

## **LAW ENFORCEMENT RETIREMENT BENEFITS STUDY COMMITTEE**

Authorized by Act 25 of the 2019 Legislative Session

BGS-MTPL Conference Room

**August 26, 2019 – 1:30 p.m.**

### **Members present:**

BETH PEARCE, Chair, Vermont State Treasurer

SENATOR JANE KITCHEL, Chair of the Senate Committee on Appropriations

SENATOR JEANETTE WHITE, Chair of the Senate Committee on Government Operations

REPRESENTATIVE MAIDA TOWNSEND, Designee Chair of the House Committee on Appropriations

REPRESENTATIVE JOHN GANNON, Designee Chair of the House Committee on Government

Operations

ROGER DUMAS, Chair of the Vermont State Employees' Retirement System

BETH FASTIGGI, Commissioner of Human Resources

INGRID JONAS, Designee Commissioner of the Department of Public Safety – via telephone

JOHN FEDERICO, Member appointed by the Vermont State Employees' Association

MICHAEL O'NEIL, Member appointed by the Vermont Troopers' Association

### **Members absent:**

### **Also attending:**

Tim Duggan, Assistant Attorney General, Office of the State Treasurer

Erika Wolffing, Director of Retirement Operations

Harold Schwartz, Director Department of Human Resources Operations

Steve Howard, Executive Director Vermont State Employees' Association

Tom Abdelnour, Legislative Specialist, Vermont State Employees' Association

Roger Marcoux, Lamoille County Sheriff

The Chair, Beth Pearce, called the Monday, August 26, 2019 committee meeting to order at 1:33 p.m., which was held in the BGS-MTPL Conference Room, Pavilion Building, 4<sup>th</sup> Floor, 109 State Street, Montpelier, VT.

### **Item 1:           **Agenda Approval and Announcements****

**On a motion made by Mr. Dumas, seconded by Ms. Pearce, the Committee voted unanimously to approve the agenda.**

### **Item 2:           **Review Committee Scope and Purpose (Act 25 of the 2019 Legislative Session)****

Mr. Duggan outlined the scope and purpose of the Committee as outlined in Act 25. The Committee is tasked with evaluating that current positions in Group C are appropriately considered law enforcement and should be included, and whether there exist other positions not in Group C that should be reclassified. The Committee must also evaluate possible changes to mandatory retirement age. Mr. Duggan explained that the Committee may utilize the services of outside counsel and the actuaries in its work, and has the administrative, technical and legal support of the Legislative Council, Joint Fiscal Office, the Office of the State Treasurer, the Attorney General's Office, and various Agencies and Departments in the Administration as outlined in the Act.

Mr. Duggan explained that the Committee is required to submit a progress report on January 15, 2020 and the full report on January 15, 2021.

**Item 3:            Review VSERS Group C Requirements and Benefits**

Ms. Wolffong provided the Committee with a Group Comparison Chart of all Groups in the Vermont State Retirement Employees' Retirement System and outlined the main differences between Group C and the other groups, i.e. a higher employee contribution rate, mandatory retirement at age 55, early retirement at age 50 with 20 years without penalty, and various additional death in-service and disability benefits. Ms. Wolffong provided the definition of a Group C member from Title 3 and explained the groups of employees that are included besides State Police Officers due to this definition.

**Item 4:            State Job Specifications for VSERS Group C**

Ms. Pearce provided the Committee with a list of position titles currently considered members of Group C. These position titles were determined from data obtained from the Retirement Office PensionGold System. Ms. Pearce asked that Retirement staff work with the Department of Human Resources to ensure that this list constitutes all positions currently in Group C.

**Item 5:            Other Issues to be Addressed by the Committee Discussion**

The Committee discussed forming a subgroup to review all the job specifications for employees currently in Group C. The Committee further decided to establish a set of criteria and template by which each job specification would be graded. The Committee established the subgroup to include Ms. Pearce, Senator White, Representative Gannon, Mr. O'Neil, and Mr. Federico.

**Item 6:            Other Business**

Senator White requested that Committee meetings for the rest of the year be set up in advance.

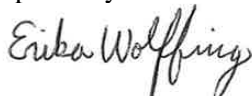
**Item 7:            Adjournment**

**On a motion made by Mr. Dumas, seconded by Ms. Pearce, the Board voted unanimously to adjourn at 2:43 p.m.**

**Next Meeting Date:**

The next Law Enforcement Retirement Benefits Study Committee Meeting is on September 27, 2019 at 1:00 p.m.

Respectfully submitted.



Erika Wolffong  
Director of Retirement Operations  
Office of the State Treasurer