



STATE OF VERMONT  
OFFICE OF THE STATE TREASURER

## Cost of Living Increases Effective January 1, 2024

The Northeast Region CPI-U for June 30, 2023, reflects a 2.20% change from the June 30, 2022 inflation rate, therefore the COLAs effective January 1, 2024 will be as follows by System and Group.

### State System

***The following COLAs will be applicable in 2024 for members who qualify***

Groups A and B 2.20%

Group C who meets any of the following criteria on or before June 30, 2022:

- Retired 2.20%
- Vested Deferred
- Active, but eligible for normal or unreduced early retirement

Group D (first appointed or elected on or before June 30, 2022) 2.20%

Groups E and F (who retired on or before June 30, 2008) 1.10%

Group F who meets any of the following criteria on or before June 30, 2022:

- Retired after July 1, 2008 but before July 1, 2022 2.20%
- Vested deferred
- Active, but eligible for normal or unreduced early retirement

***The following COLAs are required to be calculated in 2024 as a result of Act 114, however they will not apply to any members in 2024***

Group C (who do not meet the criteria set forth above) 2.20%

Group D (first appointed or elected on or after July 1, 2022) 2.20% for first \$75,000 of your retirement allowance; 1.10% for total retirement allowance greater than \$75,000

Group F (who do not meet the criteria set forth above) 2.20%

## Teachers' System

***The following COLAs will be applicable in 2024 for members who qualify***

Group A 2.20%

Groups B/C who meets any of the following criteria on or before June 30, 2022:

- Retired 1.10%
- Vested Deferred
- Active, but eligible for normal or unreduced early retirement

***The following COLAs are required to be calculated in 2024 as a result of Act 114, however they will not apply to any members in 2024***

Groups B & C (who do not meet the criteria set forth above) 1.10%

## Municipal System

Group A 1.10%

Groups B, C, D 1.10%

*Please note that the Vermont General Assembly made significant changes to the COLA provisions in the State and Teachers system through Act 114 of 2022, resulting in additional variation in COLA amounts for members in those two systems. For example, certain retirees will need to wait an extra year before receiving their first COLA. For details on COLA rules by System, please visit our website at <https://www.vermonttreasurer.gov/content/retirement>.*

## **Teachers' Earning Cap Fiscal Year 2024**

The average teachers' salary for FY 2023 is \$68,616.18.

60% rounded to the nearest \$100 is \$41,200.

This means retired teachers can work as a teacher in a school that is a member of our retirement system and earn up to \$41,200 for fiscal year 2024 without freezing their monthly pension benefit.

Please note, that pursuant to Act 173 of 2022, in FY 2024 only, there is a limited exception where certain teachers may be able to earn above the cap without impacting their retirement allowance. Please contact the Retirement Division for additional information.