

**VERMONT STATE TEACHERS' RETIREMENT SYSTEM**  
Meeting of the Board of Trustees – Conference Call, Treasurer's Conference Room  
**June 6, 2023 – 3:30 p.m.**

Please note all members participated via telephone, video, or teleconference:

**Members present:**

JON HARRIS, Chairperson, VREA representative, term expiring July 1, 2024  
EMILY SIMMONS, representing Secretary of Agency of Education  
SANDRA MINGS-LAMAR, Active Member Representative, term expiring July 1, 2025  
GENEVIEVE HAMBY, Active Member Alternate Representative, term expiring July 1, 2025  
PERRY LESSING, VREA Alternate Representative, term expiring July 1, 2024  
DANIEL RADDOCK, Financial Regulation Representative

**Members absent:**

ERIN CARTER, Vice-Chairperson, Active Member Representative, term expiring July 1, 2023  
MIKE PIECIAK, VT State Treasurer

**Also attending:**

Gavin Boyles, Deputy State Treasurer, (\*designated voting member on behalf of Treasurer Pieciak)  
Tim Duggan, Director, Vermont Retirement Systems  
Nicole Weidman, Director of Retirement Operations and Policy  
Justin St. James, Staff Attorney, Vermont State Treasurer's Office  
Stephen Barry, Administrative Services Manager, Retirement Division  
Briana Howard, Retirement Specialist, Retirement Division  
Nicolas Marineau, Executive Assistant to the Treasurer  
Colin Robinson, Political Director, Vermont NEA

The Chair, Jon Harris, called the Tuesday, June 6, 2023, Board meeting to order at 3:31 p.m. which was held by conference call and in-person at the Treasurer's 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 Ms. Simmons, seconded by Mr. Boyles, the Board voted unanimously to approve the agenda.**

**ITEM 2:      Approve the Minutes of:**

- May 10, 2023

**On a motion made by Ms. Simmons, seconded by Ms. Mings-Lamar, the Board voted unanimously to approve the minutes of May 10, 2023 as presented.**

**ITEM 3:      NationsBenefits Data Security Incident**

Mr. Robinson entered the meeting at 3:36 p.m.

Mr. Duggan informed the Board about the data breach that affected members on the Vermont Blue Advantage health insurance plans. He explained that the breach occurred in the file exchange software utilized by Vermont Blue Advantage and NationsBenefits, who provide a supplemental hearing benefit for Vermont Blue Advantage. Mr. Duggan explained that a letter has gone out to affected member with sign-up information for credit monitoring and staff has created a website to inform and direct members to pertinent information.

**ITEM 4:     Hearing Officer Contract**

Mr. Duggan presented the contract extension for Powers & Powers and explained their role as hearing officers in the disability review process.

**On a motion made by Ms. Mings-Lamar, seconded by Mr. Raddock, the Board voted unanimously to approve a one-year extension of the Hearing Officer contract with Powers & Powers and authorize the Chair to sign on behalf of the Board, recognizing the contract extension requires approval by all three Retirement Boards.**

**ITEM 5:     Actuarial Services Contract**

Mr. Duggan presented the contact with Segal Consulting for Actuarial Services. He explained that the terms of the contract are consistent with what was presented to the Board in April. He reported he was also able to negotiate a 10% reduction to the rates with a hold flat for five years.

The Board discussed the length of the contract and the contract waiver that is in place with the actuaries due to the scope and degree of knowledge and insight their work requires.

Mr. Lessing asked about how staff interacts with the actuaries and expressed his belief that the actuary's report on the COLA for 2023 was not a neutral analysis due to an incomplete explanation of the question which led to negative outcome for members of the System.

The Board spoke on the best manner of discussing reports as they are presented and the manner in which the actuaries are engaged.

**On a motion made by Ms. Simmons, seconded by Ms. Mings-Lamar, the Board voted unanimously to approve the contract with Segal Consulting and authorize the Chair to sign on behalf of the Board, recognizing the contract requires approval by all three Retirement Boards.**

**ITEM 6:     Active Member Trustee Election**

Mr. Barry explained that Ms. Carter's application for the Active Member representative was the only received therefore, in accordance with the procedures passed by the Board, she needs to be elected by the Board with no formal election.

**On a motion made by Ms. Mings-Lamar, seconded by Ms. Hamby, the Board voted**

**unanimously to appoint Erin Carter as the active member representative trustee position for the term effective July 1, 2023 to June 30, 2027.**

**ITEM 7: Chair/Vice-Chair Elections**

Mr. Barry explained that it has been past practice to elect the Chair and Vice-Chair on an annual basis with the one-year term beginning July 1<sup>st</sup>.

**On a motion made by Ms. Simmons, seconded by Ms. Mings-Lamar, the Board voted unanimously to appoint Jon Harris as Chair for the coming year effective July 1, 2023.**

**On a motion made by Mr. Harris, seconded by Ms. Mings-Lamar, the Board voted unanimously to appoint Erin Carter as Vice-Chair for the coming year effective July 1, 2023.**

**ITEM 8: Act 173 Extension**

Mr. Duggan explained the provisions of Act 173 and its purpose of filling crucial positions at schools while allowing the member to continue to collect their pension. He explained that Treasurer Pieciak decided to continue the program after weighing the experience of the first year and the input from various associations.

Mr. Lessing asked about the Act 173 cost to the system. Mr. Duggan explained that because the member could not continue health insurance there was a definite savings to the OPEB fund. He did caution that the cost to the Pension fund was harder to determine and that his main concern was whether the program causes true behavior changes.

**ITEM 9: Disability Recommendation(s) from the May 18, 2023 meeting of the Medical Review Board:**

- **Kenneth Cifone**

**On a motion made by Mr. Raddock, seconded by Ms. Mings-Lamar, the Board voted unanimously to accept the recommendation of the Medical Review Board for the disability retirement for Kenneth Cifone.**

- **Cynthia Burton**

**On a motion made by Mr. Raddock, seconded by Ms. Mings-Lamar, the Board voted unanimously to accept the recommendation of the Medical Review Board for the disability retirement for Cynthia Burton.**

**ITEM 10: Any other business and adjournment**

Mr. Duggan informed the Board that the first VPIC update of the year would be on the agenda for the July meeting.

**On a motion made by Ms. Simmons, seconded by Mr. Raddock, the Board voted unanimously to adjourn at 4:32 p.m.**

**Next Meeting Date:**

The next VSTRS Board meeting is on July 13, 2023 at 3:30 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'S B' followed by a stylized flourish.

Stephen Barry  
Secretary to the Board