A BILL FOR AN ACT

CONCERNING MODIFICATIONS TO THE PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION HYBRID DEFINED BENEFIT PLAN NECESSARY TO ELIMINATE WITH A HIGH PROBABILITY THE UNFUNDED LIABILITY OF THE PLAN WITHIN THE NEXT THIRTY YEARS, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at http://leg.colorado.gov.)

The public employees' retirement association (PERA) provides...
retirement and other benefits to employees of the school districts, state, local governments, and other public entities across the state. The bill makes changes to the hybrid defined benefit plan administered by PERA with the goal of eliminating, with a high probability, the unfunded actuarial accrued liability of each of PERA's divisions and thereby reach a 100% funded ratio for each division within the next 30 years. The bill modifies benefits, increases contributions, ensures alignment of contributions, service credit, and benefits, and makes other modifications as follows:

**Highest Average Salary (HAS):** Currently, for a PERA member who is not in the judicial division of PERA, the member's HAS is based on an average of the highest annual salaries associated with 3 periods of 12 consecutive months of service with a base year. For a PERA member who is in the judicial division of PERA, the member's HAS is based on an average of the highest annual salaries associated with 12 consecutive months of service. For all new PERA members hired on or after January 1, 2020, who are not in the judicial division, and for all existing PERA members who do not have 5 years of service credit as of January 1, 2020, who are not in the judicial division, the bill modifies the HAS calculation to be based on an average of the highest annual salaries associated with 7 periods of 12 consecutive months of service with a base year. For all new PERA members hired on or after January 1, 2020, who are in the judicial division, and for all existing PERA members in the judicial division who do not have 5 years of service credit as of January 1, 2020, the bill modifies the HAS calculation to be based on an average of the highest annual salaries associated with 3 periods of 12 consecutive months of service with a base year.

**Definition of salary:** The bill modifies the definition of salary. Specifically, the bill states that amounts deducted from pay pursuant to a cafeteria plan or a qualified transportation plan are included in the definition of salary. In addition, the bill clarifies that unused sick leave converted to cash payments is included in the definition of salary and that insurance premiums paid by employers are not included in the definition of salary.

**Termination of affiliation:** Current law allows a political subdivision of the state that is an employer associated with PERA and that is assigned to the local government division of PERA to terminate its affiliation with PERA upon application to the PERA board. The bill specifies that any employer that ceases operations or ceases to participate in PERA for any reason is deemed to have terminated its affiliation with PERA. The bill states that any such employer is required to fully fund its share of the unfunded liability of the defined benefit plan and its share of the unfunded liability of the health care trust fund. The bill specifies that the PERA board will determine the amount of such payments and that such determinations may be appealed by the employer through the
administrative review process established in the board rules. The bill further specifies that the employees of an employer that terminates its affiliation with PERA will become inactive members of PERA as of the date of the termination. Such members may elect to have their member contributions credited to an alternative pension plan or refunded. In the absence of such election, the member contributions will remain with PERA.

Increase in member contributions: Currently, all PERA members with the exception of state troopers contribute 8% of their salary to PERA on a monthly basis. State troopers contribute 10% of their salary to PERA on a monthly basis. On July 1, 2018, and again on January 1, 2019, the monthly member contribution to PERA will increase by .5% of salary. On July 1, 2019, and again on January 1, 2020, the monthly member contribution to PERA will increase by 1% of salary. When all increases are fully implemented, the total contribution will be 11% of salary each month for PERA members who are not state troopers and 13% each month for PERA members who are state troopers.

Increase in employer contributions: Currently, all PERA employers contribute an amount equal to a percentage of the member's salary to PERA on a monthly basis. For most employers, the monthly contribution amount is equal to 10.15% of the member's salary. For state troopers, the monthly employer contribution amount is equal to 12.85% of the member's salary and for members of the judicial division, the monthly employer contribution amount is equal to 13.66% of the member's salary. On July 1, 2018, and again on July 1, 2019, the monthly employer contribution to PERA on behalf of members will increase by 1% of salary. When both increases are fully implemented, the total contribution will be equal to 12.15% of salary each month for most PERA employers, 14.85% each month for PERA employers who employ state troopers, and 15.66% for PERA employers in the judicial division.

Automatic contribution and annual increase amount changes: The bill specifies the circumstances under which the employer contribution rate, the member contribution rate, and the annual increase percentage for retirement benefits can be adjusted so the fund remains within the target of paying off the unfunded liability within 30 years. The bill specifies that the yearly adjustments can be up to one-quarter of one percent on the annual increase percentage, one-half of one percent on the employer contribution percentage, and one-half of one percent on the employee contribution percentage. The bill places limits on how much the annual increase and contribution rates can be adjusted.

Defined contribution supplement: Beginning January 1, 2022, the bill requires employer contribution rates to be adjusted to include a defined contribution supplement. The defined contribution supplement for each division will be the employer contribution amount paid to defined contribution plan participant accounts that would have otherwise
gone to the defined benefit trusts to pay down the unfunded liability, plus any defined benefit investment earnings thereon, expressed as a percentage of salary on which employer contributions have been made. The employer contribution amounts only include contributions made on behalf of eligible employees who commence employment on or after January 1, 2020.

**Earned service credit for part-time work:** Currently, a PERA member earns a full year of service credit for 12 months of employment if the member earns a salary of 80 times federal minimum wage in each month. This applies even if the member does not work full time. In addition, a PERA member earns a full year of service credit if the member's employment pattern covers at least 8 months but less than 12 months in a year, so long as the member worked at least 8 months in the 12-month period. The bill modifies the way service credit is earned for part-time work for any PERA member who was not a member, inactive member, or retiree on or before December 31, 2019. Such members earn a full year of service credit for 12 months of employment if the member works full time or works at least 8 months but less than 12 months in a year. If the member does not work full time, the earned service credit will be determined by the ratio of part-time work to full-time work and the number of months for which contributions are remitted to the number of months required for a year of service credit.

**Service retirement eligibility for new members:** For PERA members who begin employment on or after January 1, 2020, the bill increases the age and service requirements for full-service retirement benefits for most divisions to age 65 with a minimum of 5 years of service or any age with a minimum of 40 years of service credit. For state troopers who begin employment on or after January 1, 2020, the bill increases the age and service requirements for full-service retirement benefits to age 55 with a minimum of 25 years of service credit or any age with a minimum of 35 years of service credit. State troopers are also eligible for full-service retirement benefits at age 65 with 5 years of service credit. For PERA members who begin employment on or after January 1, 2020, the bill also increases the age and service requirements for a reduced service retirement benefit to 55 years with a minimum of 25 years of service credit; except that, for state troopers, the bill increases the requirements to 55 years with a minimum of 20 years of service credit.

**Service retirement eligibility for current members:** Beginning January 1, 2020, for members, excluding state troopers, who are members, inactive members, or retirees on December 31, 2019, the age requirement to receive service retirement benefits or reduced service retirement benefits currently specified in law is the age requirement for each member plus one year for every 4 years that the member's age is less than 46 years on January 1, 2020. In no event shall the age requirement to receive service retirement benefits exceed 65 years for any member for
a service retirement benefit or 60 years for any member for a reduced service retirement benefit.

**Cost of living adjustment (COLA) for all retirees, members, and inactive members:** Currently, the annual COLA for benefit recipients who began membership prior to January 1, 2007, is 2%. For the years 2018 and 2019, the bill reduces the COLA to 0%. For each year thereafter, the bill changes the COLA to 1.25%, unless it is adjusted pursuant to the automatic adjustment provisions explained above. In addition, the bill requires benefit recipients whose effective date of retirement is on or after January 1, 2011, and who have not received a COLA on or before May 1, 2018, to receive benefits for at least a 36-month period following retirement before the benefit is adjusted with the COLA.

**Defined contribution plan:** Currently, members in the state division of PERA hired on or after January 1, 2006, may choose to participate in the defined contribution plan administered by PERA rather than the defined benefit plan. A member's participant account receives the monthly employer contribution, and the amortization equalization disbursement (AED) and supplemental amortization equalization disbursement (SAED) payments are used to amortize the unfunded liability of the defined benefit plan. Beginning January 1, 2020, members of the school division, the Denver public schools division, local government division, and judicial division of PERA hired on or after that date may also choose to participate in the defined contribution plan. A new member's participant account will receive the same employer contribution as received by current members of the defined contribution plan.

**Public pension legislative oversight committee:** The bill creates the public pension legislative oversight committee to study and develop proposed legislation relating to the funding and benefit designs of PERA and the fire and police pension association. The committee is comprised of 4 senators appointed by the president of the senate, 6 representatives appointed by the speaker of the house of representatives, and 4 experts in the area of pensions or retirement plan designs appointed by the state treasurer. The bill specifies limitations on the number of appointees that may be from the same political party. The bill also specifies that the state treasurer's appointees are required to have significant experience and competence in investment management, finance, banking, economics, accounting, pension administration, or actuarial analysis and shall not be members, inactive members, or retirees of PERA or the fire and police pension association. The bill repeals the police officers' and firefighters' pension reform commission on January 1, 2019.

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1 *Be it enacted by the General Assembly of the State of Colorado:*
SECTION 1. Legislative declaration. (1) The general assembly finds and declares that:

(a) The general assembly bears fiduciary responsibility for the association and its long-term financial sustainability;

(b) Providing retirement security and benefits are an important value of the general assembly;

(c) According to its own published reports referencing the governmental accounting standards board, the public employees' retirement association (association) is underfunded by over fifty billion dollars and has a funded ratio of less than fifty percent;

(d) In its current financial condition, the association is at risk for insolvency in the coming years should certain negative economic events occur that would threaten the retirement security of retired public sector workers;

(e) The sooner the general assembly meaningfully addresses this dire situation, the more likely that the state will be able to meet its obligations to provide retirement security to association participants across economic cycles;

(f) The general assembly bears responsibility to maintain retirement security by acting in the best interests of today's and tomorrow's public sector employees, association beneficiaries, association employers, and the taxpayers who are ultimately responsible for funding the employers and thus the benefits provided to retirees;

(g) Colorado's credit rating was recently placed on a negative outlook by the standard and poors rating agency because of the association's low funded ratios as well as annual contribution rates below the actuarially determined contribution rate;
(h) If Colorado's pension funding ratio continues to decline or if no significant plan is adopted to improve funding of the pension program, the state's credit rating will likely be downgraded; and

(i) A downgrade in the state's credit rating will affect both the state's financial position and operations by increasing the cost of accessing capital markets for both the state and the other institutions that rely on the state's credit rating.

(2) The general assembly further finds and declares that the changes in this act are reasonable and necessary to serve the important public purpose of ensuring the association's long-term financial sustainability.

SECTION 2. In Colorado Revised Statutes, 24-51-101, amend the introductory portion, (25)(a), (25)(b)(V), (42)(a), and (42)(b); and add (25)(b)(VI) and (25)(b)(VII) as follows:

24-51-101. Definitions. As used in this article ARTICLE 51, unless the context otherwise requires and except as otherwise defined in part of this article ARTICLE 51:

(25) (a) "Highest average salary" means:

(I) (A) FOR A MEMBER OR INACTIVE MEMBER WHO HAS FIVE YEARS OF SERVICE CREDIT ON DECEMBER 31, 2019, OR A RETIREE WHO WAS RETIRED ON DECEMBER 31, 2019, one-twelfth of the average of the highest annual salaries upon which contributions were paid, whether earned from one or more employers, that are associated with three periods of twelve consecutive months of service credit;

(B) FOR A MEMBER OR INACTIVE MEMBER WHO DOES NOT HAVE FIVE YEARS OF SERVICE CREDIT ON DECEMBER 31, 2019, OR A MEMBER WHO WAS NOT A MEMBER, INACTIVE MEMBER, OR RETIREE ON DECEMBER
31, 2019, one-twelfth of the average of the highest annual salaries upon which contributions were paid, whether earned from one or more employers, that are associated with seven periods of twelve consecutive months of service credit;

(II) For a member who does not have the requisite three years of service credit, one-twelfth of the average of the total annual salaries earned during membership upon which contributions were paid;

(III) For benefits that become effective on or after January 1, 1982, where the individual earned less than one year of service credit after December 31, 1980, one-twelfth of the average of the highest annual salaries upon which contributions were paid which were associated with five consecutive years of service credit; or

(IV) Notwithstanding any other provision of this paragraph (a) subsection (25)(a) to the contrary, for members of the judicial division who have five years of service credit on December 31, 2019, retiring on or after July 1, 1997, one-twelfth of the highest annual salary upon which contributions were paid for twelve consecutive months; or

(V) Notwithstanding any other provision of this subsection (25)(a) to the contrary, for members of the judicial division who do not have five years of service credit on December 31, 2019, or for members of the judicial division who were not members, inactive members, or retirees on December 31, 2019, one-twelfth of the average of the highest annual salaries upon which contributions were paid that are associated with three periods of twelve consecutive months of service credit.

(b) (V) Notwithstanding any other provision of this paragraph (b) subsection (25)(b), in calculating highest average salary for a member
or inactive member not eligible for service or reduced service retirement
on January 1, 2011, AND WHO WAS A MEMBER OR INACTIVE MEMBER WITH
FIVE YEARS OF SERVICE CREDIT ON DECEMBER 31, 2019, OR A RETIREE ON
DECEMBER 31, 2019, the association shall determine the highest annual
salaries associated with four periods of twelve consecutive months of
service credit. The lowest of such annual salaries shall be the base salary.
The first annual salary to be used in the highest average salary calculation
shall be the actual salary reported up to one hundred eight percent of the
base salary. The second annual salary to be used in the highest average
salary calculation shall be the actual salary reported up to one hundred
eight percent of the first annual salary used in the highest average salary
calculation. The third annual salary to be used in the highest average
salary calculation shall be the actual salary reported up to one hundred
eight percent of the second annual salary used in the highest average
salary calculation. This subparagraph (V) SUBSECTION (25)(b)(V) shall
not apply to members of the judicial division, except for DPS members
of the judicial division who have exercised portability pursuant to section
24-51-1747 and selected the Denver public schools benefit structure. This
subparagraph (V) SUBSECTION (25)(b)(V) shall apply to DPS members in
accordance with section 24-51-1702 (17).

(VI) NOTWITHSTANDING ANY OTHER PROVISION OF THIS
SUBSECTION (25)(b), IN CALCULATING HIGHEST AVERAGE SALARY FOR A
MEMBER OR INACTIVE MEMBER WHO DOES NOT HAVE FIVE YEARS OF
SERVICE CREDIT ON DECEMBER 31, 2019, OR WHO WAS NOT A MEMBER,
inactive member, or retiree on December 31, 2019, the association
shall determine the highest annual salaries associated with
eight periods of twelve consecutive months of service credit.
THE LOWEST OF SUCH ANNUAL SALARIES SHALL BE THE BASE SALARY. THE FIRST ANNUAL SALARY TO BE USED IN THE HIGHEST AVERAGE SALARY CALCULATION SHALL BE THE ACTUAL SALARY REPORTED UP TO ONE HUNDRED EIGHT PERCENT OF THE BASE SALARY. THE SECOND ANNUAL SALARY TO BE USED IN THE HIGHEST AVERAGE SALARY CALCULATION SHALL BE THE ACTUAL SALARY REPORTED UP TO ONE HUNDRED EIGHT PERCENT OF THE FIRST ANNUAL SALARY USED IN THE HIGHEST AVERAGE SALARY CALCULATION. THE THIRD ANNUAL SALARY TO BE USED IN THE HIGHEST AVERAGE SALARY CALCULATION SHALL BE THE ACTUAL SALARY REPORTED UP TO ONE HUNDRED EIGHT PERCENT OF THE SECOND ANNUAL SALARY USED IN THE HIGHEST AVERAGE SALARY CALCULATION. THE FOURTH ANNUAL SALARY TO BE USED IN THE HIGHEST AVERAGE SALARY CALCULATION SHALL BE THE ACTUAL SALARY REPORTED UP TO ONE HUNDRED EIGHT PERCENT OF THE THIRD ANNUAL SALARY USED IN THE HIGHEST AVERAGE SALARY CALCULATION. THE FIFTH ANNUAL SALARY TO BE USED IN THE HIGHEST AVERAGE SALARY CALCULATION SHALL BE THE ACTUAL SALARY REPORTED UP TO ONE HUNDRED EIGHT PERCENT OF THE FOURTH ANNUAL SALARY USED IN THE HIGHEST AVERAGE SALARY CALCULATION. THE SIXTH ANNUAL SALARY TO BE USED IN THE HIGHEST AVERAGE SALARY CALCULATION SHALL BE THE ACTUAL SALARY REPORTED UP TO ONE HUNDRED EIGHT PERCENT OF THE FIFTH ANNUAL SALARY USED IN THE HIGHEST AVERAGE SALARY CALCULATION. THE SEVENTH ANNUAL SALARY TO BE USED IN THE HIGHEST AVERAGE SALARY CALCULATION SHALL BE THE ACTUAL SALARY REPORTED UP TO ONE HUNDRED EIGHT PERCENT OF THE SIXTH ANNUAL SALARY USED IN THE HIGHEST AVERAGE SALARY CALCULATION. THIS SUBSECTION (25)(b)(VI) DOES NOT APPLY TO MEMBERS OF THE JUDICIAL DIVISION, EXCEPT FOR DPS...
MEMBERS OF THE JUDICIAL DIVISION WHO HAVE EXERCISED PORTABILITY
Pursuant to Section 24-51-1747 and selected the DPS benefit
structure. This subsection (25)(b)(VI) applies to DPS members in
accordance with Section 24-51-1702 (17).

(VII) Notwithstanding any other provision of this
subsection (25)(b), for members of the Judicial Division who do
not have five years of service credit on December 31, 2019, or for
members of the Judicial Division who were not members, inactive
members, or retirees on December 31, 2019, the Association shall
determine the highest annual salaries associated with four
periods of twelve consecutive months of service credit. The
lowest of such annual salaries shall be the base salary. The
first annual salary to be used in the highest average salary
calculation shall be the actual salary reported up to one
hundred eight percent of the base salary. The second annual
salary to be used in the highest average salary calculation
shall be the actual salary reported up to one hundred eight
percent of the first annual salary used in the highest average
salary calculation. The third annual salary to be used in the
highest average salary calculation shall be the actual salary
reported up to one hundred eight percent of the second annual
salary used in the highest average salary calculation.

(42) (a) "Salary" means compensation for services rendered to an
employer and includes: Regular salary or pay; any pay for administrative,
sabbatical, annual, sick, vacation, or personal leave AND COMPENSATION
for unused leave converted to cash payments; pay for
compensatory time or holidays; payments by an employer from grants;
amounts deducted from pay pursuant to tax-sheltered savings or retirement programs; amounts deducted from pay for a health savings account as defined in 26 U.S.C. sec. 223, as amended, or any other type of retirement health savings account program; AMOUNTS DEDUCTED FROM PAY PURSUANT TO A CAFETERIA PLAN AS DEFINED IN 26 U.S.C. SEC. 125, AS AMENDED, A QUALIFIED TRANSPORTATION FRINGE BENEFIT PLAN AS DEFINED IN 26 U.S.C. SEC. 132, AS AMENDED; performance or merit payments, if approved by the board; special pay for work-related injuries paid by the employer prior to termination of membership; and retroactive salary payments pursuant to court orders, arbitration awards, or litigation and grievance settlements.

(b) "Salary" does not include: Commissions; compensation for unused sick leave converted at any time to cash payments; compensation for unused sick, annual, vacation, administrative, or other accumulated paid leave contributed to a health savings account as defined in 26 U.S.C. sec. 223, as amended, or a retirement health savings program; housing allowances; uniform allowances; automobile usage; insurance premiums dependent care assistance; PAID BY EMPLOYERS; reimbursement for expenses incurred; tuition or any other fringe benefits, regardless of federal taxation; bonuses for services not actually rendered, including, but not limited to, early retirement inducements, Christmas bonuses, cash awards, honorariums and severance pay, damages, except for retroactive salary payments paid pursuant to court orders or arbitration awards or litigation and grievance settlements, or payments beyond the date of a member's death.

SECTION 3. In Colorado Revised Statutes, 24-51-313, amend (1) as follows:
24-51-313. Termination of affiliation - employer assigned to local government division - requirements. (1) Any political subdivision within the state of Colorado or any public agency created by such a political subdivision that is an employer affiliated with the association pursuant to the provisions of section 24-51-309 and that is assigned to the local government division may make application to the board to terminate the affiliation of the employer with the association. The application shall be made by submitting to the board an ordinance or resolution that has been adopted by the governing body of the employer and that has been approved by at least sixty-five percent of the employees of the employer who are members. Such employee members of the employer shall be notified in writing of the provisions of section 24-51-321 prior to a vote on an ordinance or resolution to terminate the affiliation of the employer with the association. NOTWITHSTANDING THE PROVISIONS OF THIS SUBSECTION (1), ANY SUCH EMPLOYER THAT CEASES OPERATIONS OR CEASES TO PARTICIPATE IN THE ASSOCIATION FOR ANY REASON SHALL BE DEEMED TO HAVE TERMINATED ITS AFFILIATION WITH THE ASSOCIATION AND MUST COMPLY WITH THE PROVISIONS OF SECTIONS 24-51-315 THROUGH 24-51-319.

SECTION 4. In Colorado Revised Statutes, 24-51-315, amend (1) and (2); and add (5) and (6) as follows:

24-51-315. Termination of affiliation - reserves requirement. (1) The board shall have the authority to determine the amount of reserves required as of the effective date of termination of affiliation to:

(a) Maintain current benefits payable by the association to benefit recipients and to preserve the vested rights of inactive members; The amount of reserves shall be determined by the board utilizing certified
actuarial reports prepared by the actuary. The actuarial report shall also
certify that the termination of affiliation shall not have an adverse
financial impact on the actuarial soundness of the local government
division trust fund. If the actuary determines, in accordance with accepted
actuarial principles, that the termination of affiliation shall have an
adverse financial impact on the actuarial soundness of the local
government division trust fund, the applicant shall not be permitted to
terminate affiliation: AND

(b) FULLY FUND THE LIABILITY FOR BENEFITS PAYABLE BY THE
ASSOCIATION FROM THE HEALTH CARE TRUST FUND CREATED BY SECTION
24-51-1201(1) TO CURRENT AND FUTURE BENEFIT RECIPIENTS PURSUANT
TO PART 12 OF THIS ARTICLE 51.

(2) THE AMOUNT OF RESERVES REQUIRED UNDER SUBSECTIONS
(1)(a) AND (1)(b) OF THIS SECTION SHALL BE DETERMINED BY THE BOARD
UTILIZING CERTIFIED ACTUARIAL REPORTS PREPARED BY THE ACTUARY.
The actuarial study shall be conducted using assumptions
approved by the board. The actuarial report shall also certify
that the termination of affiliation shall not have an adverse
financial impact on the actuarial soundness of the local
government division trust fund. If the actuary determines, in
accordance with accepted actuarial principles, that the
termination of affiliation shall have an adverse financial
impact on the actuarial soundness of the local government
division trust fund, the applicant shall not be permitted to
terminate affiliation. On the effective date of termination of
affiliation, the actuarial reports prepared pursuant to the provisions of
subsection (1) of this section

THIS SUBSECTION (2) shall be updated to
finalize the amount of reserves required for the purposes specified in
subsection (1) of this section. The employer making
the application and the employees of such employer who are members
shall not be required to make any contributions to the association
subsequent to the effective date of termination.

(5) The discount rate used for determining the amount of
reserves in subsection (1) of this section shall be the actuarial
investment assumption rate as set by the board pursuant to
sections 24-51-101 (2) and 24-51-204 (5) minus two hundred basis
points.

(6) Determinations made by the board in this section and
sections 24-51-313 and 24-51-316, shall be appealed through the
administrative review procedures set forth in the board rules.
Such final decision by the board shall be subject only to review
by proper court action.

SECTION 5. In Colorado Revised Statutes, amend 24-51-316 as
follows:

24-51-316. Inadequate reserves - excess reserves -
nonpayment. (1) (a) In the event that the amount of the reserves required
pursuant to the provisions of section 24-51-315 exceeds the amount of the employer's share of the employer contribution
reserve in the local government division trust fund as calculated by the
actuary, then the employer shall make an additional payment as of the
effective date of termination of affiliation in an amount equal to the
difference between the amount of reserves required and the amount of
reserves on deposit.

(b) In the event that the reserves required pursuant to

SECTION 24-51-315 (1)(b) FOR THE HEALTH CARE TRUST FUND CREATED
BY SECTION 24-51-1201 (1) EXCEEDS THE MARKET VALUE OF ASSETS
ATTRIBUTABLE TO THE EMPLOYER IN THE HEALTH CARE TRUST FUND, THE
EMPLOYER SHALL MAKE AN ADDITIONAL PAYMENT AS OF THE EFFECTIVE
DATE OF TERMINATION OF AFFILIATION IN AN AMOUNT EQUAL TO THE
DIFFERENCE BETWEEN THE AMOUNT OF RESERVES REQUIRED AND THE
AMOUNT OF RESERVES ON DEPOSIT.

(c) IF THE ACTUARY DETERMINES, IN ACCORDANCE WITH
ACCEPTED ACTUARIAL PRINCIPLES, THAT THE TERMINATION OF
AFFILIATION OF THE EMPLOYER SHALL HAVE AN ADVERSE FINANCIAL
IMPACT ON THE FUNDING OF THE HEALTH CARE TRUST FUND CREATED BY
SECTION 24-51-1201 (1), THE EMPLOYER SHALL MAKE ANY ADDITIONAL
PAYMENT NECESSARY TO ENSURE THAT THE IMPACT ON THE FUNDING OF
THE HEALTH CARE TRUST FUND REMAINS UNCHANGED UPON THE
EMPLOYER'S TERMINATION OF AFFILIATION.

(2) In the event that the amount of the reserves on deposit in the
local government division trust fund as calculated by the actuary for the
employer requesting termination of affiliation exceeds the amount of
reserves required pursuant to the provisions of section 24-51-315
SECTION 24-51-315 (1), such excess amount and the amount required for the
transfer of member contributions as provided in section 24-51-317 shall
be transferred by a direct trustee-to-trustee transfer to the alternate
pension plan or system required by section 24-51-319 as of the effective
date of termination of affiliation.

(3) If any payment required pursuant to the provisions of
subsection (1) or (2) of this section is not made, interest shall be assessed
on the amount due at the rate specified for employers in section
24-51-101 (28). Interest shall be calculated from the effective date of termination until such amount is paid in full.

SECTION 6. In Colorado Revised Statutes, amend 24-51-317 as follows:

24-51-317. Termination of affiliation - member contributions.

(1) Members who have less than five years of service credit and are employees of an employer which has terminated its affiliation with the association shall become inactive members as of the effective date of termination of affiliation. Such members may elect to have their member contributions credited to the alternative pension plan or system required by section 24-51-319. In the absence of such an election, member contributions will remain with the association unless the member otherwise elects to refund such contributions in accordance with section 24-51-405.

(2) Members who have five or more years of service credit and are employees of an employer which has terminated its affiliation with the association may elect that their accounts remain with the association by giving written notice to the association prior to the effective date of termination of affiliation. Members who make such an election shall become inactive members entitled to vested benefits as of the effective date of termination of affiliation. Members who do not make such an election shall have their member contributions credited to the alternative pension plan or system required by section 24-51-319.

SECTION 7. In Colorado Revised Statutes, amend 24-51-319 as follows:

24-51-319. Retirement plan - creation and use. An employer which terminates its affiliation with the association shall utilize an
existing, or shall establish an alternative, pension plan or system
established pursuant to the provisions of article 54 of this title TITLE 24.

FAILURE TO UTILIZE OR ESTABLISH AN ALTERNATIVE PENSION PLAN OR
SYSTEM DOES NOT EXCUSE THE EMPLOYER FROM THE ADHERENCE TO THE
REMAINDER OF THE TERMINATION OF AFFILIATION PROVISIONS OF THIS
PART 3.

SECTION 8. In Colorado Revised Statutes, 24-51-401, amend
(1.7)(a); and repeal (1.7)(f) as follows:

24-51-401. Employer and member contributions.

(1.7) (a) (I) Employers shall deliver a contribution report and the full
amount of employer contributions, member contributions, and working
retiree contributions to the association within five days after the date
members and retirees are paid. Except as provided in paragraph (f) of this
subsection (1.7) THIS SUBSECTION (1.7)(a), subsection (7) of this section,
and section 24-51-408.5, such contributions shall be based upon the rates
for the appropriate division as set forth in the following table multiplied
by the salary, as defined in section 24-51-101 (42), paid to members and
retirees for the payroll period:

<table>
<thead>
<tr>
<th>Division</th>
<th>Membership</th>
<th>Employer Rate</th>
<th>Member Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>All Members</td>
<td>10.15%</td>
<td>8.0%</td>
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<tr>
<td></td>
<td>Except</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>Troopers</td>
<td>12.85%</td>
<td>10.0%</td>
</tr>
<tr>
<td>School</td>
<td>All Members</td>
<td>10.15%</td>
<td>8.0%</td>
</tr>
<tr>
<td>Local</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>All Members</td>
<td>10.0%</td>
<td>8.0%</td>
</tr>
</tbody>
</table>
(II) Effective July 1, 2018, subject to Section 24-51-413, the employer and member contribution rates shall be based upon the rates for the appropriate division as set forth in the following table multiplied by the salary, as defined in Section 24-51-101 (42), paid to members and retirees for the payroll period:

**TABLE B**

<table>
<thead>
<tr>
<th>Division</th>
<th>Membership</th>
<th>Employer Rate</th>
<th>Member Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>All Members</td>
<td>10.15%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Except</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State Troopers</td>
<td></td>
<td>12.85%</td>
<td>10.5%</td>
</tr>
<tr>
<td>School</td>
<td>All Members</td>
<td>10.15%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Local</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>All Members</td>
<td>10.0%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Judicial</td>
<td>All Members</td>
<td>13.66%</td>
<td>8.5%</td>
</tr>
<tr>
<td>DPS</td>
<td>All Members</td>
<td>10.15%</td>
<td>8.5%</td>
</tr>
</tbody>
</table>

(III) Effective January 1, 2019, subject to Section 24-51-413, the employer and member contribution rates shall be based upon the rates for the appropriate division as set forth in the following table multiplied by the salary, as defined in Section 24-51-101 (42), paid to members and retirees for the payroll period:

**TABLE C**

<table>
<thead>
<tr>
<th>Division</th>
<th>Membership</th>
<th>Employer Rate</th>
<th>Member Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(IV) Effective July 1, 2019, subject to Section 24-51-413, the employer and member contribution rates shall be based upon the rates for the appropriate division as set forth in the following table multiplied by the salary, as defined in Section 24-51-101(42), paid to members and retirees for the payroll period:

**TABLE D**

CONTRIBUTION RATES

<table>
<thead>
<tr>
<th>Division</th>
<th>Membership</th>
<th>Employer Rate</th>
<th>Member Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>All Members</td>
<td>10.15%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Except</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State Troopers</td>
<td></td>
<td>12.85%</td>
<td>12.0%</td>
</tr>
<tr>
<td>School</td>
<td>All Members</td>
<td>10.15%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Local</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>All Members</td>
<td>10.0%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Judicial</td>
<td>All Members</td>
<td>13.66%</td>
<td>10.0%</td>
</tr>
<tr>
<td>DPS</td>
<td>All Members</td>
<td>10.15%</td>
<td>10.0%</td>
</tr>
</tbody>
</table>

(V) Effective January 1, 2020, subject to Section 24-51-413, the employer and member contribution rates shall be based upon the rates for the appropriate division as set forth in the
FOLLOWING TABLE MULTIPLIED BY THE SALARY, AS DEFINED IN SECTION 24-51-101 (42), PAID TO MEMBERS AND RETIREES FOR THE PAYROLL PERIOD:

**TABLE E**

**CONTRIBUTION RATES**

<table>
<thead>
<tr>
<th>Division</th>
<th>Membership</th>
<th>Employer Rate</th>
<th>Member Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>STATE</td>
<td>All Members</td>
<td>10.15%</td>
<td>11.0%</td>
</tr>
<tr>
<td></td>
<td>EXCEPT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>STATE TROOPERS</td>
<td></td>
<td>12.85%</td>
<td>13.0%</td>
</tr>
<tr>
<td>SCHOOL</td>
<td>All Members</td>
<td>10.15%</td>
<td>11.0%</td>
</tr>
<tr>
<td>LOCAL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GOVERNMENT</td>
<td>All Members</td>
<td>10.0%</td>
<td>11.0%</td>
</tr>
<tr>
<td>JUDICIAL</td>
<td>All Members</td>
<td>13.66%</td>
<td>11.0%</td>
</tr>
<tr>
<td>DPS</td>
<td>All Members</td>
<td>10.15%</td>
<td>11.0%</td>
</tr>
</tbody>
</table>

(f) (I) For the 2010-11 and 2011-12 state fiscal years, except as provided in subsection (7) of this section and section 24-51-408.5, the amount of employer and member contributions for employers and members in the state and judicial divisions of the association shall be based upon the rates for the appropriate division as set forth in the following table multiplied by the salary, as defined in section 24-51-101 (42), paid to members and retirees for the payroll period:

**TABLE A.5**

**CONTRIBUTION RATES**

<table>
<thead>
<tr>
<th>Division</th>
<th>Membership</th>
<th>Employer Rate</th>
<th>Member Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>All Members</td>
<td>7.65%</td>
<td>10.5%</td>
</tr>
<tr>
<td></td>
<td>EXCEPT</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>State Troopers</td>
<td>10.35%</td>
<td>12.5%</td>
</tr>
</tbody>
</table>
Judicial All Members 11.16% 10.5%

(II) For the 2010-11 and 2011-12 state fiscal years, the employer and member contribution rates for employers and members in the school, local government, and Denver public schools divisions of the association shall be calculated pursuant to paragraph (a) of this subsection (1.7).

SECTION 9. In Colorado Revised Statutes, add 24-51-413 and 24-51-414 as follows:

24-51-413. Contribution and annual increase amount changes definitions. (1) As used in this section, unless the context otherwise requires:

(a) “BLENDED TOTAL CONTRIBUTION AMOUNT” means the weighted average of the total amounts paid by the employer and the member to the association for each of the five divisions pursuant to sections 24-51-401 (1.7) and 24-51-411, but shall not include the portion of the employer contribution remitted to the health care trust fund pursuant to section 24-51-208 (1)(f) and (1)(f.5) and the portion of the employer contribution remitted to the annual increase reserve.

(b) “BLENDED TOTAL REQUIRED CONTRIBUTION” means the weighted average of the total of the association’s reported actuarially determined contribution rates and member contribution rates of the five division trust funds.

(c) "WEIGHTED AVERAGE" means the proportion of unfunded actuarial accrued liability attributable to each division reported as of the most recent valuation date.

(2) Beginning January 1, 2020, and every year thereafter, member contribution rates and annual increase amounts shall
REMAIN UNCHANGED UNTIL SUCH TIME AS CHANGES ARE REQUIRED
PURSUANT TO THIS SECTION.

(3) WHEN THE BLENDED TOTAL CONTRIBUTION AMOUNT IS LESS
THAN NINETY-EIGHT PERCENT OF THE BLENDED TOTAL REQUIRED
CONTRIBUTION, THE FOLLOWING ADJUSTMENT SHALL OCCUR:

(a) THE ANNUAL INCREASE PERCENTAGE DETERMINED PURSUANT
TO SECTIONS 24-51-1002 AND 24-51-1009 (4)(a) SHALL BE REDUCED BY
UP TO ONE-QUARTER OF ONE PERCENT, BUT AT NO TIME WILL THE ANNUAL
INCREASE PERCENTAGE BE REDUCED TO EQUAL LESS THAN ONE-HALF OF
ONE PERCENT, EXCEPT AS PROVIDED IN SECTIONS 24-51-1002 (1.5) AND
24-51-1009 (1.5); AND

(b) THE MEMBER CONTRIBUTION RATE WILL BE INCREASED BY UP
TO ONE-HALF OF ONE PERCENT, BUT AT NO TIME WILL THE MEMBER
CONTRIBUTION RATE BE INCREASED TO EXCEED THE MEMBER
CONTRIBUTION RATES UNDER SECTION 24-51-401 (1.7)(a)(V), PLUS TWO
PERCENT.

(4) THE ADJUSTMENT IN SUBSECTION (3) OF THIS SECTION SHALL
BE DETERMINED BY THE ASSOCIATION, SHALL BE EQUITABLY APPORTIONED
BETWEEN THE ANNUAL INCREASES AND THE MEMBER CONTRIBUTIONS,
AND SHALL BE THE MAXIMUM YEARLY ADJUSTMENT ALLOWED UNLESS AN
ADJUSTMENT LESS THAN THE MAXIMUM ADJUSTMENT IS SUFFICIENT TO
BRING THE BLENDED TOTAL CONTRIBUTION AMOUNT TO ONE HUNDRED
AND THREE PERCENT OF THE BLENDED TOTAL REQUIRED CONTRIBUTION.
IN NO EVENT SHALL A YEARLY ADJUSTMENT CAUSE THE BLENDED TOTAL
CONTRIBUTION AMOUNT TO EXCEED ONE HUNDRED AND THREE PERCENT
OF THE BLENDED TOTAL REQUIRED CONTRIBUTION. THE ADJUSTMENT
SHALL BE MADE ONCE IN ANY CALENDAR YEAR AND SHALL NOT EXCEED
THE MAXIMUM YEARLY AMOUNTS INDICATED IN SUBSECTIONS (3)(a) AND
(3)(b) OF THIS SECTION.

(5) In the event either of the two component parts of the
adjustment as outlined in subsection (3) of this section has
reached its total maximum, then no further adjustment shall be
made under subsections (3) and (4) of this section. In this case,
adjustments to the other component will not be further altered
to complete the full adjustment, but rather be adjusted in
equivalent measure to the limited component to ensure that the
adjustment is equally apportioned, even if the fully required
adjustment to bring the blended total contribution amount to
one hundred and three percent of the blended total required
contribution is not achieved.

(6) When the blended total contribution amount is
greater than or equal to one hundred and ten percent of the
blended total required contribution, the following adjustment
shall occur:

(a) Subject to sections 24-51-1002 (1.5) and 24-51-1009 (1.5),
the annual increase percentage determined pursuant to sections
24-51-1002 and 24-51-1009 (4)(a), shall be increased by up to
one-quarter of one percent, but at no time will the annual
increase percentage be greater than two percent, except as
provided in section 24-51-1009.5; and

(b) The member contribution rate will be reduced by up to
one-half of one percent, but at no time will the member
CONTRIBUTION RATE BE LESS THAN THE MEMBER CONTRIBUTION RATES UNDER SECTION 24-51-401 (1.7)(a)(I).

(7) The adjustment in subsection (6) of this section shall be determined by the association, shall be equally apportioned between the annual increases and the member contributions, and shall be the maximum yearly adjustment allowed unless an amount lower than the maximum adjustment is necessary to keep the blended total contribution amount equal to one hundred and three percent of the blended total required contribution. In no event shall a yearly adjustment cause the blended total contribution amount to fall below one hundred and three percent of the blended total required contribution. The adjustment shall be made once in any calendar year and shall not exceed the maximum yearly amounts specified in subsections (6)(a) and (6)(b) of this section.

(8) The adjustments pursuant to this section shall be determined based on the blended total contribution amount and blended total required contribution as reported in the annual actuarial valuation report required under section 24-51-204 (7), and shall be effective January 1 of the next calendar year for contributions and July 1 of the next calendar year for annual increases.

24-51-414. Defined contribution supplement. Beginning January 1, 2021, and every year thereafter, employer contribution rates will be adjusted to include a defined contribution supplement, which will be calculated separately for each division. The defined contribution supplement for each
DIVISION WILL BE THE EMPLOYER CONTRIBUTION AMOUNT PAID TO
DEFINED CONTRIBUTION PLAN PARTICIPANT ACCOUNTS THAT WOULD HAVE
OTHERWISE GONE TO THE DEFINED BENEFIT TRUSTS TO PAY DOWN THE
UNFUNDED LIABILITY, PLUS ANY DEFINED BENEFIT INVESTMENT EARNINGS
THEREON, EXPRESSED AS A PERCENTAGE OF SALARY ON WHICH EMPLOYER
CONTRIBUTIONS HAVE BEEN MADE. THE EMPLOYER CONTRIBUTION
AMOUNTS IN THE SUM SHALL ONLY INCLUDE CONTRIBUTIONS MADE ON
BEHALF OF ELIGIBLE EMPLOYEES, AS DEFINED IN SECTION 24-51-1502,
WHO COMMENCE EMPLOYMENT ON OR AFTER JANUARY 1, 2019.

SECTION 10. In Colorado Revised Statutes, 24-51-501, amend
(2); repeal (3); and add (3.5) as follows:

24-51-501. Earned service credit. (2) For a member who was
a member, inactive member, or retiree on December 31, 2019,
service credit shall be earned as follows:

(a) One year of service credit is earned for twelve calendar months
of employment, for which contributions to the association are made, in
which a member in each month earns salary greater than or equal to
eighty times the federal minimum wage hourly rate in effect at the time
of service. A member who is employed in a position in which the
employment pattern covers a period of at least eight months but less than
twelve months per year shall earn one year of service credit if at least
eight months of service credit are earned during the months in which the
member is employed during the year.

(b) Earned service credit for periods of employment which
do not meet the requirements described in subsection (2)(a) of
this section shall be determined by the ratio of actual salary
received to eighty times the federal minimum wage hourly rate
IN EFFECT AT THE TIME OF SERVICE AND THE RATIO OF THE NUMBER OF MONTHS FOR WHICH CONTRIBUTIONS ARE REMITTED TO THE NUMBER OF MONTHS REQUIRED FOR ONE YEAR OF SERVICE CREDIT.

(3) Earned service credit for periods of employment which do not meet the requirements described in subsection (2) of this section shall be determined by the ratio of actual salary received to eighty times the federal minimum wage hourly rate in effect at the time of service and the ratio of the number of months for which contributions are remitted to the number of months required for one year of service credit.

(3.5) (a) For a member who was not a member, inactive member, or retiree on December 31, 2019, service credit shall be earned as follows:

(I) One year of service credit is earned for twelve calendar months of employment, for which contributions to the association are made, in which a member in each month works full time. A member who is employed in a position in which the employment pattern covers a period of at least eight months but less than twelve months per year shall earn one year of service credit if at least eight months of service credit are earned during the months in which the member is employed during the year.

(II) Earned service credit for periods of employment which do not meet the requirements described in subsection (3.5)(a)(I) of this section shall be determined by the ratio of part-time work to full-time work and the ratio of the number of months for which contributions are remitted to the number of months required for one year of service credit.
(b) CONSISTENT WITH SUBSECTION (3.5)(a) OF THIS SECTION, THE BOARD SHALL FURTHER DEFINE EARNED SERVICE CREDIT BY RULE IN ACCORDANCE WITH THE RULE-MAKING PROCESS AUTHORIZED IN SECTION 24-51-204 (5).

SECTION 11. In Colorado Revised Statutes, 24-51-504, amend (2) as follows:

24-51-504. Purchase of service credit relating to a paid sabbatical leave. (2) Such member contributions made pursuant to the provisions of subsection (1) of this section may be made concurrently with member contributions on the partial salary paid for such sabbatical leave or after the sabbatical leave has ended at the current APPLICABLE rate of member contributions PURSUANT TO SECTION 24-51-401 (1.7), plus interest from the date the sabbatical leave began until such purchase is complete.

SECTION 12. In Colorado Revised Statutes, 24-51-505, amend (2)(a) as follows:

24-51-505. Purchase of service credit relating to noncovered employment. (2) (a) Except as otherwise provided in paragraph (b) of this subsection (2) SUBSECTION (2)(b) OF THIS SECTION, one year of service credit may be purchased for each year of noncovered employment determined pursuant to the provisions of section 24-51-501 (2) to (4) CALCULATION IN SECTION 24-51-501 (2)(a) AND (4), applicable to earned service credit.

SECTION 13. In Colorado Revised Statutes, 24-51-602, amend (1.7)(a), (1.8)(a), and (2); and add (1.9) and (2.3) as follows:

24-51-602. Service retirement eligibility. (1.7) (a) Members, EXCEPT STATE TROOPERS, who were not members, inactive members, or
retirees on December 31, 2016, but who were members, inactive members, or retirees on December 31, 2019, who have met the age and service requirements stated in the following table and who are not eligible for service retirement benefits pursuant to subsection (1.8) of this section shall, upon written application and approval of the board, receive service retirement benefits pursuant to the benefit formula set forth in section 24-51-603:

**TABLE B.3**

**SERVICE RETIREMENT ELIGIBILITY**

<table>
<thead>
<tr>
<th>Age Requirement</th>
<th>Service Credit Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>(years)</td>
<td>(years)</td>
</tr>
<tr>
<td>Any Age</td>
<td>35</td>
</tr>
<tr>
<td>60</td>
<td>30</td>
</tr>
<tr>
<td>65</td>
<td>5</td>
</tr>
</tbody>
</table>

(1.8) (a) Members of the school division or Denver public schools division who were not members, inactive members, or retirees on December 31, 2016, but who were members, inactive members, or retirees on December 31, 2019, who have met the age and service requirements stated in the following table shall, upon written application and approval of the board, receive service retirement benefits pursuant to the benefit formula set forth in section 24-51-603; except that at least the most recent ten years of service credit used in meeting the requirements of the table below must be earned in the school or Denver public schools divisions in order for the member to be eligible pursuant to this paragraph (a) subsection (1.8)(a):

**TABLE B.4**

**SERVICE RETIREMENT ELIGIBILITY**
<table>
<thead>
<tr>
<th>Age Requirement</th>
<th>Service Credit Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>(years)</td>
<td>(years)</td>
</tr>
<tr>
<td>Any Age</td>
<td>35</td>
</tr>
<tr>
<td>58</td>
<td>30</td>
</tr>
<tr>
<td>65</td>
<td>5</td>
</tr>
</tbody>
</table>

(1.9) (a) Members, except state troopers, who were not members, inactive members, or retirees on December 31, 2019, who have met the age and service requirements stated in the following table shall, upon written application and approval of the board, receive service retirement benefits pursuant to the benefit formula set forth in section 24-51-603 (1), (2), and (3):

TABLE B.5

SERVICE RETIREMENT ELIGIBILITY

<table>
<thead>
<tr>
<th>Age Requirement</th>
<th>Service Credit Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>(YEARS)</td>
<td>(YEARS)</td>
</tr>
<tr>
<td>Any Age</td>
<td>40</td>
</tr>
<tr>
<td>65</td>
<td>5</td>
</tr>
</tbody>
</table>

(b) Subsection (1.9)(a) of this section does not create a contractual right for any member to the age requirement specified in Table B.5 to receive a full service retirement benefit.

(2) (a) Members with less than five years of service credit shall be eligible for service retirement benefits pursuant to the provisions of section 24-51-605.5 upon reaching sixty-five years of age if contributions were made for sixty months state troopers who were not members, inactive members, or retirees on December 31, 2019, who have met the age and service requirements stated in the following table shall, upon written application and approval of the board,
RECEIVE SERVICE RETIREMENT BENEFITS PURSUANT TO THE BENEFIT FORMULA SET FORTH IN SECTION 24-51-603 (1) AND (3):

TABLE B.6

SERVICE RETIREMENT ELIGIBILITY

<table>
<thead>
<tr>
<th>AGE REQUIREMENT</th>
<th>SERVICE CREDIT REQUIREMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>(YEARS)</td>
<td>(YEARS)</td>
</tr>
<tr>
<td>ANY AGE</td>
<td>35</td>
</tr>
<tr>
<td>55</td>
<td>25</td>
</tr>
<tr>
<td>65</td>
<td>5</td>
</tr>
</tbody>
</table>

(b) STATE TROOPERS WHO ARE ELIGIBLE FOR A BENEFIT PURSUANT TO THIS SUBSECTION (2) AND WHO ARE FIFTY-FIVE YEARS OF AGE OR OLDER SHALL, UPON WRITTEN APPLICATION AND APPROVAL OF THE BOARD, RECEIVE SERVICE RETIREMENT BENEFITS PURSUANT TO THE BENEFIT FORMULA SET FORTH IN SECTION 24-51-603, WITHOUT REDUCTION PURSUANT TO SECTION 24-51-604, IF THEY HAVE AT LEAST FIVE YEARS OF SERVICE CREDIT AND IF THE NUMBER OF YEARS OF THEIR AGE PLUS THE NUMBER OF YEARS OF THEIR SERVICE CREDIT EQUALS EIGHTY YEARS OR MORE. THIS SUBSECTION (2) DOES NOT CREATE A CONTRACTUAL RIGHT FOR ANY MEMBER TO THE AGE REQUIREMENT SPECIFIED IN TABLE B.6 TO RECEIVE A FULL SERVICE RETIREMENT BENEFIT.

(2.3) MEMBERS WITH LESS THAN FIVE YEARS OF SERVICE CREDIT SHALL BE ELIGIBLE FOR SERVICE RETIREMENT BENEFITS PURSUANT TO SECTION 24-51-605.5 UPON REACHING SIXTY-FIVE YEARS OF AGE IF CONTRIBUTIONS WERE MADE FOR SIXTY MONTHS.

SECTION 14. In Colorado Revised Statutes, amend 24-51-604 as follows:
24-51-604. Reduced service retirement eligibility. (1) DPS members with less than five years of service credit as of January 1, 2011, and members WHO WERE MEMBERS, INACTIVE MEMBERS, OR RETIREES ON DECEMBER 31, 2019, AND who have met the age and service credit requirements stated in the following table and who do not meet the requirements of section 24-51-602 shall, upon written application and approval of the board, receive reduced service retirement benefits pursuant to the benefit formula set forth in section 24-51-605:

TABLE C

<table>
<thead>
<tr>
<th>REDUCED SERVICE RETIREMENT ELIGIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age Requirement</td>
</tr>
<tr>
<td>-----------------</td>
</tr>
<tr>
<td>(years)</td>
</tr>
<tr>
<td>50</td>
</tr>
<tr>
<td>50</td>
</tr>
<tr>
<td>20</td>
</tr>
<tr>
<td>55</td>
</tr>
<tr>
<td>60</td>
</tr>
</tbody>
</table>

(2) MEMBERS WHO WERE NOT MEMBERS, INACTIVE MEMBERS, OR RETIREES ON DECEMBER 31, 2019, WHO HAVE MET THE AGE AND SERVICE CREDIT REQUIREMENTS STATED IN THE FOLLOWING TABLE AND WHO DO NOT MEET THE REQUIREMENTS OF SECTION 24-51-602 SHALL, UPON WRITTEN APPLICATION AND APPROVAL OF THE BOARD, RECEIVE REDUCED SERVICE RETIREMENT BENEFITS PURSUANT TO THE BENEFIT FORMULA SET FORTH IN SECTION 24-51-605:

TABLE C.1

<table>
<thead>
<tr>
<th>REDUCED SERVICE RETIREMENT ELIGIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age Requirement</td>
</tr>
<tr>
<td>-----------------</td>
</tr>
<tr>
<td>(YEARS)</td>
</tr>
</tbody>
</table>
SECTION 15. In Colorado Revised Statutes, 24-51-606, amend (1.5) and (2)(b) as follows:

24-51-606. Vested inactive member rights. (1.5) Any member who was not a member, inactive member, or retiree on December 31, 2006, who has earned at least five years of service credit and who terminates membership and does not elect to receive a refund pursuant to the provisions of section 24-51-405 shall be eligible for a benefit to become effective upon written application and approval by the board and upon reaching the age specified in table B.05, B.07, or B.1 of table B.05, B.07, B.1, B.2, B.3, B.4, B.5, or B.6 of section 24-51-602, as applicable, for a service retirement or in table C of section 24-51-604 for a reduced service retirement. Notwithstanding the provisions of this subsection (1.5), for such a member who applies for retirement within ninety days after the member attains age and service eligibility, the effective date of retirement shall be the date the member attains such age and service eligibility.

(2) (b) Direct payments in lieu of member contributions are calculated at the current applicable member contribution rates pursuant to section 24-51-401 (1.7), multiplied by the most recent full-time monthly salary paid for the position previously held by the vested inactive member.

SECTION 16. In Colorado Revised Statutes, amend 24-51-1001 as follows:
24-51-1001. Types of benefit increases. (1) For benefit recipients whose benefits are based on the account of a member who was a member, inactive member, or retiree on December 31, 2006, or for benefit recipients whose benefits are based on the account of a DPS member or DPS retiree, annual increases in retirement benefits and survivor benefits shall be effective with the July benefit. Such increases in benefits shall be calculated in accordance with the provisions of sections 24-51-1002 and 24-51-1003, subject to section 24-51-413, and shall be paid from the retirement benefits reserve or the survivor benefits reserve, as appropriate, so long as the following requirements are satisfied:

(a) For benefit recipients whose benefit is based on a retiree or DPS retiree whose effective date of retirement is prior to January 1, 2011, or whose survivor benefits are based on a date of death that occurred prior to January 1, 2011, the benefits have been paid to the benefit recipient for at least seven months preceding July 1.

(b) For benefit recipients whose benefit is based on a retiree or DPS retiree whose effective date of retirement is on or after January 1, 2011, or whose survivor benefits are based on a date of death that is on or after January 1, 2011, and an annual increase has been applied to the benefit on or before May 1, 2018, the benefits have been paid to the benefit recipient for the twelve months prior to July 1, and for benefit recipients whose benefit is based upon a retiree or DPS retiree who was not eligible to retire as of January 1, 2011, the benefits have been paid to the benefit recipient for the twelve months prior to July 1 and an annual increase has been applied to the benefit on or before May 1, 2018, the retiree met the following requirements:
(I) For DPS members with five or more years of service credit as of January 1, 2011, and for members WHO ARE NOT STATE TROOPERS who began membership prior to July 1, 2005, and have five or more years of service credit as of January 1, 2011, the retiree retired with a service retirement benefit pursuant to section 24-51-602 or 24-51-1713, whichever is applicable, or retired with a reduced service retirement benefit pursuant to section 24-51-604 or 24-51-1714, whichever is applicable, but has, as of January 1, attained the age and service credit years that when combined total at least eighty years, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age of sixty;

(II) For members WHO ARE NOT STATE TROOPERS who began membership on or after July 1, 2005, but prior to January 1, 2007, the retiree retired with a service retirement benefit pursuant to section 24-51-602, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age and service credit years that when combined total at least eighty-five years, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age of sixty; or

(III) For DPS members with less than five years of service credit as of January 1, 2011, and for members whose membership began prior to January 1, 2007, with less than five years of service credit as of January 1, 2011, the retiree retired with a service retirement benefit pursuant to section 24-51-602, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age and service credit years that when combined total at least eighty-five years, or retired with a reduced service retirement benefit pursuant to
section 24-51-604 but has, as of January 1, attained the age of sixty; or

(IV) For members who are state troopers and who were members, inactive members, or retirees on December 31, 2006, the retiree retired with a service retirement benefit pursuant to section 24-51-602 or retired with a reduced service retirement benefit pursuant to section 24-51-604, but has, as of January 1, attained the age and service credit years, when weighted with non-state trooper service credit, that combined total at least seventy-five years, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age of fifty-five.

(b.5) For benefit recipients whose benefit is based on a retiree or DPS retiree whose effective date of retirement is on or after January 1, 2011, or whose survivor benefits are based on a date of death that is on or after January 1, 2011, and an annual increase has not been applied to the retirement or survivor benefit on or before May 1, 2018, the benefits have been paid to the benefit recipient for thirty-six months total before July 1, and benefits have been paid to the benefit recipient for the twelve months prior to July 1, and for benefit recipients whose benefit is based upon a retiree or DPS retiree who was not eligible to retire as of January 1, 2011, the retiree met the following requirements:

(I) For DPS members with five or more years of service credit as of January 1, 2011, and for members who are not state troopers who began membership prior to July 1, 2005, and have five or more years of service credit as of January 1, 2011, the
RETIREE RETIRED WITH A SERVICE RETIREMENT BENEFIT PURSUANT TO
SECTION 24-51-602 OR 24-51-1713, WHICHEVER IS APPLICABLE, OR
RETIRE WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO
SECTION 24-51-604 OR 24-51-1714, WHICHEVER IS APPLICABLE, BUT HAS,
AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE CREDIT YEARS THAT
WHEN COMBINED TOTAL AT LEAST EIGHTY YEARS, OR RETIRED WITH A
REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604
BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF SIXTY;

(II) FOR MEMBERS WHO ARE NOT STATE TROOPERS WHO BEGAN
MEMBERSHIP ON OR AFTER JULY 1, 2005, BUT PRIOR TO JANUARY 1, 2007,
THE RETIREE RETIRED WITH A SERVICE RETIREMENT BENEFIT PURSUANT TO
SECTION 24-51-602, OR RETIRED WITH A REDUCED SERVICE RETIREMENT
BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1,
ATTAINED THE AGE AND SERVICE CREDIT YEARS THAT WHEN COMBINED
TOTAL AT LEAST EIGHTY-FIVE YEARS, OR RETIRED WITH A REDUCED
SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS,
AS OF JANUARY 1, ATTAINED THE AGE OF SIXTY;

(III) FOR DPS MEMBERS WITH LESS THAN FIVE YEARS OF SERVICE
CREDIT AS OF JANUARY 1, 2011, AND FOR MEMBERS WHOSE MEMBERSHIP
BEGAN PRIOR TO JANUARY 1, 2007, WITH LESS THAN FIVE YEARS OF
SERVICE CREDIT AS OF JANUARY 1, 2011, THE RETIREE RETIRED WITH A
SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-602, OR
RETIRER WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO
SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND
SERVICE CREDIT YEARS THAT WHEN COMBINED TOTAL AT LEAST
EIGHTY-FIVE YEARS, OR RETIRED WITH A REDUCED SERVICE RETIREMENT
BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1,
ATTAINED THE AGE OF SIXTY; OR

(IV) FOR MEMBERS WHO ARE STATE TROOPERS AND WHO WERE MEMBERS, INACTIVE MEMBERS, OR RETIREES ON DECEMBER 31, 2006, THE RETIREE RETIRED WITH A SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-602 OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604, BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE CREDIT YEARS, WHEN WEIGHTED WITH NON-STATE TROOPER SERVICE CREDIT, THAT COMBINED TOTAL AT LEAST SEVENTY-FIVE YEARS, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF FIFTY-FIVE.

(c) No minimum age or service credit requirement shall apply to disability retirees or survivor benefit recipients.

(1.5) and (2) (Deleted by amendment, L. 93, p. 478, § 6, effective March 1, 1994.)

(3) For benefit recipients whose benefits are based on the account of a member who was not a member, inactive member, or retiree on December 31, 2006, annual increases in retirement benefits and survivor benefits, if any, shall be effective with the July benefit in accordance with the provisions of section 24-51-1009, SUBJECT TO SECTION 24-51-413, and shall be paid from the retirement benefits reserve or the survivor benefits reserve, as appropriate, so long as the following requirements are satisfied:

(a) The benefits have been paid to the benefit recipient for the full preceding calendar year AND AN ANNUAL INCREASE HAS BEEN APPLIED TO THE RETIREMENT OR SURVIVOR BENEFIT ON OR BEFORE MAY 1, 2018; and

(b) (I) For members WHO ARE NOT STATE TROOPERS whose
membership began on or after January 1, 2007, but prior to January 1, 2011, the retiree retired with a service retirement benefit pursuant to section 24-51-602, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age and service credit years that when combined total at least eighty-five years, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age of sixty;

(II) For members who are not state troopers whose membership began on or after January 1, 2011, but prior to January 1, 2017, the retiree retired with a service retirement benefit pursuant to section 24-51-602, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age and service credit years that when combined total at least eighty-eight years, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age of sixty;

(III) Subject to the provisions of subparagraph (IV) of this paragraph (b) section (3)(b)(IV) of this section, for members who are not state troopers whose membership began on or after January 1, 2017, the retiree retired with a service retirement benefit pursuant to section 24-51-602, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age and service credit years that when combined total at least ninety years, or retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age of sixty; or

(IV) For members whose membership began on or after January 1, 2017, the retiree retired from the school or Denver public schools divisions with a reduced service retirement benefit pursuant to section
24-51-604 and the retiree's most recent ten years of service credit was earned in the school or Denver public schools divisions, but, as of January 1, the retiree's age and total service credit total at least eighty-eight years, or the retiree retired with a reduced service retirement benefit pursuant to section 24-51-604 but has, as of January 1, attained the age of sixty; OR

(V) FOR MEMBERS WHO ARE STATE TROOPERS WHO WERE NOT MEMBERS, INACTIVE MEMBERS, OR RETIREES ON DECEMBER 31, 2006, THE RETIREE RETIRED WITH A SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-602 OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604, BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE CREDIT YEARS, WHEN WEIGHTED WITH NON-STATE TROOPER SERVICE CREDIT, THAT COMBINED TOTAL AT LEAST SEVENTY-FIVE YEARS, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF FIFTY-FIVE.

(c) No minimum age or service credit requirement shall apply to disability retirees or survivor benefit recipients.

(3.5) FOR BENEFIT RECEPIENTS WHOSE BENEFITS ARE BASED ON THE ACCOUNT OF A MEMBER WHO WAS NOT A MEMBER, INACTIVE MEMBER, OR RETIREE ON DECEMBER 31, 2006, ANNUAL INCREASES IN RETIREMENT BENEFITS AND SURVIVOR BENEFITS, IF ANY, ARE EFFECTIVE WITH THE JULY BENEFIT IN ACCORDANCE WITH SECTION 24-51-1009, SUBJECT TO SECTION 24-51-413, AND SHALL BE PAID FROM THE RETIREMENT BENEFITS RESERVE OR THE SURVIVOR BENEFITS RESERVE, AS APPROPRIATE, SO LONG AS THE FOLLOWING REQUIREMENTS ARE SATISFIED:

(a) THE BENEFITS HAVE BEEN PAID TO THE BENEFIT RECIPIENT FOR THIRTY-SIX MONTHS TOTAL, AND BENEFITS HAVE BEEN PAID TO THE
BENEFIT RECIPIENT FOR THE FULL PRECEDING CALENDAR YEAR, AND AN ANNUAL INCREASE HAS NOT BEEN APPLIED TO THE RETIREMENT OR SURVIVOR BENEFIT ON OR BEFORE MAY 1, 2018; AND

(b) (I) FOR MEMBERS WHO ARE NOT STATE TROOPERS WHOSE MEMBERSHIP BEGAN ON OR AFTER JANUARY 1, 2007, BUT PRIOR TO JANUARY 1, 2011, THE RETIREE RETIRED WITH A SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-602, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE CREDIT YEARS THAT WHEN COMBINED TOTAL AT LEAST EIGHTY-FIVE YEARS, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF SIXTY;

(II) FOR MEMBERS WHO ARE NOT STATE TROOPERS WHOSE MEMBERSHIP BEGAN ON OR AFTER JANUARY 1, 2011, BUT PRIOR TO JANUARY 1, 2017, THE RETIREE RETIRED WITH A SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-602, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE CREDIT YEARS THAT WHEN COMBINED TOTAL AT LEAST EIGHTY-EIGHT YEARS, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF SIXTY;

(III) SUBJECT TO SUBSECTION (3.5)(b)(IV) OF THIS SECTION, FOR MEMBERS WHO ARE NOT STATE TROOPERS WHOSE MEMBERSHIP BEGAN ON OR AFTER JANUARY 1, 2017, THE RETIREE RETIRED WITH A SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-602, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE
CREDIT YEARS THAT WHEN COMBINED TOTAL AT LEAST NINETY YEARS, OR
RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO
SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF
SIXTY;

(IV) FOR MEMBERS WHOSE MEMBERSHIP BEGAN ON OR AFTER
JANUARY 1, 2017, THE RETIREE RETIRED FROM THE SCHOOL OR DENVER
PUBLIC SCHOOLS DIVISIONS WITH A REDUCED SERVICE RETIREMENT
BENEFIT PURSUANT TO SECTION 24-51-604 AND THE RETIREE'S MOST
RECENT TEN YEARS OF SERVICE CREDIT WAS EARNED IN THE SCHOOL OR
DENVER PUBLIC SCHOOLS DIVISIONS, BUT, AS OF JANUARY 1, THE
RETIREE'S AGE AND TOTAL SERVICE CREDIT TOTAL AT LEAST EIGHTY-EIGHT
YEARS, OR THE RETIREE RETIRED WITH A REDUCED SERVICE RETIREMENT
BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1,
ATTAINED THE AGE OF SIXTY;

(V) FOR MEMBERS WHO ARE STATE TROOPERS WHO WERE NOT
MEMBERS, INACTIVE MEMBERS, OR RETIREES ON DECEMBER 31, 2006, BUT
BEFORE DECEMBER 31, 2020, THE RETIREE RETIRED WITH A SERVICE
RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-602 OR RETIRED WITH
A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION
24-51-604, BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE
CREDIT YEARS, WHEN WEIGHTED WITH NON-STATE TROOPER SERVICE
CREDIT, THAT COMBINED TOTAL AT LEAST SEVENTY-FIVE YEARS, OR
RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO
SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF
FIFTY-FIVE;

(VI) FOR MEMBERS WHO ARE NOT STATE TROOPERS WHOSE
MEMBERSHIP BEGAN ON OR AFTER JANUARY 1, 2020, THE RETIREE RETIRED
FROM THE SCHOOL OR DENVER PUBLIC SCHOOLS DIVISIONS WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604, BUT, AS OF JANUARY 1, THE RETIREE RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF SIXTY-FIVE; OR

(VII) FOR MEMBERS WHO ARE STATE TROOPERS WHOSE MEMBERSHIP BEGAN ON OR AFTER JANUARY 1, 2020, THE RETIREE RETIRED FROM THE SCHOOL OR DENVER PUBLIC SCHOOLS DIVISIONS WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604, BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE AND SERVICE CREDIT YEARS, WHEN WEIGHTED WITH NON-STATE TROOPER SERVICE CREDIT, THAT COMBINED TOTAL AT LEAST EIGHTY YEARS, OR RETIRED WITH A REDUCED SERVICE RETIREMENT BENEFIT PURSUANT TO SECTION 24-51-604 BUT HAS, AS OF JANUARY 1, ATTAINED THE AGE OF SIXTY.

(c) NO MINIMUM AGE OR SERVICE CREDIT REQUIREMENT SHALL APPLY TO DISABILITY RETIREE OR SURVIVOR BENEFIT RECIPIENTS.

(4) Benefits that are calculated pursuant to part 17 of this article ARTICLE 51 shall be governed by the benefit increase provisions of such part 17.

SECTION 17. In Colorado Revised Statutes, 24-51-1002, amend (2); and add (1.5) as follows:

24-51-1002. Annual percentages to be used.

(1.5) NOTWITHSTANDING ANY OTHER PROVISION OF THIS SECTION, FOR THE YEARS 2018 AND 2019, THE ANNUAL INCREASE AWARDED SHALL BE ZERO PERCENT.

(2) Beginning in the year 2011 ON THE EFFECTIVE DATE OF THIS SUBSECTION (2), AS AMENDED, subject to the provisions of section
24-51-1009.5, for benefit recipients whose benefits are based on the account of a member who was a member, inactive member, or retiree on December 31, 2006, or for benefit recipients whose benefits are based on the account of a DPS member or DPS retiree, the increase applied to benefits paid shall be the lesser of two percent or the average of the annual increases determined for each month, to the nearest one-tenth of a percent, as calculated by the United States department of labor, in the national consumer price index for urban wage earners and clerical workers during the calendar year preceding the increase in the benefit. Notwithstanding the provisions of this subsection (2), the increase shall be the maximum permitted under this subsection (2) and section 24-51-1009.5 unless the association's annual audited return on investments is negative for the preceding calendar year, at which point the annual increase for the subsequent three years shall be the lesser of two percent or the average of the annual increases determined for each month, to the nearest one-tenth of a percent, as calculated by the United States department of labor, in the national consumer price index for urban wage earners and clerical workers during the calendar year preceding the increase in the benefit. ONE AND ONE-QUARTER PERCENT UNLESS ADJUSTED PURSUANT TO SECTION 24-51-413. The increase applied to such benefits shall be recalculated annually as of July 1 and shall be the compounded annual percentage of the annual increases applied to such benefits. In the first year that the benefit recipient is eligible to receive an annual increase pursuant to section 24-51-1001, the annual increase shall be prorated.

SECTION 18. In Colorado Revised Statutes, 24-51-1009, amend (4) introductory portion and (4)(a); and add (1.5) as follows:
24-51-1009. Annual increase reserve - creation. (1.5) For the years 2018 and 2019, the annual increase awarded shall be zero percent.

(4) An actuarial valuation shall be conducted each year for the annual increase reserve of each division for the purposes of this section. The actuarial valuation shall include a determination of the total market value of the assets in the reserve and a calculation of the net present value of the actuarial liabilities associated with providing each of the annual increases described in paragraphs (a), (b), and (c) of this subsection (4) subSections (4)(a), (4)(b), AND (4)(c) OF THIS SECTION. Subject to section 24-51-1009.5, the maximum annual increase awarded by the board shall be the lesser of the following calculations:

(a) Subject to the maximum annual increase as adjusted pursuant to section 24-51-413, a permanent increase equal to two percent one and one-quarter percent of current benefits payable to benefit recipients then eligible for an annual increase in accordance with section 24-51-1001 (3);
actuarial value of assets, is below ninety percent, the upper limit of the annual increase shall be decreased by one-quarter of one percent. At no time shall the upper limit of the annual increase fall below two percent.

SECTION 20. In Colorado Revised Statutes, add 24-51-1500.2 as follows:

24-51-1500.2. Legislative declaration. The general assembly finds and declares that the purpose of the defined contribution plan established in this part 15 is to provide eligible employees who participate in the defined contribution plan with a path toward having a secure retirement through a focus on lifetime retirement income to maintain an eligible employee's standard of living following a full career of employment. The provisions of this part 15 are designed to avoid a negative impact on the defined benefit trusts in this article 51. Employers are responsible for ensuring that their employees understand the advantages and disadvantages of the defined benefit and defined contribution plans.

SECTION 21. In Colorado Revised Statutes, 24-51-1501, amend (1) and (4) as follows:

24-51-1501. Defined contribution plan - establishment - creation of fund - definitions. (1) The board is hereby authorized to establish and administer a defined contribution plan for eligible state employees as provided in this part 15. The board shall establish the terms and conditions of the association's defined contribution plan offered to eligible state employees. The assets of the plan shall be held in a separate trust fund of the association created for such purpose.

(4) For purposes of this part 15, "employer" means the state, the
general assembly, the office of a district attorney in a judicial district, any
state department that employs an eligible employee, and any community
college governed by the state board for community colleges and
occupational education. EFFECTIVE JANUARY 1, 2019, "EMPLOYER" ALSO
INCLUDES ANY EMPLOYER IN THE SCHOOL DIVISION, THE DENVER PUBLIC
SCHOOLS DIVISION, THE LOCAL GOVERNMENT DIVISION, AND THE JUDICIAL
DIVISION. "Employer" shall not include any state college or university as
defined in section 24-54.5-102 (7), any institution under the control of the
board of regents of the university of Colorado, or an institution governed
pursuant to part 5 of article 21 of title 23, C.R.S.

SECTION 22. In Colorado Revised Statutes, 24-51-1502, amend
(2)(a); and repeal (3) as follows:

(2) (a) For purposes of this part 15, "eligible employee" means, effective
July 1, 2009, AND EFFECTIVE JANUARY 1, 2019, FOR SCHOOL DIVISION,
DENVER PUBLIC SCHOOLS DIVISION, LOCAL GOVERNMENT DIVISION, AND
JUDICIAL DIVISION EMPLOYEES, any employee who commences
employment with an employer and who, if not commencing employment
in a state elected official's position, has not been a member of the
association's defined benefit plan or the association's defined contribution
plan or an active participant of the state defined contribution plan
established pursuant to part 2 of article 52 of this title TITLE 24, as said
part existed prior to its repeal in 2009, during the twelve months prior to
the date that he or she commenced employment. "Eligible employee"
includes a retiree of the association who is serving in a state elected
official's position but does not include any other retiree of the association
or a retiree of the association who has suspended benefits.
(3) An eligible employee hired by an employer on or after May 2, 2009, is eligible for the election pursuant to subsection (1) of this section.

SECTION 23. In Colorado Revised Statutes, 24-51-1503, amend (2) as follows:

24-51-1503. Defined contribution plan option. (2) An employee hired by an employer who has been a member of the association's defined benefit plan or the association's defined contribution plan during the twelve months prior to the date that the employee commences employment shall automatically continue to be a member of such plan upon commencing employment. IF AUTOMATICALLY CONTINUING IN THE DEFINED CONTRIBUTION PLAN, THE EMPLOYEE'S INDIVIDUAL PARTICIPATION ACCOUNT SHALL RECEIVE THE SAME EMPLOYER CONTRIBUTION PURSUANT TO SECTION 24-51-1505 (1), AS PREVIOUSLY ENTITLED. The employee shall be considered an eligible employee for purposes of section 24-51-1506.

SECTION 24. In Colorado Revised Statutes, 24-51-1505, amend (1), (2), and (3) as follows:

24-51-1505. Contributions - vesting - definition. (1) Contribution rates to the association's defined contribution plan by the employer and by members of the defined contribution plan established pursuant to this part 15 shall be the same as the rates that would be payable by the employer and the member pursuant to section 24-51-401. THE INDIVIDUAL'S PARTICIPANT ACCOUNT SHALL RECEIVE THE FULL MEMBER CONTRIBUTION AMOUNT IN EFFECT UNDER SECTION 24-51-401. THE INDIVIDUAL'S PARTICIPANT ACCOUNT SHALL RECEIVE A PORTION OF THE EMPLOYER CONTRIBUTION EQUAL TO THE AMOUNT IN TABLE A IN SECTION 24-51-401 (1.7)(a)(I). ANY PORTION OF THE EMPLOYER
CONTRIBUTION ABOVE THE AMOUNT IN TABLE A IN 24-51-401 (1.7)(a)(I) SHALL BE PAID TO THE EMPLOYER'S DIVISION TRUST FUND.

(2) Consistent with the provisions of section 24-51-401 (1.7)(b), (1.7)(c), and (1.7)(d), the employer shall deliver all contributions to the defined contribution plan trust fund via the service provider designated by the association within five days after the date members are paid.

(3) Except as otherwise provided in subsection (4) of this section, members of the association's defined contribution plan shall be immediately and fully vested in their own contributions to the plan, together with accumulated investment gains or losses. Members shall be immediately vested in fifty percent of the employer's contribution to the defined contribution plan, together with accumulated investment gains or losses on that vested portion. For each full year of membership in the defined contribution plan, the vesting percentage shall increase by ten percent. The vesting percentage in the employer's contribution, with accumulated earnings or losses, shall be one hundred percent for all members with five or more years of membership in the defined contribution plan. If an individual becomes a member of the defined contribution plan without an existing account balance or after a twelve-month break in service, the individual shall begin a new vesting schedule with regard to future employer contributions in accordance with this subsection (3).

SECTION 25. In Colorado Revised Statutes, 24-51-1702, amend (17) as follows:

24-51-1702. Definitions. As used in this part 17, unless the context otherwise requires:

(17) "Highest average salary" means the average monthly
compensation of the thirty-six months of accredited service having the
highest rates, multiplied by twelve, or the "career average salary",
whichever is greater, and shall be applied to benefits, except for benefits
under sections 24-51-1727 to 24-51-1731, attributable to retirement or
death on or after July 1, 1994. For benefits under sections 24-51-1727 to
24-51-1731, "highest average salary" applies to cases where termination
of service occurs on or after July 1, 1994. This subsection (17) shall apply
only to DPS members eligible for a retirement benefit as of January 1,
2011. For DPS members not eligible for a retirement benefit as of January
1, 2011, the definition of "highest average salary" specified in section
24-51-101 (25)(b)(V) shall apply. This subsection (17) shall apply
only to DPS members eligible for a retirement benefit as of January 1,
2011. For DPS members not eligible for a retirement benefit as of January
1, 2011, the definition of "highest average salary" specified in section

SECTION 26. In Colorado Revised Statutes, add article 51.5 to
title 24 as follows:

ARTICLE 51.5

Public Pension Plans - Oversight Committee

24-51.5-101. Public pension legislative oversight committee -
creation - members. (1) THERE IS HEREBY CREATED THE PUBLIC PENSION
LEGISLATIVE OVERSIGHT COMMITTEE, REFERRED TO IN THIS ARTICLE 51.5
AS THE "COMMITTEE", COMPOSED OF FOUR SENATORS APPOINTED BY THE
PRESIDENT OF THE SENATE, FOUR REPRESENTATIVES APPOINTED BY THE
SPEAKER OF THE HOUSE OF REPRESENTATIVES, AND FOUR NONVOTING,
NONLEGISLATIVE EXPERTS IN THE AREA OF PENSIONS OR RETIREMENT PLAN
DESIGN APPOINTED BY THE STATE TREASURER. OF THE MEMBERS
APPOINTED BY THE PRESIDENT OF THE SENATE, NO MORE THAN TWO SHALL
BE FROM THE SAME POLITICAL PARTY. OF THE MEMBERS APPOINTED BY
THE SPEAKER OF THE HOUSE OF REPRESENTATIVES, NO MORE THAN TWO
SHALL BE FROM THE SAME POLITICAL PARTY. OF THE MEMBERS APPOINTED BY THE STATE TREASURER, NO MORE THAN TWO SHALL BE FROM THE SAME POLITICAL PARTY AND SUCH MEMBERS SHALL SATISFY THE CRITERIA SPECIFIED IN SUBSECTION (6) OF THIS SECTION.


(3) THE LEGISLATIVE MEMBERS OF THE COMMITTEE SHALL RECEIVE THE SAME PER DIEM ALLOWANCE AUTHORIZED FOR OTHER MEMBERS OF THE GENERAL ASSEMBLY SERVING ON INTERIM STUDY COMMITTEES AND ACTUAL EXPENSES FOR PARTICIPATION IN MEETINGS OF THE COMMITTEE. THE MEMBERS OF THE COMMITTEE APPOINTED BY THE STATE TREASURER SHALL SERVE WITHOUT COMPENSATION BUT SHALL BE REIMBURSED BY THE STATE TREASURER FOR ANY NECESSARY EXPENSES INCURRED IN THE CONDUCT OF THEIR OFFICIAL DUTIES AND SHALL SUFFER NO LOSS OF SALARY FROM AN EMPLOYER FOR SERVICE ON THE COMMITTEE.


(6) THE MEMBERS OF THE COMMITTEE APPOINTED BY THE STATE TREASURER SHALL HAVE SIGNIFICANT EXPERIENCE AND COMPETENCE IN INVESTMENT MANAGEMENT, FINANCE, BANKING, ECONOMICS, ACCOUNTING, PENSION ADMINISTRATION, OR ACTUARIAL ANALYSIS. SUCH MEMBERS SHALL NOT BE MEMBERS, INACTIVE MEMBERS, OR RETIREES OF THE PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION AND SHALL NOT BE MEMBERS, INACTIVE MEMBERS, OR RETIREES OF THE FIRE AND POLICE PENSION ASSOCIATION.

24-51.5-102. Public pension legislative oversight committee - duties. (1) THE COMMITTEE SHALL STUDY AND DEVELOP PROPOSED LEGISLATION RELATING TO FUNDING OF THE PUBLIC EMPLOYEES'
RETIREMENT ASSOCIATION AND POLICE OFFICERS' AND FIREFIGHTERS' PENSIONS IN THE STATE AND BENEFIT DESIGNS OF SUCH PENSION PLANS.

(2) In connection with the Fire and Police Pension Association, the committee study shall include a review of, and the proposed legislation may include, among other subjects, the following:

(a) Normal retirement age and compulsory retirement;
(b) Payment of benefits prior to normal retirement age;
(c) Service requirements for eligibility;
(d) Rate of accrual of benefits;
(e) Disability benefits;
(f) Survivors' benefits;
(g) Vesting of benefits;
(h) Employee contributions;
(i) Postretirement increases;
(j) Coordination of benefits with other programs;
(k) The Volunteer Firefighter Pension System; and
(l) The provisions of articles 30 and 30.5 of title 31.

(3) In connection with the Public Employees' Retirement Association, the committee shall perform the following functions with the full cooperation of the Public Employees' Retirement Association:

(a) Receive additional training and orientation regarding pension finance and the Public Employees' Retirement Association;
(b) Review semi-annually the overall financial health of the Public Employees' Retirement Association, including the
LEVELS OF BENEFITS, ITS SOURCES OF FUNDING, AND ITS OVERALL FINANCIAL VIABILITY BASED ON BOTH THE ASSUMPTIONS OF THE ASSOCIATION BOARD OF DIRECTORS AND THE REQUIREMENTS OF THE GOVERNMENTAL ACCOUNTING STANDARDS BOARD. THE COMMITTEE MAY REQUEST THAT THE ASSOCIATION PROVIDE GENERAL FINANCIAL REPORTING BASED ON ASSUMPTIONS FOR ECONOMIC AND INVESTMENT FACTORS, INCLUDING, BUT NOT LIMITED TO, INFLATION, ECONOMIC GROWTH, EMPLOYMENT GROWTH, AND RATE OF RETURN, THAT DIFFER FROM BOARD ASSUMPTIONS. IF THE COMMITTEE DETERMINES THAT THE ASSOCIATION'S BOARD OF DIRECTORS IS USING ASSUMPTIONS THAT ARE TOO CONSERVATIVE OR TOO AGGRESSIVE, THE COMMITTEE SHALL REQUEST THAT THE ASSOCIATION ADJUST ITS ASSUMPTIONS ACCORDINGLY.

(c) REVIEW ANNUALLY THE CALCULATED NORMAL COSTS THAT WILL COVER CURRENT PENSION BENEFITS AND THE SHARE OF CONTRIBUTIONS GOING TO COVER THE UNFUNDED LIABILITY OF THE PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION;

(d) REVIEW SEMI-ANNUALLY THE PLANNED REDUCTION OF THE UNFUNDED LIABILITY OF THE PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION. IF FULL FUNDING WILL NOT BE ACHIEVED BY 2048, THE COMMITTEE SHALL MAKE ADDITIONAL RECOMMENDATIONS TO THE JOINT BUDGET COMMITTEE AND THE GENERAL ASSEMBLY TO ACHIEVE FULL FUNDING BY 2048. IF, UPON THAT ANNUAL REVIEW, THE COMMITTEE DETERMINES THAT THE ASSOCIATION DOES NOT HAVE AT LEAST A SIXTY-SEVEN PERCENT LIKELIHOOD OF ACHIEVING FULL FUNDING BY 2048, THEN THE ASSOCIATION SHALL PROVIDE RECOMMENDATIONS TO THE COMMITTEE FOR POLICY CHANGES THAT WOULD RETURN THE ASSOCIATION TO FULLY FUNDED STATUS BY 2048. THE COMMITTEE SHALL REPORT TO
The General Assembly annually regarding whether or not the Association is on track to achieve full funding by 2048 and if not, the corrective actions recommended by the Committee or the Association to rectify the shortfall.

(e) Report in writing annually to the citizens of Colorado regarding whether or not the Public Employees' Retirement Association is on track to achieve full funding by 2048 and if not, the corrective actions recommended by the Committee or the Association to the General Assembly to rectify the shortfall. Such communication shall be made in a manner that is clear, concise, and accessible to laypeople. This communication shall quantify the net present value of any funding deficit on a per citizen basis. For example, fifty billion dollars on five million five hundred thousand people equals nine thousand ninety dollars per person. The certified annual financial report shall not serve as this communication.

(f) After full funding is achieved, make recommendations to the Joint Budget Committee and the General Assembly during each legislative session regarding changes to the plan to maintain full funding;

(g) Ensure the Public Employees' Retirement Association Board is administering the Association as mandated and make recommendations for the Association Board structure as warranted; and

(h) Every three years, commission an independent review of the economic and investment assumptions used to model the Public Employees' Retirement Association financial situation. The
COMMITTEE SHALL USE EXPERTS OTHER THAN THOSE ALREADY WORKING ON BEHALF OF THE ASSOCIATION.

SECTION 27. In Colorado Revised Statutes, 31-31-1001, add (4) as follows:

31-31-1001. Police officers' and firefighters' pension reform commission - creation - duties - repeal. (4) Notwithstanding subsection (1)(b) of this section, the commission is repealed, effective December 31, 2018, and the terms of all members serving on the commission shall expire on that date.

SECTION 28. Appropriation. For the 2018-19 state fiscal year, $200,000 is appropriated to the legislative department for use by the legislative council. This appropriation is from the general fund. To implement this act, the legislative council may use this appropriation for independent review of PERA assumptions pursuant to section 24-51.5-102 (3)(h), C.R.S.

SECTION 29. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, and safety.