

2015-54 (PFPF Revisions to 2014-386)

REVISIONS TO BENEFITS FOR CURRENT EMPLOYEES WITH LESS THAN 20 YEARS OF SERVICE

Benefit	Current Law	Amended 2014-386	2015-54 (PFPF Revisions)
COLA	Guaranteed 3%	Indexed to Social Security COLA, with range of 0% to 4%	Indexed to Social Security COLA, with range of 0% to 6%
DROP Net Rate of Return	Guaranteed 8.4%	Linked to actual rate of return, with range of 0% to 10%	Linked to actual rate of return, with range of 2% to 14.4%
Final Average Compensation Period	Last 24 months (52 pay periods) of service	Last 48 months (104 pay periods) of service for employees with less than 10 years of service	Last 48 months (104 pay periods) of service for employees with less than 5 years of service

OTHER REVISIONS TO 2014-386

Issue	Amended 2014-386	2015-54 (PFPF Revisions)
Disincentive for COJ Failure to Pay	No disincentive if COJ chooses \$40 million/year option and misses full payment in a year.	If COJ chooses \$40 million/year option and misses full payment, PFPF may proportionally reduce its annual Chapter Funds payment. COJ required to make up PFPF reduction the next year.
Approval of PFPF Budget	No change from current COJ/PFPF Agreement	One sentence addition to current language, stating budget approval will not be unreasonably withheld
Senior Staff Voluntary Pension Plan (SSVRP)	No reference to SSVRP	One sentence reference to SSVRP, stating it was closed to new members in August 2014.
Benefit Process	No reference to COJ refraining from unilateral imposition of pension benefits through the collective bargaining impasse process for 10 years.	<i>For current employees only</i> , COJ will not unilaterally impose on pension benefits through the collective bargaining impasse process for 10 years. <i>This does not apply to new employees.</i>