



Proposed Changes to COLORADO PERA RULES

Under state law, Colorado PERA has the authority to adopt administrative regulations to further clarify the application of PERA laws. The administrative regulations that govern PERA are called Rules. The process for adopting and updating the Rules is governed by Colorado law, which provides the opportunity for public comment on the proposed changes. The public hearing on proposed Rule changes will take place on November 17, 2017, during the PERA Board of Trustees Meeting held at 1301 Pennsylvania Street in Denver. If you would like to comment on these proposed Rule changes, you may submit written or oral comments at the hearing on November 17. See information on attending Board meetings at www.copera.org/about/board-trustee-meetings. (The current version of PERA Rules can be found at www.copera.org/resources/forms-publications/pera-rules.)

A summary of proposed changes to PERA Rules is below, but is subject to change until formally adopted in November.

RULE 1: DEFINITIONS

- » **Rule 1.20F:** Allows cash payments paid by employers in lieu of fringe benefits to be treated as PERA-includable salary.

RULE 2: ADMINISTRATION

- » **Rule 2.15:** Updates to the list of PERA employers to reflect name changes and affiliations.
- » **Rule 2.20F:** Clarifies the deadline for a party to make written requests for consolidation of administrative appeals.

RULE 11: EMPLOYMENT AFTER RETIREMENT

- » **Rule 11.10E:** Allows instructors who are working after retirement at state colleges and universities to count each one credit hour taught each week to equal three hours worked. Those hours are then used for the calculation of the annual working after retirement limit of 110 days/720 hours (or 140 days/916 hours, if applicable).

- » **Rule 11.15D:** Requires retirees working after retirement for a PERA employer to pay interest if the retiree fails to timely report that he or she has exceeded the working after retirement limits of 110 days/720 hours (or 140 days/916 hours, if applicable). The retiree must report time over the limit by March 31 of the year after the limits are exceeded. Interest due to PERA will then be calculated using PERA's actuarial investment assumption rate.

RULE 14: VOLUNTARY INVESTMENT PROGRAM

- » **Rule 14.30:** Clarifies that employers who are delinquent in submitting 401(k) Plan contributions and reports must pay earnings to the accounts of affected members. The employer is also required to pay PERA an administrative fee for the delinquency.