2019 Changes to the Educational Retirement Board Pension Plan

**Anti-spiking** (Applies to those who retire on or after July 1, 2019)

Anti-spiking also applies only to members whose final average salary is greater than $60,000.

- Salary increases from year-to-year (in final average salary calculation) cannot be greater than 30%.
  - If salary increase is greater than 30%, the salary increase over 30% is ignored in calculation of Final Average Salary.

- Applies only to portions of Final Average Salary earned *after* July 1, 2019.

- $60,000 threshold will be adjusted in the future in accordance with any annual increase in the consumer price index.

For more information email ERB-MemberHelp@state.nm.us.