HB 478 -- Missouri State Employees' Retirement System

Sponsor: Jones (117)

This bill changes the laws regarding the Missouri State Employees' Retirement System to allow for a medical insurance and retirement incentive for certain state employees who are eligible for state-sponsored medical benefits. In its main provisions, the bill:

(1) Allows a retiree to elect to continue coverage for himself or herself and any eligible dependents at the same cost as if the retiree was an active employee for a maximum period of five years or until the retiree is eligible for Medicare, whichever occurs first. The cost will revert to the applicable retiree rate after the five-year period or when the retiree becomes Medicare eligible;

(2) Requires the governing body of any participating member agency to provide the medical coverage contained in the bill so that employees or retirees will be eligible to apply the medical coverage to their current benefits;

(3) Allows the governing boards of Truman State University, Lincoln University, and any educational institution listed in Section 174.020, RSMo; the Highways and Transportation Commission; and the Conservation Commission to provide their employees or retirees the same medical coverage as that contained in the bill;

(4) Allows current employees who are receiving creditable service and are eligible to receive an annuity beginning on or after May 1, 2009, but no later than August 1, 2009, or a retiree whose retirement annuity commenced on or after February 1, 2009, but no later than August 1, 2009, to be eligible to receive the medical coverage contained in the bill;

(5) Allows current employees who otherwise would be eligible to receive a retirement annuity by January 1, 2010, who apply for retirement and whose annuity begins on or after May 1, 2009, but no later than August 1, 2009, to be eligible to receive the medical coverage contained in the bill;

(6) Allows employees who are eligible to receive lump-sum payments under Section 104.625 or Section 104.1024, by January 1, 2010, to receive these payments. However, in no event will a lump-sum payment be made for any time period after the employee's annuity start date;

(7) Allows departments to rehire for positions that are vacated

due to the election to retire; however, the departments will be limited to using no more than 50% of the personal service funds of those positions vacated. Critical, seasonal, or federally funded positions may be exempt from this provision. This provision will not apply to Truman University, Lincoln University, or any educational institution listed in Section 174.020; and

(8) Prohibits any employee making an election under the retirement incentive plan from being employed with any state department for a period of five years from the date of election.

The bill contains an emergency clause.