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SENATE BILL 5651

State of Washington 63rd Legislature 2013 Regular Session

By Senators McAuliffe, Conway, Keiser, Hatfield, Hobbs, Hasegawa, and Chase

Read first time 02/06/13. Referred to Committee on Ways & Means.

- 1 AN ACT Relating to postretirement employment; and amending RCW
- 2 41.32.765, 41.32.875, 41.35.420, 41.35.680, 41.40.630, and 41.40.820.
- 3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:
- 4 Sec. 1. RCW 41.32.765 and 2012 1st sp.s. c 7 s 1 are each amended to read as follows:
 - (1) NORMAL RETIREMENT. Any member with at least five service credit years of service who has attained at least age sixty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.760.
 - (2) EARLY RETIREMENT. Any member who has completed at least twenty service credit years of service who has attained at least age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.760, except that a member retiring pursuant to this subsection shall have the retirement allowance actuarially reduced to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
 - (3) ALTERNATE EARLY RETIREMENT.

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p. 1 SB 5651

(a) Any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.760, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by three percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.

(b) On or after September 1, 2008, any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.760, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced as follows:

| 14 | Retirement | Percent |
|----|------------|-----------|
| 15 | Age | Reduction |
| 16 | 55 | 20% |
| 17 | 56 | 17% |
| 18 | 57 | 14% |
| 19 | 58 | 11% |
| 20 | 59 | 8% |
| 21 | 60 | 5% |
| 22 | 61 | 2% |
| 23 | 62 | 0% |
| 24 | 63 | 0% |
| 25 | 64 | 0% |

((Any member who retires under the provisions of this subsection is ineligible for the postretirement employment provisions of RCW 41.32.802(2) until the retired member has reached sixty five years of age. For purposes of this subsection, employment with an employer also includes any personal service contract, service by an employer as a temporary or project employee, or any other similar compensated relationship with any employer included under the provisions of RCW 41.32.800(1).))

The subsidized reductions for alternate early retirement in this subsection as set forth in section 2, chapter 491, Laws of 2007 were

intended by the legislature as replacement benefits for gain-sharing. 1 Until there is legal certainty with respect to the repeal of chapter 2 3 RCW, the right to retire under this subsection 4 noncontractual, and the legislature reserves the right to amend or repeal this subsection. Legal certainty includes, but is not limited 5 to, the expiration of any: Applicable limitations on actions; and 6 7 periods of time for seeking appellate review, up to and including 8 reconsideration by the Washington supreme court and the supreme court of the United States. Until that time, eligible members may still 9 retire under this subsection, and upon receipt of the first installment 10 11 of a retirement allowance computed under this subsection, the resulting 12 benefit becomes contractual for the recipient. If the repeal of 13 chapter 41.31A RCW is held to be invalid in a final determination of a court of law, and the court orders reinstatement of gain-sharing or 14 other alternate benefits as a remedy, then retirement benefits for any 15 member who has completed at least thirty service credit years and has 16 17 attained age fifty-five but has not yet received the first installment 18 of a retirement allowance under this subsection shall be computed using 19 the reductions in (a) of this subsection.

(c) Members who first become employed by an employer in an eligible position on or after May 1, 2013, are not eligible for the alternate early retirement provisions of (a) or (b) of this subsection. Any member who first becomes employed by an employer in an eligible position on or after May 1, 2013, and has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.760, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by five percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.

- Sec. 2. RCW 41.32.875 and 2012 1st sp.s. c 7 s 2 are each amended to read as follows:
- 33 (1) NORMAL RETIREMENT. Any member who is at least age sixty-five and who has:
 - (a) Completed ten service credit years; or

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36 (b) Completed five service credit years, including twelve service 37 credit months after attaining age forty-four; or

p. 3 SB 5651

- 1 (c) Completed five service credit years by July 1, 1996, under plan 2 and who transferred to plan 3 under RCW 41.32.817;
 - shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.840.
 - (2) EARLY RETIREMENT. Any member who has attained at least age fifty-five and has completed at least ten years of service shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.840, except that a member retiring pursuant to this subsection shall have the retirement allowance actuarially reduced to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
 - (3) ALTERNATE EARLY RETIREMENT.

- (a) Any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.840, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by three percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
- (b) On or after September 1, 2008, any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.840, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced as follows:

| 27 | Retirement | Percent |
|----|------------|-----------|
| 28 | Age | Reduction |
| 29 | 55 | 20% |
| 30 | 56 | 17% |
| 31 | 57 | 14% |
| 32 | 58 | 11% |
| 33 | 59 | 8% |
| 34 | 60 | 5% |
| 35 | 61 | 2% |
| 36 | 62 | 0% |

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((Any member who retires under the provisions of this subsection is ineligible for the postretirement employment provisions of RCW 41.32.862(2) until the retired member has reached sixty-five years of age. For purposes of this subsection, employment with an employer also includes any personal service contract, service by an employer as a temporary or project employee, or any other similar compensated relationship with any employer included under the provisions of RCW 41.32.860(1).))

The subsidized reductions for alternate early retirement in this subsection as set forth in section 4, chapter 491, Laws of 2007 were intended by the legislature as replacement benefits for gain-sharing. Until there is legal certainty with respect to the repeal of chapter 41.31A RCW, the right to retire under this subsection noncontractual, and the legislature reserves the right to amend or repeal this subsection. Legal certainty includes, but is not limited to, the expiration of any: Applicable limitations on actions; and periods of time for seeking appellate review, up to and including reconsideration by the Washington supreme court and the supreme court of the United States. Until that time, eligible members may still retire under this subsection, and upon receipt of the first installment of a retirement allowance computed under this subsection, the resulting benefit becomes contractual for the recipient. If the repeal of chapter 41.31A RCW is held to be invalid in a final determination of a court of law, and the court orders reinstatement of gain-sharing or other alternate benefits as a remedy, then retirement benefits for any member who has completed at least thirty service credit years and has attained age fifty-five but has not yet received the first installment of a retirement allowance under this subsection shall be computed using the reductions in (a) of this subsection.

(c) Members who first become employed by an employer in an eligible position on or after May 1, 2013, are not eligible for the alternate early retirement provisions of (a) or (b) of this subsection. Any member who first becomes employed by an employer in an eligible position on or after May 1, 2013, and has completed at least thirty service credit years and has attained age fifty-five shall be eligible

p. 5 SB 5651

to retire and to receive a retirement allowance computed according to the provisions of RCW 41.32.840, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by five percent per year to reflect the difference in the number of years

between age at retirement and the attainment of age sixty-five.

- 6 Sec. 3. RCW 41.35.420 and 2012 1st sp.s. c 7 s 3 are each amended 7 to read as follows:
 - (1) NORMAL RETIREMENT. Any member with at least five service credit years who has attained at least age sixty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.400.
 - (2) EARLY RETIREMENT. Any member who has completed at least twenty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.400, except that a member retiring pursuant to this subsection shall have the retirement allowance actuarially reduced to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
 - (3) ALTERNATE EARLY RETIREMENT.

- (a) Any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.400, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by three percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
- (b) On or after September 1, 2008, any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.400, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced as follows:

| 33 | Retirement | Percent |
|----|------------|-----------|
| 34 | Age | Reduction |
| 35 | 55 | 20% |

| 1 | 56 | 17% |
|---|----|-----|
| 2 | 57 | 14% |
| 3 | 58 | 11% |
| 4 | 59 | 8% |
| 5 | 60 | 5% |
| 6 | 61 | 2% |
| 7 | 62 | 0% |
| 8 | 63 | 0% |
| 9 | 64 | 0% |

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((Any member who retires under the provisions of this subsection is ineligible for the postretirement employment provisions of RCW 41.35.060(2) until the retired member has reached sixty five years of age. For purposes of this subsection, employment with an employer also includes any personal service contract, service by an employer as a temporary or project employee, or any other similar compensated relationship with any employer included under the provisions of RCW 41.35.230(1).)

The subsidized reductions for alternate early retirement in this subsection as set forth in section 6, chapter 491, Laws of 2007 were intended by the legislature as replacement benefits for gain-sharing. Until there is legal certainty with respect to the repeal of chapter 41.31A RCW, the right retire under this subsection to is noncontractual, and the legislature reserves the right to amend or repeal this subsection. Legal certainty includes, but is not limited to, the expiration of any: Applicable limitations on actions; and periods of time for seeking appellate review, up to and including reconsideration by the Washington supreme court and the supreme court Until that time, eligible members may still of the United States. retire under this subsection, and upon receipt of the first installment of a retirement allowance computed under this subsection, the resulting benefit becomes contractual for the recipient. If the repeal of chapter 41.31A RCW is held to be invalid in a final determination of a court of law, and the court orders reinstatement of gain-sharing or other alternate benefits as a remedy, then retirement benefits for any member who has completed at least thirty service credit years and has attained age fifty-five but has not yet received the first installment

p. 7 SB 5651

of a retirement allowance under this subsection shall be computed using the reductions in (a) of this subsection.

- (c) Members who first become employed by an employer in an eligible 3 4 position on or after May 1, 2013, are not eligible for the alternate early retirement provisions of (a) or (b) of this subsection. 5 member who first becomes employed by an employer in an eligible 6 7 position on or after May 1, 2013, and has completed at least thirty 8 service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to 9 10 the provisions of RCW 41.35.400, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by five 11 12 percent per year to reflect the difference in the number of years 13 between age at retirement and the attainment of age sixty-five.
- 14 **Sec. 4.** RCW 41.35.680 and 2012 1st sp.s. c 7 s 4 are each amended to read as follows:
- 16 (1) NORMAL RETIREMENT. Any member who is at least age sixty-five and who has:
 - (a) Completed ten service credit years; or

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- 19 (b) Completed five service credit years, including twelve service 20 credit months after attaining age forty-four; or
- (c) Completed five service credit years by September 1, 2000, under the public employees' retirement system plan 2 and who transferred to plan 3 under RCW 41.35.510;
- shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.620.
 - (2) EARLY RETIREMENT. Any member who has attained at least age fifty-five and has completed at least ten years of service shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.620, except that a member retiring pursuant to this subsection shall have the retirement allowance actuarially reduced to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
 - (3) ALTERNATE EARLY RETIREMENT.
- 35 (a) Any member who has completed at least thirty service credit 36 years and has attained age fifty-five shall be eligible to retire and 37 to receive a retirement allowance computed according to the provisions

of RCW 41.35.620, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by three percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.

(b) On or after September 1, 2008, any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.620, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced as follows:

| 11 | Retirement | Percent |
|----|------------|-----------|
| 12 | Age | Reduction |
| 13 | 55 | 20% |
| 14 | 56 | 17% |
| 15 | 57 | 14% |
| 16 | 58 | 11% |
| 17 | 59 | 8% |
| 18 | 60 | 5% |
| 19 | 61 | 2% |
| 20 | 62 | 0% |
| 21 | 63 | 0% |
| 22 | 64 | 0% |

((Any member who retires under the provisions of this subsection is ineligible for the postretirement employment provisions of RCW 41.35.060(2) until the retired member has reached sixty five years of age. For purposes of this subsection, employment with an employer also includes any personal service contract, service by an employer as a temporary or project employee, or any other similar compensated relationship with any employer included under the provisions of RCW 41.35.230(1).))

The subsidized reductions for alternate early retirement in this subsection as set forth in section 8, chapter 491, Laws of 2007 were intended by the legislature as replacement benefits for gain-sharing. Until there is legal certainty with respect to the repeal of chapter 41.31A RCW, the right to retire under this subsection is

p. 9 SB 5651

noncontractual, and the legislature reserves the right to amend or 1 repeal this subsection. Legal certainty includes, but is not limited 2 to, the expiration of any: Applicable limitations on actions; and 3 periods of time for seeking appellate review, up to and including 4 reconsideration by the Washington supreme court and the supreme court 5 of the United States. Until that time, eligible members may still 6 7 retire under this subsection, and upon receipt of the first installment 8 of a retirement allowance computed under this subsection, the resulting benefit becomes contractual for the recipient. 9 If the repeal of chapter 41.31A RCW is held to be invalid in a final determination of a 10 court of law, and the court orders reinstatement of gain-sharing or 11 12 other alternate benefits as a remedy, then retirement benefits for any 13 member who has completed at least thirty service credit years and has attained age fifty-five but has not yet received the first installment 14 of a retirement allowance under this subsection shall be computed using 15 the reductions in (a) of this subsection. 16

- (c) Members who first become employed by an employer in an eligible position on or after May 1, 2013, are not eligible for the alternate early retirement provisions of (a) or (b) of this subsection. Any member who first becomes employed by an employer in an eligible position on or after May 1, 2013, and has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.35.620, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by five percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
- Sec. 5. RCW 41.40.630 and 2012 1st sp.s. c 7 s 5 are each amended to read as follows:
 - (1) NORMAL RETIREMENT. Any member with at least five service credit years who has attained at least age sixty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.620.
 - (2) EARLY RETIREMENT. Any member who has completed at least twenty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.620, except that a member retiring pursuant

SB 5651 p. 10

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to this subsection shall have the retirement allowance actuarially reduced to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.

(3) ALTERNATE EARLY RETIREMENT.

- (a) Any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.620, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by three percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
- (b) On or after July 1, 2008, any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.620, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced as follows:

| 18 | Retirement | Percent |
|----|------------|-----------|
| 19 | Age | Reduction |
| 20 | 55 | 20% |
| 21 | 56 | 17% |
| 22 | 57 | 14% |
| 23 | 58 | 11% |
| 24 | 59 | 8% |
| 25 | 60 | 5% |
| 26 | 61 | 2% |
| 27 | 62 | 0% |
| 28 | 63 | 0% |
| 29 | 64 | 0% |

((Any member who retires under the provisions of this subsection is ineligible for the postretirement employment provisions of RCW 41.40.037(2)(d) until the retired member has reached sixty-five years of age. For purposes of this subsection, employment with an employer also includes any personal service contract, service by an employer as

p. 11 SB 5651

a temporary or project employee, or any other similar compensated relationship with any employer included under the provisions of RCW 41.40.690(1).)

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The subsidized reductions for alternate early retirement in this subsection as set forth in section 9, chapter 491, Laws of 2007 were intended by the legislature as replacement benefits for gain-sharing. Until there is legal certainty with respect to the repeal of chapter right retire under this RCW, the to subsection noncontractual, and the legislature reserves the right to amend or repeal this subsection. Legal certainty includes, but is not limited to, the expiration of any: Applicable limitations on actions; and periods of time for seeking appellate review, up to and including reconsideration by the Washington supreme court and the supreme court of the United States. Until that time, eligible members may still retire under this subsection, and upon receipt of the first installment of a retirement allowance computed under this subsection, the resulting benefit becomes contractual for the recipient. If the repeal of chapter 41.31A RCW is held to be invalid in a final determination of a court of law, and the court orders reinstatement of gain-sharing or other alternate benefits as a remedy, then retirement benefits for any member who has completed at least thirty service credit years and has attained age fifty-five but has not yet received the first installment of a retirement allowance under this subsection shall be computed using the reductions in (a) of this subsection.

(c) Members who first become employed by an employer in an eligible position on or after May 1, 2013, are not eligible for the alternate early retirement provisions of (a) or (b) of this subsection. Any member who first becomes employed by an employer in an eligible position on or after May 1, 2013, and has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.620, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by five percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.

36 **Sec. 6.** RCW 41.40.820 and 2012 1st sp.s. c 7 s 6 are each amended to read as follows:

- 1 (1) NORMAL RETIREMENT. Any member who is at least age sixty-five 2 and who has:
 - (a) Completed ten service credit years; or

- (b) Completed five service credit years, including twelve service credit months after attaining age forty-four; or
- (c) Completed five service credit years by the transfer payment date specified in RCW 41.40.795, under the public employees' retirement system plan 2 and who transferred to plan 3 under RCW 41.40.795;
- 9 shall be eligible to retire and to receive a retirement allowance 10 computed according to the provisions of RCW 41.40.790.
 - (2) EARLY RETIREMENT. Any member who has attained at least age fifty-five and has completed at least ten years of service shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.790, except that a member retiring pursuant to this subsection shall have the retirement allowance actuarially reduced to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
 - (3) ALTERNATE EARLY RETIREMENT.
 - (a) Any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.790, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by three percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.
 - (b) On or after July 1, 2008, any member who has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.790, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced as follows:

| 33 | Retirement | Percent |
|----|------------|-----------|
| 34 | Age | Reduction |
| 35 | 55 | 20% |
| 36 | 56 | 17% |

p. 13 SB 5651

| 1 | 57 | 14% |
|---|----|-----|
| 2 | 58 | 11% |
| 3 | 59 | 8% |
| 4 | 60 | 5% |
| 5 | 61 | 2% |
| 6 | 62 | 0% |
| 7 | 63 | 0% |
| 8 | 64 | 0% |

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((Any member who retires under the provisions of this subsection is ineligible for the postretirement employment provisions of RCW 41.40.037(2)(d) until the retired member has reached sixty five years of age. For purposes of this subsection, employment with an employer also includes any personal service contract, service by an employer as a temporary or project employee, or any other similar compensated relationship with any employer included under the provisions of RCW 41.40.850(1).))

The subsidized reductions for alternate early retirement in this subsection as set forth in section 10, chapter 491, Laws of 2007 were intended by the legislature as replacement benefits for gain-sharing. Until there is legal certainty with respect to the repeal of chapter 41.31A RCW, the right to retire under this subsection noncontractual, and the legislature reserves the right to amend or repeal this subsection. Legal certainty includes, but is not limited to, the expiration of any: Applicable limitations on actions; and periods of time for seeking appellate review, up to and including reconsideration by the Washington supreme court and the supreme court of the United States. Until that time, eligible members may still retire under this subsection, and upon receipt of the first installment of a retirement allowance computed under this subsection, the resulting benefit becomes contractual for the recipient. If the repeal of chapter 41.31A RCW is held to be invalid in a final determination of a court of law, and the court orders reinstatement of gain-sharing or other alternate benefits as a remedy, then retirement benefits for any member who has completed at least thirty service credit years and has attained age fifty-five but has not yet received the first installment of a retirement allowance under this subsection shall be computed using the reductions in (a) of this subsection.

(c) Members who first become employed by an employer in an eligible position on or after May 1, 2013, are not eligible for the alternate early retirement provisions of (a) or (b) of this subsection. Any member who first becomes employed by an employer in an eligible position on or after May 1, 2013, and has completed at least thirty service credit years and has attained age fifty-five shall be eligible to retire and to receive a retirement allowance computed according to the provisions of RCW 41.40.790, except that a member retiring pursuant to this subsection shall have the retirement allowance reduced by five percent per year to reflect the difference in the number of years between age at retirement and the attainment of age sixty-five.

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p. 15 SB 5651