

1 Introduced by Committee on Government Operations

2 Date:

3 Subject: Executive Branch; education; retirement; State Employees’

4 Retirement System; State Teachers’ Retirement System

5 Statement of purpose of bill as introduced: This bill proposes to make various
6 amendments to pension benefits and other postemployment benefits for
7 members of the Vermont State Employees’ Retirement System and the
8 Vermont State Teachers’ Retirement System. This bill also changes the
9 reporting dates for certain actuarial studies for the Vermont State Employees’
10 Retirement System, the Vermont State Teachers’ Retirement System, and the
11 Vermont Municipal Employees’ Retirement System.

12 An act relating to amending various public pension and other
13 postemployment benefits

14 It is hereby enacted by the General Assembly of the State of Vermont:

15 Sec. 1. 32 V.S.A. § 311a is added to read:

16 § 311a. PUBLIC RETIREMENT BENEFITS; UNFUNDED LIABILITY;

17 FINDINGS; PURPOSE; INTENT

18 (a) Findings. The General Assembly finds that:

19 (1) The actuarially determined employer contribution (ADEC) for the
20 Vermont State Employees’ Retirement System (VSERS) has increased by an

1 annual growth rate of 12.1 percent between FY 2009 and FY 2023, and the
2 funded ratio of the VSERS has declined from 94.1 percent from FY 2008 to
3 67.6 percent by year-end FY 2021.

4 (2) The ADEC for the Vermont State Teachers’ Retirement System
5 (VSTRS) has increased by an annual growth rate of 13 percent between
6 FY 2009 and FY 2023, and the funded ratio of the VSTRS has declined from
7 80.9 percent from FY 2008 to 52.9 percent by year-end FY 2021.

8 (3) The General Assembly has appropriated sufficient funds to fully pay
9 the ADEC for both VSERS and VSTRS at the recommended amounts since
10 FY 2007 and throughout the current amortization period.

11 (4) Since FY 2009, the accrued liabilities of VSERS and VSTRS have
12 grown faster than the assets of each plan, resulting in a gap between the
13 expected payout of future benefits and the assets VSERS and VSTRS have to
14 pay out those benefits to retired State employees and teachers. This gap is also
15 known as the unfunded liabilities for VSERS and VSTRS.

16 (5) In FY 2015, the General Assembly created the Retired Teachers’
17 Health and Medical Benefits Fund, and health care premiums are paid for
18 through a trust of the Fund on a pay-as-you go basis rather than from the
19 Vermont Teachers’ Retirement Fund.

1 (6) The FY 2022 State budget expense for retiree healthcare benefits,
2 known as other postemployment benefits (OPEB), for State employees was
3 approximately \$37.2 million and \$35.1 million for teachers.

4 (7) As of the beginning of FY 2022, the State’s unfunded liabilities for
5 healthcare benefits for retired State employees and teachers is \$2.75 billion.

6 (b) Purpose. The purpose of this section is to provide economic stability
7 for retired State employees and teachers by maintaining the financial health of
8 VSERS and VSTRS, while also addressing the unfunded liabilities in the
9 State’s pension and OPEB plans and the decline in the funded ratios of those
10 retirement systems.

11 (c) Intent.

12 (1) It is the intent of the General Assembly to address the unfunded
13 liabilities and decline in funded ratios of VSERS and VSTRS by implementing
14 several measures, including:

15 (A) continuing the General Assembly’s policy since FY 2007 to fully
16 fund the actuarially determined employer contributions rates for the VSERS
17 and VSTRS at the amounts recommended to the General Assembly each year;
18 and

19 (B) beginning in FY 2024 and ending in FY 2026, annually funding
20 an additional payment to the actuarially recommended unfunded liability
21 amortization payments for VSERS and for VSTRS that will increase to not

1 more than \$15,000,000.00 each year to each retirement system and, beginning
2 in FY 2027 and thereafter, continuing this additional payment until the VSERS
3 plan and the VSTRS plan respectively reach a 90 percent funded status.

4 (2) It is also the intent of the General Assembly to prefund other
5 postemployment benefits to create more security and predictability in
6 healthcare benefits for retired State employees and teachers.

7 * * * Vermont State Employees' Retirement System * * *

8 * * * Pension Benefits * * *

9 Sec. 2. 3 V.S.A. § 455 is amended to read:

10 § 455. DEFINITIONS

11 (a) As used in this subchapter:

12 * * *

13 (4) “Average final compensation” shall mean:

14 * * *

15 (F) For a Group D member:

16 (i) Who, on or before June 30, 2022, has five years or more of
17 service and has attained 57 years of age or older, or has 15 years or more of
18 creditable service, the member's final salary.

19 (ii) Who retires on or after July 1, 2022 and who does not meet the
20 requirements set forth in subdivision (i) of this subdivision (F), the average
21 annual earnable compensation of a member during the two consecutive fiscal

1 years beginning on July 1 and ending on June 30 of creditable service
2 affording the highest such average, or during all of the years in the member’s
3 creditable service if fewer than two years. If the member separates prior to the
4 end of a fiscal year, average final compensation shall be determined by adding:

5 (I) the actual earnable compensation earned in the fiscal year of
6 separation through the date of separation and the service credit to correspond
7 with the last pay date; and

8 (II) the earnable compensation and service credit earned in the
9 preceding fiscal year.

10 * * *

11 (13) “Normal retirement date” shall mean:

12 (A) with respect to a Group A member, the first day of the calendar
13 month next following (i) attainment of age 65, and following completion of
14 five years of creditable service for those members hired on or after July 1,
15 2004, or (ii) attainment of age 62 and completion of 20 years of creditable
16 service, whichever is earlier;

17 (B) with respect to a Group C member, the first day of the calendar
18 month next following attainment of ~~age~~ 55 years of age, and following
19 completion of five years of creditable service for those members hired on or
20 after July 1, 2004, or completion of 30 years of service, whichever is earlier;

1 (C) with respect to a Group D member;

2 (i) for those members hired on or before June 30, 2022, the first
3 day of the calendar month next following attainment of ~~age 62~~ years of age and
4 completion of five years of creditable service; or

5 (ii) for those members hired on or after July 1, 2022, the first day
6 of the calendar month next following attainment of 65 years of age and
7 completion of five years of creditable service; and

8 * * *
9 Sec. 3. 3 V.S.A. § 459 is amended to read:

10 § 459. NORMAL AND EARLY RETIREMENT

11 (a) Normal retirement.

12 * * *

13 (2) Group C members. Any ~~group~~ Group C member who is an officer
14 or employee of the Department of Public Safety assigned to police and law
15 enforcement duties, including the Commissioner of Public Safety appointed
16 before July 1, 2000, and who has reached his or her normal retirement date
17 may retire on a normal retirement allowance, on the first day of any month
18 after he or she may have separated from service, by filing an application in the
19 manner outlined in subdivision (3) of this subsection. Any ~~group~~ Group C
20 member in service shall be retired on a normal retirement allowance on the
21 first day of the calendar month next following attainment of ~~age 55~~ 57 years of

1 age. Notwithstanding, it is provided that any such member who is an official
2 appointed for a term of years may remain in service until the end of ~~his or her~~
3 the member's term of office or any extension thereto, resulting from
4 reappointment.

5 * * *

6 (b) Normal retirement allowance.

7 (1) Upon normal retirement, a ~~group~~ Group A member shall receive a
8 normal retirement allowance which shall be equal to 50 percent of ~~his or her~~
9 the member's average final compensation; provided, however, that if the
10 member has not completed 30 years of creditable service at retirement, or, if
11 earlier, the date of attainment of such age as may be applicable under the
12 provisions of subdivision (a)(4) of this section, his or her allowance shall be
13 multiplied by the ratio that the number of his or her years of creditable service
14 at retirement, or such earlier date, bears to 30.

15 (2)(A) Upon normal retirement, a ~~group~~ Group C member shall receive
16 a normal retirement allowance which shall be equal to 50 percent of ~~his or her~~
17 the member's average final compensation; provided, however, that if the
18 member has not completed 20 years of creditable service at retirement, or, if
19 earlier, the date of attainment of such age as may be applicable under the
20 provisions of subdivision (a)(4) of this section, the member's allowance shall

1 be multiplied by the ratio that the number of ~~his or her~~ the member's years of
2 creditable service at retirement, or such earlier date, bears to 20.

3 (B) Commencing on July 1, 2022, for a Group C member, for each
4 year of service that is completed after attaining the later of 50 years of age or
5 completing 20 years of service, a member's maximum normal retirement
6 allowance shall increase by an amount equal to not more than one and one-half
7 percent of the member's average final compensation.

8 (3)(A) Group D members who are Justices of the Supreme Court,
9 Superior judges, Environmental judges, and District judges; additional
10 retirement allowance. Justices of the Supreme Court, Superior judges,
11 Environmental judges, and District judges, upon retirement under this section,
12 shall receive an additional retirement allowance according to years of service
13 as a Supreme Court Justice, a Superior judge, an Environmental judge, or a
14 District judge or any combination thereof as follows:

15 (i) After 12 years of service, an additional retirement allowance of
16 an amount ~~which~~ that, together with service retirement allowance, will make
17 the total equal to two-fifths of their salary at retirement.

18 (ii) For each year of service in excess of 12 years, an amount
19 equal to 3 1/3 percent of their salary at retirement shall be added to the
20 retirement allowance as computed in subsection (a) of this section.

1 (iii) However, at no time shall the The total retirement allowance
2 for Group D members under this subdivision shall not exceed 80 percent of
3 their salary average final compensation at retirement; provided, however, that a
4 Group D member hired on or before June 30, 2022 who has five years or more
5 of service and has attained 57 years of age or older, or has 15 years or more of
6 creditable service, the total retirement allowance shall not exceed their salary
7 at retirement. Such additional retirement allowance shall be treated as the
8 normal retirement allowance for all purposes of the retirement act.

9 (B) In order to qualify for the benefits provided by this title, each
10 Justice or judge shall have the maximum employee contribution in accordance
11 with the requirements of the State Employees' Retirement System. These
12 provisions shall apply to surviving Justices and judges retired before its
13 enactment, but only from the effective date of its enactment, and not
14 retroactively.

15 (C) For the purposes of this section, years of service as a municipal
16 judge are to be counted as years of service in determining the additional
17 retirement allowance, insofar as they represent years of membership service.

18 (4) Group D members who are Probate judges; additional retirement
19 allowance. Probate judges, having retired under this section, shall be entitled
20 to an additional retirement allowance according to their years in service as
21 follows:

1 (A) Upon completion of 12 years of service, an amount ~~which~~ that
2 with service retirement allowance will equal two-fifths of the salary at
3 retirement.

4 (B) For each additional year of service, an amount equal to 3 1/3
5 percent of the salary at retirement shall be added to the retirement allowance as
6 computed in subsection (a) of this section. Such additional retirement
7 allowance shall be treated as the normal retirement allowance for all purposes
8 of the retirement act.

9 * * *

10 Sec. 4. 3 V.S.A. § 470 is amended to read:

11 § 470. POSTRETIREMENT ADJUSTMENTS TO RETIREMENT
12 ALLOWANCES

13 (a)(1) Group A, Group C, and Group D members. For Group A, Group C,
14 and Group D members, as of June 30th in each year, commencing June 30,
15 1972, a determination shall be made of any increase or decrease, to the nearest
16 one-tenth of a percent, in the ratio of the average of the Consumer Price Index
17 for the month ending on that date to the average of said index for the month
18 ending on June 30, 1971, or the month ending on June 30th of the most recent
19 year subsequent thereto.

20 (A) In the event of an increase, and provided that the net increase
21 following the application of any offset as provided in this subsection equals or

1 exceeds one percent, the retirement allowance of each beneficiary in receipt of
2 an allowance for at least one year on the next following December ~~31st~~ 31
3 shall be increased by an equal percentage. Such increase shall commence on
4 the January 1st immediately following such December ~~31st~~ 31. Such
5 percentage increase shall also be made in the retirement allowance payable to a
6 beneficiary in receipt of an allowance under an optional election, provided the
7 member on whose account the allowance is payable and such other person
8 shall have received a total of at least 12 monthly payments by such December
9 ~~31st~~ 31.

10 (B) In the event of a decrease of the Consumer Price Index as of June
11 ~~30th~~ 30 for the preceding year, the retirement allowance of a beneficiary shall
12 not be subject to any adjustment on the next following January ~~1st~~ 1; provided,
13 however, that:

14 ~~(1)~~(i) such decrease shall be applied as an offset against the first
15 subsequent year's increase of the Consumer Price Index when such increase
16 equals or exceeds one percent, up to the full amount of such increase; and

17 ~~(2)~~(ii) to the extent that such decrease is greater than such subsequent
18 year's increase, such decrease shall be offset in the same manner against two
19 or more years of such increases, for up to but not exceeding five subsequent
20 years of such increases, until fully offset.

1 (2) For Group C members who are eligible for normal retirement or
2 unreduced retirement on or after July 1, 2022, in the event of an increase as
3 described in subdivision (a)(1)(A) of this subsection, and provided that there
4 exists a net increase following the application of any offset as provided in this
5 subsection, the retirement allowance of each beneficiary in receipt of an
6 allowance for at least 24 months on the next following December 31 shall be
7 increased by an amount equal to one-half of the net percentage increase.

8 (3) For Group D members hired or appointed on or after July 1, 2022, in
9 the event of an increase as described in subdivision (1)(A) of this subsection,
10 and provided that there exists a net increase following the application of any
11 offset as provided in this subsection, the retirement allowance of each
12 beneficiary in receipt of an allowance for at least 24 months on the next
13 following December 31 shall be increased by an amount equal to one-half of
14 the net percentage increase.

15 (b) Group F members. For Group F members, as of June ~~30th~~ 30 in each
16 year, commencing January 1, 1991, a determination shall be made of any
17 increase or decrease, to the nearest one-tenth of a percent of the Consumer
18 Price Index for the preceding fiscal year.

19 (1) In the event of an increase, and provided that there exists a net
20 increase following the application of any offset as provided in this subsection,
21 the retirement allowance of each beneficiary in receipt of an allowance for at

1 least one year on the next following December ~~31st~~ 31 shall be increased by an
2 amount equal to one-half of the net percentage increase. Commencing
3 January 1, 2014, the retirement allowance of each beneficiary who was an
4 active contributing member of the Group F plan on or after June 30, 2008, and
5 who retires on or after July 1, 2008, shall be increased by an amount equal to
6 the net percentage increase. The increase shall commence on the January ~~1st~~ 1
7 immediately following such December ~~31st~~ 31. The increase shall apply to
8 Group F members receiving an early retirement allowance only in the year
9 following attainment of normal retirement age, provided the member has
10 received benefits for at least 12 months as of December ~~31st~~ 31 of the year
11 preceding any January adjustment.

12 (2) In the event of a decrease of the Consumer Price Index as of June
13 ~~30th~~ 30 for the preceding year, the retirement allowance of a beneficiary shall
14 not be subject to any adjustment on the next following January ~~1st~~ 1; provided,
15 however, that:

16 (1)~~(A)~~ such decrease shall be applied as an offset against the first
17 subsequent year's increase of the Consumer Price Index, up to the full amount
18 of such increase; and

19 (2)~~(B)~~ to the extent that such decrease is greater than such subsequent
20 year's increase, such decrease shall be offset in the same manner against two

1 or more years of such increases, for up to but not exceeding five subsequent
2 years of such increases, until fully offset.

3 (3) For Group F members who are eligible for normal retirement or
4 unreduced retirement as of July 1, 2022, in the event of an increase as
5 described in subdivision (1) of this subsection, and provided that there exists a
6 net increase following the application of any offset as provided in this
7 subsection, the retirement allowance of each beneficiary in receipt of an
8 allowance for at least 24 months on the next following December 31 shall be
9 increased by an amount equal to one-half of the net percentage increase.

10 (c) Net percentage calculation.

11 (1) For purposes of subsection (a) of this section:

12 (A)(i) for Group A members, Group C members, and Group D
13 members who are eligible for normal retirement on or before June 30, 2022,
14 have five years or more of services and have attained 57 years of age or older,
15 or have 15 years or more of creditable service, the maximum amount of any
16 increase or decrease utilized to determine the net percentage increase shall be
17 five percent;

18 (ii) for Group C members who are eligible for normal retirement
19 or unreduced retirement on or after July 1, 2022, the maximum amount of any
20 increase or decrease utilized to determine the net percentage increase shall be

1 four percent, and any increase or decrease of less than zero percent shall be
2 assigned a value of zero percent.

3 (B) For Group D members hired on or after July 1, 2022, the
4 maximum amount of any increases or decreases used to determine the net
5 percentage increase shall be five percent. The post-retirement adjustment to
6 amounts equal to or less than \$75,000.00 of benefit paid shall be in an amount
7 equal to the net percentage increase, and any increase or decrease of less than
8 zero percent shall be assigned a value of zero percent. The post-retirement
9 adjustment to amounts \$75,000.01 or greater of benefit paid shall be in an
10 amount equal to 50 percent of the net percentage change in the Consumer Price
11 Index.

12 (2) For purposes of subsection (b) of this section:

13 (A) For Group F members who are eligible for normal retirement or
14 unreduced early retirement on or before June 30, 2022, the maximum amount
15 of any increase or decrease utilized to determine the net percentage increase
16 shall be five percent, and any increase or decrease of less than one percent
17 shall be assigned a value of one percent.

18 (B) For Group F members who are eligible for normal or unreduced
19 early retirement on or after July 1, 2022, the maximum amount of any increase
20 or decrease utilized to determine the net percentage increase shall be four

1 percent, and any increase or decrease of less than zero percent shall be
2 assigned a value of zero percent.

3 (d) Definition. For purposes of this section, “Consumer Price Index” ~~shall~~
4 ~~mean~~ means the Northeast Region Consumer Price Index for all urban
5 consumers, designated as “CPI-U,” in the northeast region, as published by the
6 U.S. Department of Labor, Bureau of Labor Statistics.

7 (e) Deferred vested allowance. No increase shall be made pursuant to this
8 section in a deferred vested allowance payable pursuant to subsection 465(a) of
9 this title prior to its commencement.

10 Sec. 5. 3 V.S.A. § 473 is amended to read:

11 § 473. FUNDS

12 (a) Assets. All of the assets of the Retirement System shall be credited to
13 the Vermont State Retirement Fund.

14 (b) Member contributions.

15 (1)(A) Allocations. Contributions deducted from the compensation of
16 members together with any member contributions transferred thereto from the
17 predecessor systems shall be accumulated in the Fund and separately recorded
18 for each member. The amounts so transferred on account of Group A
19 members shall be allocated between regular and additional contributions. The
20 amounts so allocated as regular contributions shall be determined as if the rate
21 of contribution of four percent has been continuously in effect in the

1 predecessor system from which such amounts were transferred and the balance
2 of any amount so transferred on account of any Group A member shall be
3 deemed additional contributions. In the case of Group C members who were
4 members as of the date of establishment and Group D members, all
5 contributions transferred from predecessor systems shall be deemed regular
6 contributions. Those members who, prior to the date of establishment of this
7 system, had been contributing at a rate less than four percent shall have any
8 benefit otherwise payable on their behalf actuarially reduced to reflect such
9 prior contribution rate of less than four percent. Upon a member's retirement
10 or other withdrawal from service on the basis of which a retirement allowance
11 is payable, the member's additional contributions, with interest thereon, shall
12 be paid as an additional allowance equal to an annuity which is the actuarial
13 equivalent of such amount, in the same manner as the benefit otherwise
14 payable under the System.

15 (B) Periodic review. When the State Employees' Retirement System
16 has been determined by the actuary to have assets at least equal to its accrued
17 liability, contribution rates will be reevaluated by the actuary with a
18 subsequent recommendation to the General Assembly. In determining the
19 amount earnable by a member in a payroll period, the Retirement Board may
20 consider the annual or other periodic rate of earnable compensation payable to
21 such member on the first day of the payroll period as continuing throughout

1 such payroll period, and it may omit deduction from compensation for any
2 period less than a full payroll period if an employee was not a member on the
3 first day of the payroll period, and to facilitate the making of deductions it may
4 modify the deduction required of any member by such an amount as, on an
5 annual basis, shall not exceed one-tenth of one percent of the annual earnable
6 compensation upon the basis of which such deduction is to be made. Each of
7 the amounts shall be deducted until the member retires or otherwise withdraws
8 from service, and when deducted shall be paid into the Annuity Savings Fund,
9 and shall be credited to the individual account of the member from whose
10 compensation the deduction was made.

11 (2)(A) Group A members. Commencing on July 1, 2016, contributions
12 shall be 6.55 percent of compensation for Group A, ~~D, and F~~ members and
13 8.43 percent of compensation for Group C members. ~~When the State~~
14 ~~Employees' Retirement System has been determined by the actuary to have~~
15 ~~assets at least equal to its accrued liability, contribution rates will be~~
16 ~~reevaluated by the actuary with a subsequent recommendation to the General~~
17 ~~Assembly. In determining the amount earnable by a member in a payroll~~
18 ~~period, the Retirement Board may consider the annual or other periodic rate of~~
19 ~~earnable compensation payable to such member on the first day of the payroll~~
20 ~~period as continuing throughout such payroll period, and it may omit deduction~~
21 ~~from compensation for any period less than a full payroll period if an employee~~

1 ~~was not a member on the first day of the payroll period, and to facilitate the~~
2 ~~making of deductions it may modify the deduction required of any member by~~
3 ~~such an amount as, on an annual basis, shall not exceed one tenth of one~~
4 ~~percent of the annual earnable compensation upon the basis of which such~~
5 ~~deduction is to be made. Each of the amounts shall be deducted until the~~
6 ~~member retires or otherwise withdraws from service, and when deducted shall~~
7 ~~be paid into the Annuity Savings Fund, and shall be credited to the individual~~
8 ~~account of the member from whose compensation the deduction was made.~~

9 (B) Group C members.

10 (i) Commencing the first full pay period in fiscal year 2023, the
11 contribution rate for Group C members shall be 9.03 percent of compensation;

12 (ii) Commencing the first full pay period in fiscal year 2024, the
13 contribution rate for Group C members shall be 9.53 percent of compensation.

14 (iii) Commencing the first full pay period in fiscal year 2025 and
15 annually thereafter, the contribution rate for Group C members shall be 10.03
16 percent of compensation.

17 (C) Group D members. Commencing on July 1, 2022, the
18 contribution rate for Group D members shall be based on the quartile in which
19 a member's hourly rate of pay falls, which shall be determined annually by the
20 Department of Human Resources based on the hourly rate of pay by all Group
21 D members. The rates shall be based on the schedule set forth below:

1 (i) For members who have an hourly rate of pay below the 25th
2 percentile of Group D member hourly rates of pay, based on the distribution of
3 active salaries as of June 30 each year, the contribution rate shall be 6.65
4 percent of compensation, effective the first full pay period in that fiscal year.

5 (ii) For members who have an hourly rate of pay at the 25th
6 percentile and below the 50th percentile of Group D member hourly rates of
7 pay, based on the distribution of active salaries as of June 30 each year, the
8 contribution rate shall be as follows, effective the first full pay period in that
9 fiscal year:

10 (I) commencing in fiscal year 2023, 7.15 percent of
11 compensation;

12 (II) commencing in fiscal year 2024, 7.65 percent of
13 compensation in fiscal year 2024; and

14 (III) commencing in fiscal year 2025 and annually thereafter,
15 8.15 percent of compensation.

16 (iii) For members who have an hourly rate of pay at the 50th
17 percentile and below the 75th percentile of Group D member hourly rates of
18 pay, based on the distribution of active salaries as of June 30 each year, the
19 contribution rate shall be as follows, effective the first full pay period in that
20 fiscal year:

1 (I) commencing in fiscal year 2023, 7.15 percent of
2 compensation;

3 (II) commencing in fiscal year 2024, 7.65 percent of
4 compensation in fiscal year 2024;

5 (III) commencing in fiscal year 2025, 8.15 percent of
6 compensation; and

7 (IV) commencing in fiscal year 2026 and annually thereafter,
8 8.65 percent of compensation.

9 (iv) For members who have an hourly rate of pay at or above 75th
10 percentile of Group D member hourly rates of pay, based on the distribution of
11 active salaries as of June 30 each year, effective the first full pay period in that
12 fiscal year:

13 (I) commencing in fiscal year 2023, 7.15 percent of
14 compensation;

15 (II) commencing in fiscal year 2024, 7.65 percent of
16 compensation in fiscal year 2024;

17 (III) commencing in fiscal year 2025, 8.15 percent of
18 compensation;

19 (IV) commencing in fiscal year 2026, 8.65 percent of
20 compensation; and

1 (V) commencing in fiscal year 2027 and annually thereafter,
2 9.15 percent of compensation.

3 (D) Group F members. Commencing on July 1, 2022, the
4 contribution rate for Group F members shall be based on the quartile in which
5 a member’s hourly rate of pay falls, which shall be determined annually by the
6 Department of Human Resources based on the hourly rate of pay by all Group
7 F members. The rates shall be based on the schedule set forth below:

8 (i) For members who have an hourly rate of pay below the 25th
9 percentile of Group F member hourly rate of pay, based on the distribution of
10 active salaries as of June 30 each year, the contribution rate shall be 6.65
11 percent of compensation, effective the first full pay period in that fiscal year.

12 (ii) For members who have an hourly rate of pay at the 25th
13 percentile and below the 50th percentile of Group F member hourly rates of
14 pay, based on the distribution of active salaries as of June 30 each year, the
15 contribution rate shall be as follows, effective the first full pay period in that
16 fiscal year::

17 (I) commencing in fiscal year 2023, 7.15 percent of
18 compensation;

19 (II) commencing in fiscal year 2024, 7.65 percent of
20 compensation in fiscal year 2024; and

1 (III) commencing in fiscal year 2025 and annually thereafter,
2 8.15 percent of compensation.

3 (iii) For members who have an hourly rate of pay at the 50th
4 percentile and below the 75th percentile of Group F member hourly rates of
5 pay, based on the distribution of active salaries as of June 30 each year, the
6 contribution rate shall be as follows, effective the first full pay period in that
7 fiscal year:

8 (I) commencing in fiscal year 2023, 7.15 percent of
9 compensation;

10 (II) commencing in fiscal year 2024, 7.65 percent of
11 compensation;

12 (III) commencing in fiscal year 2025, 8.15 percent of
13 compensation; and

14 (IV) commencing in fiscal year 2026 and annually thereafter,
15 8.65 percent of compensation.

16 (iv) For members who have an hourly rate of pay at or above 75th
17 percentile of Group F member hourly rates of pay, based on the distribution of
18 active salaries as of June 30 each year, the contribution rate shall be as follows,
19 effective the first full pay period in that fiscal year:

20 (I) commencing in fiscal year 2023, 7.15 percent of
21 compensation;

1 (II) commencing in fiscal year 2024, 7.65 percent of
2 compensation;

3 (III) commencing in fiscal year 2025, 8.15 percent of
4 compensation;

5 (IV) commencing in fiscal year 2026, 8.65 percent of
6 compensation; and

7 (V) commencing in fiscal year 2027 and annually thereafter,
8 9.15 percent of compensation.

9 (3) Deductions. The deductions provided for herein shall be made
10 notwithstanding that the minimum compensation provided for by law for any
11 member shall be reduced thereby. Every member shall be deemed to consent
12 and agree to the deductions made and provided herein and shall receipt for full
13 compensation, and payment of compensation less such deduction shall be a full
14 and complete discharge and acquittance of all claims and demands whatsoever
15 for the services rendered by such person during the period covered by such
16 payment, except as to the benefits provided under this subchapter.

17 (4) Additional contributions. Subject to the approval of the Retirement
18 Board, in addition to the contributions deducted from compensation as
19 hereinbefore provided, any member may redeposit in the Fund by a single
20 payment or by an increased rate of contribution an amount equal to the total
21 amount which the member previously withdrew from this System or one of the

1 predecessor systems; or any member may deposit therein by a single payment
2 or by an increased rate of contribution an amount computed to be sufficient to
3 purchase an additional annuity ~~which~~ that, together with prospective retirement
4 allowance, will provide for the member a total retirement allowance not in
5 excess of one-half of average final compensation at normal retirement date,
6 with the exception of Group D members for whom creditable service shall be
7 restored upon redeposits of amounts previously withdrawn from the System, or
8 for whom creditable service shall be granted upon deposit of amounts equal to
9 what would have been paid if payment had been made during any period of
10 service during which such a member did not contribute. Such additional
11 amounts so deposited shall become a part of the member's accumulated
12 contributions as additional contributions.

13 (5) Beneficiaries. The contributions of a member and such interest as
14 may be allowed thereon ~~which~~ that are withdrawn by the member or paid to
15 the member estate or to a designated beneficiary in event of the member's
16 death, shall be paid from the Fund.

17 (6) Scope. Contributions required under this subsection shall be limited
18 to contributions from Group A, Group C, Group D, and Group F members.

19 (7) [Repealed.]

20 * * *

1 (d) Contributions of State.

2 (1) As provided by law, the Retirement Board shall certify to the
3 Governor or Governor-Elect and the General Assembly a statement of the
4 percentage of the payroll of all members sufficient to pay for all operating
5 expenses of the Vermont State Retirement System and all contributions of the
6 State that will become due and payable during the next biennium, including
7 amounts to:

8 (A) pay the annual actuarially determined employer contribution, as
9 calculated in subsection (c) of this section;

10 (B) fund the amounts in addition to the payment set forth in
11 subdivision (1)(A) of this subsection (d) to reduce the unfunded accrued
12 liability as follows:

13 (i) in fiscal year 2024, the amount of \$9,000,000.00;

14 (ii) in fiscal year 2025, the amount of \$12,000,000.00; and

15 (iii) in fiscal year 2026 and annually thereafter until the Fund is
16 calculated to have attained a funded ratio at 90 percent or more, the amount of
17 \$15,000,000.00.

18 (2) The contributions of the State set forth in subdivision (1) of this
19 subsection shall be charged to the departmental appropriation from which
20 members' salaries are paid and shall be included in each departmental
21 budgetary request.

1 (e) [Repealed.]

2 (f) Contributions paid by State. Notwithstanding the provisions of
3 subdivision (b)(2) of this section to the contrary and pursuant to the provisions
4 of Section 414(h) of the Internal Revenue Code, the State shall pick up and pay
5 the contributions required to be paid by members with respect to service
6 rendered on and after March 1, 1998. Contributions picked up by the State
7 shall be designated for all purposes as member contributions, except that they
8 shall be treated as State contributions in determining tax treatment of a
9 distribution. Each member's compensation shall be reduced by an amount
10 equal to the amount picked up by the State. This reduction, however, shall not
11 be used to determine annual earnable compensation for purposes of
12 determining average final compensation. Contributions picked up under this
13 subsection shall be credited to the Fund. To ensure that the provisions of this
14 subsection are cost neutral to the State, the contributions rates established
15 under subdivision 473(b)(2) of this title shall be increased by one-tenth of one
16 percent of compensation.

17 * * * Other Postemployment Benefits * * *

18 Sec. 6. 3 V.S.A. § 479a is amended to read:

19 § 479a. STATE EMPLOYEES' POSTEMPLOYMENT BENEFITS TRUST

20 FUND

21 * * *

1 (b) Into the Benefits Fund shall be deposited:

2 (1) all assets remitted to the State as a subsidy on behalf of the members
3 of the Vermont State Employees' Retirement System for employer-sponsored
4 qualified prescription drug plans, including manufacturer rebates, as well as
5 monies, pursuant to the Medicare Prescription Drug Improvement and
6 Modernization Act of 2003, except that any subsidy received from an
7 Employer Group Waiver Program is not subject to this requirement;

8 (2) any appropriations by the General Assembly for the purposes of
9 paying current and future retiree postemployment benefits for members of the
10 Vermont State Employees' Retirement System; ~~and~~

11 (3) amounts contributed or otherwise made available by members of the
12 System or their beneficiaries for the purpose of paying current or future
13 postemployment benefits costs; and

14 (4) any monies pursuant to subsection (e) of this section.

15 (c) The Benefits Fund shall be administered by the State Treasurer. The
16 Treasurer may invest monies in the Benefits Fund in accordance with the
17 provisions of 32 V.S.A. § 434 or, in the alternative, may enter into an
18 agreement with the Commission to invest such monies in accordance with the
19 standards of care established by the prudent investor rule under 14A V.S.A.
20 § 902, in a manner similar to the ~~Committee's~~ Commission's investment of
21 ~~retirements~~ retirement system monies. All balances in the Benefits Fund at the

1 end of the fiscal year shall be carried forward. Interest earned shall remain in
2 the Benefits Fund. The Treasurer’s annual financial report to the Governor and
3 the General Assembly shall contain an accounting of receipts, disbursements,
4 and earnings of the Benefits Fund.

5 * * *

6 (e) State Contribution.

7 (1) Beginning on July 1, 2022 and annually thereafter, the State shall
8 make annual contributions to the Benefits Fund known as the “normal
9 contribution” and the “accrued liability contribution,” each of which shall be
10 fixed on the basis of the liabilities of the System as shown by the most recent
11 actuarial valuation and made by the payroll assessment included in annual
12 agency and department budgets:

13 (A) The “normal contribution” shall be the amount that, if
14 contributed over each member’s prospective period of service, will be
15 sufficient to provide for the payment of all future retiree postemployment
16 benefits after subtracting the unfunded actuarial liability and the total assets of
17 the Benefits Fund. The “normal contribution” shall be identified using the
18 actuarial cost method known as “projected unit credit” and applying a rate of
19 return equal to the most recently adopted actuarial rate of return pursuant to
20 section 523 of this title.

1 (B) The “accrued liability contribution” shall be the annual payment
2 set forth in the most recent actuarial valuation that is necessary to liquidate the
3 unfunded accrued liability over a closed period of 26 years and determined
4 based on the funding schedule set forth in this section.

5 (i) It is the policy of the State of Vermont to liquidate fully the
6 unfunded accrued liability for the payment of retiree health and medical
7 benefits.

8 (ii) Beginning on July 1, 2022, until the unfunded accrued liability
9 is liquidated, the accrued liability contribution shall be the annual payment
10 required to liquidate the unfunded accrued liability over a closed period of 26
11 years ending on June 30, 2048, provided that the amount of each annual basic
12 accrued liability contribution shall be determined by amortization of the
13 unfunded liability over the remainder of the closed 26-year period in
14 installments.

15 (2) Any variation in the contribution of normal or accrued liability
16 contributions from those recommended by the actuary and any actuarial gains
17 and losses shall be added or subtracted to the unfunded accrued liability and
18 amortized over the remainder of the closed 26-year period.

19 (3) The Board shall review annually the amount of State contributions
20 recommended by the actuary. Based on this review, the Board shall determine
21 the amount of State contribution necessary for the next fiscal year to achieve

1 and preserve the financial integrity of the funds and certify a statement of the
2 percentage of the payroll of all members sufficient to fund the normal cost and
3 the accrued liability contribution. On or before December 15 of each year, the
4 Board shall inform the Governor and the House and Senate Committees on
5 Government Operations and on Appropriations in writing about the amount
6 needed. The provisions of 2 V.S.A. § 20(d) (expiration of required reports)
7 shall not apply to the report to be made under this subsection.

8 * * * VSERS Actuarial Studies * * *

9 Sec. 7. 3 V.S.A. § 523 is amended to read:

10 § 523. VERMONT PENSION INVESTMENT COMMISSION; DUTIES

11 * * *

12 (f) Asset and liability study. Beginning on July 1, ~~2022~~ 2023, and every
13 three years thereafter, based on the most recent actuarial valuations of each
14 Plan, the Commission shall study the assets and liabilities of each Plan over a
15 20-year period. The study shall:

16 (1) project the expected path of the key indicators of each Plan's
17 financial health based on all current actuarial and investment assumptions;
18 current contribution and benefit policies, including the Plans' mark-to-market
19 funded ratio; actuarially required contributions by source; payout ratio; and
20 related liquidity obligations; and

1 (2) project the effect on each Plan’s financial health resulting from:

2 (A) possible material deviations from Plan assumptions in investment
3 assumptions, including returns versus those expected and embedded in the
4 actuary’s estimate of actuarially required contributions and any material
5 changes in capital markets volatility; and

6 (B) possible material deviations from key plan actuarial assumptions,
7 including retiree longevity, potential benefit increases, and inflation.

8 * * *
9 Sec. 8. 3 V.S.A. § 471 is amended to read:

10 § 471. RETIREMENT BOARD; MEDICAL BOARD; ACTUARY; RATES
11 OF CONTRIBUTION; SAFEKEEPING OF SECURITIES

12 * * *

13 (j) The Retirement Board shall designate an actuary who shall be the
14 technical advisor of the Board on matters regarding the operation of the Fund
15 of the Retirement System, and shall perform such other duties as are required
16 in connection therewith. Immediately after the establishment of the Retirement
17 System, the Retirement Board shall adopt for the Retirement System such
18 mortality and service tables as shall be deemed necessary and shall certify the
19 rates of contribution payable under the provisions of this subchapter. ~~At~~
20 Beginning July 1, 2023, at least once in each three-year period every three
21 fiscal years following the establishment of the System, the actuary shall make

1 an actuarial investigation into the mortality, service, and compensation
2 experience of the members and beneficiaries of the Retirement System, and
3 taking into account the results of such investigation, the Retirement Board
4 shall adopt for the Retirement System such mortality, service, and other tables
5 as shall be deemed necessary and shall certify the rates of contribution payable
6 under the provisions of this subchapter.

7 * * *

8 * * * Vermont State Teachers' Retirement System * * *

9 * * * VSTRS Actuarial Studies * * *

10 Sec. 9. 16 V.S.A. § 1942 is amended to read:

11 § 1942. BOARD OF TRUSTEES; MEDICAL BOARD; ACTUARY; RATE
12 OF CONTRIBUTION; SAFEKEEPING OF SECURITIES

13 * * *

14 (m) Immediately after the establishment of the System, the actuary shall
15 make such investigation of the mortality, service, and compensation experience
16 of the members of the System, as the actuary shall recommend and the Board
17 shall authorize, for the purpose of determining the proper mortality and service
18 tables to be prepared and submitted to the Board for adoption. Having regard
19 to such investigation and recommendation, the Board shall adopt for the
20 System such mortality and service tables as shall be deemed necessary and
21 shall certify the rates of contribution payable under the provisions of this

1 chapter. ~~At least once in each three-year period~~ Beginning July 1, 2023, at
2 least once every three fiscal years following the establishment of the System,
3 the actuary shall make an actuarial investigation into the mortality, service, and
4 compensation experience of the members and beneficiaries of the System, and
5 taking into account the results of such investigation, the Board shall adopt for
6 the System such mortality, service, and other tables as shall be deemed
7 necessary and shall certify the rates of contribution payable under the
8 provisions of this chapter.

9 * * *

10 * * * Pension Benefits * * *

11 Sec. 10. 16 V.S.A. § 1944 is amended to read:

12 § 1944. VERMONT TEACHERS' RETIREMENT FUND

13 (a) Pension Fund. All of the assets of the System shall be credited to the
14 Vermont Teachers' Retirement Fund.

15 (b) Member contributions.

16 (1) Contributions deducted from the compensation of members shall be
17 accumulated in the Pension Fund and separately recorded for each member.

18 (2) The proper authority or officer responsible for making up each
19 employer payroll shall cause to be deducted from the compensation:

1 (A) of each Group A member five and one-half percent of the
2 member's total earnable compensation, including compensation paid for
3 absence as provided by subsection 1933(d) of this title; and

4 (B) ~~from~~ of each Group C member ~~with at least five years of~~
5 ~~membership service as of July 1, 2014, five percent of the member's earnable~~
6 ~~compensation; and from each Group C member with less than five years of~~
7 ~~membership service as of July 1, 2014, six percent of the member's earnable~~
8 ~~compensation, an effective rate that is calculated based on the member's base~~
9 ~~salary as of July 1 each year. The effective rate shall be levied on the~~
10 ~~member's total earnable compensation for the fiscal year, unless a teacher's~~
11 ~~full-time equivalency status changes during the fiscal year, in which case the~~
12 ~~teacher's effective rate will be recalculated and the new rate will be applied~~
13 ~~going forward. A member's total earnable compensation for the fiscal year~~
14 ~~shall also including include compensation paid for absence as provided by~~
15 ~~subsection 1933(d) of this title, and shall be calculated according to the~~
16 following marginal rates and income brackets:

17 (i) Beginning on July 1, 2022:

18 (I) if a member's base salary is at or below \$40,000.00, the rate
19 is 6.0 percent;

1 (II) if a member’s base salary is \$40,000.01 or more but not
2 more than \$60,000.00, the rate is \$2,400.00 plus 6.50 percent of the member’s
3 salary that is \$40,000.01 or more;

4 (III) if a member’s base salary of \$60,000.01 or more but not
5 more than \$80,000.00, the rate is \$3,700.00 plus 6.75 percent of the member’s
6 salary that is \$60,000.01 or more;

7 (IV) if a member’s base salary is \$80,000.01 or more but not
8 more than \$100,000.00, the rate is \$5,050.00 plus 7.00 percent of the
9 member’s salary that is \$80,000.01 or more;

10 (V) if a member’s base salary is \$100,000.01 or more, the rate
11 is \$6,450.00 plus 7.25 percent of the member’s salary that is \$100,000.01 or
12 more.

13 (ii) Beginning on July 1, 2023:

14 (I) if a member’s base salary is at or below \$40,000.00, the rate
15 is 6.25 percent;

16 (II) if a member’s base salary is \$40,000.01 or more but not
17 more than \$60,000.00, the rate is \$2,500.00 plus 6.75 percent of the member’s
18 salary that is \$40,000.01 or more;

19 (III) if a member’s base salary of \$60,000.01 or more but not
20 more than \$80,000.00, the rate is \$3,850.00 plus 7.0 percent of the member’s
21 salary that is \$60,000.01 or more;

1 (IV) if a member’s base salary is \$80,000.01 or more but not
2 more than \$100,000.00, the rate is \$5,250.00 plus 7.50 percent of the
3 member’s salary that is \$80,000.01 or more;

4 (V) if a member’s base salary is \$100,000.01 or more, the rate
5 is \$6,750.00 plus 8.0 percent of the member’s salary that is \$100,000.01 or
6 more.

7 (iii) Beginning on July 1, 2024 and annually thereafter:

8 (I) if a member’s base salary is at or below \$40,000.00, the rate
9 is 6.25 percent;

10 (II) if a member’s base salary is \$40,000.01 or more but not
11 more than \$60,000.00, the rate is \$2,900.00 plus 6.75 percent of the member’s
12 salary that is \$40,000.01 or more;

13 (III) if a member’s base salary of \$60,000.01 or more but not
14 more than \$80,000.00, the rate is \$3,850.00 plus 7.5 percent of the member’s
15 salary that is \$60,000.01 or more;

16 (IV) if a member’s base salary is \$80,000.01 or more but not
17 more than \$100,000.00, the rate is \$5,350.00 plus 8.25 percent of the
18 member’s salary that is \$80,000.01 or more;

19 (V) if a member’s base salary is \$100,000.01 or more, the rate
20 is \$7,000.00 plus 9.0 percent of the member’s salary that is \$100,000.01 or
21 more.

1 (C) In determining the amount earnable by a member set forth in this
2 subdivision (2) in a payroll period, the Board may consider the rate of
3 compensation payable to such member on the first day of a payroll period as
4 continuing throughout the payroll period, and it may omit deduction from
5 compensation for any period less than a full payroll period if a teacher was not
6 a member on the first day of the payroll period, and to facilitate the making of
7 deductions it may modify the deduction required of any member by such an
8 amount as shall not exceed one-tenth of one percent of the annual earnable
9 compensation upon the basis of which such deduction is made. The actuary
10 shall make annual valuations of the reduction to the recommended State
11 contribution attributable to the increase from five to six percent, and the Board
12 shall include the amount of this reduction in its written report pursuant to
13 subsection 1942(r) of this title.

14 * * *

15 (c) State contributions, earnings, and payments.

16 (1) All State appropriations and all reserves for the payment for all
17 pensions including all interest and dividends earned on the assets of the
18 Retirement System shall be accumulated in the Pension Fund. All benefits
19 payable under the System, except for retired teacher health and medical
20 benefits, shall be paid from the Pension Fund. Annually, the Retirement Board

1 shall allow regular interest on the individual accounts of members in the
2 Pension Fund ~~which~~ that shall be credited to each member's account.

3 (2) Beginning with the actuarial valuation as of June 30, 2006, the
4 contributions to be made to the Pension Fund by the State shall be determined
5 on the basis of the actuarial cost method known as "entry age normal." On
6 account of each member, there shall be paid annually by the State into the
7 Pension Fund a percentage of the earnable compensation of each member to be
8 known as the "normal contribution" and an additional percentage of the
9 member's earnable compensation to be known as the "accrued liability
10 contribution." The percentage rate of such contributions shall be fixed on the
11 basis of the liabilities of the System as shown by actuarial valuation. "Normal
12 contributions" and "accrued liability contributions" shall be by separate
13 appropriation in the annual budget enacted by the General Assembly.

14 (3) The normal contribution shall be the uniform percentage of the total
15 compensation of members that, if contributed over each member's prospective
16 period of service and added to such member's prospective contributions, if
17 any, will be sufficient to provide for the payment of all future pension benefits
18 after subtracting the sum of the unfunded accrued liability and the total assets
19 of the Pension Fund.

20 (4) It is the policy of the State of Vermont to liquidate fully the
21 unfunded accrued liability to the System. Beginning on July 1, 2008, until the

1 unfunded accrued liability is liquidated, the accrued liability contribution shall
2 be the annual payment required to liquidate the unfunded accrued liability over
3 a closed period of 30 years ending on June 30, 2038, provided that:

4 (A) From July 1, 2009 to June 30, 2019, the amount of each annual
5 basic accrued liability contribution shall be determined by amortization of the
6 unfunded liability over the remainder of the closed 30-year period in
7 installments increasing at a rate of five percent per year.

8 (B) Beginning on July 1, 2019 and annually thereafter, the amount of
9 each annual basic accrued liability contribution shall be determined by
10 amortization of the unfunded liability over the remainder of the closed 30-year
11 period in installments increasing at a rate of three percent per year.

12 (C) Any variation in the contribution of normal or unfunded accrued
13 liability contributions from those recommended by the actuary and any
14 actuarial gains and losses shall be added or subtracted to the unfunded accrued
15 liability and amortized over the remainder of the closed 30-year period.

16 * * *

17 (13) Annually, the Board shall certify an amount to pay the annual
18 actuarially determined employer contribution, as calculated in this subsection
19 (c) and additional amounts to reduce the unfunded accrued liability as follows:

20 (A) in fiscal year 2024, the amount of \$9,000,000.00;

21 (B) in fiscal year 2025, the amount of \$12,000,000.00; and

1 (C) in fiscal year 2026 and annually thereafter, until the Fund is
2 calculated to have attained a funded ratio at 90 percent or more, the amount of
3 \$15,000,000.00

4 * * *

5 Sec. 11. 16 V.S.A. § 1949 is amended to read:

6 § 1949. POSTRETIREMENT ADJUSTMENTS TO RETIREMENT
7 ALLOWANCES

8 * * *

9 (b) Group C members.

10 (1) For Group C members eligible for retirement on or before June 30,
11 2022, as of June 30 in each year, commencing on June 30, 1981, a
12 determination shall be made of any increase or decrease, to the nearest one-
13 tenth of a percent of the Consumer Price Index for the preceding fiscal year. In
14 the event of an increase, and provided that there exists a net increase following
15 the application of any offset as provided in this subsection, the retirement
16 allowance of each beneficiary in receipt of an allowance for at least one year
17 on the next following December 31 shall be increased by an amount equal to
18 one-half of the net percentage increase. ~~The~~ Any increase shall commence on
19 the January 1 immediately following that December 31. The increase shall
20 apply to Group C members having attained 57 years of age or completed at
21 least 25 years of creditable service as of June 30, 2010, and receiving an early

1 retirement allowance only in the year following attainment of ~~age 62 years of~~
2 ~~age, and shall apply to~~; Group C members not having attained 57 years of age
3 or having completed at least 25 years of creditable service as of June 30, 2010,
4 and receiving an early retirement allowance only in the year following the
5 member's attainment of 65 years of age, provided the member has received
6 benefits for at least 12 months as of December 31 of the year preceding any
7 January adjustment. In the event of a decrease of the Consumer Price Index as
8 of June 30 for the preceding year, the retirement allowance of a beneficiary
9 shall not be subject to any adjustment on the next following January 1;
10 provided, however, that:

11 ~~(1)(A)~~ such decrease shall be applied as an offset against the first
12 subsequent year's increase of the Consumer Price Index, up to the full amount
13 of such increase; and

14 ~~(2)(B)~~ to the extent that such decrease is greater than such subsequent
15 year's increase, such decrease shall be offset in the same manner against two
16 or more years of such increases, for up to but not exceeding five subsequent
17 years of such increases, until fully offset.

18 (2) For Group C members who are eligible for retirement and leave
19 active service on or after June 30, 2023 and annually thereafter, in the event of
20 an increase, and provided that there exists a net increase following the
21 application of any offset as provided in this subsection, the retirement

1 allowance of each beneficiary in receipt of an allowance for at least 24 months
2 on the next following December 31 shall be increased by an amount equal to
3 one-half of the net percentage increase plus 7.5 percent each year; provided,
4 however, that if the Fund is less than 80 percent funded as of the most recent
5 actuarial valuation, or if the increase would result in the funded ratio for the
6 Fund decreasing to 79.9 percent or less, the net percentage shall remain at the
7 level that was in place at the time of the most recent actuarial valuation.

8 (c)(1) For purposes of subsection (a) of this section, the maximum amount
9 of any increase or decrease utilized to determine the net percentage increase
10 shall be five percent.

11 (2) For purposes of ~~subsection (b)~~ subdivision (b)(1) of this section, for
12 a Group C member who is eligible for retirement on or before June 30, 2022,
13 the maximum amount of any increase or decrease utilized to determine the net
14 percentage increase shall be five percent, and any increase or decrease less
15 than one percent shall be assigned a value of one percent.

16 (3) For purposes of subdivision (b)(2) of this section, for a Group C
17 member who is eligible for retirement on or after July 1, 2022, the maximum
18 amount of any increase or decrease utilized to determine the net percentage
19 increase shall be four percent, and any increase or decrease less than zero
20 percent shall be assigned a value of zero percent.

21 * * *

1 * * * Other Postemployment Benefits * * *

2 Sec. 12. 16 V.S.A. § 1944b is amended to read:

3 § 1944b. RETIRED TEACHERS' HEALTH AND MEDICAL BENEFITS

4 FUND

5 (a) There is established the Retired Teachers' Health and Medical Benefits
6 Fund (Benefits Fund) to pay ~~retired teacher health and medical retiree~~
7 postemployment benefits, ~~including prescription drug benefits~~, when due in
8 accordance with the terms established by the Board of Trustees of the State
9 Teachers' Retirement System of Vermont pursuant to subsection 1942(p) and
10 section 1944e of this title. The Benefits Fund is intended to comply with and
11 be a tax exempt governmental trust under Section 115 of the Internal Revenue
12 Code of 1986, as amended. The Benefits Fund shall be administered by the
13 Treasurer.

14 (b) The Benefits Fund shall consist of:

15 (1) all monies remitted to the State on behalf of the members of the
16 State Teachers' Retirement System of Vermont for prescription drug plans,
17 including manufacturer rebates, as well as monies pursuant to the Employer
18 Group Waiver Plan with Wrap pursuant to the Medicare Prescription Drug
19 Improvement and Modernization Act of 2003;

20 (2) any monies appropriated by the General Assembly for the purpose of
21 paying ~~the health and medical~~ postemployment benefits for retired members

1 and their dependents provided by subsection 1942(p) and section 1944e of this
2 title;

3 (3) any monies pursuant to subsection ~~(e)~~ (h) of this section; and

4 (4) [Repealed.]

5 (5) any monies pursuant to section 1944d of this title.

6 (c) No employee contributions shall be deposited in the Benefits Fund.

7 (d) The Treasurer may invest monies in the Benefits Fund in accordance
8 with the provisions of 32 V.S.A. § 434 or, in the alternative, may enter into an
9 agreement with the Vermont Pension Investment ~~Committee~~ Commission to
10 invest such monies in accordance with the standards of care established by the
11 prudent investor rule under 14A V.S.A. § 902, in a manner similar to the
12 ~~Committee's~~ Commission's investment of retirement system monies. Interest
13 earned shall remain in the Benefits Fund, and all balances remaining at the end
14 of a fiscal year shall be carried over to the following year. The Treasurer's
15 annual financial report to the Governor and the General Assembly shall contain
16 an accounting of receipts, disbursements, and earnings of the Benefits Fund.

17 (e) [Repealed.]

18 (f) Contributions to the Benefits Fund shall be irrevocable and it shall be
19 impossible at any time prior to the satisfaction of all liabilities, with respect to
20 employees and their beneficiaries, for any part of the corpus or income of the
21 Benefits Fund to be used for, or diverted to, purposes other than the payment

1 of retiree postemployment benefits to members and their beneficiaries and
2 reasonable expenses of administering the Benefits Fund and related benefit
3 plans.

4 (g) [Repealed.]

5 (h) State contribution.

6 (1) Beginning on July 1, 2022, and annually thereafter, the State shall
7 make annual contributions to the Benefits Fund known as the “normal
8 contribution” and the “accrued liability contribution,” each of which shall be
9 fixed on the basis of the liabilities of the System as shown by the most recent
10 actuarial valuation and made by separate appropriation in the annual budget
11 enacted by the General Assembly:

12 (A) The “normal contribution” shall be the amount that, if
13 contributed over each member’s prospective period of service, will be
14 sufficient to provide for the payment of all future retiree postemployment
15 benefits after subtracting the unfunded actuarial liability and the total assets of
16 the Benefits Fund. The “normal cost” shall be identified using the actuarial
17 cost method known as “projected unit credit” and applying a rate of return
18 equal to the most recently adopted actuarial rate of return pursuant to 3 V.S.A.
19 § 523.

20 (B) The “accrued liability contribution” shall be the annual payment
21 set forth in the most recent actuarial valuation that is necessary to liquidate the

1 unfunded accrued liability over a closed period of 26 years and determined
2 based on the funding schedule set forth in this section.

3 (i) It is the policy of the State of Vermont to liquidate fully the
4 unfunded accrued liability for the payment of retiree postemployment benefits.

5 (ii) Beginning on July 1, 2022, until the unfunded accrued liability
6 is liquidated, the accrued liability contribution shall be the annual payment
7 required to liquidate the unfunded accrued liability over a closed period of
8 26 years ending on June 30, 2048, provided that the amount of each annual
9 basic accrued liability contribution shall be determined by amortization of the
10 unfunded liability over the remainder of the closed 26-year period in
11 installments.

12 (2) Any variation in the contribution of normal or accrued liability
13 contributions from those recommended by the actuary and any actuarial gains
14 and losses shall be added or subtracted to the unfunded accrued liability and
15 amortized over the remainder of the closed 26-year period.

16 (3) The Board shall review annually the amount of State contributions
17 recommended by the actuary of the Retirement System. Based on this review,
18 the Board shall determine the amount of State contribution necessary for the
19 next fiscal year to achieve and preserve the financial integrity of the funds. On
20 or before December 15 of each year, the Board shall inform the Governor and
21 the House and Senate Committees on Government Operations and on

1 Appropriations in writing about the amount needed. The provisions of
2 2 V.S.A. § 20(d) (expiration of required reports) shall not apply to the report to
3 be made under this subsection.

4 Sec. 13. 16 V.S.A. § 4025 is amended to read:

5 § 4025. EDUCATION FUND

6 * * *

7 (b) Monies in the Education Fund shall be used for the following:

8 * * *

9 (4) To make payments to the Vermont Teachers' Retirement Fund and
10 the Retired Teachers' Health and Medical Benefits Fund for the normal
11 ~~contribution~~ contributions in accordance with ~~subsection~~ subsections 1944(c)
12 ~~of this title~~ and 1994b(h) of this title.

13 * * *

14 Sec. 14. VERMONT TEACHERS' RETIREMENT SYSTEM; REPEAL OF
15 PRIOR SUNSET AND REPORTING PROVISIONS

16 2018 (Sp. Sess.) Acts and Resolves No.11, Secs. E.515.3 and E.515.4 are
17 hereby repealed.

18 * * * Vermont Municipal Employees' Retirement System * * *

19 Sec. 15. 24 V.S.A. § 5062 is amended to read:

20 § 5062. RETIREMENT BOARD; MEDICAL BOARD; ACTUARY; RATES
21 OF CONTRIBUTION; SAFEKEEPING OF SECURITIES

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(k) Immediately after the establishment of the Retirement System, the Retirement Board shall adopt for the Retirement System such mortality and service tables as shall be deemed necessary and shall certify the rates of contribution payable under the provisions of this chapter. ~~At least once in each three-year period~~ Beginning July 1, 2023, at least once every three fiscal years following the establishment of the System, the actuary shall make an actuarial investigation into the mortality, service, and compensation experience of the members and beneficiaries of the Retirement System, and taking into account the results of such investigation, the Retirement Board shall adopt for the Retirement System such mortality, service, and other tables as shall be deemed necessary and shall certify the rates of contribution payable under the provisions of this chapter.

* * *

* * * Funding * * *

Sec. 16. FY 2022; APPROPRIATION; STATE EMPLOYEES’
POSTEMPLOYMENT BENEFITS TRUST FUND; RETIRED
TEACHERS’ HEALTH AND MEDICAL BENEFITS FUND

(a) In FY 2022, of the amount of General Funds reserved in 2021 Acts and Resolves No. 74, Sec. C.101(a) is unreserved as follows:

1 (1) the sum of \$75,000,000.00 is appropriated to the Vermont State
2 Retirement Fund, established in 3 V.S.A. § 473, to address the unfunded
3 accrued liability in pension benefits; and

4 (2) the sum of \$75,000,000.00 is appropriated to the Vermont Teachers’
5 Retirement Fund, established in 16 V.S.A. § 1944, to address the unfunded
6 accrued liability in pension benefits.

7 (b) In FY 2022, the amount of \$50,000,000.00 in General Funds shall be
8 appropriated to the to the Vermont Teachers’ Retirement Fund, established in
9 16 V.S.A. § 1944, to address the unfunded accrued liability in pension benefits.

10 (c) In FY 2022, of the amount of Education Funds reserved in 2021 Acts
11 and Resolves No. 74, Sec. C.101(a) is unreserved and the sum of
12 \$13,300,000.00 is appropriated to the Retired Teachers’ Health and Medical
13 Benefits Fund, established in 16 V.S.A. § 1944b, to support the normal cost of
14 other postemployment benefits as set forth in 16 V.S.A. § 1944f.

15 (d) The appropriations in subsections (a) and (b) of this section shall not be
16 included for the purposes of calculating the surplus in 32 V.S.A. § 308
17 (General Fund budget stabilization reserve).

18 Sec. 17. 32 V.S.A. § 308c is amended to read:

19 § 308c. GENERAL FUND AND TRANSPORTATION FUND BALANCE

20 RESERVES

1 (a) There is hereby created within the General Fund a General Fund
2 Balance Reserve, also known as the “Rainy Day Reserve.” After satisfying the
3 requirements of section 308 of this title, and after other reserve requirements
4 have been met, any remaining unreserved and undesignated end of fiscal year
5 General Fund surplus shall be reserved in the General Fund Balance Reserve.
6 The General Fund Balance Reserve shall not exceed five percent of the
7 appropriations from the General Fund for the prior fiscal year without
8 legislative authorization.

9 (1), (2) [Repealed.]

10 (3) Of the funds that would otherwise be reserved in the General Fund
11 Balance Reserve under this subsection, ~~50 percent of any such funds~~ the
12 following amounts shall be reserved as necessary and transferred from the
13 General Fund to ~~the Vermont State Employees’ Postemployment Benefits~~
14 ~~Trust Fund established by 3 V.S.A. § 479a~~ as follows:

15 (A) 25 percent to the Vermont State Retirement Fund established by
16 3 V.S.A. § 473; and

17 (B) 25 percent to the Vermont Teachers’ Retirement Fund
18 established by 16 V.S.A. § 1944.

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* * * Effective Dates * * *

Sec. 18. EFFECTIVE DATES

This act shall take effect on July 1, 2022, except that Sec. 16 (FY 2022
Appropriation) shall take effect on passage.

DRAFT