ERS Strengthens Financial Outlook

A strong investment performance during fiscal year 2021, combined with the disciplined commitment to follow the employer contribution schedule set by statute, strengthened the financial outlook for the Employees’ Retirement System, according to the ERS’ actuarial consulting firm.

The 96th Annual Actuarial Valuation report was presented by GRS (Gabriel, Roeder, Smith & Co.) to the Board of Trustees at its Jan. 10 meeting.

The ERS lowered its unfunded liability from $14.61 billion in FY 2020 to $14.23 billion in FY 2021, ending on June 30, and decreased the funding period from 26 years to 24 years. The funding period is the estimated number of years it will take to fully pay off the current unfunded liability assuming current contributions remain in place and all assumptions are met.

Investments outperformed the 7% assumption on a market basis with a 26.9% market return, the best investment performance in the ERS portfolio’s 96-year history. A smoothing technique will defer some of the outperformance into future years (approximately $2 billion). There was a gain on the actuarial value of assets of $672 million.

“Many factors, both demographic and economic, influence actuarial outcomes,” said ERS Executive Director Thom Williams. “We have structured our program to achieve solid long-term gains from both an actuarial (demographic) and investment (economic) perspective. This year’s investment return of 26.9% has substantially improved our long-term outlook and is overwhelmingly responsible for the improvements we’re able to report.”

The scheduled employer contribution rates, currently at 24% for general employees and 41% for special categories (police officers, firefighters and correction officers), are expected to be adequate to satisfy Hawaii Revised Statutes §88-122(e) (1), which became law in 2016. A Statutory Stress Test, also conducted by GRS, shows this is true even with substantial adverse experiences.

The report said ERS’ liabilities grew faster than expected due to salary increases larger than current expectations for the general employee group. Small gains were made on the liability for the special category group.

Total ERS employee and employer contributions in dollars also are expected to be modestly lower due to fewer state and county workers.

However, the positive outlook assumes the scheduled contribution rates continue, and investment income objectives are achieved. It is imperative that the currently scheduled funding strategies are sustained, GRS said.

The 96th annual Valuation Report can be found at ers. ehawaii.gov/resources/financials (click on Actuarial Valuations and Related Information).
The ERS Board of Trustees began the new year by electing new leadership at the Jan. 10 board meeting.

Vince Barfield, a trustee since 2011, is the new board chair. Genevieve Ley, MD, MPH, FACP, who has been a board member since 2018, was elected vice-chair.

“It’s an honor to serve this important organization which has such significant impact on the future retirement security of our members and the financial health of our state,” said Barfield, a retired Bank of Hawaii executive, who has four decades of experience leading several of Hawaii’s largest fiduciary, lending and banking businesses. He also served 20 years as a U.S. naval officer.

Barfield, a Kailua resident, earned his bachelor’s and master's degrees in business from the University of Hawaii. He completed additional postgraduate education at the Stanford Executive Program, Pacific Coast Banking School at the University of Washington, and the Navy Supply Corps School in Athens, Ga.

Barfield’s professional and community service includes serving as national board chair of the Association of Military Banks of America, human resource committee chair of the USS Missouri Memorial Association, and board member of East-West Center Foundation, Kaneohe Ranch Management Limited and Barstow Foundation.

Ley is the branch chief and clinic physician at the Hawaii Department of Health’s Lanakila Health Center Tuberculosis (TB) Control Branch, supervising 27 employees on Oahu and coordinating clinical responsibilities with Neighbor Island public health nurses.

Ley utilizes her medical knowledge when the board conducts HRS Chapter 91 Proceedings (in consideration of applications for service-connected disability or ordinary disability retirement). She also worked three years in financial services and maintained her interest in investments and financial services.

“It has been a tremendous honor serving on the board,” said Ley, who grew up in the plantation communities of Poamoho camp and Kunia Village in Central Oahu. “The responsibilities are great because we are protecting the financial health of our government employees who rely on their ERS pension as retirees. The medical ethical motto, ‘Do No Harm,’ applies as the board makes policy and strategic decisions in its management of the ERS.”

Ley said she is “a proud product of Hawaii’s public school system,” attending Helemano Elementary, Wheeler Intermediate and Mililani High School before leaving to attend Stanford University.

The Board of Trustees, the governing body of the ERS, is comprised of eight members, including four elected by the membership: two general employees, a teacher, and a retiree, three appointed by the governor, and the state Director of Finance.

Chan Re-elected to Board of Trustees

Catherine Chan, a professor at the University of Hawaii at Manoa, won re-election to the teacher seat on the Board of Trustees of the Employees’ Retirement System of the State of Hawaii.

Chan received 18,185 votes, or 74.9%, of the 24,281 votes cast to defeat UH-Manoa professor Lynne Wilkens, who received 6,023 votes in the election conducted by ERS’ vendor KMH LLP. About 131,000 ballots were mailed to the ERS membership, which includes active employees, inactive vested members and retirees who are eligible to vote. The election results were certified by an independent panel and accepted by the trustees at its meeting on Dec. 13.


The teacher seat can be filled by a member of the ERS who is classified as a “teacher,” which includes teachers or an educational officer certified as a teacher by the Department of Education, or a dean, professor, instructor and lecturer of the University of Hawaii and the community college system.
Members or former members who are eligible and considering retirement in 2022 can prepare by knowing the deadlines for filing an application. A retirement date can be the first of the month or on Dec. 31. An application can be filed as early as 150 days prior and not fewer than 30 days before the retirement date.

For information, go to ers.ehawaii.gov/members/planning-for-retirement or ers.ehawaii.gov/resources/contact-us.

Here’s a list of first and last days to file an application. The ERS must receive an application by the last days listed (not postmarked, if mailed). Applications must be signed in front of a notary or an ERS representative.

<table>
<thead>
<tr>
<th>FILING WINDOW</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would like to retire on:</td>
</tr>
<tr>
<td>May 1, 2022</td>
</tr>
<tr>
<td>June 1, 2022</td>
</tr>
<tr>
<td>July 1, 2022</td>
</tr>
<tr>
<td>August 1, 2022</td>
</tr>
<tr>
<td>September 1, 2022</td>
</tr>
<tr>
<td>October 1, 2022</td>
</tr>
<tr>
<td>November 1, 2022</td>
</tr>
<tr>
<td>December 1, 2022</td>
</tr>
<tr>
<td>December 31, 2022</td>
</tr>
</tbody>
</table>

*First Day to File” and “Last Day to File” in red are adjusted due to weekends and/or holidays.

Legislature Considering ERS Bills

The Employees’ Retirement System submitted two bills for consideration by the 2022 Legislature as part of the state Executive Branch’s legislative package. Identical bills related to the applicability of ERS service-connected disability retirement and accidental death benefits were introduced in the state House and state Senate.

The 31st Hawaii Legislature opened the second year of its biennial session on Jan. 19, and after 60 session days will close on May 5.

House Bill 2105 and its companion Senate Bill 3073 clarify the requirements of service-connected disability retirement and accidental death benefits of the ERS by defining the components and conditions on which an accident is defined. This clarification of definitions and requirements will reinforce the legislative intent of these benefits and will reduce future increases to the unfunded liability of the ERS incurred by the granting of unwarranted benefits. The Board of Trustees strongly supports these bills.

During the COVID-19 pandemic, the State Capitol building was closed to the public, but reopened on March 7. All legislative proceedings are broadcast as livestreams on YouTube or televised on ‘Olelo Community Media.

Holomua will provide an update on these bills in the Summer 2022 issue. These bills and other legislation may be reviewed on the Hawaii State Legislature website at capitol.hawaii.gov.
Almost everyone is familiar with the concept of credit from the perspective of a borrower. For individuals, this could be a credit card, a car loan or a mortgage to buy a house. Businesses borrow money from banks or, if they’re large enough, the bond market where their debt is sold to investors. On the other side of every borrower is a lender that is evaluating their ability to repay the loan, any collateral that might secure the loan, and will set the interest rate and other terms of when and how the loan will be repaid.

This is the perspective of the ERS Global Credit portfolio and the investment managers we hire to lend money on the System’s behalf. Lending is done in several ways to both companies and individuals. Some managers invest in publicly traded bonds and bank loans while others will structure privately negotiated lending transactions. In fact, some credit investment strategies today were born out of the need to serve borrowers that historically were customers of traditional commercial banks. Decades of increased regulation and industry consolidation caused banks to exit several business lines creating opportunities for investors to step in as lenders. Similar to the equity market, there has also been an increasing shift to private investments in credit.

The Global Credit portfolio became its own asset class in 2015 when what was formerly known as Fixed Income was separated into Credit and Principal Protection. The separation coincided with ERS’ shift to a risk-based asset allocation framework across the entire portfolio. Similar to the other assets in Broad Growth (Traditional Equity, Private Equity, Real Assets), Global Credit is exposed to economic growth and the earnings of companies and consumers.

Conversely, Principal Protection consists of government bonds where the primary driver of returns are changes in interest rates and inflation. Over the long-term, Global Credit is expected to have a lower risk/return profile than global public and private equity—lenders are paid before shareholders but can’t share in the potential upside to the same extent. The primary driver of returns in Global Credit strategies are interest payments while capital appreciation is secondary (if at all).

The ability to invest in a variety of strategies was critically important in 2020. When financial markets initially sold-off in February and March, the ERS’ credit managers were able to buy the debt securities of high-quality companies at much lower prices. As is often the case in a panic, people sell everything (somewhat counterintuitively more of the good than the bad at first) and ask questions later. After this initial phase of price dislocations, which only lasted for a few weeks due to the unprecedented actions of governments and central banks, companies needed new financing to bridge themselves through the pandemic. Due to the heightened uncertainty, lenders were able to demand higher rates of interest and tighter loan agreements. In many cases, companies were forced to put up their crown jewel assets as collateral.

More recently, we have been working to expand and further diversify the Global Credit portfolio beyond corporate credit to consumer credit strategies and international strategies as well. Regardless of the ultimate trajectory of the recovery, credit comes back to the fundamental principles of prudent lending to worthy borrowers to generate the returns the ERS needs to continue serving our members.
Tax Information Follow-up

If you received benefits from the ERS during 2021, your 2021 Form 1099-R was mailed to your home address by January 31, 2022. For foreign persons, your 2021 Form 1042-S was mailed to your home address by February 28, 2022. If you haven’t received your form, please call our office to request a reprint. Allow at least one week for mail delivery to a U.S. address and two weeks for delivery to a foreign address. If your address has changed, provide us with your new address when requesting a duplicate form.

For those who received benefits from ERS during 2021 due to either a service-connected (work related) disability or death, an Annual Nonreportable Benefit Notice was mailed to your home address by January 31, 2022. This notice applies to the portion of your pension benefits that are considered payments in the nature of workers’ compensation and, therefore, excludable from gross income under Internal Revenue Code (IRC) Section 104(a)(1). If a portion of your benefits are taxable, you should have received a 2021 Form 1099-R by January 31, 2022.

For more information you may want to review:
• the Retiree FAQ section of the ERS website ers.ehawaii.gov (Retirees/Retirees FAQs); or
• information on the IRS website irs.gov such as IRS Publication 575, Pension and Annuity Income, the instructions for IRS Form 1040 U.S. Individual Income Tax Return.

Important W-4P Instructions

To change the amount of federal taxes withheld in 2022, please complete a 2021 Form W-4P, Withholding Certificate for Pension or Annuity Payments. Do not use the Internal Revenue Service’s re-designed 2022 Form W-4P yet. The 2021 form is available under the Retirees>Pension Forms section of our website, or you may call ERS to have the form mailed to you. The 2021 Form W-4P may also be obtained from the IRS or downloaded from the IRS website under All Form W-4P Revisions.

For Form W-4P to be valid, enter your name, address, full Social Security number, withholding election and sign and date the form. Please also include your phone number and retirement date on the bottom of the form. Allow 4-6 weeks for the change to be effective. Refer to the tax withholding tables for the approximate federal income taxes to be withheld.

HiDRO Model Forms Revised

The Employees’ Retirement System Board of Trustees has approved revised Hawaii Domestic Relations Orders (HiDRO) forms that include two additional options to determine the portion of a pension to be paid to an alternate payee in a divorce action.

Initially, the forms, ERS-300 (Pre-Retirement) and ERS-301 (Post Retirement), included the Linson formula (a formula provided by the Hawaii Supreme Court in the Linson case), to determine the alternate payee’s share based on the member’s or retiree’s service credits accrued from the date of marriage to the date of divorce.

This formula option remains in the HiDRO model form. However, divorce courts often award alternate payees shares of pensions by way of modified Linson formulas, either based on service credits accrued from the date of marriage to separation, or based on a defined number of service credits (irrespective of dates). The two added formulas accommodate modified Linson formulas.

The revised forms and other HiDRO information are at ers.ehawaii.gov/hidro.

Member Online Information Update

The ERS has updated its website with member information through January 2022. The updated online information is for active members in the Contributory, Noncontributory and Hybrid plans. Retirement information and account balances may vary between members due to payroll lags and adjustments. Please note, information for retirees and beneficiaries is not included.

Help us ensure that we have the most accurate information possible by logging on to the website at ers.ehawaii.gov and click on Member Information (Active Members Only). To report any discrepancies with your account information, click on the link to the Correction Form and print and mail the completed form to ERS with a copy of your My Retirement Account screen print.

Once we have completed our research, corrections will be applied and you will be notified of any changes.
IMPORTANT
The EUTF is a separate organization from the ERS. If you have any questions about information in these articles, please contact the EUTF directly. Contact information: (808) 586-7390, 1(800) 295-0089 toll free; email: eutf@hawaii.gov

For ACTIVE employees

About Open Enrollment
Open enrollment (OE) is the time for you to review whether the health coverage you have for yourself and your family continues to best meet your needs. The OE election period is April 18 to May 13, 2022. During the OE election period, you can:
• Add, change or drop a plan
• Add or remove dependents
• Change coverage tiers, such as changing from Self to Family, or Family to Two-Party

If you decide to keep your current plans, you don’t need to take any action. You are not required to complete any forms to continue your current coverage.

If you are making changes, complete and submit the EC-1 enrollment form (or EC-1H for those enrolled in the HST A VB benefit plans) available online at eutf.hawaii.gov. EC-1/EC-1H enrollment forms and required supporting documents must be submitted to your employer’s open enrollment designee by May 13, 2022 for changes that will be effective July 1, 2022.

Open Enrollment Dates

| Open Enrollment Election Period | April 18–May 13, 2022 |
| Enrollment Change Requests and Supporting Documents Submission Deadline | May 13, 2022 |

New Coverage and Rate Changes

| Premium and Plan Changes Effective | July 1, 2022 |
| For County Employees New Premium Deducted From Paychecks | July 15, 2022 - June 30, 2023 |
| For State Employees New Premium Deducted From Paychecks | July 20, 2022 - July 5, 2023 |

Benefit Periods

| Plan Year Benefit Period | July 1, 2022 - June 30, 2023 |
| Calendar Year Benefit Period | January 1 - December 31, 2022 and January 1- December 31, 2023 |

Virtual Open Enrollment Fairs
April 18–May 13, 2022
The EUTF will be hosting virtual OE fairs in place of in-person informational sessions. You can attend virtually from your laptop, tablet or PC. At the virtual fair, you will be able to:
• Attend a live webinar presentation by an EUTF representative
• Watch on-demand video presentations from HMSA, Kaiser Permanente, CVS Caremark, HMA, HDS, VSP and Securian Financial
• Learn about health plan and premium changes (effective July 1, 2022)
• Learn money-saving tips

On the day of the fair, go to eutf.hawaii.gov/learning-center, and click on “Active Employee Open Enrollment Fair.” You’ll be able to view on-demand video presentations from the EUTF and each of the insurance carriers and attend an EUTF live webinar. Please see the schedule below for a list of live webinars.

<table>
<thead>
<tr>
<th>DATE</th>
<th>LIVE WEBINAR TIMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday–Friday, April 18–22</td>
<td>9-9:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>11-11:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>3:45-4:15 p.m.</td>
</tr>
<tr>
<td>Monday–Friday, April 25–29</td>
<td>9-9:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>11-11:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>3:45-4:15 p.m.</td>
</tr>
<tr>
<td>Monday–Friday, May 2–6</td>
<td>9-9:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>11-11:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>3:45-4:15 p.m.</td>
</tr>
<tr>
<td>Monday–Friday, May 9–13</td>
<td>9-9:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>11-11:30 a.m.</td>
</tr>
<tr>
<td></td>
<td>3:45-4:15 p.m.</td>
</tr>
</tbody>
</table>

Participants will need a computer and internet access to attend. For the best experience, use an up-to-date version of Google Chrome (preferred), Safari or Firefox from a desktop/laptop.

HMSA HMO Medical Plan Change
The Extended Care Facility benefit limit will increase from 100 days to 120 days per calendar year effective July 1, 2022. If you have any questions, call HMSA at (808) 948-6499 or 1 (800) 776-4672.

Med-QUEST (Hawaii’s Medicaid program)
If you or your dependents are currently enrolled in both Med-QUEST and EUTF health benefit plans, you are likely paying premiums for additional healthcare coverage with little, if any, added benefit. You may want to consider terminating your EUTF health benefit plans during the upcoming open enrollment. If your Med-QUEST coverage ends, you have 45 days from the date of the termination notice from Med-QUEST to enroll in EUTF health benefit plans. Coverage under the EUTF plan would be effective the date your Med-QUEST coverage ended.

DEADLINE TO SUBMIT FORMS IS MAY 13, 2022
Do not submit forms to the EUTF. Submit EC-1/EC-1H forms to your:
• Departmental Human Resources Office
• County Personnel Office
• DOE-EBU, P.O. Box 2360, Honolulu, HI 96804 (DOE employees) or
• Enrollment Designee
FOR ACTIVE Employees & RETIREES

CVS Prescription Drug Plan Changes

Added prior authorization and quantity limit requirements for Ivermectin (treatment of parasitic infections) under the EUTF and HSTA VB active and retiree plans effective October 14, 2021.

Added the Drug Exclusion Plan Design program, which excludes targeted drugs with little or no clinical value under the EUTF active and non-Medicare retiree plans effective January 1, 2022.

Added utilization management such as prior authorizations, step-therapy and/or quantity limits under the EUTF active and non-Medicare retiree plans effective January 1, 2022 for the following drugs or classes: Acthar (treats infantile spasms); Afrezzza (treats diabetes); Mupirocin (treats bacterial infections); Omega-3 fatty acids (treats hyperlipidemia); Palforzina (treats peanut allergies); products for migraine, neuralgia, psoriasis and rosacea; and topical corticosteroids.

If you have any questions, call CVS Caremark at toll free 1(855) 801-8263.

COVID-19 Coverage

For the latest updates on the coverage of COVID-19 related services and at-home COVID-19 tests, visit eutf.hawaii.gov/eutf-covid-19-coverage/.

HUMANA MEMBERS
Annual Wellness Visit Reminder

An Annual Wellness Visit with your Primary Care Physician (PCP) is an important step in maintaining your best health. Your EUTF Humana Group Medicare Advantage PPO Plan provides coverage for one Annual Wellness Visit with your PCP every 12 months, at no cost to you. This visit gives you the opportunity to develop or update a personalized prevention plan with your PCP based upon your current health, lifestyle and risk factors. The goal is to create a plan just for you—to help you avoid or reduce the effects of conditions like diabetes, heart disease and obesity. When you help your doctor understand your health history and concerns, the two of you can chart a course to keep you healthy going forward. That gives you power to anticipate and prevent surprise medical issues. Contact your PCP to schedule your Annual Wellness Visit today. Access a helpful checklist at myhealthjourney.humana.com/annualcheckup. For any questions about the Annual Wellness Visit benefit or the Humana Group Medicare Advantage PPO Plan, please contact Humana Group Medicare Customer Care at 1(888) 908-6538 (TTY: 711), Monday-Friday, 7 a.m. to 7 p.m., HST.

HMSA MEMBERS
Getting Preventive Care is Easy

Your health plan includes an annual preventive health evaluation (for EUTF active) or physical exam (for HSTA VB active and retirees and EUTF retirees) at no cost when you see a primary care provider (PCP) in HMSA’s network. You’ll have the chance to get new health problems diagnosed, update screenings and immunizations and save money on long-term health care costs. Don’t hesitate, schedule your annual appointment today. Even a small amount of time spent on prevention can yield significant health rewards. Visit your PCP to determine what screenings are right for you. If you want to see which screenings your doctor may recommend, review the personal screening checklist for your age group on HMSA’s EUTF portal. Looking for a PCP? Use Find a Doctor on hmsa.com/eutf or call (808) 948-6499 or 1(800) 776-4672.

KAISER PERMANENTE MEMBERS
Staying Healthy is More Important than Ever

Take charge of your health by staying current on preventive care visits, screenings, and immunizations. Getting recommended screening tests regularly may find breast, cervical and colorectal cancers early, when treatment is likely to work best. The sooner your doctor diagnoses a disease, the more likely it can be cured or managed. If you’ve been delaying care or have not connected with your doctor in the past year, take a look at the many convenient ways to connect with your doctor. At kp.org you can choose online, by phone, by video or in-person visits with your doctor. Once connected, your doctor will work with you to create a personal action plan to stay current on screenings and tests that are right for you. If you need help choosing the care that’s right for you, call us: Oahu (808) 432-2000; Maui/Molokai/Lanai (808) 243-6000; Hawaii Island (808) 334-4400; Kauai (808) 246-5600; TTY 711.

HAWAII DENTAL SERVICE MEMBERS
EUTF “Time to See Your Dentist” Sweepstakes

Do you have a healthy smile? Find out by visiting your dentist and enter for a chance to win one of eight smartwatches. Your plan covers 100% of the fees for two exams and two cleanings per calendar year—you just pay the tax. A simple dentist visit enters you for a chance to win an Apple watch, Galaxy watch or Fitbit. How it works:

1. Create a personal account at HawaiiDentalService.com. If you already have an account, sign in between March 1, 2022 and May 14, 2022 to confirm that your email address is current.
2. See your dentist for a dental exam and/or cleaning between December 14, 2021 and May 14, 2022.

Entrants must complete both steps to be eligible to win. Review the official rules and the sweepstakes flyer at eutf.hawaii.gov/health-and-wellness/campaigns/.

VSP MEMBERS
Make the Most of your VSP Benefits

Get great care from a VSP network doctor, including a Well-Vision Exam® comprehensive exam designed to detect eye and health conditions for only a $30 copay. Create an account, find a VSP network doctor, and schedule your eye exam today. For benefit information contact vsp.com or call 1(866) 240-8420.

EUTF Pre-Retirement Health Benefits Workshops

Attend a Pre-Retirement Health Benefits Webinar and learn about the EUTF retiree health insurance benefits. It’s never too early to start planning for your future. Please visit eutf.hawaii.gov for the schedule of webinars.
Ask ERS
Answers to some frequently asked questions

Q: Would the ERS be able to split my pension payment into two accounts deposited to the same institution?
A: No. The ERS is not set up or designed to split your pension to separate accounts for your direct deposits.

Q: What is the status of your Call Center system as I have experienced some challenges contacting the ERS?
A: The ERS implemented a new Call Center system in July 2021 and continues to learn its new features to provide service to our membership. If you experience phone issues while calling us, please email dbf.ers.sss@hawaii.gov with your concerns to help the ERS improve our service to you.

Ua‘ike Anei Oukou?
Did You Know?

The ERS provides pension benefits to nearly all state and county public employees, including those working for the state (executive, legislative and judicial branches, the University of Hawaii system and the Department of Education and charter schools), the City and County of Honolulu, and Hawaii, Kauai and Maui counties.