To All Employees:

I know there are a lot of questions and concerns coming from the proposed legislation affecting retirement plans, especially those that propose changes to benefits for Florida Retirement System (FRS) members. Our governmental representatives are in Tallahassee and are closely monitoring all bills that could impact USF’s employees.

Please remember that the legislative process is lengthy, and proposed legislation undergoes many changes before becoming a law. Because these bills are in the early stages, I encourage you to stay informed on the proposed legislation and to be patient as the process unfolds. Making a retirement decision solely on speculation that legislation may change can be costly and unnecessary. If the Legislature elects to make any changes to the FRS, employees will still have the opportunity to consider the implications of any pending laws prior to the implementation date and make informed decisions about any desired changes that may affect their personal situation.

The State of Florida Division of Management Services has set up a [2010 Legislation](#) page that includes a summary of all bills impacting the FRS. I encourage you to check their site periodically to stay informed of all changes as the bills move through the legislative session.

In addition, like all citizens of the State of Florida, you have a voice and can communicate your concerns about any proposed legislation to the lawmakers in your area. If you plan to contact your representatives, it’s important for you to know that, by State law, your communication must be done during off-work hours and cannot be made using university equipment (phones, email, Internet, etc…) Your communication should be made as a citizen of the State and not based on your affiliation with a public employer.

Should legislation pass and be signed into law by the Governor, we will communicate the impact of the changes to the university community. In the meantime, if you have questions or concerns that you would like to discuss, please contact the Benefits Representative for your [HR Service Center](#).

Regards,
Sandy Lovins
Associate Vice President
Division of Human Resources