

## **Acronyms in the Framework**

ARP: Alternate Retirement Plan  
CBA: Collective Bargaining Agreement  
CDL: Commercial Driver's License  
COLA: Cost of Living Adjustment  
CPI-W: Consumer Price Index for Urban Wage Earners and Clerical Workers  
DB: Defined benefit  
DC: Defined contribution  
FMLA: Family Medical Leave Act  
GWI: General Wage Increase  
HC: Health Care  
HEP: Health Enhancement Plan  
OT: Occupational Therapy  
PT: Physical Therapy  
RHC: Retiree Health Care  
SEBAC: State Employees Bargaining Agent Coalition  
SERS: State Employee Retirement System  
SSDI: Social Security Disability Insurance  
VSRP: Voluntary Schedule Reduction Program