

P3A BULLETIN

<p>Merit Pay & Wage Increase</p>	<p>The merit payout will be in the June 25, 2015 paycheck. Payments will be funded at 74.11%.</p> <p>A 3% general wage increase will be effective August 20, 2015 and be reflected in the September 3, 2015 paycheck.</p>
<p>Member Meetings</p>	<p>There will be two P3A member meetings for CSDE P3A members at the CT Department of Education in June to discuss CSDE P3A matters including the relocation and Contract Negotiations.</p> <p>The meetings are scheduled to be held on the following dates:</p> <ul style="list-style-type: none"> • Friday, June 12, 2015, CSDE Hartford, 165 Capitol Avenue, Third Floor, Room 307A, 12:00-1:00 p.m. • Monday, June 29, 2015, CSDE Middletown, 25 Industrial Park Road, Room MCR2, 12:00-1:00 p.m.
<p>2014 Breakpoint Agreement</p>	<p>Just to remind you we are now at the 3% mark on the Breakpoint Agreement:</p> <p>On Friday, January 17th, 2014 SEBAC unions and the State agreed to adopt a proposal recommended by a rank and file committee to increase the multiplier in the formula that is used to calculate the pensions on the portion of our income that falls below the "Breakpoint." This change implements the part of the 2011 SEBAC Agreement that required that the State designate 0.5% of payroll (about \$35 million annually) beginning in July of 2013 to address certain problems that developed over time in the pension formula. These problems affect everyone, but have a particularly strong impact on lower-paid employees. The former multiplier (1.33% on the below-Breakpoint portion of our income), has been increased to 1.4%. The effect of this change will be combined with what the Committee -- working with the pension plan's actuaries -- found was already likely to occur under current language in the SEBAC agreement, which is that the yearly increase in the Breakpoint will moderate from 6% to 4% in future years.</p> <p>While the change might sound small, the multiplier has a strong effect on the pension calculation. The chart below (see next page) demonstrates the difference this change, along with the moderation of the yearly increase already in the current agreement, makes for people with different final average earnings at the time they retire.</p>

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<i>Comparing Pensions Using the Current Multiplier to Proposed New Multiplier*</i>						
<i>Final Average Earnings (as of 2013)</i>	<i>Retiring in 2013 Current Multiplier</i>	<i>Retiring in 2013 New Multiplier</i>	<i>Retiring in 2023 Current Multiplier with 6% Breakpoint Increase</i>	<i>Retiring in 2023 New Multiplier with 4% Breakpoint Increase</i>	<i>Retiring in 2033 Current Multiplier with 6% Breakpoint Increase</i>	<i>Retiring in 2033 New Multiplier with 4% Breakpoint Increase</i>
\$50,000	\$19,995	\$21,000	\$29,597	\$31,085	\$43,812	\$46,014
\$80,000	\$34,197	\$35,510	\$47,578	\$52,563	\$70,098	\$77,806
\$110,000	\$50,694	\$52,007	\$71,997	\$76,982	\$101,125	\$113,953
<p>* All computations assume 30 years of service and normal retirement age. Assumes average 4% annual salary increase in years beyond 2013. Also shows impact of the change from 6% to 4% in yearly Breakpoint increase already projected from current agreement.</p>						
Relocation	<p>The relocation is currently scheduled to happen early in 2017. The Commissioner has appointed two P3A members to a moving committee. Adrian Wood serves on the Change Management Committee and Sandi Casberg on the Building Environment Committee. Any concerns can be addressed to either party.</p>					
HEP Requirements	<p>Be sure to check the portal to see if you and your family members are in compliance!</p> <p>Visit www.connect2yourhealth.com/ParticipantPortal to check your status and learn more about the requirements.</p>					
Picnic	<p>The picnic will be Thursday, June 11 2015 at Winding Trails and catered by the Prince Tech Culinary Arts students! Over 120 people have already registered – have you?</p> <p>Non-SDE P3A members are welcome to attend! Non-SDE members who have a separate party will be reimbursed – please contact Nghi Trieu (nghi.trieu@ct.gov).</p>					

Keryn Felder
P-3A Secretary