

H.B. NO. 805

A BILL FOR AN ACT

RELATING TO FEDERAL TAX QUALIFICATION OF THE EMPLOYEES'
RETIREMENT SYSTEM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The employees' retirement system of the State
2 of Hawaii is intended to be a tax-qualified retirement plan
3 under section 401(a) of the Internal Revenue Code of 1986, as
4 amended. In 2009, the employees' retirement system applied to
5 the Internal Revenue Service for a determination that the
6 employees' retirement system's "plan document" (i.e., the
7 wording of the statutes, administrative rules, and board of
8 trustee actions that govern the employees' retirement system)
9 meets the federal tax qualification requirements in section
10 401(a) of the Internal Revenue Code that are applicable to
11 pension plans sponsored by state and local governments. The
12 employees' retirement system received a favorable determination
13 letter on March 21, 2012. The Internal Revenue Service
14 conditioned the receipt by the employees' retirement system of
15 the favorable determination letter on amendments to chapter 88,
16 Hawaii Revised Statutes, to meet certain vesting rules that were
17 applicable to tax qualified plans prior to the enactment of the

1 federal Employee Retirement Income Security Act on September 2,
2 1974. Those vesting rules require that a member's right to the
3 member's accrued retirement benefit be non-forfeitable upon the
4 attainment of normal retirement age and the completion of any
5 required years of service and any other reasonable requirements
6 set forth in the plan.

7 The favorable determination letter was also conditioned
8 upon the adoption of amendments to section 88-83.5, Hawaii
9 Revised Statutes, to comply with final regulations under section
10 415 of the Internal Revenue Code.

11 The specific statutory amendments upon which the favorable
12 determination letter was conditioned were approved by the
13 Internal Revenue Service as part of its determination process.

14 The legislature finds that, to maintain the federal tax
15 qualification of the employees' retirement system, chapter 88,
16 Hawaii Revised Statutes, should be amended to incorporate the
17 amendments approved by the Internal Revenue Service as part of
18 its determination process.

19 SECTION 2. Section 88-73, Hawaii Revised Statutes, is
20 amended to read as follows:

21 "§88-73 Service retirement. (a) Any member who:

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- 1 (1) Became a member before July 1, 2012, and has at least
2 five years of credited service and has attained age
3 fifty-five;
- 4 (2) Became a member before July 1, 2012, and has at least
5 twenty-five years of credited service;
- 6 (3) Has at least ten years of credited service, which
7 includes service as a judge before July 1, 1999, an
8 elective officer, or a legislative officer;
- 9 (4) Becomes a member after June 30, 2012, and has at least
10 ten years of credited service and has attained age
11 sixty; or
- 12 (5) Becomes a member after June 30, 2012, and has at least
13 twenty-five years of credited service and has attained
14 age fifty-five,

15 shall become eligible to receive a retirement allowance after
16 the member has terminated service.

17 (b) Any member who first earned credited service as a
18 judge after June 30, 1999, but before July 1, 2012, and who has
19 at least five years of credited service and has attained age
20 fifty-five or has at least twenty-five years of credited service
21 shall become eligible to receive a retirement allowance after
22 the member has terminated service. Any member who first earned
23 credited service as a judge after June 30, 2012, and has at

1 least ten years of credited service and has attained age sixty
2 or has at least twenty-five years of credited service and has
3 attained age fifty-five shall be eligible to receive a
4 retirement allowance after the member has terminated service.

5 (c) A member may retire upon the written application
6 specifying the date of retirement, which shall not be less than
7 thirty days nor more than one hundred fifty days subsequent to
8 the date of filing. Retirement shall be effective on the first
9 day of a month, except for the month of December when retirement
10 on the first or last day of the month shall be allowed.

11 (d) Any member of the legislature who attains age sixty-
12 five may retire and receive a service retirement allowance
13 although the member continues to fill the elective position.

14 (e) In the case of a class A or B member who also has
15 prior credited service under part VII or part VIII, total
16 credited service as a class A, class B, class C, and class H
17 member shall be used to determine the eligibility for retirement
18 allowance.

19 (f) A member's right to the member's accrued retirement
20 benefit is non-forfeitable upon the attainment of normal
21 retirement age and the completion of the requisite years of
22 credited service. For this purpose, "normal retirement age" is
23 age sixty-five. For class A and B members who became members

1 before July 1, 2012, the requisite years of credited service is
2 five years. For class A and B members who became members after
3 June 30, 2012, the requisite years of credited service is ten
4 years."

5 SECTION 3. Section 88-83.5, Hawaii Revised Statutes, is
6 amended to read as follows:

7 "§88-83.5 Benefit limitations. (a) Notwithstanding any
8 other law to the contrary, the benefits payable to all employees
9 who first become members on or after January 1, 1990, shall be
10 subject to the limitations set forth in section 415 of the
11 Internal Revenue Code of 1986, as amended, applicable to
12 governmental plans. The dollar limit in section 415(b)(1)(A) of
13 the Internal Revenue Code of 1986, as amended, shall be adjusted
14 automatically under section 415(d) of the Internal Revenue Code
15 of 1986, as amended, effective January 1 of each year, as
16 published in the Internal Revenue Bulletin. The automatic
17 adjustment shall apply to members, former employees[~~7~~] with
18 vested benefit status, and retirants[~~7~~ and beneficiaries]. To
19 the extent the "applicable interest rate," as defined in section
20 417(e)(3) of the Internal Revenue Code of 1986, as amended, is
21 used in computing the limitations under section 415 of the
22 Internal Revenue Code of 1986, as amended, the stability period
23 shall be one calendar year beginning January 1, and the look-

1 back month shall be the fourth full calendar month preceding the
2 first day of the stability period (September).

3 (b) Effective January 1, 2009, the following rules shall
4 apply for purposes of applying the limitations in section 415(b)
5 of the Internal Revenue Code of 1986, as amended:

6 (1) The dollar limit in section 415(b)(1)(A) of the
7 Internal Revenue Code of 1986, as amended, shall be
8 applied to the member's annual benefit as of the
9 member's "annuity starting date," as defined in
10 section 417(f)(2) of the Internal Revenue Code of
11 1986, as amended, without regard to any automatic
12 cost-of-living increases.

13 (2) In no event may the member's annual benefit exceed the
14 dollar limit applicable at the member's "annuity
15 starting date," as defined in section 417(f)(2) of the
16 Internal Revenue Code of 1986, as amended, as
17 increased in subsequent years pursuant to section
18 415(d) of the Internal Revenue Code of 1986, as
19 amended.

20 ~~(b)~~ (c) Notwithstanding any other law to the contrary, the
21 benefits payable to all employees who first became members
22 before January 1, 1990, shall be subject to the greater of the

1 following limitations as provided in section 415(b)(10) of the
2 Internal Revenue Code of 1986, as amended:

- 3 (1) The limitations set forth in section 415 of the
4 Internal Revenue Code of 1986, as amended; or
5 (2) The benefit of the member without regard to any
6 benefit increases pursuant to an amendment adopted
7 after October 14, 1987.

8 [~~e~~] (d) The system shall establish a benefit restoration
9 plan for the payment of retirement benefits as permitted under
10 section 415(m) of the Internal Revenue Code of 1986, as amended,
11 as follows:

- 12 (1) All retirants and beneficiaries of the system whose
13 pension has been limited by section 415 of the
14 Internal Revenue Code shall receive a monthly benefit
15 from the plan established pursuant to this subsection
16 that is equal to the difference between the retirement
17 benefit otherwise payable and the retirement benefit
18 payable because of section 415 of the Internal Revenue
19 Code of 1986, as amended;
20 (2) Participation in the plan shall be determined for each
21 plan year and shall cease whenever the retirement
22 benefit is not limited by section 415 of the Internal
23 Revenue Code of 1986, as amended;

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1 (3) The plan shall be funded on a plan-year-to-plan-year
2 basis and shall not be used to pay any benefits
3 payable in future years. Upon the recommendation of
4 the system's actuary, the required contribution amount
5 shall be determined by the board and deposited in a
6 separate fund from an allocation of employer
7 contribution amounts pursuant to this chapter;

8 (4) The board shall administer the plan and may make
9 modifications to the benefits payable as may be
10 necessary to maintain the qualified status of the plan
11 under section 415(m) of the Internal Revenue Code of
12 1986, as amended."

13 SECTION 4. Section 88-281, Hawaii Revised Statutes, is
14 amended to read as follows:

15 "§88-281 Service retirement. (a) A member who has ten
16 years of credited service and has attained age sixty-two, or a
17 member with thirty years credited service who has attained the
18 age of fifty-five, shall become eligible to receive a retirement
19 allowance after the member has terminated service.

20 (b) If a member has at least twenty-five years of credited
21 service as a sewer worker or as a water safety officer of which
22 the last five or more years prior to retirement is credited in
23 such a capacity, then the sewer worker or water safety officer

1 shall be eligible to receive a retirement benefit unreduced for
2 age after the member has terminated service.

3 (c) A member who has twenty years of credited service and
4 has attained age fifty-five shall be eligible to receive an
5 early retirement allowance reduced for age after the member has
6 terminated service.

7 (d) A member who has ten years of credited service and
8 terminates service prior to attaining age sixty-two shall have a
9 vested right and shall be eligible to receive a retirement
10 allowance when the member has attained age sixty-five.

11 (e) If a member has at least thirty years of credited
12 service through June 30, 2003; twenty-nine years of credited
13 service on or after July 1, 2004; twenty-eight years of credited
14 service on or after July 1, 2005; twenty-seven years of credited
15 service on or after July 1, 2006; twenty-six years of credited
16 service on or after July 1, 2007; and twenty-five years of
17 credited service on or after July 1, 2008, as an emergency
18 medical technician, of which the last five or more years prior
19 to retirement is credited service in that capacity, the
20 emergency medical technician shall be eligible to receive a
21 retirement benefit unreduced for age after the member has
22 terminated service.

1 (f) A member may retire upon the written application to
2 the board, specifying the desired date of retirement, which
3 shall be not less than thirty days nor more than one hundred
4 fifty days subsequent to the date of filing. Retirement shall
5 be effective on the first day of a month, except for the month
6 of December when retirement on the first or last day of the
7 month shall be allowed.

8 (g) A member's right to the member's accrued retirement
9 benefit is non-forfeitable upon the attainment of normal
10 retirement age and the completion of ten years of credited
11 service. For this purpose, "normal retirement age" is age
12 sixty-five."

13 SECTION 5. Section 88-331, Hawaii Revised Statutes, is
14 amended to read as follows:

15 "§88-331 Service retirement. (a) A class H member who:

16 (1) Became a member before July 1, 2012, has at least five
17 years of credited service, and has attained age sixty-
18 two;

19 (2) Became a member before July 1, 2012, has at least
20 thirty years of credited service, and has attained the
21 age of fifty-five; or

1 (3) Becomes a member after June 30, 2012, has at least ten
2 years of credited service, and has attained age sixty-
3 five; or

4 (4) Becomes a member after June 30, 2012, has at least
5 thirty years of credited service, and has attained age
6 sixty,

7 shall become eligible to receive a retirement allowance after
8 the member has terminated service.

9 (b) A class H member who became a member before July 1,
10 2012, and has at least twenty-five years of credited service as
11 a sewer worker or water safety officer, of which the last five
12 or more years prior to retirement is credited service in that
13 capacity, shall become eligible to receive a retirement
14 allowance unreduced for age after the member has terminated
15 service. A class H member who becomes a member after June 30,
16 2012, and has at least twenty-five years of credited service as
17 a sewer worker or water safety officer, of which the last five
18 or more years prior to retirement is credited service in that
19 capacity, and has attained age fifty-five shall become eligible
20 to receive a retirement allowance unreduced for age after the
21 member has terminated service.

22 (c) A class H member who has twenty years of credited
23 service and has attained age fifty-five shall be eligible to

1 receive an early retirement allowance reduced for age after the
2 member has terminated service.

3 (d) If a class H member, who became a member before July
4 1, 2012, has at least twenty-eight years of credited service on
5 or after July 1, 2005; twenty-seven years of credited service on
6 or after July 1, 2006; twenty-six years of credited service on
7 or after July 1, 2007; and twenty-five years of credited service
8 on or after July 1, 2008, as an emergency medical technician, of
9 which the last five or more years prior to retirement is
10 credited service in that capacity, the member shall be eligible
11 to receive a retirement benefit unreduced for age after the
12 member has terminated service. If a class H member, who becomes
13 a member after June 30, 2012, has at least twenty-five years of
14 credited service as an emergency medical technician, of which
15 the last five or more years prior to retirement is credited
16 service in that capacity, and has attained age fifty-five, the
17 member shall be eligible to receive a retirement benefit
18 unreduced for age after the member has terminated service.

19 (e) A class H member may retire upon the written
20 application to the system, specifying the desired date of
21 retirement, which shall be not less than thirty days nor more
22 than one hundred fifty days subsequent to the date of filing.
23 Retirement shall be effective on the first day of a month,

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1 except for the month of December when retirement on the first or
2 last day of the month shall be allowed.

3 (f) A member's right to the member's accrued retirement
4 benefit is non-forfeitable upon the attainment of normal
5 retirement age and the completion of the requisite years of
6 credited service. For this purpose, "normal retirement age" is
7 age sixty-five. For class H members who became members before
8 July 1, 2012, the requisite years of credited service is five
9 years. For class H members who became members after June 30,
10 2012, the requisite years of credited service is ten years."

11 SECTION 6. Statutory material to be repealed is bracketed
12 and stricken. New statutory material is underscored.

13 SECTION 7. This Act shall take effect upon its approval.

14

15

INTRODUCED BY:



16

BY REQUEST

JAN 22 2013

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Report Title:

Employees' Retirement System; Federal Tax Qualification

Description:

Amends chapter 88, Hawaii Revised Statutes, to comply with Internal Revenue Code requirements and pre-ERISA vesting rules to maintain the Employees' Retirement System's status as a tax-qualified plan.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

JUSTIFICATION SHEET

DEPARTMENT: Budget and Finance

TITLE: A BILL FOR AN ACT RELATING TO FEDERAL TAX QUALIFICATION OF THE EMPLOYEES' RETIREMENT SYSTEM.

PURPOSE: To amend chapter 88, Hawaii Revised Statutes, to complete the favorable determination letter process with the Internal Revenue Service.

MEANS: Amend sections 88-73, 88-83.5, 88-281 and 88-331, Hawaii Revised Statutes.

JUSTIFICATION: The employees' retirement system of the State of Hawaii ("Employees' Retirement System") is intended to be a tax-qualified retirement plan under section 401(a) of the Internal Revenue Code of 1986, as amended ("Code"). In 2009, the plan was submitted to the Internal Revenue Service for a favorable determination that the language of the plan met the federal tax qualification requirements applicable to governmental plans sponsored by state and local governments. On March 21, 2012, the Internal Revenue Service issued a favorable determination letter approving the language of the plan based on the information provided in the determination letter process. The information provided in the determination letter process included two proposed amendments to chapter 88, Hawaii Revised Statutes. The two proposed amendments are described as follows:

As part of the initial determination letter application, the Employees' Retirement System proposed technical amendments to section 88-83.5, Hawaii Revised Statutes, to comply with final regulations under section 415 of the Internal Revenue Code, which were effective with respect to the Employees' Retirement System on January 1, 2009.

Generally, section 415 of the Internal Revenue Code provides a dollar limit on the annual benefit that may be paid to a member of the Employees' Retirement System. In calendar year 2012, the dollar limit is \$200,000 for a member commencing retirement benefits between ages 62 and 65. The dollar limit is adjusted (increased) as the cost of living increases. Subject to certain exceptions for police officers and firefighters, actuarial adjustments are required for members retiring prior to age 62. The Internal Revenue Service approved the proposed amendments to section 88-83.5, Hawaii Revised Statutes, as part of the determination letter process. The proposed amendments must be adopted to complete the determination letter process.

As part of the determination letter process, the Internal Revenue Service requested amendments to sections 88-73, 88-281, and 88-331, Hawaii Revised Statutes, to meet certain vesting rules that were applicable to tax-qualified retirement plans prior to the enactment of the federal Employee Retirement Income Security Act on September 2, 1974. Those vesting rules require that a member's right to the member's accrued retirement benefit be fully vested (i.e., non-forfeitable) upon the attainment of normal retirement age and the completion of any required years of service and any other reasonable requirements set forth in the plan. In response to the Internal Revenue Service's request for amendments, the Employees' Retirement System proposed amendments to sections 88-73, 88-281, and 88-331, Hawaii Revised Statutes, that were intended to meet the technical requirements of the Internal Revenue Service's request but not change in any way the benefits provided under chapter 88, Hawaii Revised Statutes. The Internal Revenue Service approved the amendments proposed by the Employees' Retirement System, and specifically conditioned the

favorable determination letter on the State's adoption of the proposed amendments. The proposed amendments must be adopted to complete the determination letter process.

Impact on the public: None.

Impact on the department and other agencies:
None

GENERAL FUND: None.
OTHER FUNDS: None.
PPBS PROGRAM
DESIGNATION: BUF 141.
OTHER AFFECTED
AGENCIES: None.
EFFECTIVE DATE: Upon approval.