

RETIREMENT NEWS

Nebraska Public Employees Retirement Systems

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PROVIDING
INFORMATION TO
STATE AND COUNTY
EMPLOYEES

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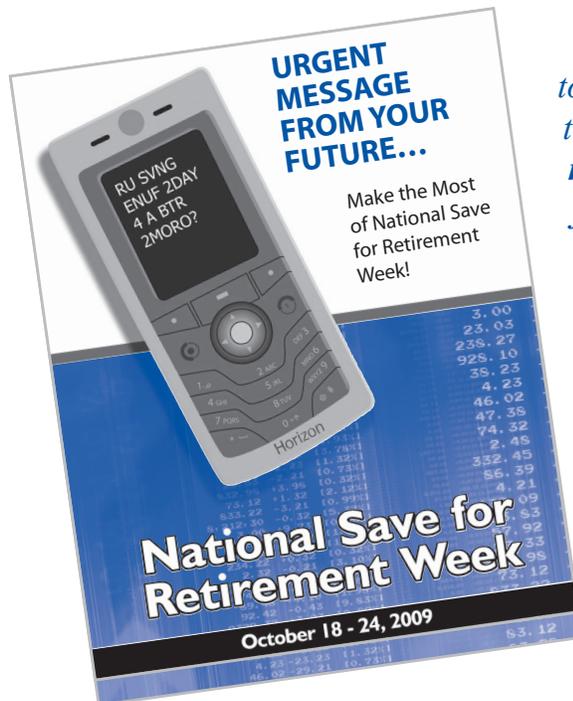
Joe Jurich
Ex-officio (Interim)

In this issue...

Why Attend a Financial Management Seminar?	2
Seminar Schedules	2
Seminar Fast Facts.....	2
NPERS Congratulates Award Winners	3
NPERS Department Profile.....	3
Cash Balance Update....	4
New Handbooks	4

NPERS
Nebraska Public Employees
Retirement Systems

National Save For Retirement Week Is October 18-24



A big part of the American dream is to retire someday with enough money to live comfortably. The reality is that many Americans may not be prepared for retirement. Statistics show that more than half of all Americans report less than \$25,000 in total savings and investments¹. Even more startling is that approximately 40% of workers between the ages of 45-54 report the same. If the current median average income in the United States is \$27,590 a year (approximately \$13.26 an hour)², then a majority of employees have only saved enough so far to live on for one year!

To help educate employees and encourage them to save more, Congress has endorsed **October 18-24 as National Save for Retirement Week**. During this week, NPERS encourages each of you to sit down and review your retirement plans and investment elections. Whether you are approaching retirement or you are still decades away, a serious evaluation of your finances is the first step to getting on track to reaching that American dream.

It's very tempting to procrastinate when it comes to retirement planning, particularly when money is tight. Unfortunately, "later" always seems to come sooner than we expect it to. It's important to remember that even a small amount saved can grow significantly over time.

NPERS is committed to helping members prepare wisely for their retirement. If you are age 50 or older, we encourage you to attend

one of our **Retirement Planning Seminars**. We also offer one-on-one retirement counseling for those who would like more guidance about the process and options available. You may call our office for an appointment.

We strongly urge all plan members *under age 50* to attend one of our **Financial Management Seminars**.

Another excellent resource for members is NPERS' website, npers.ne.gov. This site offers detailed information on each of our retirement plans, access to your retirement account, a benefit calculator, helpful links, and numerous forms, publications and videos available for viewing or downloading. For more information about National Save for Retirement Week, visit retirementweek.org.

Sources: ¹ 2009 Retirement Confidence Survey, Employee Benefits Research Institute (figures excludes home ownership assets and any defined benefit plans); ² U.S. Census Bureau.

UNDER AGE 50

Financial Management Seminars

NPERS PLAN INFO • FINANCIAL PLANNING

OMAHA

ESU #3, 6949 S. 110th (La Vista)

■ October 14

NORTH PLATTE

Holiday Inn Express
300 Holiday Frontage Rd.

■ October 21

NORFOLK

NECC–Lifelong Learning Center
801 E. Benjamin Ave.

■ October 28

LINCOLN

Southeast Community College (SECC)

301 S. 68th St. Pl.

■ November 18

GRAND ISLAND

Holiday Inn–Midtown, 2503 S. Locust

■ December 2

AGE 50 & OVER

Retirement Planning Seminars

NPERS PLAN INFO • RETIREMENT PLANNING

OMAHA

ESU #3, 6949 S. 110th (La Vista)

■ October 15

NORTH PLATTE

Holiday Inn Express
300 Holiday Frontage Rd.

■ October 22

NORFOLK

NECC–Lifelong Learning Center
801 E. Benjamin Ave.

■ October 29

LINCOLN

Southeast Community College (SECC)

301 S. 68th St. Pl.

■ November 19

■ December 8

GRAND ISLAND

Holiday Inn–Midtown, 2503 S. Locust

■ December 3

To download a registration form for one of our Fall 2009 seminars, visit npers.ne.gov. Under "Member Services" click "Retirement Seminars," then "State & County Schedules." Then select the appropriate "Enrollment/Registration Form." There are separate registration forms for Retirement Planning Seminars and Financial Management Seminars.

Why Attend a Financial Management Seminar?

Each fall NPERS offers a comprehensive Financial Management seminar for **State and County employees under 50 years of age**. This full-day program includes a basic overview of both the mandatory and voluntary retirement plans offered to State and County members, and an hour-long presentation from an estate planning attorney. The bulk of the program is dedicated to "The Complete Financial Management Workshop," which is presented by a licensed financial planner. This workshop is a detailed program that provides a wealth of information designed to assist individuals in assessing their personal financial situation, set goals, and map out the proper course of action to achieve financial security.

The cost to attend is \$20 per person for eligible plan members. Members may also bring a guest for an additional \$20. In addition, eligible members are entitled to receive paid leave time to attend up to two Financial Management seminars (see Neb. Rev. Stat. §84-1511). This means the State of Nebraska is

paying you to attend a seminar. Those who wish to attend more than twice may do so at the \$20 fee, but you will not receive paid leave time to attend. Members over age 50 and non members may also attend for \$30.

The fee includes a light breakfast, noon meal, and if you're lucky there might be an afternoon snack. Members also receive The Complete Financial Management Workshop workbook to take home (guests are not eligible

for the workbook unless they attend as a non member for \$30). Considering all you get, it's quite a bargain – especially when you are getting paid to attend! A similar course in the private sector would be considerably more expensive.

If you haven't been to a seminar yet, why not check one out this fall? The current seminar registration brochure was mailed to members in August, but if you have lost or misplaced it, you can still print one from the NPERS website at npers.ne.gov. If

you do not have internet access, call NPERS at (402) 471-2053 or (800) 245-5712 for a replacement registration brochure.

The Complete Financial Management Workshop Includes:

- **Risk Management** – How to protect your assets.
- **Cash Management** – Managing your income, budgeting, avoiding debt, improving credit scores.
- **Investment Concepts** – Basic steps to smart investing.
- **Tax Management** – Are you paying too much?
- **Retirement Planning** – How much will you need and how to properly save for retirement.

NPERS SEMINAR FAST FACTS:

SEMINAR	Age Requirements?	Paid Leave to Attend?*	Registration Fee? **		
			MEMBER	GUEST	NON-MEMBER
Financial Management	Must be UNDER AGE 50.	Up to TWO . (But no more than ONE per plan year.)	\$20	\$20	\$30
Retirement Planning	Must be AGE 50 or OLDER.	Up to TWO . (But no more than ONE per plan year.)	\$20	\$20	\$30

* Members receive paid leave for **up to two** of each seminar, four days of paid leave total. NPERS is not responsible for enforcing this policy. You must speak with your employer. ** No refund if you cancel **within 3 business days** of the seminar. [SEE SEMINAR REGISTRATION BROCHURES AND YOUR PLAN HANDBOOK FOR MORE DETAILS.](#)

Congratulations to Award Winners



Dennis Cooper Named 2009 NPERS Manager of the Year

NPERS is proud to announce that Dennis Cooper has been selected as the 2009 Manager of the Year. As Data Services Manager, Dennis manages nine employees who work to ensure that member data is up to date and accurate as well as coordinating incoming and outgoing mail and document imaging for NPERS. Dennis is also responsible for purchasing equipment and supplies for the agency, maintaining equipment within the office, and coordinating the recycling and shredding procedures for the office. He is on the safety committee and serves as backup to the environmental quality lead staff. A member of the NPERS team since 1999, Dennis is the “go-to” person for fixing the equipment and providing NPERS staff with whatever supplies are needed. He was nominated for his willingness to help, his ability to communicate effectively with staff, and his hard work and effort on behalf of the agency and the Data Services department.



Johnetta Lang Named 2009 NPERS Employee of the Year

NPERS congratulates Johnetta Lang, Retirement Specialist I/Lead Worker in the Data Services department for being named Employee of the Year. Johnetta oversees and audits multiple information processing functions to ensure the accuracy of NPERS’ member data. In addition, she also supervises the NPERS mail room and imaging area and conducts training for the Data Services area. When Data Services Manager, Dennis Cooper, is not available, Johnetta steps in to help out agency staff as needed. Nominated for her kindness, her willingness to help others and her ability to get the job done, Johnetta has been gracing NPERS with her positive attitude for nearly ten years.

DEPARTMENT PROFILE Information Technology



L–R: Norene Brauner, Fred Turner, Chad Schlotfeld, Viji Pushkaran, Dean Gress, Jayme Skov, Tammy Petersen, and Melissa Kolm.

The Information Technology (IT) department plays a very centralized support role at NPERS. Nearly everything we do at NPERS utilizes NPRIS (Nebraska Public Retirement Information System), our new web-based information system. NPRIS is a very complex, technical system that requires constant monitoring and it’s the task of our IT department to keep it running smoothly. The work of our IT staff ensures that plan members have the ability to safely and easily review and interact online with retirement information.

The Manager of the IT department is Fred Turner, who joined us this year following the retirement of former IT Manager Jerry Brown. Before joining NPERS, Fred was a Project Manager for the Department of Health & Human Services where he helped implement systems similar to NPRIS. Fred was drawn to employment at NPERS in part because of the opportunity to work with the successfully implemented NPRIS. As manager, Fred coordinates the staff and ensures that everything is functioning properly.

In addition to Fred, there are seven employees in the IT department. Three are Business Analysts who function as liaisons between end users of our system and the developers. Dean Gress, an Infrastructure and Support Analyst, also specializes as a Business Analyst for our Benefits department. Jayme Skov is responsible for our system interfaces with Ameritas (official recordkeeper for **State** and **County** accounts). Tammy Petersen concentrates on the refunds and coordinates system issues between users, IT staff and vendors. Our Business Analysts all have over 20 years experience with NPERS.

As Infrastructure and Support Lead, Chad Schlotfeld supports our servers, network and technical environments (including production, testing and development). Chad has been with NPERS for over seven years.

Norene Brauner has been a part of the NPERS team for over 12 years, and has been with the IT department for ten. Norene provides desktop support to NPERS staff and assists other IT areas as needed.

In August, we added two application developers from the Office of the Chief Information Officer (OCIO). Melissa Kolm and Viji Pushkaran are training to provide application development support to NPRIS.



Nebraska Public Employees
Retirement Systems

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Cash Balance Update:

October – December Cash Balance Credit Rate Is 5%

The Cash Balance credit rate for the period of October through December 2009 will be **5%**, annualized for the quarter. By law, the rate credited to member accounts is the Federal Mid-term Rate plus 1.5% per annum. There is a 5% minimum the accounts may be credited, so when the Federal Mid-Term Rate is less than 3.5% per annum, the credit rate to member accounts will be 5%.

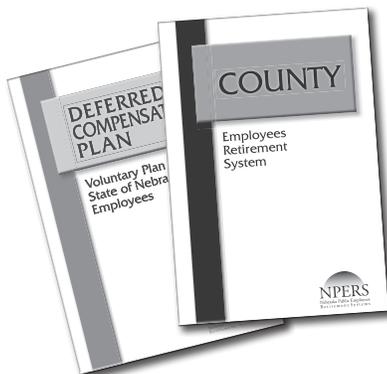
At the end of each quarter NPERS updates the interest credit paid to Cash Balance member accounts based on any changes to the Federal Mid-term rate.

No 2008 Dividend

NPERS has received a few calls from Cash Balance members recently, asking, “How much will the dividend be for the 2008 plan year and when will it be paid?” Previous market returns have enabled the Public Employees Retirement Board (PERB) to grant dividends in the past.

But this time it’s different. A dividend will *not* be granted for the year 2008, based on the recommendations in the annual actuarial valuations presented by the actuary to the PERB at their April meeting. By law, the PERB is required to maintain a cushion of 10% of the assets before any dividend is paid out.

For the 2008 plan year, Cash Balance assets for both the **State Plan** and the **County Plan** were at or below 100% funded on an actuarial and current value basis. While there is no reason to worry about the stability of the plan assets, no dividend is payable under current PERB policy. The investment rate of return experienced on the actuarial assets during 2008 of about 1.8% was much less than the 7.75% expected. The return on the market value of assets of -27.4% was also significantly less than the expected 7.75%. The full actuarial valuation reports may be viewed on NPERS’ website at npers.ne.gov.



New DCP & County Handbooks

The member handbook for the *voluntary* **Deferred Compensation Plan (DCP)** for State of Nebraska employees was revised in July. The new **County** member handbook was revised in August. Both handbooks are now available online at npers.ne.gov. You can obtain a printed copy from your employer or by calling NPERS.