



**Maine** PERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM

PLD Advisory Committee

Meeting Packet

April 29, 2025

# MainePERS PLD ADVISORY COMMITTEE

April 29, 2025 at 1:00 p.m.

139 Capitol Street, Augusta, and via Zoom

## AGENDA

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1:00 p.m.	CALL TO ORDER		Dr. Rebecca M. Wyke
	1. <a href="#">MINUTES of November 5, 2024</a> <a href="#">MINUTES of January 28, 2025</a>	<b>ACTION</b> <b>ACTION</b>	Dr. Rebecca M. Wyke
	2. <a href="#">LEGISLATIVE &amp; RULEMAKING UPDATE</a>		Bill Brown Michael Colleran
	3. <a href="#">CEO UPDATE</a> <ul style="list-style-type: none"><li>• Employer Satisfaction Survey</li></ul>		Dr. Rebecca M. Wyke
	4. <a href="#">SOCIAL SECURITY OFFSET TO DISABILITY BENEFITS</a>		Dr. Rebecca M. Wyke Michael Colleran Bill Brown Mara McGowen
	5. <a href="#">ADMINISTRATIVE</a> <ul style="list-style-type: none"><li>• Current PLD Activity Report</li><li>• PLD Activity Trend Report</li></ul>		Deanna Doyle
3:00 p.m.	<a href="#">ADJOURNMENT</a>		Dr. Rebecca M. Wyke

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# MAINE PUBLIC EMPLOYEES RETIREMENT SYSTEM

## Minutes

PLD Advisory Committee  
Regular Meeting  
November 5, 2024

MainePERS  
Fort Point Conference Room  
1:00 p.m.

*The PLD Advisory Committee met at 1:00 p.m. on Tuesday, November 5, 2024 at MainePERS. Dr. Rebecca M. Wyke, Chief Executive Officer, presided.*

*Members present: John Braccioldieta, Maine Education Association; Steve Butterfield, Maine Service Employees Association; Rick Cailler, Professional Firefighters of Maine; Richard Cromwell, Maine Municipal Association (remote); Brendan O'Connell, Maine Municipal Association (remote); Deborah Roberts, Maine School Management Association (remote); Dick Thompson (Governor's Designee); Sophia Wilson, Maine Municipal Association (remote); and Chris Downing, Maine School Management Association; Dr. Rebecca M. Wyke, Chief Executive Officer. Members absent: John Nuttall, AFSCME Counsel 93; and Ed Marzano, Teamsters Local 340. Joining the Committee were: Nanette Ardry, Associate General Counsel; Michael Colleran, Chief Operating Officer and General Counsel; Deanna Doyle, PLD Plan Administrator; Chip Gavin, Chief Services Officer; Monica Gorman, Executive Assistant (remote); Kathy Morin, Director of Actuarial & Legislative Affairs; Dick Metivier, Board Vice Chair (remote); Fiona Liston, Cheiron (remote); Bonnie Rightnour, Cheiron (remote); Greg Reardon, Cheiron (remote); and, Betsy Stivers, Assistant Attorney General (remote).*

### **CEO UPDATE**

Dr. Wyke provided a presentation on the second year of the Strategic Plan to the Committee. She also shared updated key performance and risk measures. Dr. Wyke and Chip Gavin updated the committee on the new Pension Administration System (PAS), noting that Sagitec was awarded the contract. Dr. Wyke reviewed the third disability retirement experience survey results with the Committee. Chip Gavin updated the Committee on member education plans for PLD members. Deanna shared she has attended a number of conferences and benefit fairs, which provided opportunities to speak with potential employers interested in the PLD program.

### **RULEMAKING UPDATE**

Michael Colleran shared with the Committee the provisionally approved repeal and replacement of Rule Chapter 201, which governs payroll reporting by employers. Michael stated the replacement rule is subject to review by the Legislature before it becomes effective.

*Brendan O'Connell (remote) and Rich Cromwell (remote) joined the meeting at 1:20 p.m.*

## **ACTUARIAL**

### **Annual Valuation**

Bonnie Rightnour and Fiona Liston from Cheiron presented the key results of the 2024 valuation of the PLD Consolidated Plan. Fiona also provided an historical review of the Plan's assets, liabilities, funding status and contributions.

### **FY 2026 Rate Setting**

Bonnie Rightnour presented the rate setting for FY 2026 and reviewed the rate setting methodology. Bonnie explained that an understatement of liabilities in the 2023 valuation, now being recognized in the 2024 valuation, combined with other liability increases resulted in higher rates for FY 2026. Specifically, the calculated total contribution rate is higher by 0.6% of payroll, which is an increase of 0.4% in the employer rate and 0.2% in the member rate. The Committee briefly discussed the impact of the increased rates and requested staff to reach out to employers in Plan 1N, the plan with the largest employer and member contribution increases, to discuss whether moving to a different plan might be a favorable option.

**Action:** Motion by Rick Cailler, seconded by Steve Butterfield that the Committee endorse the fiscal year 2026 employer and member rates as recommended. Unanimously approved by eight members (Braccioldieta, Butterfield, Cailler, Cromwell, Downing, O'Connell, Roberts, and Wilson).

## **MINUTES**

Dr. Wyke called for approval of the July 30, 2024 minutes. Motion by Steve Butterfield, seconded by Rick Cailler and unanimously approved by eight members (Braccioldieta, Butterfield, Cailler, Cromwell, Downing, O'Connell, Roberts, and Wilson).

## **ADMINISTRATIVE**

### **Current PLD Activity Report.**

Deanna Doyle reported that the activity level has slowed. At the last meeting of the Committee, Deanna had informed the Committee that a large employer was considering withdrawing. She noted that the employer did not receive a majority vote to withdraw and tabled the discussion on withdrawing indefinitely.

### **PLD Activity Trend Report.**

Deanna stated the trend report remains steady and is leveling off.

## **2025 MEETING DATES**

### **Future Agenda Items**

Dr. Wyke asked the Committee for suggestions for the January meeting.

Recommended Meeting Dates

The Committee decided on the following 2025 Tuesday meeting dates: January 28<sup>th</sup>, April 29<sup>th</sup>, July 29<sup>th</sup>, and October 28<sup>th</sup>.

**ADJOURNMENT**

The meeting adjourned at 2:25 p.m.

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Date Approved

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Dr. Rebecca M. Wyke, Chief Executive Officer

# MAINE PUBLIC EMPLOYEES RETIREMENT SYSTEM

## Minutes

PLD Advisory Committee  
Regular Meeting  
January 28, 2025

MainePERS  
Fort Point Conference Room  
1:00 p.m.

*The PLD Advisory Committee met at 1:00 p.m. on Tuesday, January 28, 2025 at MainePERS. Dr. Rebecca M. Wyke, Chief Executive Officer, presided.*

*Members present: Steve Butterfield, Maine Service Employees Association; Rick Cailler, Professional Firefighters of Maine; (remote); John Nuttall, AFSCME Counsel 93 (remote); Deborah Roberts, Maine School Management Association (remote); Dick Thompson, Governor's Designee (remote); Sophia Wilson, Maine Municipal Association (remote); and Dr. Rebecca M. Wyke, Chief Executive Officer. Members absent: John Bracciodieta, Maine Education Association; Brendan O'Connell, Maine Municipal Association; Ed Marzano, Teamsters Local 340; Chris Downing, Maine School Management Association; and Richard Cromwell, Maine Municipal Association. Joining the Committee were: Michael Colleran, Chief Operating Officer and General Counsel; Deanna Doyle, PLD Plan Administrator; Chip Gavin, Chief Services Officer (remote); Monica Gorman, Executive Assistant (remote); Bill Brown, Director of Actuarial & Legislative Affairs; Shelley O'Brian, Assistant Director of Member Services; and David Jones, PLD Business Leader.*

### **MINUTES**

There was not a quorum in order to approve the November 5, 2024 minutes. They will be presented at the April 29, 2025 meeting.

### **LEGISLATIVE & RULEMAKING UPDATE**

Michael Colleran reviewed with the Committee the provisionally approved repeal and replacement of Rule Chapter 201, which governs payroll reporting by employers. Michael stated the replacement rule sets expectations for payroll reporting, submission of contributions, and payment of GLI premiums and provides for late fees and interest. He shared this is subject to review by the Legislature before it becomes effective.

Michael then informed the Committee that the system will be submitting a bill and shared a list of changes to be included in it. Of particular interest to the Committee is a proposed change in the quorum requirements for the PLD Advisory Committee to reduce the quorum requirements to six from seven with at least two each labor and management representatives.

### **CEO UPDATE**

Dr. Wyke introduced Bill Brown, Director of Actuarial and Legislative Affairs, to the Committee. She shared Bill will be working closely with Kathy Morin as she prepares to retire later this year with 36 years of service. Dr. Wyke shared Congress passed and the President has signed into law the Social Security Fairness Act of 2023 (repealing the WEP and GPO). She informed the Committee that Sagitec has been awarded the contract for the new PAS system.

### **Employer Satisfaction Survey**

Dr. Wyke provided a presentation on the latest employer satisfaction survey results (October 1-15, 2024).

### Preliminary to Final Benefit Process improvements

Shelley O'Brian and David Jones presented a review of the preliminary to final benefit process and steps taken to reduce the time it takes to process a benefit. David reviewed the approaches taken to reduce the backlog, including additional trained staff, some organizational restructuring and updated processes. David shared that we have streamlined the approach to Annual Final Compensation (AFC) capping for state and teacher members; categorized accounts at the stage of preliminary to final benefit in order to increase efficiency; and unit leaders are targeting the 30 oldest accounts per month. Shelley and David stated when those approaches were put in place productivity increased and the backlogs decreased. Dr. Wyke thanked Chip, Shelley, and David for their leadership on this project.

### **ADMINISTRATIVE**

#### Current PLD Activity Report.

Deanna Doyle reported that the activity level had increased over the past few months with several new employers joining. Deanna shared that a large employer who considered withdrawing last year but did not is now reconsidering to withdraw this year.

#### Open Enrollment Activity

Deanna stated over the past four years 94 employers adopted the provision during open enrollment which added 480 members.

Chip Gavin thanked Deanna for her work to improve the education and enrollment process for employers who are interested in joining.

Rick Cailler requested a future agenda item to discuss how, if possible, to eliminate the offset to disability benefits for Social Security now that the WEP and GPO have been repealed.. Rick then thanked Chip and Mara for the help they provided with a retiree just before the holiday season. They went above and beyond and he was very appreciative of the help they provided.

### **ADJOURNMENT**

The meeting adjourned at 1:30 p.m.

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April 29, 2025  
Date Approved

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Dr. Rebecca M. Wyke, Chief Executive Officer

**Date:** April 22, 2025

**To:** PLD Advisory Committee Members

**From:** Michael J. Colleran, Chief Operating Officer and General Counsel  
Bill Brown, Director, Actuarial and Legislative Affairs

**Re:** Legislative and Rulemaking Update

### **Legislative Update**

The First Special Session of the 132<sup>nd</sup> Legislature is underway. MainePERS continues to pursue a bill to make minor changes to our statute as discussed at the January Advisory Committee meeting. Since the January meeting, we have identified an additional item to include in the bill, the elimination of the current 75% of eligible employees threshold for Participating Local Districts to initiate participation in the group life insurance program. A copy of the System's proposed bill will be provided to the Committee once it is printed.

Printed bills pertaining to the PLD Consolidated Retirement Plan are as follows:

#### **L.D. 89 – CHAPTER 201 RULEMAKING**

This bill provides for legislative review of the provisionally adopted Board Rule Chapter 201, Employer Reporting and Payments. A public hearing was held on January 21, and a copy of the System's testimony as well as testimony submitted by the public is included with this memo. A work session was held on February 26, at which the bill was voted majority ought to pass. The bill was reconsidered on March 5, and voted majority ought to pass as amended, with the amendment removing the emergency preamble. The bill will next be considered by the full legislature.

#### **L.D. 240 – PLD DEFERRED BENEFITS**

This bill would permit a member who meets eligibility requirements to retire from the State/Teacher plan and who has service in the participating local district (PLD) plan with a different normal retirement age to elect to defer the receipt of the PLD benefits that would otherwise be subject to an early retirement reduction until reaching the normal retirement age for that portion of benefits. The bill has been enacted and chaptered as PL 2025, Ch. 12. A copy of this chaptered law is included with this memo.

#### **L.D. 462 – MILITARY SERVICE PURCHASES**

This bill expands the periods of military service that eligible members may purchase at a subsidized rate. A public hearing was held on March 5. A work session was held on March, 12, at which the bill was voted unanimously ought to pass as amended to include the \$2,600,000 fiscal note for the State-funded plans. The bill will next be considered by the full legislature.



### **L.D. 1025 – SERVICE CREDIT PURCHASE- FEDERAL SERVICE**

This bill would allow members of the State/Teacher Plan to purchase up to 5 years of federal employment service credit at the actuarial rate. The sponsor submitted the bill on behalf of a constituent employed by a PLD and has requested that the bill be amended to allow PLD Plan members the opportunity to benefit. A public hearing was held on March 26, and a copy of the System's testimony is included with this memo. A work session was held on April 9.

### **L.D. 1218 – SERVICE CREDIT PORTABILITY - COUNTY COMMISSIONERS**

This bill would allow members serving as county commissioners with past service as Legislators to transfer their PLD service as county commissioners to the Legislative Retirement Program. A public hearing was held on April 9. A work session has not yet been scheduled for this bill.

### **L.D. 1383 – DIVESTMENT – HUMAN RIGHTS**

This bill would prohibit the State from investing public funds, including any public funds managed by MainePERS, or entering into procurement contracts with companies, entities, persons or financial institutions involved with entities determined by international bodies to have committed certain violations of human rights. A public hearing has not yet been scheduled for this bill.

### **L.D. 1638 – DISABILITY – SOCIAL SECURITY OFFSET**

This bill would retroactively repeal Social Security offsets applied to disability retirement benefits received from the Maine Public Employees Retirement System. It would also provide retroactive payment of benefits to members whose benefits were offset. A public hearing was held on April 22, 2025, and the System's testimony is included with this memo. In aid of the discussion later in the agenda, a copy of this bill is included with this memo.

### **L.D. 1670 – DIVESTMENT – LOAN PROGRAM**

This bill would require that the Maine Public Employees Retirement System use a portion of trust assets to provide loans of up to \$25,000 at 2% to members for the purpose of home repair and energy efficiency. Assets to be used would be divested from fossil fuel holdings. A public hearing was held on April 22, 2025, the System's testimony is included with this memo.

### **Rulemaking Update**

As noted above, LD 89 amending Rule 201 regarding employer reporting continues to move through the Legislature.

The System is also conducting rulemaking on Chapter 104: Limitations on Earnable Compensation for Purposes of Calculating Average Final Compensation of State Employee and Teacher Members. This rule is not applicable to PLD members.

STATE OF MAINE

—  
IN THE YEAR OF OUR LORD  
TWO THOUSAND TWENTY-FIVE

—  
S.P. 106 - L.D. 240

**An Act to Create Consistency in Retirement Service Benefits Deferral Under  
the Maine Public Employees Retirement System**

**Be it enacted by the People of the State of Maine as follows:**

**Sec. 1. 5 MRSA §17851, sub-§17**, as corrected by RR 2023, c. 1, Pt. A, §3, is amended to read:

**17. Member eligible to retire from plans with different normal retirement ages.** A member who meets eligibility requirements to retire from plans with different normal retirement ages may retire and, at the election of the member, defer initiation of service retirement benefits from any plan in which the benefits would be reduced because the member has not reached normal retirement age. The deferral ends when the member reaches normal retirement age for the plan. The election to defer is irrevocable and must be made before payment of a service retirement benefit begins. Service retirement benefits deferred under this subsection must be paid by the retirement system without an early retirement reduction and without any retroactive payment for the deferral period. If the member dies before the end of the deferral period, the deferral of benefits applies to any continuing beneficiary payments for the same deferral period that would have been applicable to the member. This subsection applies to a member with service credit from a participating local district who retires under a plan in this chapter.

Date: March 26, 2025

To: Senator Michael Tipping, Senate Chair  
Representative Amy Roeder, House Chair  
Members, Joint Standing Committee on Labor

From: Bill Brown, Director of Actuarial and Legislative Affairs

Subject: LD 1025, An Act to Allow Federal Civil Service to Count for Purposes of Maine Public Employees Retirement System Benefits

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Good morning Senator Tipping, Chair Roeder and the other distinguished members of the Joint Standing Committee on Labor. I am Bill Brown, Director of Actuarial and Legislative Affairs for the Maine Public Employees Retirement System (MainePERS).

MainePERS is neither for nor against LD 1025. We are here to provide information and to offer any assistance the committee may request surrounding this bill.

The State/Teacher Plan administered by MainePERS provides a defined benefit plan for State employees and teachers. Eligibility for a service retirement benefit and the amount of that benefit are determined in part by a member's years of service. Under limited circumstances members may purchase additional service credit to increase the total service credit used in the calculation of benefits. A chart showing examples of the types of service credit currently eligible for purchase is attached to this testimony. Purchased service credit may allow a member to retire earlier or with an increased retirement benefit.

LD 1025 proposes to allow a member of the State/Teacher Plan who previously served as an employee of the federal employment service to purchase up to 5 years of service credit at actuarial, or unsubsidized, cost.

There is no fiscal impact to LD 1025 as drafted. As a member opting to purchase service credit under the provisions of LD 1025 is required to pay the full actuarial.

The bill as drafted does not afford members in the Participating Local District (PLD) Plan the same opportunity to purchase federal employment service as that being proposed for members of the State/Teacher Plan. Amending the bill to include this provision in the laws that govern these plans would enable consistency in the laws regarding this specific provision.

Additionally, the phrase "federal employment service" is currently used in Title 5 to refer to a specific type of federal employment that can be included as service credit in the State/Teacher Plan. We would be happy to work with the bill sponsor and the committee analyst to clarify the language of the bill.

Thank you for your consideration of this testimony. I am happy to answer any questions and I will be present for the work session.

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## Service Credit Purchase Provisions- State/Teacher Plan

Type of Service	Description	Maximum Purchase	Cost?	Authorization
Active Military	Active duty military service before becoming a MainePERS member	4 Years	Varies	Title 5§ 17760
Out-of-State	Service earned working for a state other than Maine	10 Years	Actuarial	Title 5§ 17754(2)
Non-Contributory MainePERS	Time worked in MainePERS-covered employment before becoming a MainePERS member	No Limit	Varies <sup>1</sup>	Title 5§ 17752
Refunded	MainePERS service time previously refunded at a member's request	No Limit	Contributions & Interest (C&I)	Title 5§ 17757
Private/Parochial Teaching	Time that a teacher taught in a parochial school, or public or private academy	10 Years	Varies	Title 5§ 17763
Teacher Prior Service	Time taught in Maine's public schools before July 1, 1947, the date that MainePERS began to cover Maine's public school teachers	No Limit	None	Title 5§ 17752
Federal Service	Time worked for the federal employment service before it was returned to state control	No Limit	C&I	Title 5 § 17759 <sup>2</sup>
Head Start	Time worked in one of Maine's Head Start programs	2 Years	Actuarial	Title 5§ 17764
CETA	Employment under the U.S. Comprehensive Employment and Training Act	No Limit	Actuarial	Title 5§ 17761
VISTA	Time spent as a member of Volunteers in Service to America	2 Years	Actuarial	Title 5§ 17764
Fulbright Exchange	Time spent as a member of the Fulbright Exchange Program	2 Years	Actuarial	Title 5§ 17764
Peace Corps	Time spent as a member of the Peace Corps	2 Years	Actuarial	Title 5§ 17764
Foreign Teaching	Time teaching children of United States Foreign Service Corps personnel or United States armed forces personnel	2 Years	Actuarial	Title 5§ 17764

<sup>1</sup> Available only to those eligible before August 1, 2010

<sup>2</sup> Does not apply to members who begin membership on or after January 1, 1976

Teacher's Aide	Time employed as a teacher's aide or Educational Technician in Maine's public schools prior to becoming a "teacher"	No Limit	Actuarial	Title 5 §17765
Maine Educational Leave Act	<b>State employees only:</b> Time on unpaid or partially paid educational leave under the Maine Educational Leave Act	No Limit	Actuarial	Title 5 §17766



# 132nd MAINE LEGISLATURE

## FIRST SPECIAL SESSION-2025

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Legislative Document

No. 1638

S.P. 646

In Senate, April 15, 2025

### **An Act Regarding Disability Retirement Benefits Under the Maine Public Employees Retirement System**

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Received by the Secretary of the Senate on April 11, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT  
Secretary of the Senate

Presented by Senator DUSON of Cumberland.  
Cosponsored by Representative GEIGER of Rockland and  
Senators: BRADSTREET of Kennebec, HICKMAN of Kennebec, INGWERSEN of York,  
Representatives: BRIDGEO of Augusta, COLLINS of Sidney, FOLEY of Wells, ROEDER of  
Bangor.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 5 MRSA §17906, sub-§2, ¶A**, as amended by PL 1991, c. 885, Pt. E, §8  
3 and affected by §47, is further amended to read:

4 A. The amount of any disability retirement benefit payable under this article must be  
5 reduced by any amount received by the beneficiary for the same disability under ~~either~~  
6 ~~or both~~ of the following:

7 (1) The worker's compensation or similar law, except amounts that may be paid  
8 or payable under former Title 39, section 56-B or Title 39-A, section 212,  
9 subsection 3; ~~or.~~

10 (2) ~~The United States Social Security Act, if the employment for which creditable~~  
11 ~~service with the employer is allowed was also covered under that Act at the date~~  
12 ~~of disability retirement.~~

13 **Sec. 2. 5 MRSA §17925, sub-§3**, as amended by PL 2015, c. 392, §1, is repealed.

14 **Sec. 3. 5 MRSA §18525, sub-§3**, as amended by PL 1995, c. 643, §21, is repealed.

15 **Sec. 4. 5 MRSA §18530, sub-§4, ¶A**, as amended by PL 1991, c. 885, Pt. E, §15  
16 and affected by §47, is further amended to read:

17 A. The amount of any disability retirement benefit payable under this article must be  
18 reduced by any amount received by the person for the same disability under ~~either~~ ~~or~~  
19 ~~both~~ of the following:

20 (1) The workers' compensation or similar laws, except amounts that may be paid  
21 or payable under former Title 39, section 56-B or Title 39-A, section 212,  
22 subsection 3; ~~or.~~

23 (2) ~~The United States Social Security Act, if the employment for which creditable~~  
24 ~~service with the employer is allowed was also covered under that Act at the date~~  
25 ~~of disability retirement.~~

26 **Sec. 5. Retroactivity; payment of benefits and interest.** This Act applies  
27 retroactively to a person who was receiving disability retirement benefits under the Maine  
28 Public Employees Retirement System as of December 31, 2024 if those disability  
29 retirement benefits were reduced because the person received disability retirement benefits  
30 under the United States Social Security Act. A person affected by this Act must be paid  
31 the difference between:

32 1. The amount of disability retirement benefits, including any cost-of-living  
33 adjustments, the person should have received absent any reduction to such benefits due to  
34 the receipt of disability retirement benefits under the United States Social Security Act; and

35 2. The amount of disability retirement benefits the person actually received.

36 The person must be paid the difference with interest accruing from the date the person's  
37 disability retirement benefits were reduced to the date of the payment made pursuant to this  
38 section. The rate of interest must be calculated pursuant to the Maine Revised Statutes,  
39 Title 36, section 186.

1 **SUMMARY**

2 Under current law, the disability retirement benefits paid by the Maine Public  
3 Employees Retirement System to a person who is disabled are reduced if that person  
4 receives benefits from the United States Social Security Act. This bill removes that  
5 reduction for persons who are disabled and were receiving disability retirement benefits  
6 from the Maine Public Employees Retirement System as of December 31, 2024. The  
7 provisions of the bill retroactively apply to the date that person began receiving reduced  
8 disability retirement benefits and requires that the person be paid the withheld benefits,  
9 including any cost-of-living adjustments and interest. The bill also removes the  
10 requirement that such a person include in the application for disability retirement benefits  
11 proof that the person has made application for benefits under the United States Social  
12 Security Act.



Date: April 22, 2025

To: Senator Michael Tipping, Senate Chair  
Representative Amy Roeder, House Chair  
Members, Joint Standing Committee on Labor

From: Bill Brown, Director of Actuarial and Legislative Affairs

Subject: LD 1638, An Act Regarding Disability Retirement Benefits Under the Maine Public Employees Retirement System

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Good afternoon Senator Tipping, Chair Roeder and the other distinguished members of the Joint Standing Committee on Labor. I am Bill Brown, Director of Actuarial and Legislative Affairs for the Maine Public Employees Retirement System (MainePERS).

MainePERS is neither for nor against LD 1638, An Act Regarding Disability Retirement Benefits Under the Maine Public Employees Retirement System. We are here to provide information and to offer any assistance the committee may request regarding this bill.

In addition to its primary service retirement programs MainePERS also administers a Disability Retirement Program. Disability Retirement serves members who become unable to work but are not yet ready or eligible to start their service retirement benefit. As a form of retirement, it is a unique benefit that has different requirements under Maine law than other similar but different government-run disability programs. It is also different than private insurance that may be purchased to provide some income during a short-term or long-term illness that prevents someone from working.

According to statute, in order to qualify for Disability Retirement a member must demonstrate that one or more medically diagnosable conditions exist, that functional limitations caused by those conditions make the member unable to perform the essential functions of the member's employment position with reasonable accommodation and that the inability can be expected to be permanent.

The great majority of MainePERS members do not participate in Social Security. Those that do are typically members of the Participating Local District (PLD) Consolidated Plan, working for cities, towns, counties or local utilities like water or sanitary districts. Under arrangements reached by their employers, some of these members contribute to both MainePERS and to Social Security.

Under Maine law, when these members apply for and receive disability retirement benefits through MainePERS and Social Security for the same disabling condition and period of employment, a portion of their MainePERS benefit is offset by the benefit received from Social Security. A similar provision exists in statute for the State/Teacher plan but it is not triggered as State/Teacher members do not pay into Social Security.

The amount of disability retirement benefit available through MainePERS generally is 59% of a member's Average Final Compensation (AFC). If the member is also receiving Social Security disability benefits for the same disability and period of employment, the MainePERS disability benefit is reduced so that the two benefits combined do not exceed 80% of the member's pre-disability compensation taking into account AFC and wages and earnings from other employment.

LD 1638 seeks to eliminate the offset of MainePERS disability retirement benefits by Social Security benefits received for the same condition. The bill also proposes the retroactive payment of previously offset benefits plus cost-of-living adjustments (COLA) and interest. The proposed interest rate on these payments is prime rounded up to the nearest whole percent, plus 3. Currently that is 10.5%. This greatly exceeds the 6.5% that MainePERS uses as an investment assumption for the trust funds. LD 1638 also eliminates the requirement that those eligible to apply for disability benefits under Social Security do so before making application to MainePERS.

This bill will have a fiscal impact on the PLD Consolidated Plan because disability retirement benefit recipients will receive higher benefits, thus increasing the actuarial liabilities of the Plan. From a plan funding perspective, there is the expectation that some portion of disability retirement benefits will be offset, and our actuaries have valued plan liabilities and recommended contribution rates based on our historic experience, which has included the effect of the offsets. If those offsets are eliminated, the actuary will determine the impact on future actuarial liabilities and how plan costs are impacted.

The immediate costs of LD 1638 have not yet been determined. This is in part because the System would need to manually recalculate the retroactive benefits for current disability retirement recipients for whom benefits are offset, as proposed in the bill. Additionally, our actuaries would need to determine the immediate costs based on current recipients as well as the impact of changing the assumptions related to benefit offsets, as stated above.

As previously indicated, L.D. 1638 applies specifically to the PLD Consolidated Plan, which is funded by participating municipalities and other local districts and their employees. The program is not funded by the State. In recognition of this, and pursuant to Title 5, Section 18801, subsection 2, amendments to retirement benefit statutes do not become part of the PLD plan unless adopted through rulemaking based on a recommendation of the PLD Advisory Committee. This Committee is established in statute with its voting membership evenly split between plan employers and employees.

Thank you for your consideration of this testimony. I am happy to take your questions and will be present for any work session.

Date: April 22, 2025

To: Senator Michael Tipping, Senate Chair  
Representative Amy Roeder, House Chair  
Members, Joint Standing Committee on Labor

From: Bill Brown, Director of Actuarial and Legislative Affairs

Subject: LD 1670, An Act to Establish the Maine Public Employees Retirement System Home Repair and Energy Upgrade Loan Program and Fund

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Good afternoon Senator Tipping, Chair Roeder and the other distinguished members of the Joint Standing Committee on Labor. I am Bill Brown, Director of Actuarial and Legislative Affairs for the Maine Public Employees Retirement System (MainePERS).

MainePERS is testifying against LD 1670, An Act to Establish the Maine Public Employee Retirement System Home Repair and Energy Upgrade Loan Program and Fund, because it would direct MainePERS to reallocate trust funds from specific investments to a loan program in violation of the Maine Constitution. We also are concerned that the bill as drafted conflicts with federal plan qualification requirements and would impose unfunded liabilities on the plan, again in violation of the Maine Constitution. As always, we offer any assistance the committee may request surrounding this bill.

Article IX, Section 18, of the Maine Constitution states that "...all contributions and payments made to the (Maine Public Employees Retirement) system to provide for retirement and related benefits shall be held, invested or disbursed as in trust for the exclusive purpose of providing for such benefits and shall not be encumbered for, or diverted to, other purposes." Referred to as the "exclusive benefit" rule, this passage binds the MainePERS Board of Trustees to manage these funds in order to provide the benefits earned by and promised to members.

As drafted LD 1670 directs MainePERS to divert certain trust fund investments to provide low interest loans to members for home repairs, energy upgrades, the purchase of an electric vehicle and other similar purposes through a newly created Maine Public Employees Retirement System Home Repair and Energy Upgrade Loan Fund. Specifically the bill requires MainePERS to divest \$250 million of fossil fuel investments to fund the loan program. Because LD 1670 directs MainePERS to divest from specific investments, rather than make these decisions on the basis of sound investment criteria and fiduciary duties, it would violate Article IX, Section 18 of the Maine Constitution.

Constitutional concerns aside, certain provisions of LD 1670 are inconsistent with federal law governing what are commonly referred to as pension loans. The IRS requires that pension loans, together with any other plan loans the member might have, not exceed the greater of \$10,000 or 50% of the present value of the member's accrued benefit (capped at \$50,000) and that loans be repaid in full within 5 years. LD 1670 envisions loans of up to 100% of member's cumulative retirement system contributions, capped at \$25,000, with a repayment term of 10 years. Failure by a pension plan to comply with these IRS provisions endangers the qualified plan status of the plan and the federal tax deferral of member contributions that comes with it.

This bill would have a fiscal impact because the Constitution does not permit the creation of Unfunded Actuarial Liabilities (UAL). LD 1670 specifies an interest rate below plan earning assumptions, and all lending carries the risk of default. Awaiting guidance from this committee, we have not yet calculated these costs. The low interest rate also runs counter to plan qualification requirements, where IRS guidance states that the rate cannot be less than the rates charged by banks for similar loans.

It is also worth noting that the administration of a loan program is outside of the current scope of business for MainePERS. Developing, implementing and administering such a program would be a huge undertaking and require significant resources.

Thank you for your consideration of this testimony. I am happy to answer questions and I will be available for the work session.

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## MAINEPERS

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### PARTICIPATING LOCAL DISTRICT ADVISORY COMMITTEE MEMORANDUM

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**TO:** PLD ADVISORY COMMITTEE MEMBERS  
**FROM:** DR. REBECCA M. WYKE, CEO  
**SUBJECT:** CEO UPDATE  
**DATE:** APRIL 23, 2025

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#### **Trustee Confirmations**

Trustees Shirrin Blaisdell and John Beliveau were confirmed for an additional 3-year term by the Maine Senate in March. Congratulations to Shirrin and John.

#### **Director of Actuarial and Legislative Affairs**

In January, William "Bill" Brown was hired as Director of Actuarial and Legislative Affairs. Bill has served in various staff roles for the Maine House of Representatives since 1999, most recently serving as Chief of Staff to Speaker Rachel Talbot Ross from 2022-2024. Bill holds a Bachelor of Arts in Political and Social Sciences from the University of Maine at Farmington.

Bill will replace Kathy Morin when she retires later this year after more than three decades of service to MainePERS. Bill and Kathy are working closely together over the next several months pending her transition.

#### **WEP and GPO Repeal**

In late December 2024, Congress passed the Social Security Fairness Act of 2023 which repealed the Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). This change is welcomed by many of our retired members whose Social Security benefits were offset due to their MainePERS benefit. The change does not affect the MainePERS benefit received by retirees.

#### **Annual Statement of Compensation Waiver**

MainePERS members receiving a disability benefit are required by Maine law to file an Annual Statement of Compensation (ASC). In February, MainePERS introduced a formal waiver process for the ASC for good cause, including when a member is in residence in an assisted living home, nursing home, or hospice care; experiencing health complications; under guardianship of the Department of Health and Human Services; or when a member has no history of reporting income or a recent review for continuing eligibility under the program results in no capacity for any gainful employment. The waiver program is available to all disability benefit recipients and is outlined on our website at

<https://www.mainebers.org/disability-retirement/disability-recipients/annual-statement-ofcompensation/>

**Pension Administration System (PAS) and Employer Advisory Panel**

PAS Contract Award - Following an extensive review process, MainePERS has signed a contract with Sagitec Solutions, LLC to implement a new pension administration system. The contract effective date is April 14, 2025. Sagitec was founded in 2004 and has partnered with 30 pension clients to implement their PAS system, Neospin™. Sagitec's selection was based upon it being the highest-rated overall solution. It was the top-rated qualitative solution and the second lowest cost proposal. The qualitative rating categories were functional fit, implementation, technical and cybersecurity requirements, maintenance and support, and organization and experience.

In particular, Sagitec scored well for its intuitive end-user design; member and employer communication and service tools; and project implementation methodology. Additionally, Sagitec offered the best approach for updating MainePERS business processes, including time saving and straight-through processing of common transactions for member and employer services staff; the opportunity for improved disability retirement case management; and PAS administrative independence for MainePERS. The selection of Sagitec best met our organizational goals to modernize our core pension operations, improve efficiencies, and position MainePERS to deliver better service to our active and retired members, beneficiaries and employers.

Employer Advisory Panel - An internal working group is being established to engage with our employers as we develop the new PAS system. An initial communication was sent to all employers with information about the project, along with an invitation to participate on the Employer Advisory Panel. The Employer Advisory Panel will be comprised of a cross section of employers based upon size, geographic location, and types of pension plans, among other criteria.

Our goals in establishing the Employer Advisory Panel and gaining input is to:

Engage Employers Early - apprise employers of the new aspects of the PAS functionality to ensure the system and training phase meets their needs, and to prepare them for testing;

Build Trust and Transparency - maintain open communication to set expectations on what is to come and to communicate updates on milestones and opportunities for feedback;

Standardize Processes - work towards the utilization of standardized file formats while providing sufficient support for diverse payroll systems, and ensure sufficient time and preparation for any process changes; and

Simplify the Transition - collaborate to ensure employers experience a smooth transition to the new PAS.

**Recognition Award for Funding**

For the seventeenth consecutive year, MainePERS received the Public Pension Coordinating Council (PPCC) Recognition Award for Funding, in recognition of adherence to best practices in maintaining plan funding. The PPCC is a confederation of the National Association of State Retirement Administrators (NASRA), the National Conference on Public Employee Retirement Systems (NCPERS), and the National Council on Teacher Retirement (NCTR).

**Employer Satisfaction Survey Results**

MainePERS conducted a survey of our employers from October 1 – 15, 2024. Registered users for all of our MainePERS-covered employers were included in the survey, which was sent to 1,350 separate email addresses. The survey was received by 1,177 individual email accounts, for which 172 individuals responded. Seeking input and measuring the satisfaction of our employers is a strategic objective under the Strategic Plan Goal V: Development of Stakeholder Relations.

Seventy-eight percent (77.9%) of respondents indicated they were “satisfied” or “very satisfied” with MainePERS, while 16.86% were “neutral” or had “no opinion” and 5.23% indicated they were “dissatisfied” or “very dissatisfied”. Nearly eighty-eight percent (87.8%) said they “agree” or “strongly agree” that MainePERS acts with integrity, while 12.21% were “neutral” or had “no opinion” and no respondents indicated they disagreed. Over eighty percent (80.81%) said they “agree” or “strongly agree” that MainePERS responds to questions in a timely manner, while 13.37% were “neutral” or had “no opinion” and 5.82% said they “disagree” or “strongly disagree”. Eighty-two percent (81.98%) said they “agree” or “strongly agree” that MainePERS staff are knowledgeable, while 14.53% were “neutral” or had “no opinion” and 3.49% said they “disagree”.

Other questions in the survey sought information about which plan the respondent participated in, their role in the organization, and their level of training. Additionally the survey sought information on what respondents desired for training and the sufficiency of MainePERS communications and information.

An open ended question indicated some general concerns with the employer portal, responsiveness, and perceived inconsistency of information. Respondents also used the open ended question to offer many compliments about our staff. Included in the materials for this meeting are the results for some of the key questions in the survey.



**MainePERS**  
PUBLIC EMPLOYEES RETIREMENT SYSTEM

# Employer Satisfaction Survey - 2024

November 14, 2024

Dr. Rebecca Wyke, CEO



# Employer Satisfaction Survey

- ▶ Survey conducted October 1 - 15, 2024
- ▶ All registered users for MainePERS 500+ employers received a survey
- ▶ Surveys were sent to 1,350 separate email accounts and 1,177 were marked received
- ▶ 172 individuals responded

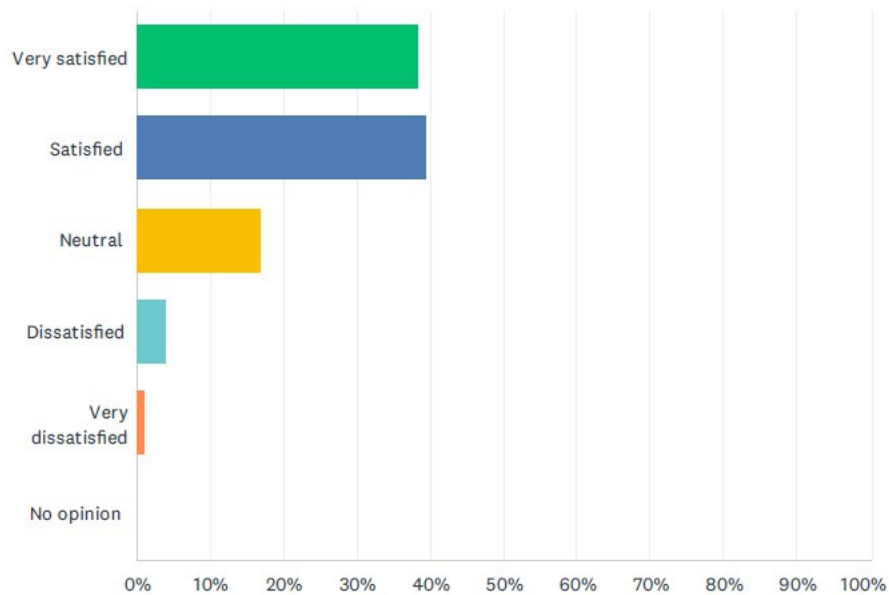


# MainePERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM

Q4 Please rate your overall satisfaction with MainePERS

Answered: 172 Skipped: 0



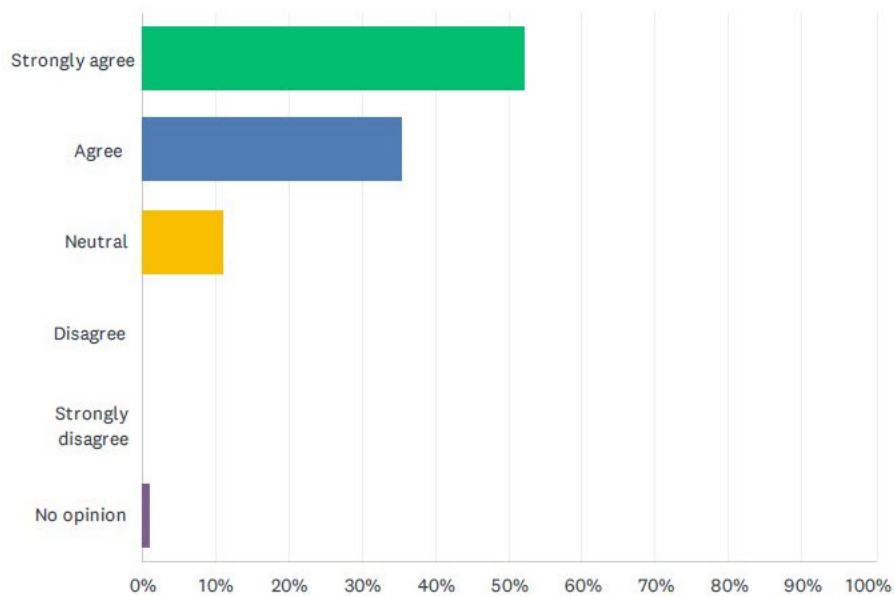


# MainePERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM

## Q5 MainePERS acts with integrity

Answered: 172 Skipped: 0



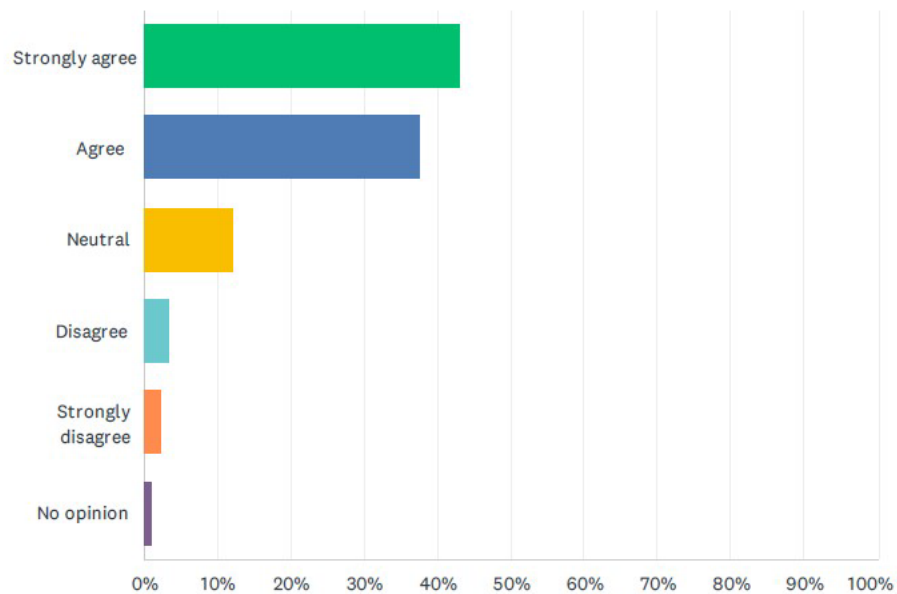


# MainePERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM

## Q8 MainePERS responds to my questions in a timely manner

Answered: 172 Skipped: 0



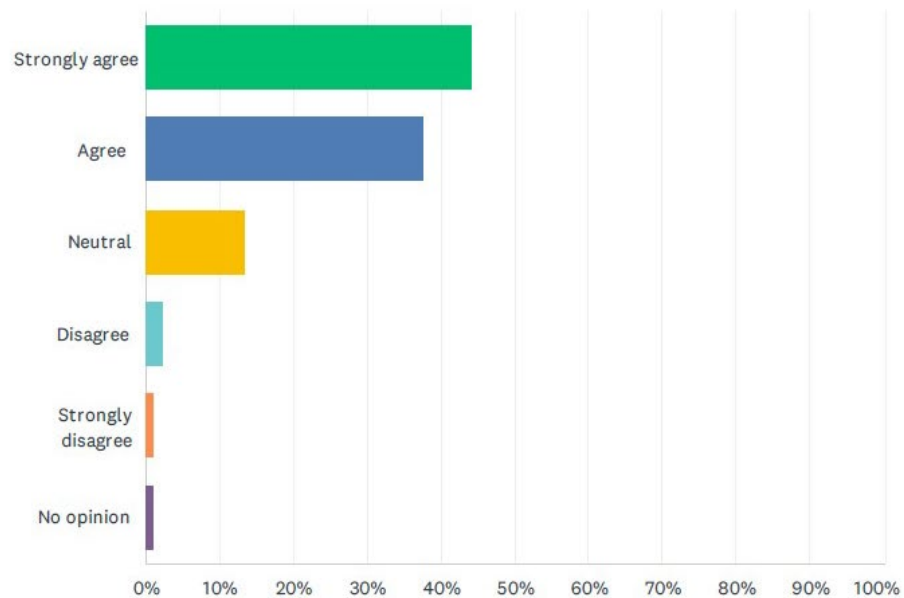


# MainePERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM

## Q9 MainePERS Staff are knowledgeable

Answered: 172 Skipped: 0



# Free Form Comments

- ▶ General concerns with the employer portal, responsiveness, and perceived inconsistency of information.
- ▶ Respondents also used the open ended question to offer many compliments about our staff.

## MEMORANDUM

**Date:** April 23, 2025  
**To:** PLD Advisory Committee  
**From:** Mike Colleran  
**Re:** Social Security Offsets

At the January meeting, Rick Cailler requested that a future agenda item address the possibility of eliminating the offset to disability retirement benefits for Social Security disability benefits. By statute, members who receive MainePERS disability retirement benefits and Social Security benefits for the same disability and period of employment have their MainePERS benefits reduced so that the combination of the MainePERS and Social Security disability benefits does not exceed 80% of the member's pre-disability earnings.

The April meeting will include a presentation and discussion on Social Security offsets. This will include how each type of benefit works, how they are offset as required by Maine statute; the benefits currently being offset; pending legislation to eliminate the offsets (LD 1638); impacts of their elimination; and the process for making any changes. The presentation also will include a refresher on improvements made to the disability program in recent years.



**MainePERS**  
PUBLIC EMPLOYEES RETIREMENT SYSTEM

# Social Security Offsets



# Disability Retirement Overview

- Disability retirement serves members who are permanently unable to work but are not ready for service retirement.
- Disability Retirement eligibility requirements:
  - One or more medically diagnosable conditions exist,
  - Functional limitations caused by the conditions make the member unable to perform the essential functions of the member's employment position with reasonable accommodation, and
  - The inability can be expected to be permanent.
- 75-100 applicants/year
- Approximately 800 recipients
- Approximately \$25.8 million in benefits paid FY 2024

# Disability Retirement vs. SSDI

- Disability retirement requirements and benefit amounts are specified in Maine statute and differ from other disability programs like Social Security Disability Insurance (SSDI).
- Disability retirement generally provides income replacement at 59% of Annual Final Compensation (AFC) until service retirement would provide an equivalent benefit.
  - The average monthly benefit is \$2,017 (FY 24 PLD Regular Plans)
  - Practically speaking, there is no maximum (IRS limit of \$23,333 per month)
    - Current maximum received is \$8,044 (FY24 PLD)
- SSDI provides income replacement until full retirement age at a level determined based on the how long the individual has worked and their earnings over time in Social Security-covered positions.
  - The average monthly benefit is \$1,538
  - The maximum monthly benefit is \$4,018

# History of 59% of AFC Benefit

- In 1975 the Legislature redesigned MainePERS benefits after a two-year study by a legislative committee using a consultant.
- Among many other changes, it established a single disability retirement benefit of 66 2/3% of AFC.
  - Previously “occupational” disabilities had been at 66 2/3%, while “ordinary” disabilities were at a lower amount based on years of service.
  - Consultant had recommended 66 2/3% as adequate income replacement considering elimination of work-related expenses and tax treatment at that time.
- In 1991 the Legislature lowered the percentage of AFC from 66 2/3% to current 59% in response to changes in federal law.
  - Changes required Maine to remove age-based limitations on disability retirement.
  - Because this increased benefits paid to older members, the benefit percentage was reduced for cost-neutrality.

# Comparison of 59%

- MainePERS benefit level is higher than SSDI for those with an annual earnings history in excess of approximately \$30,000.
- NASRA Study in 2019 – Statewide retirement systems that have an income replacement disability model like MainePERS average 56% of pre-disability income, with a range of 25-100%.

# Offsets to Disability Retirement

- By statute, MainePERS disability retirement benefits are reduced if the member also receives Workers Compensation or Social Security benefits for the same disability.
  - The Social Security offset applies only to members who also were covered by Social Security for the same employment.
- When the offset applies, the MainePERS benefit is reduced so that the combined benefits do not exceed 80% of pre-disability earnings.
- The Social Security offset was put into Maine statute in 1975 as a result of the same legislative study discussed earlier.
  - The consultant's recommendation and the original version of the bill called for a dollar-for-dollar offset.
  - The bill was amended in committee to replace this with the current 80% figure.
  - There is no legislative history on why this change was made.

# Comparison of 80%

- NASRA Study in 2019 – Statewide retirement systems vary in offsetting Social Security disability benefits.
  - Most do not offset.
  - Some offset dollar-for-dollar.
  - Some offset to 100%.
  - The study did not report any other system with an 80% level.
- Social Security reduces SSDI if the recipient receives certain types of other disability benefits so that the combination of benefits does not exceed 80% of pre-disability earnings.

# Current Offsets

- Out of approximately 800 disability retirees, 51 currently have a disability retirement benefit reduced because of the receipt of Social Security disability benefits.
  - Some are also being reduced because of the receipt of Workers Compensation benefits.
- The average Social Security-related reduction in the disability retirement benefit is 40% or \$975.
  - The average monthly benefit before offset is \$2,426
  - The average monthly benefit after offset is \$1,452
- The total annual amount of the reduction is \$596,454

# Proposed Elimination of Offsets

- Positive financial impact on disability retirees
- Reduced administration after transition
- Impact on plan funding
  - Impact on assets, liabilities, and funding level
    - Re-evaluation of actuarial assumptions regarding how many disability retirees will be offset (referred to in valuation report as for “workers compensation” – but includes both Social Security and workers compensation) and dollar impact of offsets
    - Ongoing increase in actuarial liability of paying full, non-offset benefits
    - Reduction in assets for retroactive payment plus COLA and 10.5% interest
- Impact on rates
  - May be a consideration when FY27 rates are set later this year based on FY25 valuation
  - Possible further impact on FY28 rates after experience study to be completed next year
- Legislation would have to be passed and adopted through rulemaking to eliminate Social Security offsets



# Recent Law and Rule Changes

- P.L. 2024, Ch. 277, effective 11/18/2021
  - Eliminated use of MainePERS' Medical Board
  - Introduction of routine Independent Medical Examinations (IMEs)
  - Introduction of Healthcare Provider Assessment Form
  - Revision of eligibility language to “unable to perform the essential functions of the position with reasonable accommodation”
  - Provided applicants a role in selecting a Hearing Officer during appeal
- Established Chapter 512, effective 5/31/2022
  - Outlined Independent Medical Examination process
    - MainePERS utilizes a third party to source Independent Medical Examination providers

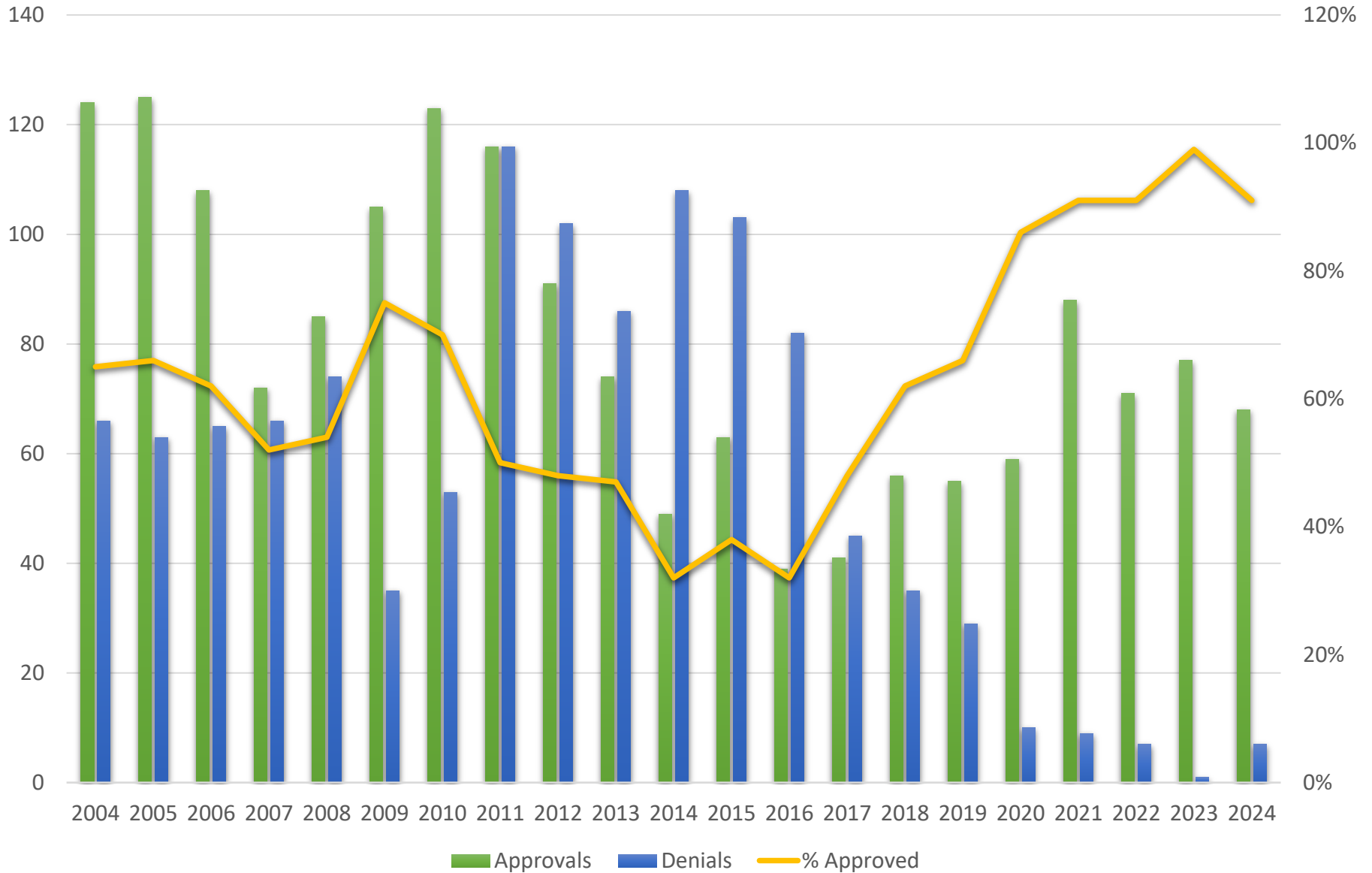
# Law and Rule Changes Cont.

- Established Chapter 506, effective 3/1/2023
  - Engaged in consensus based rulemaking with shareholder groups
  - Language clean-up and consolidation of prior Disability Program related rules
  - Added provision to bypass the Medical Review Service Provider when an approval is “clear to the layperson”
  - Adjusted the timing and frequency of reviews for continued eligibility
- Revised Chapter 506, effective 7/31/2024
  - Clarified the definition of earnings for Disability calculations
- Established Chapter 513, effective 7/31/2024
  - Codified current practices related to compensation limitations and benefit offsets
  - Refined what is required to be submitted for tax documentation in the Annual Statement of Compensation process
  - Clarified the definition of earnings for Disability calculations

# Program Improvements

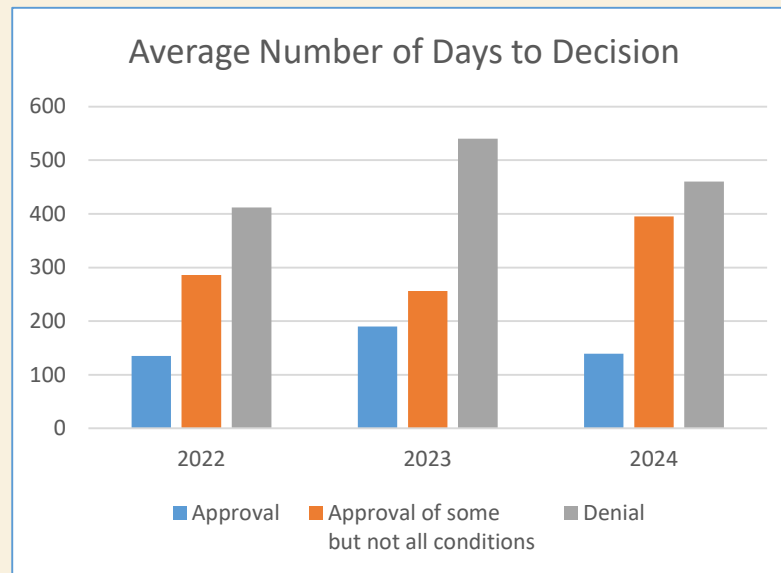
- Established Disability Services Practice 2.1.22 – *Expediting Disability Retirement Applications* effective 1/2/2024
  - Utilizes Social Security’s Compassionate Allowance List to help to identify cases for expedited processing
  - Provides guidance to staff on expediting applications
- Updated the 2024 Annual Statement of Compensation packet
  - Member centric language improvements
  - Updates to tax documentation requirements
  - Introduction of two ASC Filing events, March 19<sup>th</sup> and April 2<sup>nd</sup>
- Website Content Update
- Beneficiary Verification within the Application Process
- Introduction of the Prospective Beneficiary of Member Changing to Service Retirement Form
- Annual Disability Applicant Experience Survey
- Proactive Sourcing of Independent Medical Examination Providers

# Decisions by Year



# 2024 in Review

- 798 Disability Recipients as of 12/31/2024
- 68 Applications Approved in 2024
- 91% of applications lead to an approval
- 37% of approvals expedited under new practice
  - 16 through use of the Compassionate Allowance List
  - 9 through use of new rule allowing for approval when eligibility is “clear to the layperson”
- The average processing time for expedited cases was 45 days



# Disability Applicant Experience Survey

- Approx. 81% agreed, strongly agreed or responded neutral to the statement, “the disability application and process is easy to understand and follow”
- 100% agreed, strongly agreed or responded neutral to the statement “I was treated with respect by those handling my application”
- Approx. 94% agreed, strongly agreed or responded neutral to the statement, “The Disability Services process was fairly conducted”
- Respondents’ comments:
  - “I found the staff to be very efficient, professional and respectful. They have always been patient with my questions and I appreciate their efforts.”
  - “[Staff Member’s Name] was amazing! Kept in touch and guided us through everything with professionalism and great care. PERS was the only agency that we dealt with throughout this chaos that was kind, caring and very knowledgeable. Wonderful!
  - “I was incredibly thankful for the help and support that I was given throughout this process. This was a very difficult step for me to take, but I was met with understanding and patience. I will be forever grateful.”

# ASC Waivers

- Formal Waiver Process for the Annual Statement of Compensation (ASC)
  - MainePERS may waive the ASC filing requirement for good cause
    - Residency in an assisted living home, nursing home or hospice care
    - Under guardianship of the Department of Health and Human Services
    - Health complications that prevent timely filing
    - History of reporting no income, and condition(s) is such that earning an income is unlikely
    - A recently completed review for continued eligibility found the individual does not have work capacity

# Earnings Limitations

- Additional questions raised by Rick Cailer since last meeting regarding earnings limitations, recovery of overpaid benefits from exceeding earnings limitations, and the calculation of workers compensation offsets.
- The requirements for these areas are set forth in statute.
  - Earnings limitations, including sources of earnings considered
  - Requirements for recovering overpaid benefits
  - Calculation of workers compensation offsets
    - Offset to 80% of pre-disability earnings
    - Based on AFC plus other wages and earnings in highest of previous five years
- As we reported to you in January, MainePERS has proposed in its “System bill” to reduce the stringency of the recovery requirements.
  - Current law requires recovery over one year.
  - MainePERS has proposed eliminating this in favor of a reasonableness standard that takes into account the retiree’s economic circumstances.
- There is no other legislation proposed this session on earnings limitations or offsets.
- We would be happy to provide further information on these topics at a future meeting.



Q&A

## PLD Plan Activity Memo

Date: April 29, 2025  
 To: PLD Advisory Committee Members  
 From: Deanna Doyle, PLD Plan Administrator

### New or Rejoining PLD Employers (5)

Employer	Plan	Effective	# of Members or Potential Members	Comments
Casco, Town of (P0410)	3C	2025	4	New PLD joining effective <b>5/1/2025</b> under special plan 3C for its full-time firefighters. Employer does not have Social Security under a Section 218 Agreement. Employer is allowing employees to purchase credit for prior service at the employee's expense. Town adopted the limited period open enrollment provision and authorized its Select Board to adopt a 457b or 401a plan via MaineStart at any time.
Central Maine Highlands Fire & EMS District 1	3C	2025	20	New PLD joining effective <b>7/1/2025</b> under special plan 3C for permanent, full-time firefighters and emergency medical services employees. Employer does not have a Section 218 Agreement with Social Security. Employer is allowing employees to purchase credit for prior service at their expense and did adopt the limited period open enrollment provision. Employer is also adopting the Group Life Insurance Program with employer paid basic premiums. Employer voted to allow its President to adopt and 457b or 401a plan through MaineStart at any time.
Mi'kmaq Nation (P0405)	AC, 1C	7/17/1905	88	New PLD joining effective <b>3/1/2025</b> under regular plan AC for full-time administrative personnel, its tribal chief and tribal council members and under special plan 1C for any future full-time EMS employees, law enforcement officers and firefighters, adopted open enrollment provision and is allowing employees to purchase prior service. District does not have a Section 218 Agreement with Social Security so eligible employees hired after 3/1/2025 will be required to participate in MainePERS with the exception of the Tribal Chief and Tribal Council Member who have optional membership by Rule. District also voted to adopt a 457b and/or 401a plan through MaineStart to replace existing 401K.
Parsonsfield, Town of (P0408)	BC	7/17/1905	4	New PLD joining effective <b>2/1/2025</b> under regular plan BC for its town clerk, deputy town clerk, selectboard assistant and CEO. Town has a Section 218 Agreement with Social Security.
Passamaquoddy Tribe at Pleasant Point (P0411)	AC, 3C	2025	102	New PLD joining effective <b>5/1/2025</b> under special plan 3C for its permanent, full-time and permanent part-time dispatchers, EMS employees, firefighters and law enforcement officers and under regular plan AC for its permanent, full-time and permanent, part-time employees and compensated elected officials. The Tribe does not have Social Security under a Section 218 Agreement. The Tribe is allowing employees to purchase credit for prior service at the employees' expense. The Tribe gave its Tribal Chief authorization to adopt a 457b or 401a plan with MaineStart in the future.

**Withdrawals/Partial Withdrawals (0)**

<b>Employer</b>	<b>Plan</b>	<b>Effective</b>	<b># of Members or Potential Members</b>	<b>Comments</b>
None				

**Employer Plan Changes (5)**

<b>Employer</b>	<b>New Plan</b>	<b>Old Plan</b>	<b># of Members</b>	<b>Comments</b>
Mechanic Falls, Town of (P0114)	3C	2C	5	Adopted 3C for future service only for full-time police officers effective <b>7/1/2025</b>
Phippsburg, Town of (P0202)	Adopt Open Enrollment	N/A	?	Adopted Limited Period Open Enrollment provision effective <b>4/1/2025</b> . First open enrollment will be in 2025
Piscataquis County (P0121)	3C	4C	7	Adopted 3C for future service only for certain law enforcement officers and corrections employees effective <b>3/1/2025</b>
RSU #29 - MSAD #29 (P0168)	AC	AC	5	Added coverage for non-Teacher plan management team administrators under AC effective <b>7/1/2025</b>
Wells, Town of (P0107)	AC	AN	44	Adopted 3C for public works, general gov't and non-union employees hired on/after July 30, 1995 for future service only effective <b>2/1/2025</b>

**Pending Plan Change Inquiries (50)**

<b>Employer Plan</b>	<b>New Plan</b>	<b>Old Plan</b>	<b># of Members</b>	<b>Comments</b>
Acton, Town of (P0361)	3N or 2C	2N	4	Adopt 3N or 2C for firefighters and EMS future service only 7/1/2024
Androscoggin County (P0067)	2C, 3C or 4C	AC	6	Adopt a special plan for dispatchers
Bar Harbor, Town of (P0015)	3C	2C & AC	10	Adopt 3C for all service for firefighters with 2C or AC service as firefighter, EMS or dispatcher with Town effective 7/1/2025. Firefighters have been participating in 3C since 7/1/2023.
Biddeford, City of (P0158)	1C	3C		Adopt 1C for firefighters from 3C future service only or all service
Boothbay Harbor, Town of (P0146)	1C or 3C	2C	7	Adopt 1C or 3C for police officers future service only or all service effective 7/1/2024
Brunswick Fire & Police (P0292)	3C	1C	33	Adopt 3C for current police officers who opt to move to this plan from 1C for all service or for future service only and for police officers hired after effective date
Buxton, Town of (P0370)	3C	2C	34	Adopt 3C future service only for dispatchers, EMS employees, firefighters and police officers effective 7/1/2025
Calais, City of (P0036)	2C	AC	12	Adopt 2C for public safety employees future service only
Caribou Fire & Police (P0208)	3C	N/A	?	Add coverage for new dispatchers under 3C effective 2/1/2024
Damariscotta, Town of (P0191)	2C or 3C	AC	4	Adopt 2C or 3C for police future service only
Dayton, Town of (P0355)	3C	2C	5	Adopt 3C for future service only for Firefighters and EMS employees effective 7/1/2025
East Millinocket, Town of (P0054)	2C	AC	1, 3	Adopt 2C for EMS employees for all service effective 6/1/2025 and/or adopt 2C for firefighters for all service effective 6/1/2025
Easton, Town of and Easton School Department (P0240, P0240A)	Adopt Group Life Insurance	-	?	Adopt Group Life Insurance for PLD School Support Employees
Ellsworth, City of (P0013)	3C	2C	14 PO, 19 FF	Adopt 3C for police officers and/or firefighters for future service only
Franklin County (P0102)	Drop Open Enrollment	N/A	?	Drop limited period open enrollment provision starting in 2025
Franklin County (P0102)	2C or 3C	AC	9	Adopt 2C or 3C for dispatchers for future service only or for all service full or limited
Freeport, Town of (P0142)	1C	3C	18	Adopt 1C from 3C for police officers future service only

**Pending Plan Change Inquiries (Continued)**

<b>Employer Plan</b>	<b>New Plan</b>	<b>Old Plan</b>	<b># of Members</b>	<b>Comments</b>
Fryeburg, Town of (P0149)	AC	AN	?	Adopt AC for future service only for public works employees
Glenburn, Town of (P0174)	3C	N/A	4	Adopt 3C for new full-time firefighters beginning 7/1/2025 (new fire dept)
Gray, Town of (P0399)	AC	N/A	?	Add coverage for additional classifications of employees under AC
Jay, Town of (P0045)	3C, 1C	2C	8	Adopted 3C or 1C for police officers for all service of current officers and new hires or for future service only effective 7/1/2025
Kittery, Town of (P0014)	3C	AC	8	Adopt special plan 3C for firefighters for all service or just for service back to 7/1/2024
Kittery, Town of (P0014)	3C	AC	6	Adopt special plan 3C for dispatchers for all service or just for service back to 7/1/2024
Lisbon, Town of (P0103)	3C	AC	1	Adopt 3C for all service prior to 7/1/2022 for non-union firefighters
Mt. Desert, Town of (P0016)	3C	2C & AC	19+	Adopt 3C for all service for current police (including harbor masters), firefighters and dispatchers
Mt. Desert, Town of (P0016)	Adopt Open Enrollment	N/A	?	Adopt open enrollment in time for 2025
Newport, Town of (P0314)	Adopt Open Enrollment	N/A	?	Adopt open enrollment in time for 2025
Northern Oxford Regional Ambulance Service dba Med-Care Ambulance	Adopt Group Life Insurance	N/A	17	Adopt group life insurance program for employees
Old Town, City of (P0111)	Adopt COLA 3C and 2C for Police Officers and Firefighters for all service	3N & 2N before 1/1/2014	15 PO 22 FF	Adopt COLA for all service for police officers and firefighters (upgrading 3N and 2N service to 3C and 2C service) effective 7/1/2025
Orono, Town of (P0061)	Adopt Open Enrollment	N/A	?	Adopt open enrollment in time for 2025
Oxford County (P0057)	1C	2C	20	Adopt 1C for certain law enforcement officers future service only
Paris, Town of (P0127)	3C	2C	6	Adopt 3C for police effective 9/1/2024 for future service only
Penobscot County (P0011)	3C	2C,AC	45,26	Adopt 3C for law enforcement officers and/or dispatchers future service only
Regional School Unit No. 20	AC	N/A	1	Add coverage for Director of Buildings, Grounds & Transportation under AC effective 7/1/2024
Regional School Unit No. 23	Clarify Membership Exclusions	AC	N/A	Need to take an action to clarify the RSUs intent since the beginning regarding membership exclusions.
RSU #39 (P0332)	AC	AC	2	Add coverage for full-time central office staff under AC
RSU #49 - MSAD #49 (P0189)	AN	N/A	5	Add coverage for additional classifications of school support employees and/or adopt open enrollment
Sanford Sewerage District (P0089)	AC	AN	13	Adopt COLA for future service only or for all service
Searsport, Town of (P0117)	3C	3N	4	Adopt 3C for police officers future service only
Southwest Harbor, Town of (P0368)	2C or AC	N/A	1	Add coverage for Town Manager under 2C or AC
Union, Town of (P0342)	Adopt Group Life Insurance	N/A	?	Adopt group life insurance program for employees
University of Maine System (P0379)	2C or 3C	N/A	?	Add coverage under 3C or 2C for non-union police officers (Chief and Captains)

**Pending Plan Change Inquiries (Continued)**

<b>Employer Plan</b>	<b>New Plan</b>	<b>Old Plan</b>	<b># of Members</b>	<b>Comments</b>
Waldoboro, Town of (P0195)	2C	AC	?	Adopt 2C for public works employees future service only
Waldo County (P0046)	3C	2C		Adopt 3C future service only for certain corrections employees
Waterville, City of (P0066)	3N, 2C or AC	N/A	?	Add coverage for public safety dispatchers under 3N, 2C or AC
Wells Fire & Police (P0349)	1C	3C & 2C	24	Adopt 1C for all service full or limited for police officers
Wells, Town of (P0107)	3C or 2C	AC	8	Adopt 3C or 2C for all service full or limited for dispatchers
Winthrop, Town of (P0179)	1C or 3C	2C	8	Adopt 1C or 3C for police officers future service only
Yarmouth, Town of (P0116)	Adopt Limited Period Open Enrollment	N/A	?	Adopt open enrollment in time for 2025
Yarmouth, Town of (P0116)	3C	1C	9	Adopt 3C from 1C future service only for firefighters and EMS employees future service only - existing EES will make election to remain in 1C or move to 3C and new hires will be under 3C

**Pending New or Rejoining PLD Employer Inquiries (40)**

<b>Employer</b>	<b>In Addition to SS?</b>	<b>Effective</b>	<b># of Potential Members</b>	<b>Comments</b>
Andover, Town of	Yes	2025	?	New PLD
Arundel, Town of	Yes	2025	?	New PLD - Join for fire/EMS
Bangor Area Comprehensive Transportation Service	?	2025	?	New PLD if qualifies as Local District - Determination made that entity does not qualify as Local District as is not a governmental agency
Belmont, Town of	No	2025	?	New PLD
Boothbay, Town of	Yes	2025	27	New PLD
Boothbay Region Refuse Disposal District	No	2025	15	New PLD- Confirmed qualifies as Local District
Canaan, Town of	Yes	2025	3 FT, 17 PT	New PLD
Cape Elizabeth, Town of (P0085)	Yes	2025	?	Rejoin under Consolidated Plan for firefighters and general gov't employees and then later for public works employees when negotiations begin
Carrabassett Valley Sanitary District	No	2025	3	New PLD
Castine, Town of	Yes	2025	1	New PLD - Join for Town Manager
Clifton, Town of	No	2025	2	New PLD
Eagle Lake, Town of	Yes	2025	3	New PLD - join for full-time employees
Fiddlehead School	No	2025	?	New PLD
Gouldsboro, Town of	Yes	2025	?	New PLD- Join for police & harbor masters
Lake Stewards of Maine	?	2025	?	New PLD if qualify as Local District
Littleton, Town of	Yes	2025	3	New PLD
Maine Indian Tribal-State Commission	?	2025	2	New PLD if qualify as Local District
Maine Organic Farmers and Gardeners Association (MOFGA)	?	2025	?	New PLD if qualify as Local District
Mid-Coast Solid Waste Corp.	No	2025	?	New PLD
Minot, Town of	Yes	2025	?	New PLD
MSAD #4 - Guilford	Yes	2025	?	New School Support PLD
MSAD #27 Fort Kent	Yes	2025	?	New School Support PLD for Bus Drivers/Custodians
MSAD #33 St Agatha	Yes	2025	?	New School Support PLD
Newburgh, Town of	Yes	2025	?	New PLD
Passamaquoddy Indian Township Reservation	Yes	2025	?	New PLD
Penobscot Nation Warden Service	?	2025	?	New PLD - Need to determine if under Indian Tribal Government
Portland Water District	Yes	2025	180	New PLD

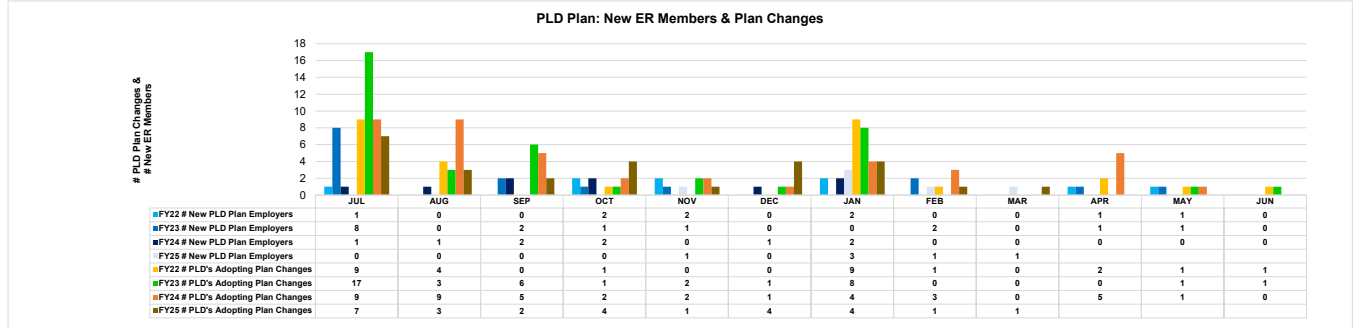
**Pending New or Rejoining PLD Employer Inquiries (Continued)**

<b>Employer</b>	<b>In Addition to SS?</b>	<b>Effective</b>	<b># of Potential Members</b>	<b>Comments</b>
Regional School Unit No. 22	Yes	2025	?	New School Support PLD
Rome, Town of	No	2025	?	New PLD
RSU #50 - Southern Aroostook	Yes	2025	?	New School Support PLD
RSU #56	?	2025	?	New School Support PLD
RSU #70 dba MSAD #70	Yes	2025	?	New School Support PLD
Saco River Corridor Commission	No	2025	?	New PLD if qualifies as Local District
School Union #69 Appleton	?	2025	?	New School Support PLD if qualifies as Local District - Researching
Strong, Town of	Yes	2025	?	New PLD
Unity, Town of	Yes	2025	?	New PLD
West Paris, Town of (P0436)	Yes	2025	?	New PLD - Currently GLI Only Employer
Winter Harbor, Town of	Yes	2025	5	New PLD
Winterport, Town of	?	2025	?	New PLD
Woodland, Town of	Yes	2025	?	New PLD

**Active Withdrawal /Partial Withdrawal Inquiries (3)**

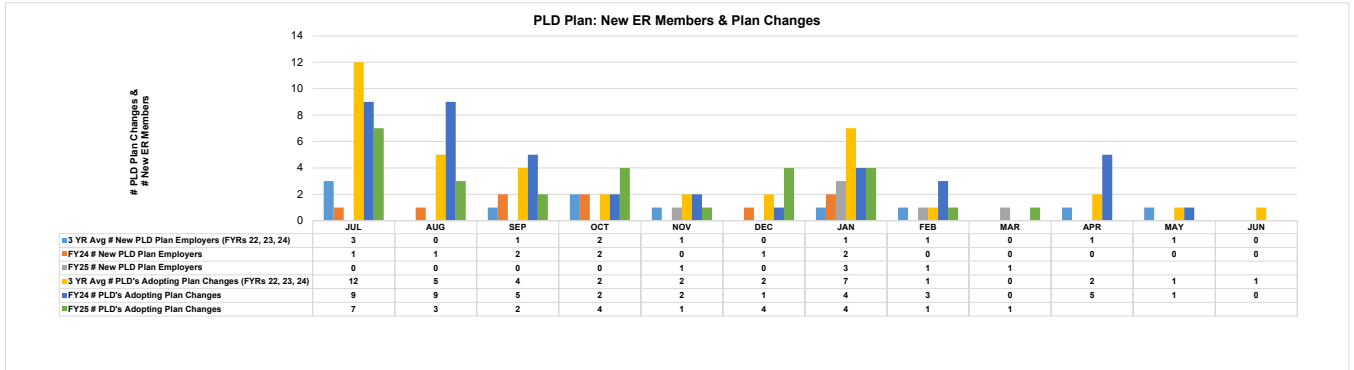
<b>Employer</b>	<b>In Addition to SS?</b>	<b>Effective</b>	<b># of Potential Members</b>	<b>Comments</b>
Midcoast Council of Governments (P0343)	No	TBD	?	Wants to make full withdrawal, have not be administering plan appropriately for several years so need to resolve membership issues first
Milford, Town of & Milford School Dept (P0186, P0186A)	Yes	?	?	Considering excluding school support staff going forward - currently 0 school support staff participating - Town and School decided not to pursue withdrawing in 2024 but may do so in 2025
RSU #54 - MSAD #54 (P0115)	Yes	6/30/2025	?	Full or partial withdrawal - school board voted to exclude ed tech 1s hired on/after 7/1/2025 from participating in MainePERS without knowing partial withdrawal liability. Action may not be acceptable as a result. Study pending with actuary

**PLD Plan**



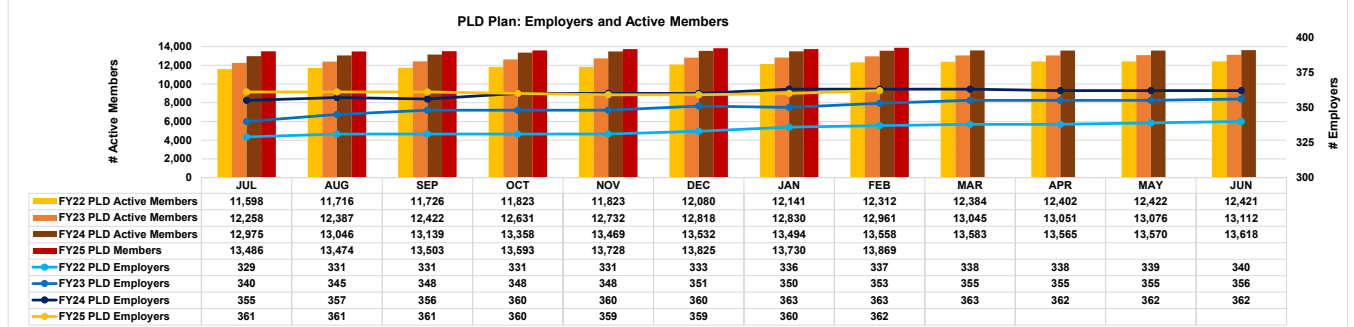
**PLD Plan:** Number of new employers joining the PLD Retirement Program and number of employers making plan changes.

Note: This metric has transitioned to reflect PLD employer changes (joining, returning, adopting plan changes) in the month of their implementation. Prior reporting included PLD changes occurring in future months. This new format is consistent with MainePERS activity reporting to our actuary.

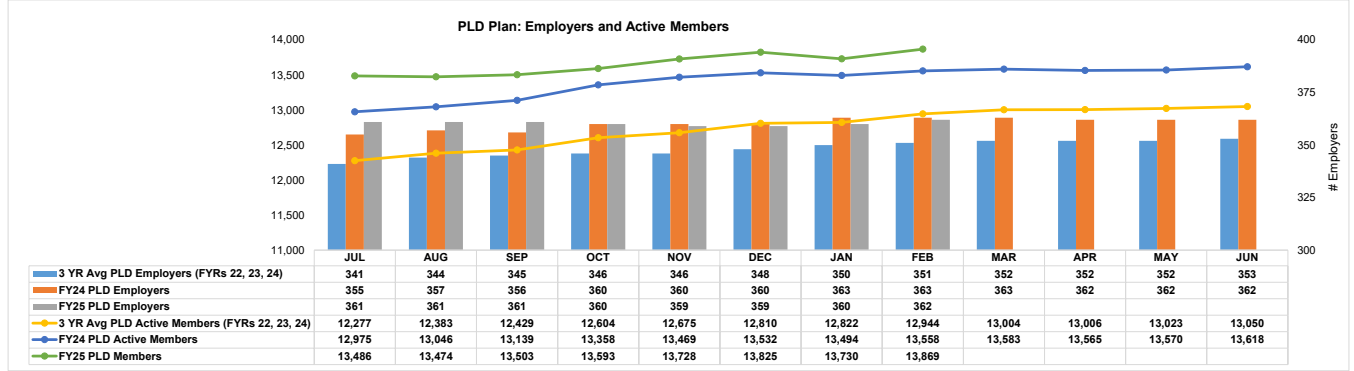


**PLD Plan:** 3 year average includes FY22, FY23 and FY24 for the number of new employers joining the PLD Retirement Program and number of employers making plan changes against fiscal years 2024 and 2025.

**PLD Plan - Cumulative Employer and Member Numbers**

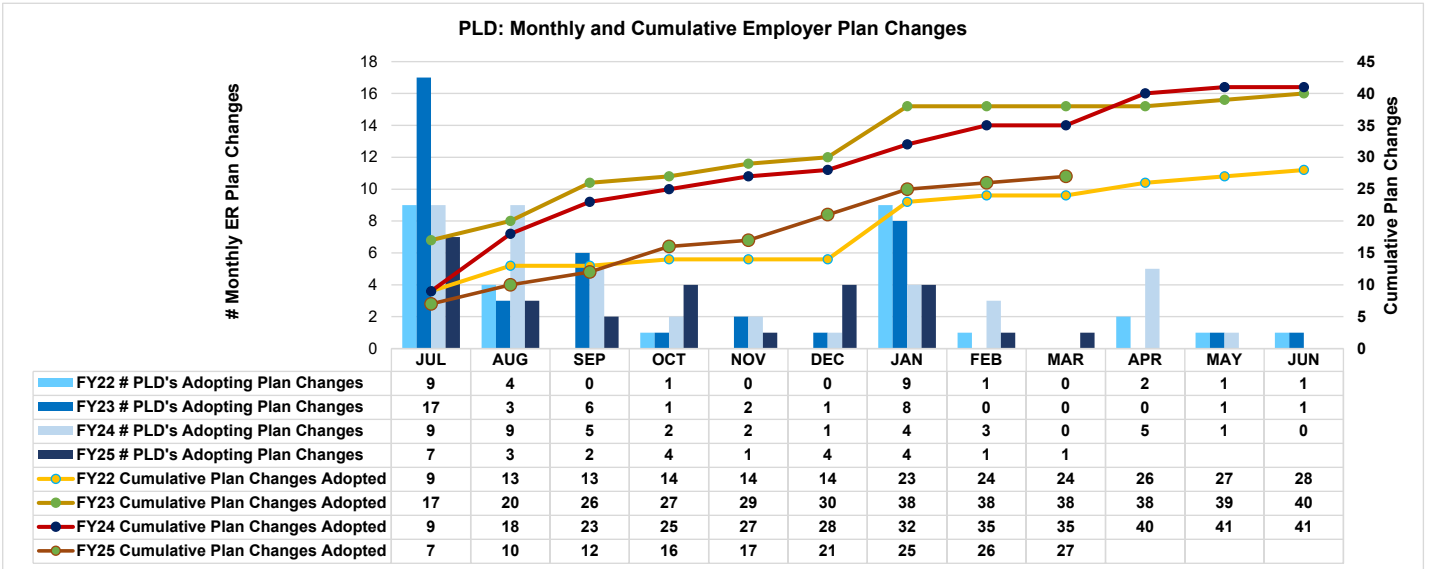


**PLD Plan - Cumulative Employer and Member Numbers**

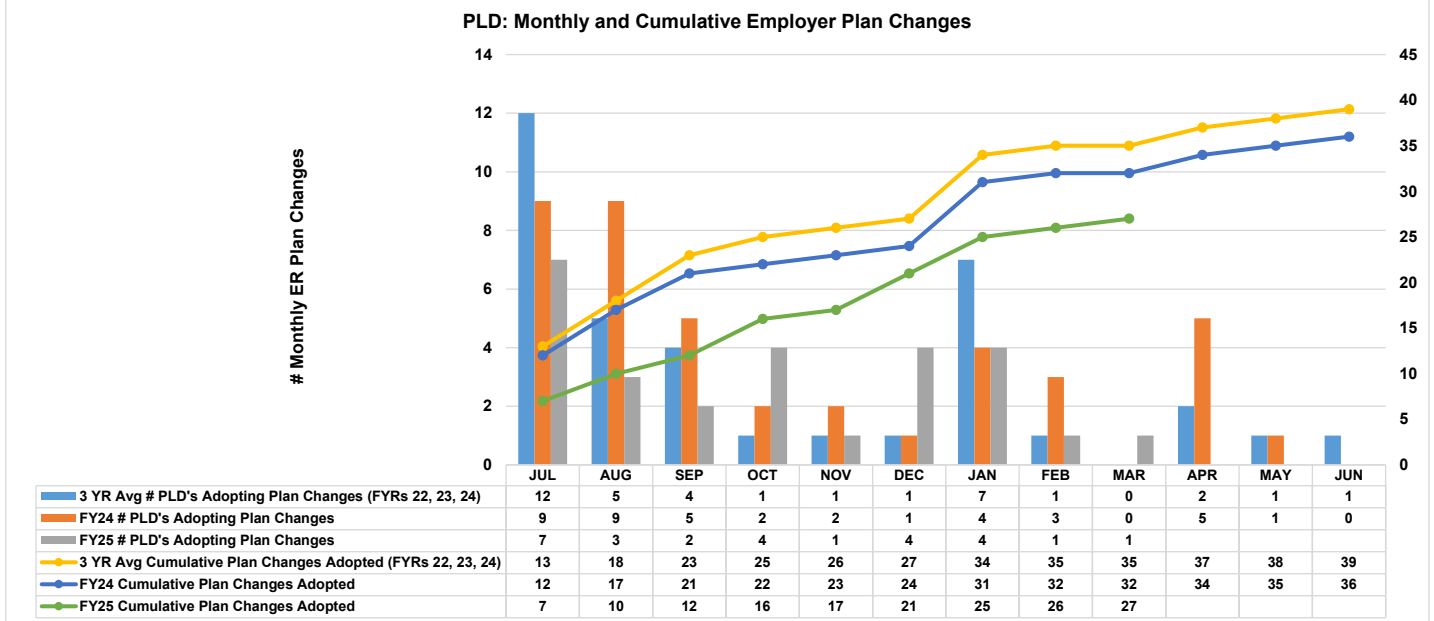


**PLD Plan Employers and Active Members:** 3 year average includes FY22, FY23 and FY24 for the number of employers in the PLD Retirement Program and number of active members against fiscal years 2024 and 2025.

PLD Plan - Monthly and Cumulative Employer Plan Changes



PLD Plan - Monthly and Cumulative Employer Plan Changes



**Monthly and Cumulative Employer Plan Changes:** 3 year average includes FY22, FY23 and FY24 for the number of employers in the PLD Retirement Program and number of active members against fiscal years 2024 and 2025.