deputy SheriffDeath, Disability and Retirement Plan established by thisarticle.

(ee) "Plan year" means the twelve-month periodcommencing on July 1 of any designated year and ending thefollowing June 30.

(ff) "Oualified public safety employee" means any 220 employee of a participating state or political subdivision who 221 222 provides police protection, fire-fighting services or emergency medical services for any area within the 223 224 jurisdiction of the state or political subdivision, or such any other meaning given to the term by Section 72(t)(10)(B) of 225 226 the Internal Revenue Code or by Treasury Regulation (1.401(a)-1(b)(2)(v)) as they may be amended from time to 227 228 time.

(gg) "Regular interest" means the rate or rates of interest
per annum, compounded annually, as adopted by the board
adopts in accordance with the provisions of this article.

(hh) "Required beginning date" means April 1 of the
calendar year following the later of: (i) The calendar year in
which the member attains age seventy and one-half; or (ii)
the calendar year in which he or she retires or otherwise
separates from covered employment.

237 (ii) <u>"Retire" or "retirement" means a member's</u>
238 <u>withdrawal from the employ of a participating public</u>
239 <u>employer and the commencement of an annuity by the plan.</u>

(ii) (jj) "Retirement income payments" means the annual
retirement income payments payable under the plan.

(jj) (kk) "Spouse" means the person to whom the member
is legally married on the annuity starting date.

(kk) (11) "Surviving spouse" means the person to whom
the member was legally married at the time of the member's
death and who survived the member.

(H) (mm) "Totally disabled" means a member's inability
to engage in substantial gainful activity by reason of any
medically determined physical or mental impairment that can
be expected to result in death or that has lasted or can be
expected to last for a continuous period of not less than
twelve months. For purposes of this subdivision:

(1) A member is totally disabled only if his or her
physical or mental impairment or impairments are so severe
that he or she is not only unable to perform his or her
previous work as a deputy sheriff but also cannot,
considering his or her age, education and work experience,

engage in any other kind of substantial gainful employment
which exists in the state regardless of whether: (A) The work
exists in the immediate area in which the member lives; (B)
a specific job vacancy exists; or (C) the member would be
hired if he or she applied for work.

263 (2) "Physical or mental impairment" is an impairment 264 that results from anatomical, physiological an or psychological abnormality that is demonstrated by medically 265 accepted clinical and laboratory diagnostic techniques. A 266 member's receipt of Social Security disability benefits 267 268 creates a rebuttable presumption that the member is totally disabled for purposes of this plan. Substantial gainful 269 270 employment rebuts the presumption of total disability.

(mm) (nn) "Year of service". – A member shall, except
in his or her first and last years of covered employment, be
credited with year of service credit based upon the hours of
service performed as covered employment and credited to the
member during the plan year based upon the following
schedule:

277	Hours of Service Years of Service Credited
278	Less than 500 0
279	500 to 999 1/3
280	1,000 to 1,499 2/3
281	1,500 or more 1
282	During a member's first and last years of covered
283	employment, the member shall be credited with one twelfth
284	of a year of service for each month during the plan year in
285	which the member is credited with an hour of service. A
286	member is not entitled to credit for years of service for any
287	time period during which he or she received disability
288	payments under section fourteen or fifteen of this article.
289	Except as specifically excluded, years of service include
290	covered employment prior to the effective date. Years of
291	service which are credited to a member prior to his or her
292	receipt of accumulated contributions upon termination of
293	employment pursuant to section thirteen of this article or
294	section thirty, article ten, chapter five of this code, shall be
295	disregarded for all purposes under this plan unless the

296 member repays the accumulated contributions with interest
297 pursuant to section thirteen of this article or had prior to the
298 effective date made the repayment pursuant to section
299 eighteen, article ten, chapter five of this code.

§7-14D-7. Members' contributions; employer contributions.

1 (a) There shall be deducted from the monthly salary of 2 each member and paid into the fund an amount equal to eight and one-half percent of his or her monthly salary. An 3 additional amount shall be paid to the fund by the county 4 commission of the county in which the member is employed 5 in covered employment in an amount determined by the 6 board: Provided, That in any year preceding July 1, 2011, the 7 8 total of the contributions provided in this section, to be paid 9 by the county commission, may not exceed ten and one- half 10 percent of the total payroll for the members in the employ of the county commission; Provided, however, That on or after 11 12 July 1, 2011, the total of the contributions provided in this 13 section, to be paid by the county commission, may not 14 exceed thirteen percent of the total payroll for the members

15 in the employ of the county commission. If the board finds 16 that the benefits provided by this article can be actually 17 funded with a lesser contribution, then the board shall reduce 18 the required member or employer contributions or both. The 19 sums withheld each calendar month shall be paid to the fund 20 no later than fifteen days following the end of the calendar 21 month.

22 (b) Any active member who has concurrent employment in an additional job or jobs and the additional employment 23 requires the deputy sheriff to be a member of another 24 25 retirement system which is administered by the Consolidated Public Retirement board pursuant to article ten-d, chapter 26 five of this code shall make an additional contribution to the 27 28 fund of eight and one-half percent of his or her monthly 29 salary earned from any additional employment which requires the deputy sheriff to be a member of another 30 retirement which is administered by the Consolidated Public 31 32 Retirement Board pursuant to article ten-d, chapter five of 33 this code. An additional amount shall be paid to the fund by

the concurrent employer for which the member is employed 34 35 in an amount determined by the board: *Provided*, That in any 36 year preceding July 1, 2011, the total of the contributions 37 provided in this section, to be paid by the concurrent 38 employer, may not exceed ten and one- half percent of the monthly salary of the employee: Provided, however, That on 39 or after July 1, 2011, the total of the contributions provided 40 41 in this section, to be paid by the concurrent employer, may not exceed thirteen percent of the monthly salary of the 42 43 employee. If the board finds that the benefits provided by this article can be funded with a lesser contribution, then the 44 board shall reduce the required member or employer 45 contributions or both. The sums withheld each calendar 46 47 month shall be paid to the fund no later than fifteen days 48 following the end of the calendar month.

49 (c) If any change or employer error in the records of any
50 participating public employer or the retirement system results
51 in any member receiving from the system more or less than
52 he or she would have been entitled to receive had the records

21 [Com. Sub. for S. B. No. 406 53 been correct, the board shall correct the error, and as far as is 54 practicable shall adjust the payment of the benefit in a 55 manner that the actuarial equivalent of the benefit to which 56 the member was correctly entitled shall be paid. Any 57 employer error resulting in an underpayment to the retirement 58 system may be corrected by the member remitting the required employee contribution and the participating public 59 employer remitting the required employer contribution. 60 61 Interest shall accumulate in accordance with the retirement 62 board reinstatement interest as established in Legislative Rule 162 CSR 7 and any accumulating interest owed on the 63 64 employee and employer contributions resulting from the employer error shall be the responsibility of the participating 65 66 public employer. The participating public employer may remit total payment and the employee reimburse the 67 68 participating public employer through payroll deduction over 69 a period equivalent to the time period during which the 70 employer error occurred.

§7-14D-7a. Correction of errors; underpayments; overpayments.

1 (a) General rule: If any change or employer error in the 2 records of any participating public employer or the plan 3 results in any member, retirant or beneficiary receiving from the plan more or less than he or she would have been entitled 4 to receive had the records been correct, the board shall 5 correct the error. If correction of the error occurs after the 6 7 effective retirement date of a retirant, and as far as is 8 practicable, the board shall adjust the payment of the benefit in a manner that the actuarial equivalent of the benefit to 9 which the retirant was correctly entitled shall be paid. 10

11 (b) Underpayments: Any error resulting in an 12 underpayment to the retirement system of required contributions may be corrected by the member or retirant 13 14 remitting the required employee contribution and the participating public employer remitting the required 15 employer contribution. Interest shall accumulate 16 in accordance with the Legislative board's rule, Refund, 17

18 Reinstatement, Retroactive Service, Loan And Employer Error Interest Factors, 162 CSR 7, concerning retirement 19 board refund, reinstatement, retroactive service, loan and 20 21 employer error interest factors and any accumulating interest 22 owed on the employee and employer contributions resulting 23 from an employer error is the responsibility of the participating public employer. The participating public 24 25 employer may remit total payment and the employee may reimburse the participating public employer through payroll 26 deduction over a period equivalent to the time period during 27 which the employer error occurred. If the correction of an 28 error involving an underpayment of required contributions to 29 the retirement system will result in increased payments to a 30 31 retirant, including increases to payments already made, any 32 adjustments shall be made only after the board receives full payment of all required employee 33 and employer 34 contributions, including interest.

35 (c) Overpayments: (1) When mistaken or excess36 employer contributions, including any overpayments, have

been made to the retirement system by a participating public
employer, due to error or other reason, the board shall credit
the participating public employer with an amount equal to the
erroneous contributions, to be offset against the participating
public employer's future liability for employer contributions
to the system. Earnings or interest shall not be credited to the
employer.

(2) When mistaken or excess employee contributions, 44 45 including any overpayments, have been made to the 46 retirement system, due to error or other reason, the board has 47 sole authority for determining the means of return, offset or 48 credit to or for the benefit of the employee of the amounts, 49 and may use any means authorized or permitted under the provisions of Section 401(a), et seq. of the Internal Revenue 50 Code and guidance issued thereunder applicable to 51 52 governmental plans. Alternatively, in its full and complete 53 discretion, the board may require the participating public 54 employer to pay the employee the amounts as wages, with the board crediting the participating public employer with a 55

56 corresponding amount to offset against its future 57 contributions to the plan: *Provided*, That the wages paid to 58 the employee shall not be considered compensation for any 59 purposes under this article. Earnings or interest shall not be 60 returned, offset, or credited under any of the means used by 61 the board for returning mistaken or excess employee 62 contributions, including any overpayments, to an employee.

§7-14D-9. Retirement; commencement of benefits.

1 A member may retire and commence to receive 2 retirement income payments on the first day of the calendar month following the board's receipt of the member's 3 voluntary written application for retirement or the required 4 5 beginning date, if earlier. Before receiving retirement income 6 payments, the member shall have ceased covered 7 employment and reached early or normal retirement age. The retirement income payments shall be in an amount as 8 9 provided under section eleven of this article: Provided, That retirement income payments under this plan shall be are 10 11 subject to the provisions of this article. Upon receipt of the application a request for estimation of benefits, the board 12

shall promptly provide the member with an explanation of his
or her optional forms of retirement benefits and upon the
<u>estimated gross monthly annuity</u>. Upon receipt of properly
executed <u>retirement application</u> forms from the member, the
board shall process the member's request and commence
payments as soon as administratively feasible.

§7-14D-16. Awards and benefits for disability – Physical examinations; termination of disability.

(a) The board may require any member who has applied 1 for or is receiving disability benefits under this article to 2 submit to a physical examination, mental examination or 3 both, by a physician or physicians selected or approved by 4 the board and may cause all costs incident to the examination 5 6 and approved by the board to be paid from the fund. The 7 costs may include hospital, laboratory, X ray, medical and 8 physicians' fees. A report of the findings of any physician shall be submitted in writing to the board for its 9 10 consideration. If, from the report, independent information, or from the report and any hearing on the report, the board is 11

[Com. Sub. for S. B. No. 406 27 12 of the opinion and finds that: (1) The member has become reemployed as a law-enforcement officer; (2) two physicians 13 14 who have examined the member have found that considering 15 the opportunities for law enforcement in West Virginia, the 16 member could be so employed as a deputy sheriff; or (3) 17 other facts exist to demonstrate that the member is no longer 18 totally disabled or partially disabled as the case may be, then the disability benefits shall cease. If the member was totally 19 20 disabled and is found to have recovered, the board shall 21 determine whether the member continues to be partially 22 disabled. If the board finds that the member is no longer totally 23 disabled, but is partially disabled, then the member shall continue to receive partial disability benefits in accordance 24 25 with this article. Benefits shall cease once the member has been found to be no longer either totally or partially disabled: 26 *Provided*, That the board shall require recertification for each 27 partial or total disability at regular intervals as specified by the 28 guidelines adopted by the Public Employees Deputy Sheriff 29

³⁰ Retirement System.

(b) If a retirant refuses to submit to a medical examination
or submit a statement by his or her physician certifying
continued disability in any period, his or her disability annuity
may be discontinued by the board until the retirant complies.
If the refusal continues for one year, all the retirants rights in
and to the annuity may be revoked by the board.

§7-14D-19. Awards and benefits to surviving spouse – When member dies from nonservice-connected causes.

1 (a) In any case where a member who has been a member for at least ten years, while in covered employment after the 2 3 effective date of this article, has died or dies from any cause other than those specified in section eighteen of this article 4 5 and not due to vicious habits, intemperance or willful misconduct on his or her part, the fund shall pay annually in 6 7 equal monthly installments to the surviving spouse during his 8 or her lifetime, a sum equal to the greater of: (i) One half of the annual compensation received in the preceding 9 10 twelve-month employment period by the deceased member; or (ii) if the member dies after his or her early or normal 11

retirement age, the monthly amount which the spouse would 12 13 have received had the member retired the day before his or 14 her death, elected a one hundred percent joint and survivor 15 annuity with the spouse as the joint annuitant, and then died. Where the member is receiving disability benefits under 16 section fourteen fifteen of this article at the time of his or her 17 18 death, the most recent monthly compensation determined 19 under section seventeen of this article shall be substituted for the annual compensation in subdivision (i) of this section 20 subsection. 21

(b) Benefits for a surviving spouse received under this
section, section twenty and section twenty-one of this article
are in lieu of receipt of any other benefits under this article
for the spouse or any other person or under the provisions of
any other state retirement system based upon the member's
covered employment.