

CHIPPING AWAY AT YOUR FRS PENSION PROGRAM AND BENEFITS



1970

The Florida Retirement System began as the effort to consolidate the Teacher's Retirement System, State & County Officers and Employees Retirement System, and the Highway Patrol Retirement Fund.

2002

(401K) The Investment Plan (Defined Contribution or DC), became an option to the FRS Pension Program (Defined Benefit or DB)

2011

New retirees entering the FRS Program after 2011 lost significant benefits:

- The full retirement for new retirees changed from 30 years of service to 33 years
- Vesting for benefits changed from 6 years of service to 8 years
- Full retirement calculations changed from best 6 years of earnings to 8 years
- The (COLA) Cost of Living Adjustment for new hires was stopped. If you were already employed you could receive COLA for years worked prior to 2011. All years worked after 2011 were without a COLA. E.g., if you worked 20 years with a COLA prior to 2011, and 10 years after 2011; you received a COLA for the first 20 years of service, but not the last 10 years. (This was to be revisited in 2016. It never was.)

2018

The FRS default changed from the FRS Pension Program to the Investment (401K) Program. A window of time was provided to make one change of program status.

FREA fought this change successfully for four years. When a carve out for police and fire was created, we lost the battle.

2021

The Florida Senate Bill SB84 was passed in the Senate, but failed to pass in the House thanks to FREA Members who mobilized a massive email and call campaign.

This bill would have ended the choice, for new hires, between the FRS Pension Program or the Investment Program. New hires would be forced into the Investment Program.

2022

HB 5007 passed, increasing the FRS Employer burden for the (DC) 401(k) Investment Plan from 3% to 6% of employee compensation. Translation? It will cost employers 3% more for employees that are in the Investment Plan, as opposed to the employees that are in the Florida Retirement System (Pension).

2023

CS/SB7024 was supported unanimously by both Houses and extended Deferred Retirement Option Program (DROP) from 5-8 years for all classes and for K-12 personnel from 8-10 years.

The (DROP) rate was increased from 1.3% to 4%.

The Health Insurance Subsidy (HIS) was increased from a maximum of \$150 to \$225 per month based on 30 years of service.

SB 239 was passed in the Senate to reinstate the Cost of Living Adjustment (COLA) from 2011 forward, but it was not taken up in the House, so the bill did not pass.

