



# 2016 Legislative Victories

## Longevity pay saved, secured small pay increase

- Retained longevity pay
- 1.5% across the board **pay raise**
- 0.5% across the board **bonus**
- 1% **merit** bonus (no structure for awarding these increases was laid out in the budget)

## One-time bonus for retirees

- 1.6% **one time bonus instead of a true COLA**. For the average retiree receiving \$25,000 annually from the system, the bonus will amount to around \$380 before taxes are taken out.

## Stopped harmful changes to the State Health Plan

- Elimination of **80/20 plan** stopped by SEANC
- Plans to eliminate **spousal coverage** stopped
- Changes in benefits and costs are coming in 2017

## Ensured retirement security, funding

- **Full funding of the retirement system** for the sixth year in a row by a legislative (employer) contribution of 9.15 percent to the Retirement System.
- Ensured **continuation of the defined benefit** retirement plan for current and future state retirees



## Exposed privatization efforts at DOT

- Brought to light attempted **mass privatization in the Department of Transportation**. SEANC worked to amend the House budget to stop outsourcing until DOT could show cost savings. The Senate never took up the amendment so DOT can move forward with their outsourcing without showing proof of actual savings to the taxpayers.



## Stopped attempt to take away retiree rights and set minimum retirement age

- A bill that would have taken away a retiree's right to have **dues, insurance premiums and PAC donations deducted** from their pension check, as well as set a minimum retirement age of 55 for all future employees came before a House committee. SEANC was able to amend a bill in committee to remove the harmful provisions on payroll deduction and minimum retirement age.



## Results by the Numbers

- House bills reviewed by SEANC: 206
- Senate bills reviewed by SEANC: 208
- Committee meetings covered: 223

## Ensured freedom in supplemental insurance choice

- Fought off an attempt to move decisions on which **supplemental insurance products** employees could choose from agency committees to a centralized committee and to take SEANC's **payroll deduction** slot for sale of insurance products. The bill was never heard in committee despite backing from members of Senate leadership.



## Thwarted attempt to change hiring statutes

- A change in a technical corrections bill would have taken the word "most" out in front of "qualified candidate" in a statute on state **employee hiring**. Taking out "most" would allow the governor or any other hiring manager to hire anyone they deemed qualified for a job, even if there were a state employee seeking the job who was more qualified. In essence, taking out that one word changes all of the hiring practices of state government.



## BIGGEST THREATS FOR NEXT SESSION

- **Taxpayers Bill of Rights (TABOR)** has come in many different forms of legislations throughout the past five years. Undoubtedly, this will be introduced next session in some form or fashion. TABOR would require a constitutional amendment that would cap the state's income tax rate at 5.5%. While this may seem like a good thing, it will negatively affect those who make the least (the vast majority of state employees) as well as put the vital services that state employees provide. It would be unlikely that current or retired state employees would see pay raises or cost of living adjustments if this were to pass.
- Transitioning from the **Defined Benefit** Retirement Plan (pension) to a **Defined Contribution Plan** (401k).
- **Privatization** in all of its forms.
- Taking of **dues deduction rights**.