

House Retirement Ad Hoc Committee PROPOSED Recommendations

*****These are proposals of the Committee and have NOT been voted on by the General Assembly.*****

Recommendations	New Employees	Current Employees	SCRS	PORS	GARS
COLAs – Guaranteed 1% pension adjustment unless certain revenue triggers are not met. Percentage could be up to 2.5%. • 7.5% rate of return must be met based on 5 year average	X	X	X	X	
Retirement Age and Service with Full Benefits – New employees must have 30 years of service to receive 100% of eligible benefits.	X		X		
AFC – The annual final compensation (AFC) will be computed using the 5 highest years rather than the current 3 highest years of compensation.	X	X	X	X	
Leave – Sick leave will no longer be used to add additional service credit. Annual leave will no longer be added to the average final compensation.	X	X	X	X	
Spiking – Rules will be developed to prevent covered employees from “spiking.”	X	X	X	X	
Service purchase – Require actuarially neutral service purchase.	X	X	X	X	X
Employee contribution rates – Increase the employee contribution rate by 1%.	X	X	X	X	
Employer contribution rates – Increase the employer contribution rate by 1%. *As adopted by Budget & Control Board on November 3, 2011. *	X	X	X	X	
Earnable compensation –SCRS members will no longer be allowed to use overtime and special pay as earnable compensation.	X	X	X		
TERI – No longer available for new employees. No action considered for current employees.	X		X		
Retirement Benefits and Salary - Eliminate ability for serving Members of the General Assembly to draw retirement benefits as well as salary during service.					X