

Comparing Pension Reform Plans

Governor's 12-Point Plan vs. Senate Republican Proposal

	GOVERNOR BROWN 12-POINT PLAN	SENATE REPUBLICAN PROPOSAL
Eliminate the purchase of Airtime	✓	✓
Prohibit pension "holidays"	✓	✓
Prohibit employers from making employee pension contributions	✓	✓
Prohibit retroactive pension increases	✓	✓
Prohibit pension spiking: three year final compensation	✓	✓
Prohibit pension spiking: define compensation as only regularly, non-recurring pay (i.e. vacation pay)	✓	✓
Prohibits payment of pension benefits to those who commits a felony related to their employment.	✓	✓
Impose pension benefit cap	✓	✓
Improve retirement board governance	✓	✓
Limit post-retirement public employment	✓	✓
Place pension changes before the voters	Has not addressed this issue	✓
Mandatory hybrid pension system	Keep hybrid plans optional	✓
Require employees to pay fair share of unfunded pension obligations	Has not addressed this issue	✓
Ability to change unaccrued pension benefits for current employees	No	✓
Require 2/3 vote to make salary and pension changes	No Keep simple majority	✓