EXHIBIT 3
DATE 1-19-05
HB 181

GOVERNOR'S OFFICE OF BUDGET AND PROGRAM PLANNING

Summary of Proposal Changes
Public Employees' Retirement System & Teachers' Retirement System
January 19, 2005

	Action	Martz Agreement	Submitted by Agency	Desired by Agency
PERS	Benefit Changes	• Final Average Salary – from 3 year to 5 year average • Guaranteed Annual Benefit Adjustment – from 3% minimum to CPI max	None	None
	Contribution Increase	.47% in 2007 biennium .47% in 2009 biennium	.66% in 2007 biennium .67% in 2009 biennium	
	Appropriation	To be included in bill	Not included in bill	
TRS	Benefit Changes	• Final Average Salary – from 3 year to 5 year average • Normal Retirement Age – from 25 years of service, to 30 years of service + age 55 • Early Retirement Age – from 5 years of service + age 50, to 5 years of service + age 55 • Crediting rate – from 4% minimum to prudent standard	• Final Average Salary – from 3 year to 5 year average • Normal Retirement Age – from 25 years of service, to 30 years of service • Early Retirement Age – from 5 years of service + age 50, to 5 years of service + age 55 • Crediting rate – from 4% minimum to prudent standard	None
	Contribution Increase	1.20% in 2007 biennium 1.20% in 2009 biennium	1.20% in 2007 biennium 1.20% in 2009 biennium	1.20% in 2007 biennium 1.20% in 2009 biennium 0.75% in 2011 biennium
	Appropriation	To be included in bill	Included in bill	

employer