

**From:** [Grace, Jennifer](#)  
**To:** [Tina Ploof](#); [Langevin, Roger](#)  
**Cc:** [Duggan, Tim](#)  
**Subject:** RE: Grismore - additional reported earnings  
**Date:** Tuesday, January 31, 2023 10:27:00 AM

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Good morning Tina and Roger.

The check for Mr. Grismore's additional earnings correction has been received and processed this AM. Thank you for all your assistance.

Jen Grace

*"When you have the choice to be right or to be kind, always pick kind"*

*-Dr. Wayne Dyer*

Jennifer Grace-VT Retirement  
Admin Services Manager  
109 State Street  
Montpelier, VT 05609  
Fax 802-828-5182

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**From:** Tina Ploof <tina.ploof@fcsovt.com>  
**Sent:** Thursday, January 26, 2023 8:58 AM  
**To:** Duggan, Tim <Tim.Duggan@vermont.gov>; Grace, Jennifer <Jennifer.Grace@vermont.gov>; Langevin, Roger <Roger.Langevin@vermont.gov>  
**Cc:** St. James, Justin <Justin.StJames@vermont.gov>  
**Subject:** Re: Grismore - additional reported earnings

**EXTERNAL SENDER: Do not open attachments or click on links unless you recognize and trust the sender.**

Good morning,

I sent the payment of \$20,232.02 last week. The check is dated 1/17/2023. Can you please confirm when you receive the payment and apply it to John Grismore's retirement account.

Thank you,

Tina

Tina M. Ploof  
Business Manager  
**Franklin County Sheriff's Office**  
802-524-2121  
802-527-5556

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**From:** Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>  
**Sent:** Thursday, January 26, 2023 8:51 AM  
**To:** Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>; Tina Ploof <[tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com)>; Langevin, Roger <[Roger.Langevin@vermont.gov](mailto:Roger.Langevin@vermont.gov)>  
**Cc:** St. James, Justin <[Justin.StJames@vermont.gov](mailto:Justin.StJames@vermont.gov)>  
**Subject:** RE: Grismore - additional reported earnings

Good morning Sheriff Langevin and Tina,  
I just wanted to check in on this matter. I wanted to make sure we are all set here and ask when we should expect to see the employer/employee contributions. Thanks,  
Tim

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**From:** Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>  
**Sent:** Tuesday, January 17, 2023 11:32 AM  
**To:** [tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com); Langevin, Roger <[Roger.Langevin@vermont.gov](mailto:Roger.Langevin@vermont.gov)>  
**Cc:** Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>; St. James, Justin <[Justin.StJames@vermont.gov](mailto:Justin.StJames@vermont.gov)>  
**Subject:** RE: Grismore - additional reported earnings

Good morning All,

With the confirmation of earnings not reported we will need the respective employee and employer contributions based on the missing earnings and the fiscal year they would have been reported.

Fiscal year 2022 (July 1, 2021 – June 30, 2022)

Earnings NOT reported: \$ 63554.49  
EE rate 6.65%: \$4226.37  
EMP rate 19.5%: \$ 12393.13

Fiscal year 2023, Quarter 1 (July 1, 2022- 9/30/22)  
Earnings NOT reported: \$14363.88  
EE rate 7.15%: \$ 1027.02  
EMP rate 18.0%: \$ 2585.50

Total amount owed to correct FY 22 and FY 23 under-reporting: \$20,232.02 (5253.39 EE & 14978.63)

Total amount owed to correct FY 22 and FY 23 under-reporting: \$20,232.02 (5253.39 EE & 14978.63)

This should a separate check from any present quarter reporting. Once this is received, I will apply missing the additional salary and contributions to Mr. Grismore's account.

Mail to:  
Retirement  
Attn: Jen Grace  
109 State St

Montpelier, VT 05609

On a side note, I received the quarter 2 reporting with no earnings for Mr. Grismore. If this needs to be address in the future, we will handle this same way.

Take care.

Jen

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*-Dr. Wayne Dyer*

Jennifer Grace-VT Retirement  
Admin Services Manager  
109 State Street  
Montpelier, VT 05609  
Fax 802-828-5182

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**From:** Tina Ploof <[tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com)>  
**Sent:** Friday, January 13, 2023 4:00 PM  
**To:** Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>; Langevin, Roger <[Roger.Langevin@vermont.gov](mailto:Roger.Langevin@vermont.gov)>  
**Cc:** Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>  
**Subject:** Re: Grismore - additional reported earnings

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Yes that is correct, he got a significant raise and was paying himself an extremely high overtime rate.  
Thank you,  
Tina  
Get [Outlook for iOS](#)

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**From:** Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>  
**Sent:** Friday, January 13, 2023 2:52:32 PM  
**To:** Tina Ploof <[tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com)>; Langevin, Roger <[Roger.Langevin@vermont.gov](mailto:Roger.Langevin@vermont.gov)>  
**Cc:** Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>  
**Subject:** RE: Grismore - additional reported earnings

Thank you Tina.

Please confirm figures. Something doesn't seem correct. These 'totals' are much higher than any other year or quarter.

For whole fiscal year 2022

Reported to the retirement office: 47,644.66

Additional earnings NOT reported: 63,554.49

Mr. Grismore earned total : 111,199.15 for fiscal year 2022

Confirmed: \_\_\_\_\_

For fiscal year 2023 , Quarter 1

Reported to the retirement office: 4,773.23

Additional earnings NOT reported: 14363.88

Mr. Grismore earned total for Q1: 19137.11

Confirmed: \_\_\_\_\_

Jen Grace

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**From:** Tina Ploof <[tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com)>

**Sent:** Friday, January 13, 2023 2:42 PM

**To:** Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>

**Subject:** Re: Grismore - additional reported earnings

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FY 22-\$63554.49-unreported wages

My understanding is that all wages were reported for the July 2022-Sept 2022 quarter, but if not, his wages from the Sheriff's Office were \$9784.65 and \$9352.46 from the County of Franklin.

Tina

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**From:** Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>

**Sent:** Friday, January 13, 2023 11:01 AM

**To:** Tina Ploof <[tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com)>; Roger Langevin <[roger.langevin@fcsovt.com](mailto:roger.langevin@fcsovt.com)>

**Cc:** St. James, Justin <[Justin.StJames@vermont.gov](mailto:Justin.StJames@vermont.gov)>; Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>

**Subject:** RE: Grismore - additional reported earnings

Good morning Tina.

Thank you for the payroll history, but this is not going to allow me to accurately correct his account.

For **fiscal year 22** (July 1, 2021 – 6/30/22) the office reported:

Q1 July – Sept 21

Earnings: \$11899.60

Q2 Oct – Dec 21

Earnings: \$ 12831.56

Q3 Jan – March 22

Earnings: \$ 10998.48

Q4 April – June 22

Earnings: \$ 11915.02

Total 47644.66

What is the amount of earnings that were NOT reported, in addition to the 47644.66  
\_\_\_\_\_?

For **fiscal year 23**

Q1 July – Sept 22

Earnings: \$4773.23

What is the amount of earnings that were NOT reported, in addition to the 4773.23  
\_\_\_\_\_?

Jen Grace

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*-Dr. Wayne Dyer*

*Jennifer Grace-VT Retirement  
Admin Services Manager  
109 State Street  
Montpelier, VT 05609  
Fax 802-828-5182*

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**From:** Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>  
**Sent:** Friday, January 13, 2023 10:44 AM  
**To:** Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>  
**Subject:** FW: Grismore - additional reported earnings

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**From:** Tina Ploof <[tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com)>  
**Sent:** Friday, January 13, 2023 10:07 AM  
**To:** Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>; Roger Langevin <[roger.langevin@fcsovt.com](mailto:roger.langevin@fcsovt.com)>  
**Cc:** St. James, Justin <[Justin.StJames@vermont.gov](mailto:Justin.StJames@vermont.gov)>; Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>  
**Subject:** Re: Grismore - additional reported earnings

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Good morning,

Attached you will find a payroll summary for John Grismore for July 1, 2021 through June 30, 2022. It shows his gross income for the Franklin County Sheriff's Office (the portion of his income not reported), as \$64,112.61.

If you have any other questions, please reach out to me.

Tina M. Ploof  
Business Manager  
**Franklin County Sheriff's Office**  
802-524-2121  
802-527-5556

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**From:** Duggan, Tim <[Tim.Duggan@vermont.gov](mailto:Tim.Duggan@vermont.gov)>  
**Sent:** Friday, January 13, 2023 9:46 AM  
**To:** Tina Ploof <[tina.ploof@fcsovt.com](mailto:tina.ploof@fcsovt.com)>; Roger Langevin <[roger.langevin@fcsovt.com](mailto:roger.langevin@fcsovt.com)>  
**Cc:** St. James, Justin <[Justin.StJames@vermont.gov](mailto:Justin.StJames@vermont.gov)>; Grace, Jennifer <[Jennifer.Grace@vermont.gov](mailto:Jennifer.Grace@vermont.gov)>  
**Subject:** Grismore - additional reported earnings

Good morning Sheriff Langevin and Ms. Ploof,  
Very nice to speak with you both yesterday. To follow up on our conversation, would you please send Jen (cc'd here) a report on Mr. Grismore's unreported earnings. I believe we just need the actual amounts/dates. That way we can confirm the amount that VSERS will need.

Given that this was reported close in time and in light of the totality of the circumstances, there are no penalties or additional payments due. We just need to make sure we get the appropriate amount and Jen will be able to confirm that once we see the detail on the earnings/timing.

Thank you again for bringing this to our attention. Best,  
Tim

Timothy M. Duggan  
Director, Vermont Retirement Systems  
Vermont State Treasurer's Office  
109 State Street, 4<sup>th</sup> Floor  
Montpelier, Vermont 05609  
(802) 498-5897