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State	Contribution Rates	Benefits	Actuarial Methods/Processes	Study Commissions	Proposed Changes
AK					
AL					Legislature is expected to consider the following changes when it convenes in January: a 1% increase in employee contributions, effective immediately; benefit based on highest 5 of 10 years of service, rather than highest 3; for new hires, minimum retirement age of 60 rather than any age with 25 years of service; for new hires, eligibility for DROP at age 60 with 25 years of service; extend amortization period from 20 to 30 years.
AR					
AZ	Employee and employer contribution rates will rise from 9.0% to 9.6% as of 7/1/10. These rates include the health insurance benefit supplement.				The ASRS has suggested the legislature consider the following for new hires a) increasing normal retirement eligilibility from Rule of 80 to 85; b) raising FAS from 3 years to 5; c) limiting refunds for terminating members to 25% of employer contributions (current law permits up to 100% after 10 years of service). These changes have been suggested previously to the legislature but have not been approved.
CA	CalPERS adjusted state, local and school employer contribution rates via modifications described in Actuarial Methods/Processes.		CalPERS added an employer rate smoothing methodology for local governments and school employer rates. The technical changes include: 1) Expanding the current rate smoothing corridor from 80% to 120% of market value of assets (MVA) to 60% to 140% of MVA in the first year, to 70% to 130% in the second year, then back to 80% to 120% of MVA in the third year. 2) Isolating and amortizing investment gains and losses in the next three years using a fixed and declining 30-year period as opposed to the current rolling 30-year amortization period.		A taxpayer rights group has filed ballot initiatives that would establish a new tier of pension benefits for all public employees in the state. Among other provisions, the changes would 1) impose maximum multipliers on new hires, such as 2.3 for police and fire, 1.25 for general employees, and 1.65 for general employees outside Social Security; 2) impose minimum retirement ages of 58 on police and fire, and the Social Security retirement age for general employees; 3) place a cap on pensions of 75% of workers' pay; 4) exclude from the pension benefit overtime, bonuses, unused sick and vacation leave; 5) require that future benefit changes be subject to public vote; and 6) require that full costs of retiree health care benefits be paid by employees and employers, to end the accumulation of unfunded liabilities. The initiative must receive the requisite number of valid signatures to appear on the November 2010 ballot.
CO	The CO Legislature eliminated for fiscal years 08-09, 09-10, and 10-11 the state's annual contribution to the fire and police pension association (FPPA), to assist in amortizing the unfunded accrued liability of old hire pension plans; resumes the state's annual contribution to the FPPA beginning in FY11-12, and extends the contribution through FY 14-15.				CO PERA Board recommended to legislature revisions that include: increases to employee and employer contribution rates; reduced (from 3.5% to max of 2.0%) auto-COLAs for current and future retirees; delay onset of COLA to 12 months after retirement; revising return-to-work rules to, among others, require retirees returning to work to make contributions that do not accrue a benefit nor are available to the member; increase the final average salary period from 3 years to 5; adopt Rule of 90 with minimum age 60 for all employees unvested on 1/1/11; adjust early retirement reduction for those ineligible to retire by 1/1/11 to reflect true actuarial cost; and other changes as described at www.copera.org. Also, the CO Fire & Police Pension Assn. Board recommended legislation to allow its members and employers to vote to increase employee contributions to the main DB plan from the current 8% (employer contributions would remain unchanged at 8%).
CT					
DC					
DE	The state's contribution rate will increase in FY11 from 6.01% to 7.4%				Legislature is likely to consider reducing retirement multiplier for new hires, from 1.85% to 1.67%.
FL		The legislature terminated eligiibility of retired members to receive a second benefit by returning to work and increased the required break-in-service from 1 month to 6.			

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GA	TRS increased employee rates effective 7/1/09 from 5.0% to 5.25%, and employer rates from 9.28% to 9.74%. Effective 7/1/10, TRS employee rates will increase again, to 5.53%, to 10.28% for employers.	Legislature approved prohibition of COLAs to members of ERS and the judges retirement system hired after 6/30/09. Also, passed legislation designed to limit spiking: for new hires, limited the increase in retirants' final year's salary to 5%; for existing members, the employer must pay ERS of GA for the present value of the impact of any increase above 5% to the system.			
HI					
IA					A legislative committee has proposed the following: raising contribution rates from 11.95% to 13.45%, which are paid 60% by employers and 40% by employees; raising the vesting period for new hires from 4 years to 7; raising FAS period to 5 years from 3; and a higher reduction for early retirement, intended to reflect the true actuarial cost.
ID	The Idaho PERS Board elected to phase in contribution rate increases, shared 1/3 by employees and 2/3 by employers, as follows: 1.5% each on 7/1/11 and 7/1/12, and 2.31% effective 7/1/13. By 7/1/13, employer rates for general employees and teachers will be 13.65% and 8.19% oremployees; employer rates for public safety will be 13.99% and 10.04%.	Idaho law requires that the Board implement a negative COLA if the August to August CPI-U is negative. The CPI-U was negative 1.48%. Thus the Board initially established a COLA of that amount. The Board had to consider rate increases before they could consider any retro COLA (i.e. the UAL amortization period must be at or below 25 years after the COLA.) After approving statutorily-required contribution rate increases (see Contribution Rates), the board approved a COLA of 2.48%, effectively increasing benefits for most retired members by 1%.			
IL	Legislature authorized issuance of $4.3 B in pension bonds to fund contributions to the state retirement systems in FY10, which may be issued in 1/10. Contributions will rise for employers in the IL Municipal Retirement Fund.		IMRF Board increased funding corridor from 10% to 20%; revised amortization period from a closed 22-year period (which would have declined to 10) to a rolling 30-year; and employers were given an option to pay the ARC or to phase in contribution rate increases. Also, legislature approved conversion from market value of assets to five-year smoothing for SURS, SERS, and TRS, effective with the valuations dated 6/30/09. No funding corridor was specified. Remaining 80 percent of 2009 losses will be recognized in subsequent actuarial valuations.	Pension Modernization Task Force met over summer and fall; components of report were adopted by task force sub-committees, but report in its entirety was not adopted. The report provides background on covered topics and appendices with individual opinions. The report is accessible at the task force's website: http://www.illinois.gov/gov/pensionreform/	For the SERS, TRS, and SERS, the legislature is expected to consider various proposals when it convenes in 2010, including: lower defined benefit formulas (different formulas for SS coordinated and noncoordinated); higher retirement ages; longer vesting periods; lower maximums; caps on salaries that could be used for retirement purposes; elimination of the survivor benefit program; and elimination of early retirement programs.
IN	Upon recommendation of the actuary, the IN PERF Board approved an employer contribution rate increase for the state from 6.5% for FY10 to 7.0% for FY11. As an agency plan, the average contribution rate for local units also increased, from 7.143% to 7.552% for the same years.				
KS				The Kansas Legislature's Joint Committee on Pensions, Investments and Benefits is studying a wide range of options, including: increasing employer and employee contribution rates, lowering the multiplier for future service, issuing bonds in lieu of an employer contribution increase, and a mandatory defined contribution plan for new employees. The Committee expects to make recommendations for statutory changes in the 2010 legislative session.	
KY	Based on recommendations from its actuary, the KRS board requested employer contribution rates that are sharply higher for several plans above current levels; the General Assembly will approve the actual rates during its 2010 session. The GA in 2008 established a schedule for reaching the ARC by 2024; the GA may or may not comply with that schedule in FY 11.	The General Assembly approved, and the governor signed in 2008 a number of changes affecting KRS participants, including reduced pension benefits for new hires, higher employee contributions for all participants, and modifications to the auto-COLA by limitiing it and authorizing the General Assembly to suspend it.		A working group appointed by the governor met and produced a report in 2008; no other study commissions are in place.	KRS expects during the 2010 General Assembly attempts to define "full funding" as 80% funded (based on a January 2008 Government Accountability Office report entitled, "State and Local Government Retiree Benefits"): http://www.gao.gov/new.items/d08223.pdf

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LA	The employer rate is scheduled to rise to 22% in FY 11 from 18.6% in FY 10.	Legislature modified COLA provisions for statewide systems to retain more assets in the trust funds to amortize the unfunded liability, limiting future COLAs and changing the terminology from "cost-of-living" to "permanent benefit increase." COLAs also are limited to those retired at least one year and who have reached age 60. Also, approved bill allowing a member of any statewide retirement system who retires after 7/1/09 to self-fund a guaranteed 2.5% annual COLA through an actuarial reduction of benefits. Any COLAs provided supplement the self-funded annual 2.5%.	Legislature authorized the refinancing of unfunded liabilities for LASERS and TRS of LA over a 30-year period beginning in FY10.	The Commission on Streamlining Government was created to reduce the cost of state government, through all means available, including efficiencies, economies, and greater effectiveness. The commission inquired about LASERS' retirement incentive programs and cost saving measures.	The Commission on Streamlining Government recommended a defined contribution plan for new employees. The Commission also recommended allowing the purchase of air time for eligibility and closing the DROP program effective 1/1/2015. Legislation is required to implement any of these recommendations.
MA					A commission has been studying pension benefits during 2009 and is expected to submit recommendations for consideration by the 2010 general assembly. Also, a gubernatorial candidate has proposed pension reforms that include an annual pension cap of $90k and pension benefit based on lifetime earnings.
MD					
ME		Legislature approved a bill amending existing statutes to provide that if the inflation rate in a given year is less than zero, benefit levels for current retirees will not be reduced.		Legislature established a task force to study creation of a new unified plan that would require all new hires to be enrolled in Social Security and Medicare, would coordinate retiree health benefits with the new plan, and provide a defined benefit plan. The combined actuarial costs of the new plans are to be divided equally between employers and employees. The task force is to report no later than 3/1/10.	
MI	Some MERS employers increased rates in 2008 and MERS has advised others that higher rates may be forthcoming.	MERS adopted a bridged or tiered benefit system, allowing a municipality to lower the benefit multiplier on a prospective basis.	MERS temporarily suspended a declining amortization schedule. For 08 and 09 valuations, the amortization period will remain at 28 years for unfunded accrued liabilities, then to resume declining in 10 at 1-year increments until reaching 20 years in 17. Also, revised actuarial assumptions to reflect increases to employer contributions for assumptions for turnover, retirement and FAS.	MERS is working with the state on fiscal responsibility for plan design changes.	MERS Board is evaluating raising the retirement age, lowering the discount rate for service credit purchases, and prohibiting use of overtime in FAS.
MN					The TRA Board is recommending a shared sacrifice approach, via the following legislative package: 1) A phased increase in employer and employee contributions, from 5.5% each to proposed 7.5%, phased in over 4 years, rising by 0.5% each year. After the phase-in, TRA is requesting authority for an auto contribution stabilizer that provides the board with authority to set future contribution rates (within boundaries) should the system have a contribution deficiency. 2) A 2-year suspension on annual benefit increases followed by a more permanent reduction in the COLA from 2.5% to 2% until the funding ratio reaches 90%. 3) Reduction in the interest rate paid on refunds of contributions from 6% to 4%. 4) Reduction in the annual increase for deferred benefits to 2%. Deferred benefits are paid to members who terminate, leave their money on deposit with TRA, and later collect a benefit. The deferral interest rate is applied to the member's benefit beginning from the member's termination date to collection of the benefit. Also, the PERA Board adopted a legislative position supporting: 1) a reduction in annual benefit increases from 2.5% to 1.0% until the funding ratio reaches 90%; 2) an increase of 0.25% in both employee and employer contribution rates; 3) a reduction in the interest rate paid on refunds of contributions from 6% to 4%; 4) reduction in the annual increase for deferred benefits to 1%; and 5) increase in vesting period for new hires, from 3 years to 5.

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MO	The MOSERS employer contribution rate will rise 7/1/10 from 12.75% to 13.81%; MOSERS is non-contributory for employees. The PSRS/PEERS Board voted to increase the contribution rates for 09/10 and 10/11. PSRS was increased by 1% each year (the maximum annual increase allowed by law). The rate for PEERS increased by 0.5% in 09/10 and 0.26% in 10/11 (the maximum annual increase allowed by law). Contributions are paid equally by employers and employees of both systems.		MOSERS temporarily widened the funding corridor, from 120% to 130%, to moderate required increase in contribution rates.		
MS	MS PERS board approved increased employer contribution rates, from 12.0% to 13.56%, effective 7/1/10.			The MS PERS Board voted to establish a commission to study legal issues associated with increasing the employee contribution rate; this commission will remain in place to review the plan's benefit structure, with possible recommendations to legislature in 2011.	Governor has proposed higher employee contributions, lower employer contributions, and rolling back recent benefit enhancements, including an auto-COLA.
MT				Legislature established an interim committee to examine and recommend funding and benefit changes in the statewide public employees' and teachers' retirement systems.	
NC	In line with the historical funding policy of always contributing the ARC, the employer contribution for the state system is due to increase from 3.57% in FY10 to 6.71% in FY11. The employer contribution for the local system is due to increase from a base rate of 4.80% to 6.35% as of 7/10.			NC Retirement System Board established the Future of Retirement Study Commission to recommend the retirement benefits that should be provided to future hires of state and local government. The commission is scheduled to begin meeting 1/10.	
ND				Legislature directed the HR Management Services to study how to retain state workers who are nearing retirement; relates to workforce recruitment and retention.	
NE	Legislature increased school employees' contribution rate by one percent, from 7.28% to 8.28%, effective through 2014. Employer rates will rise also, from 7.35% to 8.36%. The state also committed to paying $20 million annually to the school pension fund for 5 years. Also, increased employee rate to the state patrol fund, from 13% to 15%, to match the employer rate.				
NH	Legislature increased employee contribution rate from 5% to 7% for those hired after 6/30/09. Increased employer contribution rate for non-state government employers from 65% of the annual required contribution in FY09 to 70% in FY10 and to 75% in FY11 (state government contributes the remainder).				Actuary has recommended sharply higher employer contribution rates that would take effect 7/1/11.
NJ	Legislature reduced required contributions of municipal employers by one-half; remainder may be paid over a 15-year period.				
NM	For the two-year period beginning 7/1/09, legislature increased employee contribution rates for all public employees, including teachers, by 1.5%, and reduced the contribution rate for all employers by the same amount.	Legislature in 2009 created new retirement plans for state and municipal general members of the PERA other than peace officers. Retirement eligibility under the new plans is any age and 30 of service, age 67 and five years of service, or the "Rule of 80". The bill also contains a new retirement plan for members of the Education Retirement Board (ERB), in which eligibilty for retirement is the same as under the new PERA plans, except benefits are reduced for a member retiring under the rule of 80 if the member is under 60 years old. The new retirement plans are effective 7/1/11 and will apply to employees hired on or after 7/1/10.		Legislature created the retirement systems solvency task force, to study the actuarial soundness and solvency of the state retirement plans and the health care plan of the retiree health care authority, and to prepare a solvency plan for each entity. The solvency plans are to include analyses and recommendations that address: 1) employer and employee contributions; 2) retirement eligibility; 3) the number of retirement plans; 4) retirement benefits; 5) investment policy and asset allocation; 6) disability retirement and benefits; 7) actuarial assumptions; 8) health insurance plan benefits and eligibility; 9) the costs of health insurance plans; and 10) member services.	The legislature is planning to increase the size of the PERA board from 12 to 16 by adding 3 outside investment professionals (to be appointed by our board) and the State Auditor. This stems from the poor returns last year and the legislature's view that the PERA board lacks investment expertise that may have lessened the losses. The legislature also is proposing creation of an Alternative Investment Advisory Committee should PERA investments in Alternative assets reach $500 million. This group would oversee and advise the board on the investments in that asset class. These committees will be made up of both board members and outside investment professionals with experience in that particular asset class. Each committee will be made up of 5 members.

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NV		Legislature approved changes for those hired after 1/1/10. For non-public safety members, eligibility for current members is 65/5, 60/10 or 30 years of service. This bill changes 60/10 to 62/10. For public safety officers, eligibility of current members is 65/5, 55/10, 50/20 or 25 years of service. This bill removes the 25-and-out option. For current members, the actuarial reduction for early retirement is 4% per year, prorated for months short of a year; for those joining on or after 1/1/10, it will be 6% per year, prorated. For current members, the benefits formula is 2.5% of FAC times years of service before 7/1/01, plus 2.67% for years of service earned thereafter. This bill removes the higher benefit factor for service after 7/1/01 for new hires. For new hires, FAS will exclude increases in compensation to 10% per year for the 60-month period that begins 24 months before the 36 months used in the calculation of FAC. Employees so limited are entitled to a prorated refund of their contributions for the appropriate period. Also, the legislature reduced the COLA for new hires, from the current method that provides a gradually-increasing COLA up to 5% annually for those retired 14 years. New hires will receive a COLA that rises to 4% annually after 12 years of retirement.			
NY	As of 1/1/10, employee rate for new hires rises from 3.0% for the first 10 years and 0% thereafter to 3.0% lifetime for State employees and 3.5% lifetime for teachers.	The legislature approved a new tier for those hired on or after 1/1/10, featuring a) 10-year vesting (up from 5); b) a cap on the portion of the retirement benefit that can come from overtime pay; and 3) larger reductions for early retirement (pre-62). For state employees, no unreduced retirement permitted prior to age 62. For teachers, unreduced retirement is permitted prior to age 62 if at least age 57 and 30 years of service. For teachers, benefit multiplier of 2.0% starts at 25 years of service instead of 20.			
OH					The Ohio Retirement Study Council directed statewide plans to submit proposals for restoring sustainability, which the legislature is expected to consider in 2010. Proposals vary by system. For example, the STRS, P&F, and Highway Patrol Systems proposed higher contribution rates for employees and employers. All but the Highway Patrol system proposed more stringent eligibility criteria for both normal and early retirement, thru either higher age or more years of service, or both. All but STRS proposed reducing payments to retiree health care funds. For detail on each systems' proposal, see the comparative grid at the Ohio Retirement Study Council website: http://www.orsc.org/uploadpdf/Updated_Comparative_Summary.pdf
OK					
OR	Under current actuarial methods (including fair market value of assets), employer contribution rates generally would increase from 12% to 18% on 7/1/11. This increase is capped by a rate collar policy adopted by the PERS board, which limits biennial employer contribution rate increases to 6% of covered payroll if the employer's individual or pooled funded status falls below 80% (excluding pension obligation bond side accounts). Most PERS employers would be below this level, although some employers may still have an individual funded status above 80%, so their rate increase would be limited to 3% of covered payroll. Member contributions are fixed in statute at 6% of covered salary.				The PERS board is considering revising its rate collaring policy. For example, they may choose to revise the upper limit on employer rate increases so they would slope from a 3% maximum increase at 80% funded to a 6% maximum at 70% funded, instead of rising from 3% to 6% in one step if funded status falls below 80%. Alternatively, they may impose an ad hoc limit on employer rate increases for the 11-13 biennium at 3% or 4.5% of covered payroll, instead of having them rise the full 6% (assuming the employer's funded status falls below 80%).
PA	Legislature approved bill permitting City of Philadelphia to raise sales tax to fund cost of pension benefits.		Legislature approved bill permitting City of Philadelphia to extend funding amortization period to reduce near-term costs.		

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RI		Reduced benefits for state employees, teachers and judges not eligible to retire on or before 9/30/2009, by increasing retirement age to 62 with a methodology that proportionally changes age requirement based on years of service, so the closer one is to retirement, the less the impact. Also, increased FAS calculation period from 3 years to 5, and reduced COLA to lesser of CPI or 3.0%. Also, allows purchased credit to count toward total service time but not toward vesting (as in current law), and provides that credit must be purchased at full actuarial cost after 6/16/09.			
SC					
SD			Reduced assumption for expenses and increased funding period from 20 to 30.		In November 2009, the SDRS board proposed a reduction in the auto-COLA, from 3.1% to 2.1%, linking COLA to plan funding level, and a reduction in the benefit for terminating plan participants. Also, the legislature is expected to stiffen return-to-work provisions, including reducing retirement benefit and eliminating benefit accruals for employees who have returned to work.
TN	Effective 7/1/10, employer contribution rate for teachers will increase from 6.43% to 9.05%, and for state employees from 13.02% to 14.91%.		Adjusted funding period to 20 years, from 18.		
TX	Legislature increased state employee contribution rate from 6.0% to 6.45%. The State may increase its contribution to 6.95% based on interpretation of the appropriations bill and an AG opinion. If the state contribution increases, the employee contribution will rise to 6.5%. Also, the state contribution (employer) rate to TRS was increased from 6.58% to 6.644% after the Attorney General ruled a $500 13th check was not structured properly by the Legislature.	For state employees hired after 9/1/09, normal retirement eligibility increases to 65/10 or the Rule of 80 at age 60, with a reduction for each year of age under 60. Current provisions are 60/5 or the Rule of 80 with no minimum age. Also, new hires may no longer apply unused annual leave or sick leave toward retirement eligibility, but may continue to use in determining the annuity amount. FAS period increases from highest 36 to highest 48 months. Annuity will be reduced 5% for each year short of age 60, with a maximum reduction of 25%. Similar provisions apply to newly-hired law enforcement and custodial officers, who have a normal retirement age of 55. Also, return-to-work changes require employers who hire an employee who retires after 9/1/09 to pay the ERS trust fund a surcharge equal to the retirement contribution that the employer would make for an active employee, and to wait at least 90 days before hiring an employee who retires after 5/1/09.	Actuarial cost method for funding purposes was changed such that the total liability is based on the benefit provisions for each member and the normal cost rate is based on the benefit in effect for members hired after August 31, 2009		
UT			Board approved broadening funding corridors from 80/120 to 75/125. Also, the amortization period was moved from 20-year open to 25- year fixed, but moving each year over the next 5 years to a 20-year open period again.		Legislature is expected to consider freezing the existing DB plan and providing a different plan for new hires. The new plan will be either a pure DC plan or a hybrid plan which will include a DB plan with a 1% multiplier combined with a DC contribution. Retirement eligibility will be based upon Social Security eligibility. The new plan would be for all public employees, including public safety, firefighters, judges, teachers, and others. Existing employees may have their 30-year at any age retirement moved incrementally to 35-year eligibility, and public safety and firefighters may move from 20- to 25-year retirement eligibility. Since the existing plans are noncontributory, members cannot be asked to pay into the system. The new plan will have a contributory element.
VA			Temporarily suspended 120/80 funding corridor; "substantial asset losses have been recovered since the valuation date, and a 5-year projection of contribution rates shows little difference with or without the corridor."	The legislative watchdog agency, JLARC, issued a study on state employee compensation in December 2008, which devotes a chapter to retirement benefits and presents a number of changes in plan design that would produce either short or long-term savings.	The VRS Board is requesting an increase in contribution rates for state employees and school teachers, currently funded at 11.26% and 13.81% respectively, to 13.46% and 17.91%. Requested rates are unlikely to be funded, however, due to major budget reductions. When the General Assembly convenes in January, numerous proposals are expected. Among those that will gain most attention are 1) phase in a mandatory employee contribution that was eliminated in the 1980's; 2) revise the COLA formula to change the manner in which it matches the CPI; and 3) increase the age at which new members can qualify for an early unreduced retirement benefit.

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VT			Legislature extended funding period of the VRS from 2018 to 2039.	Legislature created a commission to review and report on the design and funding of retirement and retiree health benefit plans for state employees and teachers. The commission is charged with making recommendations about plan design, benefit provisions, and appropriate funding sources, along with other recommendations it deems appropriate for consideration, consistent with actuarial and governmental accounting standards, as well as demographic and workforce trends and the long-term sustainability of the benefit programs. The joint fiscal committee may provide benchmark targets reducing the rate of expenditure growth for retirement and retiree health benefits to the commission to guide the development of recommendations.	
WA			Legislature directed reduction in salary growth assumption, from 4.25% to 4.0%; postponed adoption of revised mortality tables and minimum required contribution rates; and directed that new funding method be phased in, saving an estimated $450 million over the biennium.		
WI	The WRS governing board increased the 2010 contribution rates by 0.6% for general category employees, of which 0.3% is on the employer portion and the other 0.3% is on an employee-related portion (which the employer can agree to pay). The rates for general category employees were 10.4% of salary in 2009 and will be 11.0% of salary in 2010.	Generally, monthly annuities on the Core Fund component of plan benefits decreased 2.1% effective May 1, 2009 as a result of the 2008 market decline. In addition, monthly annuities on the Variable Fund (a voluntary all-stock option) portion of plan benefits decreased 42% effective May 1, 2009 as a result of the 2008 market decline.			
WV		Legislature established new, consolidated statewide plan for new public safety hires, featuring lower benefits and 40-year funding basis.			
WY					Legislature is expected to consider higher employer and employee contributions. Also, a closed plan for firefighters is considering increasing its amortization period from 10 years to 20.