



AB 1383 Talking Points

Pension Modernization for California Public Safety

California is facing a serious law enforcement staffing crisis.

- Departments across California are struggling to recruit and retain qualified officers.
- Many agencies are operating with **double-digit vacancy rates**, forcing overtime and reducing proactive policing.
- We can't solve a staffing crisis without fixing recruitment and retention. AB 1383 is a step in the right direction.
- Without meaningful improvements to retirement security, agencies will continue losing experienced officers to other states and professions.

Key message: *If we want safe communities, we need policies that make public safety a career people are willing to pursue and commit to.*

This bill is a targeted adjustment — not a rollback of pension reform.

- The **Public Employees' Pension Reform Act of 2013 (PEPRA)** significantly reduced retirement benefits for new public employees.
- AB 1383 **does not undo pension reform.**
- The bill simply updates the **pensionable compensation cap and retirement formula options** so agencies can negotiate sustainable benefits.
- Employers and employees must still agree to any changes through local MOUs.

Key message: *This bill preserves fiscal safeguards while giving local agencies flexibility.*

AB 1383 is fiscally responsible.

- The bill aligns pensionable compensation with **federal limits already used for other retirement systems**.
- Costs are **shared between employers and employees**, maintaining the cost-sharing framework created under the 2013 pension reform.
- Improved retention reduces expensive turnover, recruiting, training, and overtime costs. AB 1383 is about workforce stability — and that ultimately saves money.

Key message: *Replacing experienced officers is far more expensive than retaining them.*

Public safety careers are physically demanding in ways most professions are not.

- Peace officers spend their careers responding to violent incidents, physical confrontations, emergencies, and disasters.
- The cumulative toll of shift work, stress, injuries, and physical strain is significant.
- Police officers and firefighters don't wear out keyboards — we wear out our bodies.
- After decades of night shifts, injuries, and high-stress emergencies, having the option to retire at 55 isn't a perk — it's common sense.

Key message: *Public safety is not a desk job. We can't expect everyone to be able to chase violent suspects or run into burning buildings until they hit 60.*