

1 HB39  
2 165083-5  
3 By Representatives Chesteen, Boothe, Weaver, Rowe, Poole,  
4 Harper, Holmes (M), Tuggle, Lee, Farley, Clouse, Sessions,  
5 Sells, Ingram, Butler, Rich, Fridy, Garrett, Faulkner, Baker,  
6 South, Hanes, Greer, Hammon, Hubbard, Hill (J), Martin,  
7 McCutcheon, Wilcox, Williams (JW), Ledbetter, Henry, Pettus  
8 and Williams (JD)  
9 RFD: State Government  
10 First Read: 03-MAR-15  
11 PFD: 02/18/2015

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ENGROSSED

A BILL  
TO BE ENTITLED  
AN ACT

To require the State of Alabama and local boards of education to provide an annual itemized statement of all employee and retirement benefits received or accrued by an employee or retiree from his or her employer as well as information about the total employer contributions to retirement systems and health insurance plans; and in connection therewith would have as its purpose or effect the requirement of a new or increased expenditure of local funds within the meaning of Amendment 621 of the Constitution of Alabama of 1901, now appearing as Section 111.05 of the Official Recompilation of the Constitution of Alabama of 1901, as amended.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. This act shall be known as and may be cited as the "Truth in Salary Act."

Section 2. (a) As used in this act, the following words have the following meanings:

(1) EMPLOYEE BENEFIT. Any benefit a public employee received or accrued from his or her employer, including, but not limited to, salary or wages; insurance; allowance for days

1 off such as vacation, holidays, sick leave, or personal days;  
2 and contributions toward retirement or pension benefits.

3 (2) HEALTH INSURANCE PLAN. Either of the following  
4 health insurance plans as it applies to an individual public  
5 employee or retiree:

6 a. The State Employees' Health Insurance Plan.

7 b. The Public Education Employees' Health Insurance  
8 Plan.

9 (3) RETIREE. A retiree or a beneficiary of a  
10 deceased retiree who receives an employee benefit or pension  
11 benefit from a retirement system, as defined in this section.

12 (4) RETIREMENT SYSTEM. One of the following as it  
13 applies to an individual public employee or retiree:

14 a. The State Employees' Retirement System, not  
15 including any county or municipal government employees and  
16 retirees.

17 b. The Teachers' Retirement System.

18 c. The Judicial Retirement Fund.

19 (5) STATE AGENCY. Any state department, board,  
20 commission, bureau, agency, or office, including a legislative  
21 or judicial office.

22 (b) On or before January 31, 2016, and annually  
23 thereafter, each state agency, local board of education, and  
24 two-year or four-year public college, university, institution  
25 of higher education, or postsecondary educational institution  
26 shall provide each employee and retiree, electronically and in  
27 paper form either by postal service or internal mail system,

1 the following information covering the preceding fiscal year  
2 as it applies to that individual employee or retiree:

3 (1) An itemized statement of all employee benefits  
4 the employee or retiree accrued or received.

5 (2) An itemized statement of all pension benefits  
6 the employee or retiree accrued or received.

7 (3) The total amount of employer contributions made  
8 from funds appropriated by the Alabama Legislature to the  
9 applicable retirement system.

10 (4) The approximate percentage of total employer  
11 contributions made from funds appropriated by the Alabama  
12 Legislature to the applicable retirement system, as compared  
13 to the total amount of either General Fund or Education Trust  
14 Fund appropriations, as applicable.

15 (5) The funded ratio of the applicable retirement  
16 system, with a listing of the amounts of total assets and  
17 total liabilities.

18 (6) The total amount of employer contributions made  
19 from funds appropriated by the Alabama Legislature to the  
20 applicable health insurance plan.

21 (7) The approximate percentage of total employer  
22 contributions made from funds appropriated by the Alabama  
23 Legislature to the applicable health insurance plan as  
24 compared to the total amount of either General Fund or  
25 Education Trust Fund appropriations, as applicable.

26 (c) The State Comptroller's Office, State Department  
27 of Education, State Department of Postsecondary Education,

1 Administrative Office of Courts, and each four-year university  
2 shall be responsible for administering the statement of  
3 benefits to their respective employee populations in  
4 accordance with this act. The Retirement Systems of Alabama  
5 shall be responsible for administering the statement of  
6 benefits to retirees in accordance with this act.

7 (d) The Retirement Systems of Alabama, State  
8 Employees' Health Insurance Board, Public Education Employees'  
9 Health Insurance Plan, State Personnel Department, Division of  
10 Risk Management, and any other entity that provides employee  
11 benefits shall coordinate with the entities responsible for  
12 administering the statement of benefits in subsection (c) and  
13 provide them with all necessary information to comply with  
14 this act.

15 Section 3. Although this bill would have as its  
16 purpose or effect the requirement of a new or increased  
17 expenditure of local funds, the bill is excluded from further  
18 requirements and application under Amendment 621 because the  
19 Legislative Fiscal Office has determined the bill has an  
20 aggregate fiscal impact of less than \$50,000 annually.

21 Section 4. This act shall become effective  
22 immediately following its passage and approval by the  
23 Governor, or its otherwise becoming law.

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House of Representatives

Read for the first time and re-  
ferred to the House of Representa-  
tives committee on State Government  
..... 03-MAR-15

Read for the second time and placed  
on the calendar with 1 substitute  
and 1 amendment..... 05-MAR-15

Read for the third time and passed  
as amended..... 11-MAR-15

Yeas 79, Nays 20, Abstains 1

Jeff Woodard  
Clerk