

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2367 Session of
2008

INTRODUCED BY CALTAGIRONE, DALEY, HENNESSEY, MUNDY, THOMAS AND
YOUNGBLOOD, MARCH 17, 2008

REFERRED TO COMMITTEE ON STATE GOVERNMENT, MARCH 17, 2008

AN ACT

1 Amending Title 71 (State Government) of the Pennsylvania
2 Consolidated Statutes, transferring county employees to State
3 employment; and establishing the Transferred County Employee
4 Leave Fund.

5 The General Assembly of the Commonwealth of Pennsylvania
6 hereby enacts as follows:

7 Section 1. The definition of "county service" in section
8 5102 of Title 71 of the Pennsylvania Consolidated Statutes is
9 amended to read:

10 § 5102. Definitions.

11 The following words and phrases as used in this part, unless
12 a different meaning is plainly required by the context, shall
13 have the following meanings:

14 * * *

15 "County service." Service credited in a retirement system or
16 pension plan established or maintained by a county to provide
17 retirement benefits for its employees to the account of county
18 employees who are transferred to State employment and become

1 State employees pursuant to 42 Pa.C.S. § 1905 (relating to
2 county-level court administrators) or section 8311 (relating to
3 county employee transfer) regardless of whether the service was
4 performed for the county or another employer or allowed to be
5 purchased in the county retirement system or pension plan.

6 * * *

7 Section 2. Sections 5301(e), 5302(d.1), 5303.1(a),
8 5507(c)(1) and 5903(e) of Title 71 are amended to read:

9 § 5301. Mandatory and optional membership.

10 * * *

11 (e) Election prohibited.--Notwithstanding subsections
12 (a)(13) and (c), county employees who are transferred to State
13 employment and become State employees pursuant to 42 Pa.C.S. §
14 1905 (relating to county-level court administrators) or section
15 8311 (relating to county employee transfer) shall not have the
16 election to remain a contributor in the retirement system or
17 pension plan of the county by which they were employed prior to
18 becoming eligible for membership in the State Employees'
19 Retirement System. Such employees shall be mandatory members of
20 the system provided they are otherwise eligible and unless they
21 are eligible for optional membership pursuant to subsections
22 (a)(1) through (11) and (b) or prohibited membership pursuant to
23 subsections (a)(14) and (c).

24 * * *

25 § 5302. Credited State service.

26 * * *

27 (d.1) Effect of converting county service to State
28 service.--A county employee transferred to State employment
29 pursuant to 42 Pa.C.S. § 1905 (relating to county-level court
30 administrators) or section 8311 (relating to county employee

1 transfer) who elects to convert county service to State service
2 pursuant to section 5303.1 (relating to election to convert
3 county service to State service) shall receive one year or
4 fractional part of a year of State service credit for each year
5 or fractional part of a year, as the case may be, of county
6 service credited in the county retirement system or pension
7 plan, provided, however, that no more than one year of State
8 service of all classes will be credited in any one calendar year
9 and that no State service credit shall be received for county
10 service that is already credited in the system or in the Public
11 School Employees' Retirement System.

12 * * *

13 § 5303.1. Election to convert county service to State service.

14 (a) General rule.--County employees who are transferred to
15 State employment pursuant to 42 Pa.C.S. § 1905 (relating to
16 county-level court administrators) or section 8311 (relating to
17 county employee transfer) may elect to convert their county
18 service in the retirement system or pension plan in which they
19 were contributors immediately prior to the transfer to State
20 employment.

21 * * *

22 § 5507. Contributions by the Commonwealth and other employers.

23 * * *

24 (c) Contributions transferred by county retirement
25 systems.--

26 (1) Each county retirement system or pension plan which
27 is notified by certification from the board that a former
28 contributor who was transferred to State employment pursuant
29 to 42 Pa.C.S. § 1905 (relating to county-level court
30 administrators) or section 8311 (relating to county employee

1 transfer) has elected to convert county service to State
2 service in accordance with section 5303.1 (relating to
3 election to convert county service to State service) shall
4 transfer to the board an amount equal to the actuarial
5 liability for the additional benefits that result in the
6 system as a result of the conversion as certified by the
7 board. This amount shall be calculated in such a manner and
8 using such actuarial factors and assumptions as the board,
9 after obtaining the advice of its actuary, shall determine
10 and shall be calculated by determining the present value of
11 the future benefits for the former county contributors and
12 subtracting from that present value the present value of
13 future employee contributions and future employer normal cost
14 contributions.

15 * * *

16 § 5903. Duties of the board to advise and report to heads of
17 departments and members.

18 * * *

19 (e) Former county employees.--Upon receipt of an election by
20 a county employee transferred to State employment pursuant to 42
21 Pa.C.S. § 1905 (relating to county-level court administrators)
22 or section 8311 (relating to county employee transfer) to
23 convert county service to State service, the board shall certify
24 to the member the amount of service so converted and the class
25 at which such service is credited.

26 * * *

27 Section 3. Section 5906 of Title 71 is amended by adding a
28 subsection to read:

29 § 5906. Duties of heads of departments.

30 * * *

1 (e.2) Former county employees transferred to State
2 employment.--In addition to the duties set forth under
3 subsection (d) and (e), the head of the department to which a
4 county employee is transferred under section 8311 (relating to
5 county employee transfer) shall, upon the transfer of county
6 employees to State employment under section 8311, advise the
7 transferred county employees of their opportunity to elect to
8 convert county service to State service in accordance with
9 section 5303.1 (relating to election to convert county service
10 to State service), and if the employee so elects, the head of
11 the department shall cause an election to be made and filed with
12 the board within 90 days after the transfer to State employment.

13 * * *

14 Section 4. Sections 5907(b)(2) and 5953.5(a) of Title 71 are
15 amended to read:

16 § 5907. Rights and duties of State employees and members.

17 * * *

18 (b) Application for membership.--

19 * * *

20 (2) In the case of a new employee who is a county
21 employee transferred to State employment pursuant to 42
22 Pa.C.S. § 1905 (relating to county-level court
23 administrators) or section 8311 (relating to county employee
24 transfer) and who desires to elect to convert county service
25 to State service, the member shall also execute an election
26 to convert service and file it with the board in accordance
27 with section 5303.1 (relating to election to convert county
28 service to State service).

29 * * *

30 § 5953.5. Transfer of domestic relations orders against county

1 pension plans.

2 (a) General rule.--If, at the time a county employee becomes
3 a State employee pursuant to 42 Pa.C.S. § 1905 (relating to
4 county-level court administrators) or section 8311 (relating to
5 county employee transfer), there is a domestic relations order
6 entered against the transferred employee or the county
7 retirement system or pension plan in which the county employee
8 was a contributor immediately prior to the transfer to State
9 employment and if the domestic relations order affects the
10 rights of the transferred employee or any county alternate payee
11 to receive money or benefits from the county retirement system
12 or pension plan, the domestic relations order shall be affected
13 as follows:

14 (1) If the county employee elects to convert county
15 service to State service in accordance with section 5303.1
16 (relating to election to convert county service to State
17 service), the domestic relations order will remain in effect,
18 but the obligations of the county retirement system or
19 pension plan shall be assumed by the board or system if the
20 domestic relations order is certified as an approved domestic
21 relations order by the secretary of the board or a designated
22 representative pursuant to section 5953.1 (relating to
23 approval of domestic relations orders). If the domestic
24 relations order is not certified as an approved domestic
25 relations order, the order shall not be effective against the
26 board or system and shall not require the board or system to
27 attach, assign or otherwise pay benefits or money to any
28 person except as otherwise provided for in this part.

29 (2) If the county employee does not elect to convert
30 county service to State service, the domestic relations order

shall remain in effect against the county retirement system or pension plan, and the order shall not be effective against the board or the system and shall not require the board or system to attach, assign or otherwise pay benefits or money to any person except as otherwise provided for in this part.

* * *

Section 5. Title 71 is amended by adding a part to read:

PART LI

COUNTY GOVERNMENT

Chapter

81. Preliminary Provisions (Reserved)

83. County Employees

CHAPTER 81

PRELIMINARY PROVISIONS

(RESERVED)

CHAPTER 83

COUNTY EMPLOYEES

Subchapter

A. General Provisions

B. County Employees

C. Leave and Benefits

SUBCHAPTER A

GENERAL PROVISIONS

Sec.

8301. Scope of chapter.

8302. Definitions.

§ 8301. Scope of chapter.

This chapter relates to county employees.

§ 8302. Definitions.

The following words and phrases when used in this chapter

shall have the meanings given to them in this section unless the context clearly indicates otherwise:

"County employee." An employee of a county that was not elected or appointed to the position.

"Department." The respective department of the Commonwealth to which an employee has been assigned under section 8311 (relating to county employee transfer).

SUBCHAPTER B

COUNTY EMPLOYEES

Sec.

8311. County employee transfer.

§ 8311. County employee transfer.

(a) Transition.--Within one year of the effective date of this section, the Governor shall assign all county employees to respective departments within the Commonwealth. One year from the effective date of this section, all county employees shall be included within the State personnel system and shall be compensated by the Commonwealth. One year from the effective date of this section, all county employees shall become State employees and their status as employees of the respective counties shall cease.

(b) Compensation.--The department shall establish salaries and other compensation for those individuals entering the State personnel system under subsection (a).

(c) Compensation plan.--The department shall establish a plan for use on an ongoing basis for compensation of those individuals entering the State personnel system under subsection (a) and their successors.

(d) Reports to appropriations committees.--The department shall make monthly reports to the Chairman and Minority Chairman

of the Appropriations Committee of the Senate and the Chairman and Minority Chairman of the Appropriations Committee of the House of Representatives of expenditures for compensation and related expenditures for individuals who are compensated by the Commonwealth under this section.

SUBCHAPTER C

LEAVE AND BENEFITS

Sec.

8321. Scope.

8322. Definitions.

8323. Holidays.

8324. Sick leave and annual leave.

8325. Other leave.

8326. Leave following transfer.

8327. County payments for certain leave.

§ 8321. Scope.

This subchapter relates to leave and benefits.

§ 8322. Definitions.

The following words and phrases when used in this subchapter shall have the meanings given to them in this section unless the context clearly indicates otherwise:

"Date of transfer." One year from the effective date of section 8311 (relating to county employee transfer) for transfer of designated employees from employment by their employing county to employment by the State government of the Commonwealth.

"Employing county." The county by which a designated employee is employed on the day immediately preceding the designated employee's date of transfer.

"Fund." The Transferred County Employee Leave Fund

1 established under section 8327 (relating to county payments for
2 certain leave).

3 "State personnel policies." Those personnel policies and
4 procedures established and amended by or through a process
5 created by a department and applicable to personnel of the
6 department.

7 "Transferred employee." Personnel designated under section
8 8311 (relating to county employee transfer).

9 § 8323. Holidays.

10 On and after the date of transfer to the State personnel
11 system, transferred employees shall be eligible for those paid
12 holidays specified in State personnel policies.

13 § 8324. Sick leave and annual leave.

14 (a) Accrued sick leave and annual leave to be transferred.--
15 Subject to the provisions of subsection (b), sick leave and
16 annual leave accrued by a transferred employee prior to the date
17 of transfer shall be transferred based upon the accrued sick
18 leave and annual leave balances credited to the transferred
19 employee by the employing county as of the day immediately
20 preceding the transferred employee's date of transfer.

21 (b) Accrued sick leave and annual leave to be credited.--
22 Credit for the sick leave and annual leave transferred under
23 subsection (a) shall not exceed the maximum amount permitted for
24 sick leave and annual leave carryover leave allowances from
25 calendar year to calendar year by State personnel policies in
26 effect on the date of transfer. Accrued sick leave or annual
27 leave transferred under this section shall be used by the
28 transferred employee only as a credit toward sick leave or
29 annual leave, as the case may be, to be taken in the future. The
30 sick leave or annual leave credited under this subsection shall

not, at the time of transfer, be reimbursed to the transferred employee in the form of a lump-sum payout or other leave payout or in any other form which may be permitted by the personnel policies of the employing county in effect on the day immediately preceding the date of transfer. In the event a transferred employee has accrued leave that is eligible for transfer and that under the employing county's personnel policies in effect on the day immediately preceding the date of transfer could be used by the transferred employee as either sick leave or annual leave, the leave shall be credited to the transferred employee with one-half of the leave designated as sick leave and one-half of the leave designated as annual leave.

(c) Excess leave.--Credit for accrued sick leave or annual leave which exceeds the maximum allowed by subsection (b) shall be subject to leave policies in effect in the employing county on the day immediately preceding the date of transfer. Any lump-sum payments or other sick leave payments or annual leave payments made under this subsection are and shall remain the financial responsibility of the employing county.

§ 8325. Other leave.

With the exception of leave specified in section 8324 (relating to sick leave and annual leave), a transferred employee may receive a lump-sum payment or other payment for other accrued leave as permitted by the personnel policies of the employing county in effect on the day immediately preceding the date of transfer. Any lump-sum payment or other leave payments made under this section are and shall remain the financial responsibility of the employing county. For purposes of this section, the term "other accrued leave" shall not include accrued sick leave and accrued annual leave, and shall

include accrued disability leave, accrued personal leave, accrued compensatory leave and other types of accrued leave encompassed within the employing county's personnel policies on the day immediately preceding the date of transfer.

§ 8326. Leave following transfer.

(a) Leave accrual following date of transfer.--On and after the date of transfer, leave shall be accrued by transferred employees as provided by State personnel policies. For purposes of determining the accrual rate for annual leave, the term "service" shall mean State and county service which is creditable for retirement purposes, excluding any nonstate or noncounty service which may be creditable for State or county retirement purposes.

(b) Leave carryover following date of transfer.--On and after the date of transfer, a transferred employee shall be permitted to carry accrued leave from calendar year to calendar year as provided by State personnel policies.

(c) Leave eligible for payment.--If a transferred employee terminates active service with the Commonwealth, the transferred employee shall be paid for sick leave and annual leave transferred and credited under section 8324 (relating to sick leave and annual leave) and for sick, annual and other leave accrued on and after the date of transfer as permitted by State personnel policies in effect on the transferred employee's date of termination.

§ 8327. County payments for certain leave.

(a) County payments.--Each employing county shall provide payment to the Commonwealth for the accrued sick leave and annual leave transferred and credited under section 8324 (relating to sick leave and annual leave). Within 30 days of the

1 date specified under section 8311(a) (relating to county
2 employee transfer), each employing county shall provide in
3 writing to a department, all leave information requested by the
4 department for those individuals designated under section
5 8311(a). The payment to be made by each employing county shall
6 be determined based upon an actuarial evaluation performed by an
7 actuary appointed by the Governor from a list of three actuaries
8 to be submitted by the Secretary of the Budget within 30 days of
9 the effective date of this subchapter. The actuarial evaluation
10 shall be based upon assumptions determined by the actuary to be
11 appropriate under the circumstances to arrive at a fair and
12 reasonable determination of an actuarially equivalent value of
13 the accrued sick leave and annual leave transferred and credited
14 under section 8324. The actuary shall submit the actuarial
15 evaluation to the Governor within 60 days of the receipt of all
16 information necessary to prepare the evaluation. If any
17 employing county fails to provide the information required under
18 this section, the county shall be subject to a penalty of \$100
19 per day for each transferred employee until the required
20 information is provided. The penalties shall be paid into the
21 fund.

22 (b) Notice of payment due and payment method.--Following
23 receipt of the actuarial evaluation required under subsection
24 (a), the department shall notify in writing each employing
25 county of the actuarial value attributable to that county for
26 accrued sick leave and annual leave transferred and credited
27 under section 8324. Each employing county shall be obligated to
28 the Commonwealth for payment of the actuarial value of the
29 accrued sick leave and annual leave transferred and credited
30 under section 8324. Payment shall be made to the Commonwealth by

1 each employing county within 90 days of the date of the written
2 notice from the department to the employing county, which date
3 is referred to for purposes of this section as the payment due
4 date. Any payment not received from an employing county by the
5 payment due date shall be subject to the imposition of interest
6 from the day following the payment due date at the rate
7 determined by the Secretary of Revenue for interest payments on
8 overdue taxes or the refund of taxes as provided in section 806
9 and 806.1 of the act of April 9, 1929 (P.L.343, No.176), known
10 as The Fiscal Code, plus 2% until paid in full.

11 (c) Recoupment of employing county arrearages.--If an
12 employing county fails to submit a payment by the payment due
13 date established under subsection (b), the department shall
14 withhold and withdraw the payment, plus applicable interest, if
15 any, from moneys next due to be paid to the employing county in
16 the form of grants, subsidies or other payments to counties
17 which are made by that department. Any money withheld or
18 withdrawn under this subsection or received under subsection (b)
19 shall be transferred to and deposited in the fund and credited
20 to the employing county's financial obligation under this
21 subchapter.

22 (d) Establishment of fund.--There is created a special
23 nonlapsing fund in the State Treasury to be known as the
24 Transferred County Employee Leave Fund. All money received from
25 employing counties under this section and all investment income
26 earned on those moneys shall be deposited in the fund. All money
27 placed in the fund and the investment income it accrues are
28 appropriated on a continuing basis to the department, upon
29 requisition by the respective secretary of that department, to
30 be applied solely to the cost of leave payments made under

1 section 8326(c) (relating to leave following transfer). The
2 requisition authority granted with regard to the fund is in
3 addition to the requisition authority contained in section 1501
4 of The Fiscal Code.

5 (e) Fund deficiency.--If money in the fund is not adequate
6 to provide for full payment of the counties' share of leave
7 payments, the amount necessary to fully fund the counties' share
8 of leave payments shall become an obligation of the department.

9 (f) Fund surplus.--When all leave payments for transferred
10 employees required to be made under this subchapter have been
11 made, any surplus remaining in the fund shall be transferred to
12 and is appropriated to the General Fund.

13 Section 6. This act shall apply to the county employees who
14 become State employees under 71 Pa.C.S. § 8311.

15 Section 7. The following shall apply:

16 (1) County employees transferred to State employment
17 under 71 Pa.S.C. § 8311 who are annuitants of the State
18 Employees' Retirement System shall be required to be active
19 members of the State Employees' Retirement System and shall
20 have their annuities stopped under 71 Pa.C.S. §§ 5301(d) and
21 5706. Upon subsequent termination and application for
22 annuity, the transferred State Employees' Retirement System
23 annuitants shall have their benefits calculated according to
24 71 Pa.C.S. Pt. XXV. For purposes of calculating eligibility
25 points for the application of 71 Pa.C.S. § 5706(c)(1), only
26 eligibility points earned after the date of transfer may be
27 included, unless the member has converted county service to
28 State service pursuant to 71 Pa.C.S. § 5303.1. If a former
29 annuitant has converted county service to State service, the
30 eligibility points subsequent to the most recent receipt of

1 an annuity that is not returned to the State Employees'
2 Retirement System as a result of the converted service shall
3 also be included in calculating the eligibility points under
4 71 Pa.C.S. § 5706(c)(1).

5 (2) Except as otherwise set forth under this act, county
6 employees who are transferred to State employment under 71
7 Pa.C.S. § 8311 shall be subject to the terms and conditions
8 of 71 Pa.C.S. Pt. XXV in the same manner and extent as any
9 other individual commencing State employment who is eligible
10 for the benefits and obligations of Class A membership with a
11 superannuation age of 60 years.

12 (3) Upon the filing by a county employee transferred to
13 State employment under 71 Pa.C.S. § 8311 of an election to
14 convert county service to State service, the State Employees'
15 Retirement Board shall notify the appropriate county
16 retirement system or pension plan administrator. Within 30
17 days of notification the county retirement system or pension
18 plan administrator shall certify to the State Employees'
19 Retirement Board the total amount of service credited to the
20 electing member's account, and such information on how it was
21 earned or acquired, in the county retirement system or
22 pension plan, including the nature of the underlying service
23 or legal authority on which the credit was based and the
24 dates covered by the credit as requested by the State
25 Employees' Retirement Board. The administrators, employees,
26 trustees and fiduciaries of all retirement systems or pension
27 plans operated for the transferred employees shall provide
28 whatever information and records are requested by the State
29 Employees' Retirement System within 30 days of the request
30 for the transferred employees. If a county retirement system

1 or pension plan fails to provide the information required by
2 this section, the county shall be subject to a penalty of
3 \$100 per day for each of the transferred employees until the
4 information is provided.

5 (4) (i) County employees who are transferred to State
6 employment under 71 Pa.C.S. § 8311 shall have their
7 county employment by virtue of State employment
8 terminated effective the day before the transfer. No
9 further rights in any county retirement system by virtue
10 of employment with the State shall accrue, but the
11 transferred member shall have the rights, privileges and
12 obligations in the retirement system of the county
13 enjoyed by any other involuntarily terminated employee
14 who is a member of that plan of the same gender and with
15 the same age, years of service, compensation,
16 contributions and other factors that enter into the
17 calculation of benefits.

18 (ii) Notwithstanding subparagraph (i) or any other
19 provision of this act, including the amendment of 71
20 Pa.C.S. § 5301(e), and paragraph (5) and notwithstanding
21 any other provision of law, ordinance, collective
22 bargaining agreement, arbitration award, contract or term
23 or condition of any retirement system or pension plan,
24 any transferred member who elects to convert county
25 service to State service may elect to leave in the county
26 retirement system or pension plan any contributions of
27 whatever nature made by the employee, including pickup
28 contributions, and any interest paid on those
29 contributions. Upon making such an election, the
30 retirement system or pension plan shall treat the

1 contributions and interest as if the member had remained
2 in full-time active service as an employee of the county
3 for the period the transferred employee is a State
4 employee, including the crediting of interest if and as
5 otherwise provided for by the retirement system or
6 pension plan. Upon termination of State service, the
7 transferred employee may make application to the county
8 pension plan or retirement system as if the transferred
9 employee was terminating county service and shall be
10 granted whatever rights and benefits, including an
11 immediate lump sum distribution or an annuity from the
12 county pension plan or retirement system equal to the
13 contributions and interest in the member's account with
14 the county, provided to a terminating member with the age
15 and service the member would have possessed had the
16 member remained a full-time employee of the county. The
17 election must be in writing filed with the administrator
18 of the county pension plan or retirement system from
19 which the county service is being converted and must be
20 made within 30 days after the election to convert county
21 service to State service.

22 (5) County service that is converted to State service
23 under 71 Pa.C.S. § 5303.1 shall be canceled in all retirement
24 systems in which it was previously credited and shall lose
25 all characteristics of county service.

26 (6) For purposes of this act, any county employee who is
27 transferred to State employment under 71 Pa.C.S. § 8311, who
28 is on leave at the time of the transfer or who is not an
29 active participant or contributor to the county retirement
30 system or pension plan but is still an employee of the county

1 at the time of the transfer shall be deemed an active member
2 for purposes of the implementation of this act and the
3 elections required under this act.

4 (7) Notwithstanding the definition of "final average
5 salary" contained under 71 Pa.C.S. § 5102, if a member who
6 elects to convert county service to State service under 71
7 Pa.C.S. § 5303.1 terminates State service before having been a
8 member of the State Employees' Retirement System for three
9 nonoverlapping periods of four consecutive calendar quarters,
10 the final average salary shall be determined on the basis of
11 the compensation received as a State employee and as a county
12 employee before the transfer to State employment and shall be
13 calculated over any three nonoverlapping periods of four
14 consecutive calendar quarters during which the member was a
15 State employee or a county employee, with the compensation
16 for part-time service being annualized on the basis of the
17 fractional portion of the year for which credit is received.

18 (8) Contributions and other money transferred from the
19 county retirement systems and pension plans to the State
20 Employees' Retirement System shall retain the same attributes
21 for Federal, State and local tax laws to the extent allowed
22 by law.

23 (9) Notwithstanding any regulation promulgated by the
24 State Employees' Retirement Board, eligibility for
25 superannuation benefits at 55 years of age shall require the
26 actual accrual of 20 eligibility points. Consistent with 71
27 Pa.C.S. Pt. XXV and its application by the board, members who
28 have Class G, Class H, Class I, Class J, Class K, Class L,
29 Class M or Class N service have a superannuation age upon the
30 attainment of 55 years of age with 20 or more eligibility

1 points only for service in those classes of service.

2 Section 8. The General Assembly declares that the provisions
3 of this act are nonseverable and that in the event a court of
4 competent jurisdiction rules finally that any provision mandated
5 in this act is legally or constitutionally impermissible, this
6 entire act shall be void.

7 Section 9. The calculation of the contributions to be
8 transferred by county retirement systems or pension plans under
9 71 Pa.C.S. § 5507(c) shall include interest at the annual rate
10 adopted for that fiscal year by the State Employees' Retirement
11 Board for the calculation of the normal contribution rate under
12 71 Pa.C.S. § 5508(b) from the effective date of the transfer of
13 the former county employees to State employment to the date of
14 the transfer of the funds to the State Employees' Retirement
15 System.

16 Section 10. This act shall take effect immediately.