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Drawing up a schedule of repairs and home updates before you retire may allow you to pay for "fixes" before your income becomes fixed!

AGING IN PLACE

Whether helping your parents or yourself, the best time to renovate is before retirement

Renovate or relocate? This question is best answered before you retire, where a steady income will help you pay for any needed home updates and repairs. According to a 2013 report released by the Joint Center for Housing Studies of Harvard University, the remodeling industry is pulling out of its economic downturn as the nation's housing stock is renewed. Older homeowners are numbered among those tackling renovations, as they retrofit their homes to accommodate their evolving needs.

"As baby boomers move into retirement, they are increasing the demand for aging-in-place retrofits," said Kermit Baker, director

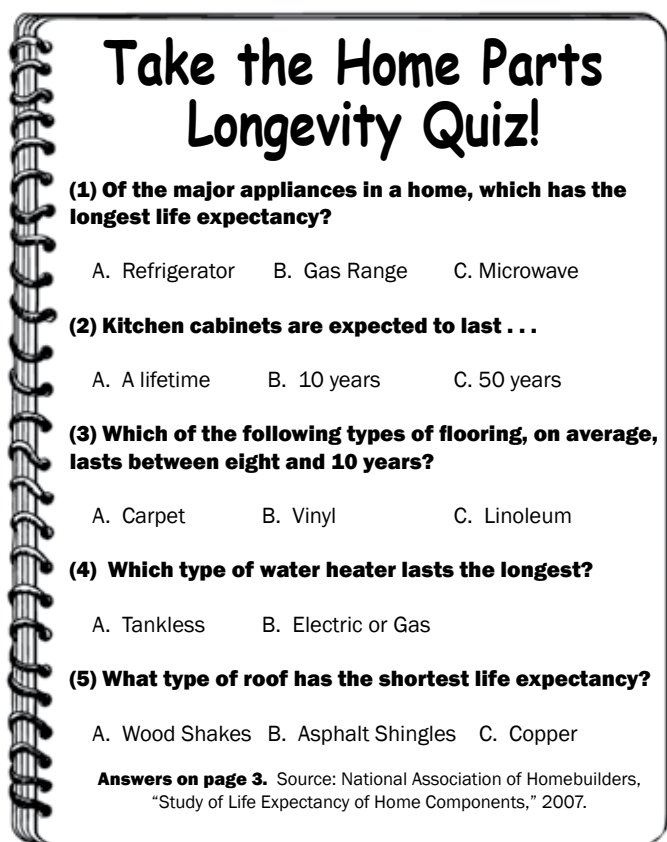
To age-in-place, you will probably need to modify your house to increase access and safety.

of Harvard's Remodeling Futures Program. "A decade ago, homeowners over 55 accounted for less than one third of all home improvement spending. By 2011, this share had already grown to over 45 percent."

The National Association of Home Builders recommends homeowners consider these questions when addressing retirement housing options.

- **How long do you plan to live in your current home?** Your answer will help you decide whether you should replace your appliances now; do more than just fix the leak in your roof; or upgrade your bathroom fixtures.
- **How should you modify your home to make it more comfortable?** To age-in-place, you should consider access and safety issues that might arise as you mature. Modifications may mean simply adding bathroom grab bars or more expensive renovations like creating a first-floor bedroom.
- **What are the most immediate improvements your home needs?** You may have a hot water heater that is near the end of its life expectancy or high fuel bills may mean you should consider adding insulation.

(continued pg. 4)



Constructive Engagement

Investors are Entitled to a Seat at the Table

by Beth Pearce, Vermont State Treasurer

Active and retired members of the municipal, State and teachers' pension systems work hard to earn their retirement benefits. As your State Treasurer, one of my duties is to match your commitment by maximizing the return on State pension investments. Some have asked how the State meets its investment targets while ensuring our partners live up to the Vermont values of corporate and social responsibility. We accomplish these goals through constructive engagement – using our investment relationships to promote Vermont values.

Investors are entitled to a seat at the table of corporate governance. This is true of individuals and institutions alike. From the State's perspective, our ability to engage with our investment partners is an important tool to direct larger issues of corporate responsibility. One of the ways Vermont communicates its values to companies it invests in is by casting proxy votes. Proxy voting is a form of corporate governance in which shareholders weigh in on matters affecting their investments. The outcome of the voting process informs corporate decisions through resolutions and directives designed to bring action.

The Vermont Pension Investment Committee (VPIC), on which I serve as a member, is governed by a proxy policy covering a broad range of topics. These guidelines are updated periodically to reflect the State's goals and values. In 2013 I voted with the VPIC board to strengthen our commitment to corporate accountability, updating our investment guidelines in important areas such as disclosure of environmental practices, risks and liabilities, reduction of greenhouse gas emissions and pollution, alternatives to hydraulic fracturing, and investments in green and sustainable energy technologies.

The environmental guidance provided to Vermont pension fund managers is complemented by a long record of Treasurer-led initiatives to engage fossil fuel and energy companies to adopt sustainable business strategies. In 2003 the State Treasurer's Office joined the Ceres' Investor Network on Climate Risk (INCR) to grow awareness of business models and their environmental impacts. This was followed in September 2013 when, in my capacity as State Treasurer, I joined with the VPIC board to sign onto Ceres' Carbon Asset Risk Campaign, an initiative to encourage oil/gas, coal, and utility companies to conduct risk assessments of fossil fuel extraction and its long-term implications.

The success of constructive engagement initiatives is evidenced in a number of successful initiatives undertaken by Ceres shareholders.

Vermont's partnership with Ceres has shown real results. In addition to generating widespread media attention in local, national and international markets, Ceres' shareholder actions have advanced proactive environmental positions that reflect the Vermont values of sustainability, responsible corporate decision making, and clean energy alternatives. The success of INCR and other constructive engagement initiatives is evidenced in the number of successful initiatives Ceres' shareholders undertook from 2008-2010: according to independent research, companies adopted Ceres' shareholder recommendations with a 65 percent rate of complete compliance; 80 percent complied in part.

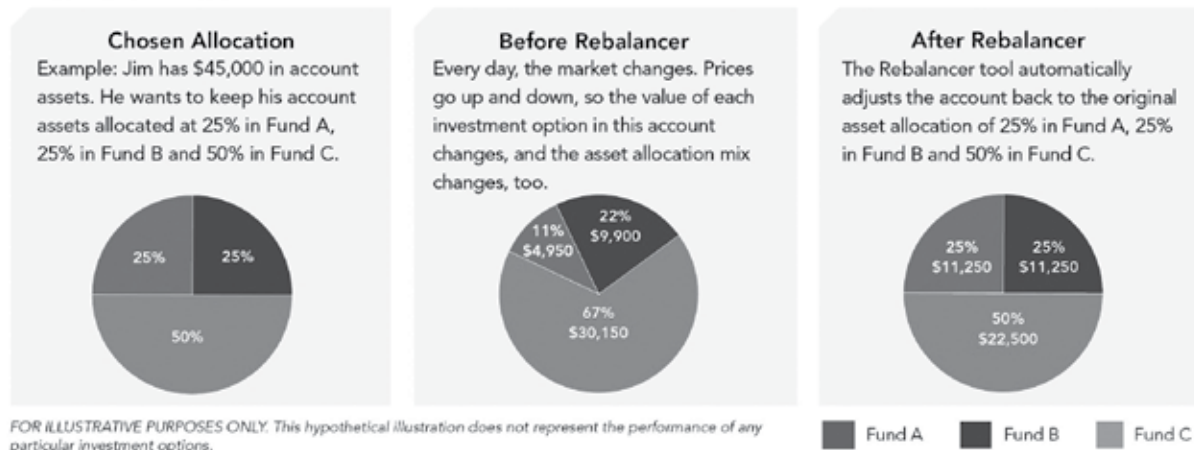
Vermont's ability to engage with national and global businesses is an important extension of our shared commitment to a sustainable future. Indeed, by working together to make VPIC's policies reflective of Vermont values, we have balanced our obligation to maximize returns on investments and advanced the State's environmental goals at the national and global levels. We are able to do so regardless of the fact that the assets held by Vermont are relatively small when compared to larger states. Limitations of scale are reduced when we partner with other engaged shareholders.

As the State's fiduciary, I strive to maximize value in areas that benefit active and retired employees whenever possible. But it is important to note that all Vermonters gain additional value when we use our pension assets to influence responsible environmental and corporate practices. Constructive engagement doesn't just work for you – it works for all Vermonters.



What is a rebalancer?

A rebalancer is a tool available to participants of the State of Vermont 457 deferred compensation plan. It is located on the 457 plan web site and allows investors to maintain the asset allocation they've chosen to meet their long-term objectives—automatically and at a frequency they select. Graphic below provided by Great-West.



(Investment Tools Continued pg. 6)

decided to place half of his money in a lower risk stable value fund and half in a high risk aggressive fund. Jim thought his investment was diversified since gains in the lower risk fund would hopefully counter any losses he experienced from investments in the aggressive fund. Over time, all of Jim's investments grew in value. However, his portfolio was no longer equally divided between low and high risk options. The aggressive fund grew more rapidly than expected—good news, except that now more of his retirement savings were exposed to a higher investment risk. As he nears retirement, Jim needs to protect more of his investment from potential loss because he will have less time to recover from a drop in his portfolio. Jim needs to rebalance his account.

Great-West provides investors with an on-line rebalancer tool through the plan's web site. The tool allows individuals to maintain a chosen asset allocation automatically and at a set frequency. Above is an illustration of how it works.

Another investment option offered by Great-West is to have individual investments managed through a Target Date Fund. Target Date Funds are mutual funds that invest with a particular withdrawal date in mind. It represents an approximate date when an investor would expect to start withdrawing his or her money or expects to retire, usually at age 65. Money in Target Date Funds are automatically diversified. The investment mix is also shifted from riskier higher yielding investments when someone is younger, to more conservative lower return options as an investor nears retirement.

Great-West retirement representatives are paid by salary and not commission. All fees are negotiated on behalf of the Vermont State Retirement System members by the Treasurer's office. For questions on your existing 457 plan account or to schedule an appointment, call 1 (800) 457-1028. Visit the Great-West web site at www.vermont457.com.

NEWS... FROM THE RETIREMENT DIVISION

COLA INCREASES EFFECTIVE JANUARY 1

Based on the Northeast Region Consumer Price Index for all urban consumers as of June 30, 2013, the cost-of-living adjustment (COLA) that will be applied on January 1, 2014 to the retirement allowance of each beneficiary in receipt of an allowance for at least one year is as follows: Groups A, B, C and D, 0.75 percent increase. The COLA shall apply to members of the Groups A, B or D plans receiving an early retirement allowance only in the year following attainment of normal retirement age, provided the member has received benefits for at least 12 months as of December 31 of the year preceding any January adjustment.

VOLUNTEER ADVOCATES FOR CHILDREN

Guardian Ad Litem needed for the Franklin Grand Isle Family Court. Be a judge-appointed advocate for children who need your help. For more information, contact Bruce Scott at (802) 527-4029 or email at papascott2@aol.com. For more on the Guardian Ad Litem program, go to www.Vermont.Judiciary/GAL.

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Retirement Board of Trustees

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(802) 828-2305 or (800) 642-3191 (in-state). *Retiring Times* is published twice yearly by the Vermont Municipal Employees' Retirement System.

(ANSWER KEY TO PAGE 1 QUIZ: B; C; A; A; B)

Director's Corner

by Laurie Lanphear, Director of Retirement Operations

Our office has noticed there appears to be some confusion surrounding the length of time a member must be separated from service in order to return to work after receiving retirement benefits. I would like to clarify this issue in this column.

24 VSA § 5055(f) gives the VMERS Board of Trustees the authority to determine the period of time that a beneficiary must be absent from service after separation of employment before commencement of retirement benefits. The Board has voted to require an absence from service for a minimum of 30 days after commencement of retirement benefits before a beneficiary may resume service in a non-qualifying position within a participating municipality and still collect his or her retirement benefit. In other words, a member who qualifies for a retirement benefit may separate from service, complete the needed forms to begin the pension allowance effective the beginning of the month immediately following separation from service, then return to service in a municipality that offers the VMERS after the required 30 day absence – provided the person works under the qualifying number of hours. The qualifying number of hours in a municipality, other than a school district, is 24 or more per week on a regular basis for the year. In a school district, in order to be able to work and continue to receive a retirement benefit, the number of hours worked must be under 30 hours per week if employed during the school year, or 24 hours a week if employed for the entire year. If a member retires, but returns to non-qualifying work before the first full month of retirement, the retirement benefit will be forfeited and the active membership will continue as accrued prior to the separation from service. Of course, a beneficiary may be employed anywhere other than a participating municipality after commencement of retirement benefits and work and earn as much as they wish without impact on receipt of their continued pension allowance.



(Aging-in-Place Continued pg. 1)

Home updates aren't limited just to those contemplating their own retirement. People in their 40s and 50s are looking for affordable housing options for their aging parents. Gene Hathaway is the President of the Homebuilders and Remodelers Association of Southern Vermont. He's operated Hathaway Construction for 26 years. He's recently worked with families who want to add an in-law apartment to their home to allow their parents to live with them.

"We've worked on projects where we have upgraded the bathroom to make it handicap accessible, including adding a taller, comfort-height toilet," said Hathaway. "In general, people are also looking at upgrading their heating systems to make them more efficient, including redoing their insulation and putting in newer windows."

The Harvard report notes that spending on energy-efficiency upgrades has continued to expand. The share of total market spending on energy-related projects rose sharply from 23 percent in 2007 to 33 percent in 2011. Approximately 25 percent of households undertaking home improvement projects in 2011 did so for energy efficiency purposes.

In Vermont, there are new financing options available for homeowners wanting to make energy efficient upgrades. During the last legislative session, State lawmakers established the Vermont Clean Energy Loan Fund to provide financing and encourage investment in sustainable energy, including home energy efficiencies. The new financing law authorized the Vermont Economic Development Authority to borrow up to \$10 million from the State Treasury to establish two new commercial sector loan programs and up to \$6.5 million to offer new residential energy efficiency loans, including a loan program through NeighborWorks of Western Vermont.

"The Treasurer's office partnered with the Governor, legislators, VEDA, and our Local Investment Working Group to create a cost-effective pathway to finance clean energy and energy efficiency projects at no risk to the taxpayer," said State Treasurer Beth Pearce.

Alan and Susan Shashok of Middlebury were the first to take advantage of the new residential energy efficiency loan.

They borrowed money to weatherize and insulate their home and install solar panels. While they are not nearing retirement, the Shashoks believe the change will make their home more marketable in the future when they may want to sell it.

"The loan program made it affordable to us," explained Susan. "On a tight budget, it allows us to still be energy forward thinking."

When Hathaway considers the updates Vermonters should consider first when preparing for retirement, he recommends homeowners complete an energy audit.

"An energy audit will give homeowners good information on what work specifically needs to be done on their home. By tightening up your home, you'll be more comfortable and save money on energy costs," said Hathaway.

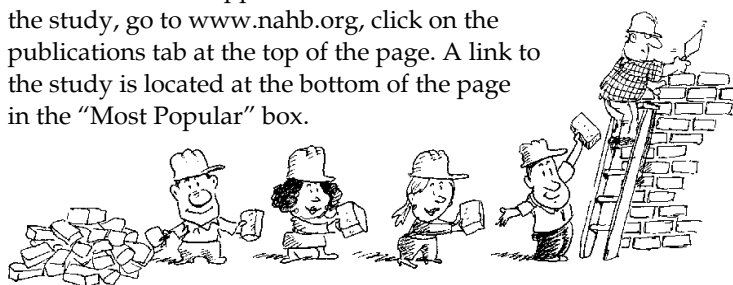
Besides checking your roof and siding, Hathaway also recommends people take stock of the large trees on their property. Not only do trees pose a hazard to a home's roof, if a tree sickens and has to be removed, it can be a costly project for the homeowner.

The National Association of Home Builders released a study in 2007 on the life expectancy of housing components. The findings are based on input from manufacturers, trade associations and researchers. The study provides information on 25 categories of home items, from appliances to windows. To read the study, go to www.nahb.org, click on the publications tab at the top of the page. A link to the study is located at the bottom of the page in the "Most Popular" box.

NeighborWorks of Western Vermont is managing the residential energy efficiency loan application process.

To learn more about the energy loan, go to: heatsquad.org/affordable-financing or call toll free 1 (877) 205-1147.

The loan is available to Vermonters statewide.



Understand Your 1099-R

The tax statement for retirees that is generated and distributed in January is called a 1099-R. Every year, our office receives numerous questions regarding how to read the tax statement. This article is intended to assist retirees by explaining what each box on the 1099-R represents. The descriptions below only identify those boxes on the form that are used by the Vermont State Retirement System for reporting your pension to the IRS.

- BOX 1

Displays the gross amount of the pension you have received during calendar year 2013, before any deductions have been withheld.
- BOX 2a

Displays the taxable amount of the pension you have received during calendar year 2013. In some cases, boxes 1 and 2a reflect the same amount. If the amount in box 2a is smaller than the amount in box 1, it means that you made contributions into the retirement system while actively employed that you paid taxes on, and therefore, those same already-taxed contributions will not be taxed again in retirement.
- BOX 4

Displays the total amount that has been withheld for federal taxes, based on your filing status, during calendar year 2013. If the amount in box 4 is blank, then you have either elected not to withhold federal taxes, or your filing status results in a -0- withholding.
- BOX 5

Displays the portion of the total pension reflected in box 1 that is not taxable. If box 5 is blank, it means that your pension is fully taxable. NOTE – this box can be confusing as it appears to indicate that insurance premiums should be displayed here. Our system does not use this box for insurance premiums, nor is it a deduction of any kind.
- BOX 7

Displays the IRS code for a pension distribution.
- BOX 12

Displays the total amount that has been withheld for Vermont State taxes, based on your filing status, during calendar year 2013. If the amount in box 12 is blank, then you have either elected not to withhold Vermont taxes, or your filing status results in a -0- withholding.
- BOX 13

Displays the state to which the withholding was paid and the payer’s federal identification number.
- ACCOUNT NUMBER

Displays your unique retirement system retirement number.

Retiree Update

	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2013	20	10	7	9	12	10	63	25	19	15	12	10
2012	20	9	9	13	14	7	60	14	11	20	17	10
2011	18	3	9	8	8	17	63	15	10	9	9	7
2010	12	3	4	7	9	12	52	19	11	13	5	10
2009	12	8	3	14	5	7	25	4	24	8	12	9

Employer Contribution Changes

Board recommends employee rate increases to legislature

At its meeting on November 22, the VMERS Board of Trustees voted to adopt the fiscal year 2015 (July 1, 2014 to June 30, 2015) employer contribution rates, many of which will be increased for the second year in a row. The board also voted to recommend to the State Legislature that employee contribution rates for fiscal year 2015 be raised for employee groups B, C and D.

Like almost every other public pension plan in the country, VMERS saw its ratio of funding need to funds available decline substantially during the economic downturn. The system has experienced a decline in funded status over the past year.

“VMERS has always had the best funding ratio of any of the State retirement systems and only dipped under 100 percent funding in 2009,” said VMERS Board Chair Steve Jeffrey.

“With the ongoing challenges in the economy, the board believes the time to act is now. By moving proactively to address the dip in the funding ratio, we can reduce the long-term costs to employers and employees and assure that funds to pay benefits are there when our employees retire.”

The *employer* contribution rates beginning July 1, 2014 were set as follows: Group A – no change, stays at 4 percent; Group B - an increase of 0.25 percent to 5.5 percent; and Group D – an increase of 0.125 percent to 9.875 percent. Group C rates will see a two-step increase. On July 1, 2014, rates will increase 0.125 percent to 6.875 percent and on January 1, 2015, rates will increase an additional 0.125 percent to 7 percent.

The proposed *employee* contribution rate changes to start July 1, 2014 are: Group A - no change, stays at 2.5 percent; Group B - an increase of 0.125 percent to 4.75 percent; and Group D - an increase of 0.125 percent to 11.25 percent. In Group C, as was approved by the board for employers, the board is recommending an increase of 0.125 percent to 6.875 percent on July 1, 2014, then an additional 0.125 percent for January 1, 2015.

While the legislature is responsible for setting employee rates, the board typically makes a recommendation. In making its recommendation, the long-term financial health of the system is of critical importance to achieving reliable and adequate pensions in a manner affordable to employees and taxpayers.

The board actions mirror those it took a year ago for the current contribution rates, with the exception of the employer Group B rate increase being larger. Even with this second round of rate increases, the rates for fiscal year 2015 are still below those VMERS had to charge before reducing the rates in the year 2000, with one exception. In 2000, employer contribution rates for Group A were 4 percent; Group B, 5 percent; and Group C, 6 percent. Only the employer rate for Group C will exceed the 2000 contribution rate. The lower rate in 2000 reflected a significant over-funding status for the retirement fund, which led to the board’s ability to lower rates for the next 14 years.

Planning Ahead

NOTICE: For the third year in a row, dental premium rates remain unchanged in calendar year 2014!

Tools Available to Diversify Your Retirement Investments



The old adage, “don’t put all of your eggs in one basket,” is a foundational principle in retirement savings. Investors who keep their savings, or eggs, in only a few asset classes risk financial losses if their chosen investment products drop in value. By taking advantage of a diversified investment approach, investors can guard against losses as their retirement savings are placed in different areas that would each react differently to the same event.

For example, suppose someone had a portfolio of only airline stocks. If it is publicly announced that airline pilots are going on strike and all flights are canceled, share prices of airline stocks will drop. The investor would see a noticeable drop in the value of the portfolio. However, if the same investor also had funds invested in a national car rental chain, those investments would be protected from the airline crisis and the value would likely grow as more people rent vehicles to get to their desired destination.

Of the 6,559 individuals who have funds in the State of Vermont 457 deferred compensation plan, 77 percent manage their own investment choices. The deferred compensation program

has been available since 1979 as a savings option for State and municipal employees and for teachers who are a part of a supervisory union offering the 457 plan. The program is administered by Great-West Retirement Services. As a 457 plan, the portion of a person’s salary that is deferred is not taxed until the person withdraws their investment at retirement.

“We encourage people to evaluate their investment choices at least once a year,” said Great-West Retirement

Plan Counselor Chip Sanville. “When someone first signs up and begins investing funds in the 457 plan they must decide where their money will be invested. Unfortunately, too many people don’t revisit their initial investment decision and leave their money in only one mutual fund. They forgo the benefits of diversifying their investment.”

While an individual’s investment choices may not change over the years, investment earnings over that time can greatly unbalance that person’s portfolio. For example, ten years ago “Jim” began saving through the 457 plan. He

If a person doesn’t rebalance their investments, earnings over time can greatly unbalance an investor’s portfolio.

(continued pg. 3)