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OFFICE WEST VIRGINIA SECRETARY OF STATE

## **WEST VIRGINIA LEGISLATURE**

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FIRST REGULAR SESSION, 2015

# ENROLLED

## COMMITTEE SUBSTITUTE FOR

# House Bill No. 2505

(By Delegate(s) Canterbury, Pethtel, Folk, Walters, Hamilton, Marcum, Kurcaba and Hicks)



Passed March 9, 2015

In effect ninety days from passage.

# FILED ENROLLED<sup>15 NAR 25</sup> A 10:38 OFFICE WEST VIRGINA SECRETARY OF STATE

FOR

## H. B. 2505

(BY DELEGATE(S) CANTERBURY, PETHTEL, FOLK, WALTERS, HAMILTON, MARCUM, KURCABA AND HICKS)

[Passed March 9, 2015; in effect ninety days from passage.]

AN ACT to amend and reenact §5-10-17 of the Code of West Virginia, 1931, as amended; to amend and reenact §7-14D-5 of said code; to amend and reenact §8-22A-6 of said code; to amend and reenact §15-2A-3 of said code; to amend and reenact §16-5V-6 of said code; and to amend and reenact §18-7A-13 of said code, all relating to retirement system participation; clarifying that police officers and firefighters hired after a certain date are members of the West Virginia Municipal Police and Firefighters Retirement System; clarifying that members first employed in covered employment in the West Virginia Deputy Sheriffs Retirement System, West Virginia Municipal Police Officers and Firefighters Retirement System or the West Virginia Emergency Medical Services Retirement System shall participate in only one retirement system administered by the Consolidated Public Retirement Board in which the member has the earliest date of

hire; and specifying that members of the Public Employees Retirement System, the State Police Retirement System and the Teachers' Retirement System who are employed in an additional job that requires membership in the West Virginia Deputy Sheriff Retirement System, the West Virginia Municipal Police Officers and Firefighters Retirement System or the West Virginia Emergency Medical Services Retirement System shall abide by the concurrent employment provisions of said system and participate in only one system administered by the Consolidated Public Retirement Board.

#### Be it enacted by the Legislature of West Virginia:

That §5-10-17 of the Code of West Virginia, 1931, as amended, be amended and reenacted; that §7-14D-5 of said code be amended and reenacted; that §8-22A-6 of said code be amended and reenacted; that §15-2A-3 of said code be amended and reenacted; that §16-5V-6 of said code be amended and reenacted; and that §18-7A-13 of said code be amended and reenacted, all to read as follows:

#### CHAPTER 5. GENERAL POWERS AND AUTHORITY OF THE GOVERNOR, SECRETARY OF STATE AND ATTORNEY GENERAL; BOARD OF PUBLIC WORKS; MISCELLANEOUS AGENCIES, COMMISSIONS, OFFICES, PROGRAMS, ETC.

#### ARTICLE 10. WEST VIRGINIA PUBLIC EMPLOYEES RETIREMENT ACT.

#### §5-10-17. Retirement system membership.

- 1 The membership of the retirement system consists of the
- 2 following persons:
- 3 (a) All employees, as defined in section two of this article,
  4 who are in the employ of a political subdivision the day
  5 preceding the date it becomes a participating public employer
  6 and who continue in the employ of the participating public

7 employer on and after that date shall become members of the
8 retirement system; and all persons who become employees of a
9 participating public employer on or after that date shall
10 thereupon become members of the system; except as provided in
11 subdivisions (b), (c) and (d) of this section.

12 (b) The membership of the Public Employees Retirement 13 System shall not include any person who is an active contributing member of, or who has been retired by, any of the 14 15 state Teachers retirement systems, the Judges Retirement 16 System, any Retirement System of the West Virginia State 17 Police, the Deputy Sheriff Retirement System or any municipal 18 retirement system for either, or both, police or firefighter; and 19 the Bureau of Employment Programs, by the Commissioner of 20 the Bureau, may elect whether its employees will accept 21 coverage under this article or be covered under the authorization 22 of a separate enactment: Provided, That the exclusions of 23 membership do not apply to any member of the State 24 Legislature, the Clerk of the House of Delegates, the Clerk of the 25 State Senate or to any member of the legislative body of any 26 political subdivision provided he or she once becomes a 27 contributing member of the retirement system: Provided, 28 however, That any retired member of the State Police Death, 29 Disability and Retirement Fund, the West Virginia State Police 30 Retirement System, the Deputy Sheriff Retirement System and 31 any retired member of any municipal retirement system for 32 either, or both, police or firefighter may on and after the 33 effective date of this section become a member of the retirement 34 system as provided in this article, without receiving credit for 35 prior service as a municipal police officer or firefighter or as a 36 member of the State Police Death, Disability and Retirement 37 Fund, the West Virginia State Police Retirement System or the 38 Deputy Sheriff Retirement System: Provided further, That any 39 retired member of the State Police Death, Disability and 40 Retirement Fund, the West Virginia State Police Retirement

41 System, the Deputy Sheriff Retirement System and any retired 42 member of any municipal retirement system for either, or both, 43 police or firefighters, who begins participation in the retirement 44 system established in this article on or after July 1, 2005, may 45 not receive a combined retirement benefit in excess of one 46 hundred five percent of the member's highest annual salary 47 earned while either a member of the retirement system established in this article or while a member of the other 48 49 retirement system or systems from which he or she previously 50 retired when adding the retirement benefit from the retirement 51 system created in this article to the retirement benefit received 52 by that member from the other retirement system or systems set 53 forth herein from which he or she previously retired: And 54 provided further, That the membership of the retirement system 55 does not include any person who becomes employed by the 56 Prestera Center for Mental Health Services, Valley 57 Comprehensive Mental Health Center, Westbrook Health 58 Services or Eastern Panhandle Mental Health Center on or after 59 July 1, 1997, And provided further, That membership of the 60 retirement system does not include any person who becomes a 61 member of the federal Railroad Retirement Act on or after July 1,2000. 62

63 (c) Any member of the State Legislature, the Clerk of the 64 House of Delegates, the Clerk of the State Senate and any 65 employee of the State Legislature whose employment is 66 otherwise classified as temporary and who is employed to 67 perform services required by the Legislature for its regular 68 sessions or during the interim between regular sessions and who 69 has been or is employed during regular sessions or during the 70 interim between sessions in seven consecutive calendar years, as 71 certified by the Clerk of the House in which the employee 72 served, or any member of the legislative body of any other 73 political subdivision shall become a member of the retirement 74 system provided he or she notifies the retirement system in

75 writing of his or her intention to be a member of the system and 76 files a membership enrollment form as prescribed by the Board 77 of Trustees, and each person, upon filing his or her written notice 78 to participate in the retirement system, shall by that act authorize 79 the Clerk of the House of Delegates or the Clerk of the State 80 Senate or such person or legislative agency as the legislative 81 body of any other political subdivision shall designate to deduct 82 the member's contribution, as provided in subsection (b), section 83 twenty-nine of this article, and after the deductions have been 84 made from the member's compensation, the deductions shall be 85 forwarded to the retirement system.

86 (d) Any employee, as defined in section two of this article, 87 who has concurrent employment in an additional job or jobs 88 which would require the employee to be a member of the West 89 Virginia Deputy Sheriff Retirement System, the West Virginia 90 Municipal Police Officers and Firefighters Retirement System or 91 the West Virginia Emergency Medical Services Retirement 92 System shall abide by the concurrent employment statutory 93 provisions of said retirement system and shall participate in only 94 one retirement system administered by the board.

(e) If question arises regarding the membership status of any
employee, the Board of Trustees has the final power to decide
the question.

98 (f) Any individual who is a leased employee is not eligible 99 to participate in the system. For the purposes of this article, the 100 term "leased employee" means any individual who performs 101 services as an independent contractor or pursuant to an 102 agreement with an employee leasing organization or other 103 similar organization. If a question arises regarding the status of 104 an individual as a leased employee, the board has final authority 105 to decide the question.

#### CHAPTER 7. COUNTY COMMISSIONS AND OFFICERS.

#### ARTICLE 14D. DEPUTY SHERIFF RETIREMENT SYSTEM ACT.

#### §7-14D-5. Members.

1 (a) Any deputy sheriff first employed by a county in covered 2 employment after the effective date of this article shall be a 3 member of this retirement system and does not qualify for 4 membership in any other retirement system administered by the 5 board, so long as he or she remains employed in covered 6 employment: Provided, That any deputy sheriff who has concurrent employment in an additional job or jobs which would 7 8 require the deputy sheriff to be a member of the West Virginia 9 Municipal Police Officers and Firefighters Retirement System or 10 the West Virginia Emergency Medical Services Retirement 11 System shall participate in only one retirement system 12 administered by the board, and the retirement system applicable 13 to the concurrent employment for which the employee has the 14 earliest date of hire shall prevail. The membership of any person in the plan ceases: (1) Upon the withdrawal of accumulated 15 16 contributions after the cessation of service; (2) upon retirement; 17 (3) at death; or (4) upon the date, if any, when after the cessation 18 of service, the outstanding balance of any loan obtained by the 19 member pursuant to section twenty-three of the article, plus 20 accrued interest, equals or exceeds the accumulated 21 contributions of the member.

22 (b) Any deputy sheriff employed in covered employment on 23 the effective date of this article shall within six months of that 24 effective date notify in writing both the county commission in 25 the county in which he or she is employed and the board, of his 26 or her desire to become a member of the plan: Provided, That 27 this time period is extended to January 30, 1999, in accordance 28 with the decision of the Supreme Court of Appeals in West 29 Virginia Deputy Sheriffs' Association, et al v. James L. Sims, et

30 al, No. 25212: Provided, however, That any deputy sheriff employed in covered employment on the effective date of this 31 32 article has an additional time period consisting of the ten-day 33 period following the day after which the amended provisions of 34 this section become law to notify in writing both the county 35 commission in the county in which he or she is employed and the 36 board of his or her desire to become a member of the plan. Any 37 deputy sheriff who elects to become a member of the plan ceases 38 to be a member or have any credit for covered employment in 39 any other retirement system administered by the board and shall 40 continue to be ineligible for membership in any other retirement 41 system administered by the board so long as the deputy sheriff 42 remains employed in covered employment in this plan: Provided 43 further, That any deputy sheriff who elects during the time 44 period from July 1, 1998 to January 30, 1999 or who so elects 45 during the ten-day time period occurring immediately following 46 the day after the day the amendments made during the 1999 47 legislative session become law, to transfer from the Public 48 Employees Retirement System to the plan created in this article 49 shall contribute to the plan created in this article at the rate set 50 forth in section seven of this article retroactive to July 1, 1998. 51 Any deputy sheriff who does not affirmatively elect to become 52 a member of the plan continues to be eligible for any other 53 retirement system as is from time to time offered to other county 54 employees but is ineligible for this plan regardless of any subsequent termination of employment and rehire. 55

56 (c) Any deputy sheriff employed in covered employment on 57 the effective date of this article who has timely elected to 58 transfer into this plan as provided in subsection (b) of this 59 section shall be given credited service at the time of transfer for all credited service then standing to the deputy sheriff's service 60 credit in the Public Employees Retirement System regardless of 61 whether the credited service (as that term is defined in section 62 63 two, article ten, chapter five of this code) was earned as a deputy

64 sheriff. All the credited service standing to the transferring 65 deputy sheriff's credit in the Public Employees Retirement Fund System at the time of transfer into this plan shall be transferred 66 into the plan created by this article, and the transferring deputy 67 68 sheriff shall be given the same credit for the purposes of this 69 article for all service transferred from the Public Employees 70 Retirement System as that transferring deputy sheriff would have 71 received from the Public Employees Retirement System as if the 72 transfer had not occurred. In connection with each transferring 73 deputy sheriff receiving credit for prior employment as provided 74 in this subsection, a transfer from the Public Employees 75 Retirement System to this plan shall be made pursuant to the 76 procedures described in section eight of this article: Provided, 77 That a member of this plan who has elected to transfer from the 78 Public Employees Retirement System into this plan pursuant to 79 subsection (b) of this section may not, after having transferred 80 into and become an active member of this plan, reinstate to his 81 or her credit in this plan any service credit relating to periods of 82 nondeputy sheriff service which were withdrawn from the Public 83 Employees Retirement System prior to his or her elective 84 transfer into this plan.

85 (d) Any deputy sheriff who was employed as a deputy sheriff prior to the effective date of this article, but was not employed 86 87 as a deputy sheriff on the effective date of this article, shall 88 become a member upon rehire as a deputy sheriff. For purposes 89 of this subsection, the member's years of service and credited 90 service in the Public Employees Retirement System prior to the 91 effective date of this article shall not be counted for any purposes 92 under this plan unless: (1) The deputy sheriff has not received 93 the return of his or her accumulated contributions in the Public 94 Employees Retirement System pursuant to section thirty, article 95 ten, chapter five of this code; or (2) the accumulated 96 contributions returned to the member from the Public Employees 97 Retirement System have been repaid pursuant to section thirteen

98 of this article. If the conditions of subdivision (1) or (2) of this
99 subsection are met, all years of the deputy sheriff's covered
100 employment shall be counted as years of service for the purposes
101 of this article.

(e) Once made, the election provided in this section is
irrevocable. All deputy sheriffs first employed after the effective
date and deputy sheriffs electing to become members as
described in this section shall be members as a condition of
employment and shall make the contributions required by
section seven of this article.

108 (f) Notwithstanding any other provisions of this article, any 109 individual who is a leased employee is not eligible to participate 110 in the plan. For purposes of this plan, a "leased employee" 111 means any individual who performs services as an independent 112 contractor or pursuant to an agreement with an employee leasing 113 organization or similar organization. If a question arises 114 regarding the status of an individual as a leased employee, the 115 board has final power to decide the question.

#### CHAPTER 8. MUNICIPAL CORPORATIONS.

#### ARTICLE 22A. WEST VIRGINIA MUNICIPAL POLICE OFFICERS AND FIREFIGHTERS RETIREMENT SYSTEM.

#### **§8-22A-6.** Members.

1 (a) A police officer or firefighter hired in covered 2 employment after the effective date of this article by a municipality or municipal subdivision which has established and 3 maintained a policemen's pension and relief fund or a firemen's 4 5 pension and relief fund pursuant to section sixteen, article twenty-two of this chapter and which is a participating employer, 6 7 shall be a member of this retirement plan: Provided, That any police officer or firefighter who has concurrent employment in 8 9 an additional job or jobs which would require the police officer

10 or firefighter to be a member of the West Virginia Deputy 11 Sheriff Retirement System or the West Virginia Emergency 12 Medical Services Retirement System shall participate in only 13 one retirement system administered by the board, and the 14 retirement system applicable to the concurrent employment for 15 which the employee has the earliest date of hire shall prevail.

(b) Except as provided in section thirty-two of this article, a
police officer or firefighter who is a member of the Municipal
Police Officers and Firefighters Retirement System may not
have credit for covered employment in any other retirement
system applied as service credit in the Municipal Police Officers
and Firefighters Retirement System.

22 (c) Notwithstanding any other provisions of this article, any 23 individual who is a leased employee is not eligible to participate 24 in the plan. For purposes of this plan, a "leased employee" 25 means any individual who performs services as an independent 26 contractor or pursuant to an agreement with an employee leasing 27 organization or similar organization. If a question arises 28 regarding the status of an individual as a leased employee, the 29 board has final power to decide the question.

#### CHAPTER 15. PUBLIC SAFETY.

#### ARTICLE 2A. WEST VIRGINIA STATE POLICE RETIREMENT SYSTEM.

#### §15-2A-3. Continuation and administration of West Virginia State Police Retirement System; leased employees; federal qualification requirements.

(a) The West Virginia State Police Retirement System is
 continued. It is contemplated that substantially all of the
 members of the retirement system shall be qualified public
 safety employees as defined in section two of this article. Any
 West Virginia state trooper employed by the agency on or after
 the effective date of this article shall be a member of this

7 retirement system and may not qualify for membership in any 8 other retirement system administered by the board so long as he 9 or she remains employed by the State Police: Provided, That any 10 state trooper who has concurrent employment in an additional 11 job or jobs which would require the state trooper to be a member 12 of the West Virginia Deputy Sheriff Retirement System, the 13 West Virginia Municipal Police Officers and Firefighters 14 Retirement System or the West Virginia Emergency Medical 15 Services Retirement System shall abide by the statutory 16 provisions of said retirement system related to concurrent 17 employment and participate in only one retirement system 18 administered by the board.

19 (b) Any individual who is a leased employee shall not be 20 eligible to participate in the system. For purposes of this system, 21 a "leased employee" means any individual who performs 22 services as an independent contractor or pursuant to an 23 agreement with an employee leasing organization or other 24 similar organization. If a question arises regarding the status of 25 an individual as a leased employee, the board has final power to 26 decide the question.

(c) The board created pursuant to article ten-d, chapter five
of this code shall administer the retirement system. The board
may sue and be sued, contract and be contracted with and
conduct all the business of the system in the name of the West
Virginia State Police Retirement System.

32 (d) This fund is intended to meet the federal qualification 33 requirements of Section 401(a) and related sections of the 34 Internal Revenue Code as applicable to governmental plans. 35 Notwithstanding any other provision of state law, the board shall 36 administer the retirement system to fulfill this intent for the 37 exclusive benefit of the employees, members, retirants and their 38 beneficiaries. Any provision of this article referencing or relating 39 to these federal qualification requirements shall be effective as

40 of the date required by federal law. The board may promulgate

41 rules and amend or repeal conflicting rules in accordance with

42 the authority granted to the board pursuant to section one, article

43 ten-d, chapter five of this code to assure compliance with this

44 section.

#### CHAPTER 16. PUBLIC HEALTH.

#### ARTICLE 5V. EMERGENCY MEDICAL SERVICES RETIREMENT SYSTEM ACT.

#### §16-5V-6. Members.

1 (a) Any emergency medical services officer first employed 2 by a county or political subdivision in covered employment after 3 the effective date of this article shall be a member of this 4 retirement plan as a condition of employment and upon 5 membership does not qualify for membership in any other retirement system administered by the board, so long as he or 6 7 she remains employed in covered employment: Provided, That 8 any emergency medical services officer who has concurrent 9 employment in an additional job or jobs which would require the 10 emergency medical services officer to be a member of the West 11 Virginia Deputy Sheriff Retirement System or the West Virginia 12 Municipal Police Officers and Firefighters Retirement System shall participate in only one retirement system administered by 13 14 the board, and the retirement system applicable to the concurrent 15 employment for which the employee has the earliest date of hire 16 shall prevail.

(b) Any emergency medical services officer employed in
covered employment by an employer which is currently a
participating public employer of the Public Employees
Retirement System shall notify in writing both the county
commission in the county or officials in the political subdivision
in which he or she is employed and the board of his or her desire
to become a member of the plan by December 31, 2007. Any

24 emergency medical services officer who elects to become a 25 member of the plan ceases to be a member or have any credit for 26 covered employment in any other retirement system 27 administered by the board and shall continue to be ineligible for 28 membership in any other retirement system administered by the 29 board so long as the emergency medical services officer remains 30 employed in covered employment by an employer which is 31 currently a participating public employer of this plan: *Provided*, 32 That any emergency medical services officer who does not 33 affirmatively elect to become a member of the plan continues to 34 be eligible for any other retirement system as is, from time to 35 time, offered to other county employees but is ineligible for this 36 plan regardless of any subsequent termination of employment 37 and rehire.

38 (c) Any emergency medical services officer who was 39 employed as an emergency medical services officer prior to the 40 effective date, but was not employed on the effective date of this 41 article, shall become a member upon rehire as an emergency 42 medical services officer. For purposes of this section, the 43 member's years of service and credited service prior to the 44 effective date shall not be counted for any purposes under this 45 plan unless the emergency medical services officer has not 46 received the return of his or her accumulated contributions in the 47 Public Employees Retirement System pursuant to section thirty, 48 article ten, chapter five of this code. The member may request in 49 writing to have his or her accumulated contributions and 50 employer contributions from covered employment in the Public 51 Employees Retirement System transferred to the plan. If the 52 conditions of this subsection are met, all years of the emergency 53 medical services officer's covered employment shall be counted 54 as years of service for the purposes of this article.

(d) Any emergency medical services officer employed in
covered employment on the effective date of this article who has
timely elected to transfer into this plan as provided in subsection

58 (b) of this section shall be given credited service at the time of 59 transfer for all credited service then standing to the emergency 60 medical services officer's service credit in the Public Employees 61 Retirement System regardless of whether the credited service (as 62 that term is defined in section two, article ten, chapter five of this 63 code) was earned as an emergency medical services officer. All 64 credited service standing to the transferring emergency medical 65 services officer's credit in the Public Employees Retirement 66 System at the time of transfer into this plan shall be transferred 67 into the plan created by this article and the transferring 68 emergency medical services officer shall be given the same 69 credit for the purposes of this article for all service transferred 70 from the Public Employees Retirement System as that 71 transferring emergency medical services officer would have 72 received from the Public Employees Retirement System as if the 73 transfer had not occurred. In connection with each transferring 74 emergency medical services officer receiving credit for prior 75 employment as provided in this subsection, a transfer from the 76 Public Employees Retirement System to this plan shall be made 77 pursuant to the procedures described in this article: Provided, 78 That any member of this plan who has elected to transfer from 79 the Public Employees Retirement System into this plan pursuant 80 to subsection (b) of this section may not, after having transferred 81 into and becoming an active member of this plan, reinstate to his 82 or her credit in this plan any service credit relating to periods in 83 which the member was not in covered employment as an 84 emergency medical services officer and which service was 85 withdrawn from the Public Employees Retirement System prior 86 to his or her elective transfer into this plan.

(e) Once made, the election made under this section is
irrevocable. All emergency medical services officers employed
by an employer which is a participating public employer of the
Public Employees Retirement System after the effective date and
emergency medical services officers electing to become

92 members as described in this section shall be members as a
93 condition of employment and shall make the contributions
94 required by this article.

95 (f) Notwithstanding any other provisions of this article, any individual who is a leased employee is not eligible to participate 96 in the plan. For purposes of this plan, a "leased employee" 97 98 means any individual who performs services as an independent 99 contractor or pursuant to an agreement with an employee leasing 100 organization or similar organization. If a question arises 101 regarding the status of an individual as a leased employee, the 102 board has final power to decide the question.

#### **CHAPTER 18. EDUCATION.**

#### ARTICLE 7A. STATE TEACHERS RETIREMENT SYSTEM.

#### §18-7A-13. Membership in retirement system; cessation of membership; reinstatement of withdrawn service.

- 1 The membership of the retirement system shall consist of the
- 2 following:

3 (a) New entrants, whose membership in the system is 4 compulsory upon employment as teachers and nonteachers: 5 *Provided*, That any teaching member or nonteaching member, as 6 defined in section three of this article, who has concurrent 7 employment in an additional job or jobs which would require the 8 teaching member or nonteaching member to be a member of the 9 West Virginia Deputy Sheriff Retirement System, the West 10 Virginia Municipal Police Officers and Firefighters Retirement 11 System or the West Virginia Emergency Medical Services 12 Retirement System shall abide by the concurrent employment statutory provisions of said retirement system and shall 13 participate in only one retirement system administered by the 14 15 retirement board.

16 (b) The membership of the retirement system shall not 17 include any person who is an active member of or who has been retired by the West Virginia Public Employees Retirement 18 19 System, the judge's retirement system, or the retirement system 20 of the West Virginia State Police or the supplemental retirement 21 system as provided in section four-a, article twenty-three of this 22 chapter. The membership of any person in the retirement system 23 ceases: (1) Upon the withdrawal of accumulated contributions 24 after the cessation of service; (2) upon effective retirement date; 25 (3) at death; or (4) upon the date, if any, when after the cessation 26 of service, the outstanding balance of any loan obtained by the member pursuant to section thirty-four of this article or section 27 28 five, article seven-d of this chapter, plus accrued interest, equals 29 or exceeds the member's accumulated contributions.

30 (c) Any former member of the retirement system who has 31 withdrawn accumulated contributions but subsequently reenters 32 the retirement system may repay to the retirement fund the 33 amount withdrawn, plus interest at a rate set by the board, 34 compounded annually from the date of withdrawal to the date of 35 repayment: *Provided*, That no repayment may be made until the 36 former member has completed two years of contributory service 37 after reentry; and the member shall be accorded all the rights to 38 prior service and experience as were held at the time of 39 withdrawal of the accumulated contributions: *Provided*. 40 *however*. That no withdrawn service may be reinstated that has 41 been transferred to another retirement system from which the 42 member is currently or will in the future draw benefits based on 43 the same service. The interest paid shall be deposited in the 44 reserve fund.

(d) No member is eligible for prior service credit unless he
or she is eligible for prior service pension, as prescribed by
section twenty-two of this article; however, a new entrant who
becomes a present teacher as provided in this subdivision shall
be considered eligible for prior service pension upon retirement.

(e) Any individual who is a leased employee is not eligible
to participate in the system. For purposes of this system, a
"leased employee" means any individual who performs services
as an independent contractor or pursuant to an agreement with an
employee leasing organization or other similar organization. If
a question arises regarding the status of an individual as a leased
employee, the board has final power to decide the question.

That Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

Chairman, House Committee

ommittee

Originating in the House.

In effect ninety days from passage.

Clerk of the Hoyse of Delegates

Speaker of the Hoyse of Delegates

President of the Senate

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### PRESENTED TO THE GOVERNOR

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