

## H4967 Retirement Legislation

Senator Ryberg

Item	Current Statute	House Bill	SFC Recommendations
1	<b>Retirement Allowance Adjustment</b> - 1% Guaranteed	Benefit adjustment not to be granted unless certain revenue triggers are met. Percentage not to exceed 2.5%. • 7.5% rate of return must be met based on 5 year average	SCRS & PORS Retirement Allowance Adjustment = 1% of annual annuity up to a maximum of \$500.
2	<b>Retirement Age and Service with Full Benefits</b> - SCRS 28 years PORS 25 years	New employees must have 30 years of service to receive 100% of eligible benefits. PORS 25 years	SCRS New employees apply Rule of 90. No changes to existing employees. PORS No changes to existing employees. New employees eligibility at 27 years.
3	<b>AFC</b> - The average final compensation (AFC) will be computed using the 3 highest years of compensation.	The AFC will be computed using the 5 highest years rather than the 3 highest years of compensation. (Applies to new and current employees)	SCRS & PORS - Application of 5 year averaging to new employees only.
4	<b>Leave</b> - Sick leave (90 days) added for additional service credit. Annual leave (45 days) added to the average final compensation.	Sick leave will no longer be used to add additional service credit. Annual leave will no longer be added to the AFC. (Applies to new and current employees)	SCRS & PORS - Application of AL & SL changes to new employees only.
5	<b>Service purchase</b> - Qualified time 16% of highest salary; Non-Qualified time 35% of highest salary	Require actuarially neutral service purchase. (Applies to new and current employees)	Adopt House version.
6	<b>Employee contribution rates</b> - SCRS 6.5% PORS 6.5%	Increase the employee contribution rate by 1%. *Phase-in- over 2 years.*	Employee rates increase 1/2% for three years and then maintain differential established under PEBA. Differential = 2.9% SCRS and 5.0% under PORS. (The differential includes the Incidental Death Benefit)
7	<b>Employer contribution rates</b> - Increase the employer contribution rate by 1%. *As adopted by Budget & Control Board on November 3, 2011.* SCRS 10.6% PORS 12.3%	Increase the employer contribution rate by 1%. *As adopted by Budget & Control Board on November 3, 2011.* *Set the floor at 10.6%*	Adopt House version.
8	<b>Earnable compensation</b> - SCRS members allowed to use overtime and special pay as earnable compensation.	SCRS members will no longer be allowed to use overtime, unless mandated by the employer, and special pay as earnable compensation. (Applies to new and current employees)	House language applies to SCRS only and does not effect overtime that is mandatory by employer. No changes to PORS earnable compensation.
9	<b>TERI</b> - 5 years, participants make same employee contribution as active member	No longer available for new employees. No action considered for current employees.	House version for new employees. SFC phase out for existing employees in a 5-4-3-2-1 format. TERI program will be terminated June 30, 2018.
10	<b>Inactive Accounts</b> - Interest accrues to inactive accounts.	Interest will not accrue on inactive accounts.	Adopt House version.
11	<b>GARS Retirement Benefits and Salary</b>	Eliminate ability for serving Members of the General Assembly to draw retirement benefits as well as salary during service. 1% Increase in contribution rate.	House additional 1% increase in contribution rate. GARS is closed to new members. Newly elected members of the General Assembly will be eligible for participation in SCRS/ORP. Task State OHR with contracting for a study of constitutional and legislator salaries.

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<b>Additional components not included in House Bill:</b>			
12	Disability Retirement - occupation/job specific		Do not include any changes to disability provisions.
13	Vesting - 5 years		SCRS and PORS - for new employees vesting will be 8 years.
14	Return to Work - No earnings limitation		SCRS & PORS = Limitation of \$10,000 per year with a 15 day break-in-service. This excludes an individual who retires at age 62 for SCRS and age 57 for PORS who would be subject to no limitation.
15	Public Employee Benefits Authority - currently B&C Bd		Include language from H3066 conforming employee and employer rates to final agreement - maintaining differential of 2.9% for SCRS and 5.0% for PORS. <i>(The differentials include the Incidental Death Benefit Increment )</i>
16	RSIC		Include language from H3066 amendment - excluding any changes related to the Treasurer
17	Severability Clause		Add Severability Clause and Section 1 of Findings
18	Spiking		Direct SCRS to study and issue report
19	Magistrates		1) RTW conditions do not apply if individual elected by citizens or appointment is confirmed by the Senate. 2) Include educational qualifications language to grandfather
20	EMS Workers		Transition from SCRS to PORS <i>Needs further study</i>
21	Intercept Language - Member Entities not remitting contributions		Additional language/authority needed above current statute <i>Not necessary - per SCRS</i>