

Proposals

| | Current | PERA Proposal | SB 200 Introduced | SB 200 Post Senate | SB 200 Post House Finance |
|---------------------------------------|-----------------------------|------------------------------|--|--|---|
| Employer Contribution | 10% - 13.66% | ↑ 2% | ↑ 2% 1% 7/1/2018, 1% 7/1/2019 | ↑ 0% | \$225m from the State directly to PERA (3% of payroll annually going forward) |
| Employee Contribution | 8% | ↑ 2% / ↑ 3% (1/1/2020) | ↑ 3% (7/1/2018) .5% increments every 6 months | ↑ 3% (7/1/2018) .5% increments every 6 months | |
| HAS | 3 years | 5 years | 7 years | 7 years | 5 years |
| Retirement Age | 58/60 | 65 years or 40 years service | 65 years or 40 years service – also active increases 1 year for every 4 under age 46 | 65 years or 40 years service – also active increases 1 year for every 4 under age 46 | 60 years (increased from 58 for DPS/Schools) |
| COLA Suspension | | 2 years | 2 years | 2 years | 2 years |
| COLA Rate | 2% | 1.5% | 1.25% | 1.25% | 1.25% |
| | | Net to Gross Salary | Net to Gross Salary | Net to Gross Salary | Only for new employees |
| | | FTE Equivalent | FTE Equivalent | FTE Equivalent | No Change to FTE |
| | | 2% for disaffiliation | 2% for disaffiliation | 2% for disaffiliation | 2% for disaffiliation |
| Auto – Adjust | | Yes - 1/3, 1/3, 1/3 | Yes - 1/3, 1/3, 1/3 | Yes – ½, ½ no employer | Yes - 1/3, 1/3, 1/3 |
| Impact on Employer/ Employee/ Retiree | N/A | 28%/ 55%/ 17% | 25%/ 57%/ 18% | 10%/ 68%/ 22% | |
| Years To 100% State/School | 58/78 | 28/ 29 | 25/ 25 | 28/ 29 | |
| Defined Contribution | State after 2006 has option | No expansion | Expand to all divisions, 6% - 9% employer cost increase | Expand to all divisions, 6% - 9% employer cost increase | No expansion |
| Other | | | Legislative Oversight Committee | Legislative Oversight Committee | Legislative Oversight Committee for Reps & Senators Only |

