

**ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM
BOARD OF RETIREMENT
2223 E. WELLINGTON AVENUE, SUITE 100
SANTA ANA, CALIFORNIA**

**REGULAR MEETING
Monday, October 15, 2018
9:00 a.m.**

MINUTES

Chair Prevatt called the meeting to order at 9:01 a.m.

Attendance was as follows:

Present: Chris Prevatt, Chair; Chuck Packard, Vice-Chair; David Ball; Roger Hilton; Shawn Dewane; Frank Eley; Russell Baldwin, Shari Freidenrich and Wayne Lindholm

Also Present: Steve Delaney, Chief Executive Officer; Brenda Shott, Assistant CEO, Finance and Internal Operations; Suzanne Jenike, Assistant CEO, External Operations; Molly Murphy, Chief Investment Officer; Jenny Sadoski, Director of Information Technology; Gina Ratto, General Counsel; David Kim, Director of Internal Auditor; Anthony Beltran, Visual Technician; Cammy Torres, Recording Secretary.

Guests: Harvey Leiderman

Chair Prevatt led the Pledge of Allegiance.

CONSENT AGENDA

All matters on the Consent Agenda are to be approved by one action unless a Board Member or a member of the public requests separate action on a specific item.

A **motion** was made by Mr. Ball **seconded** by Mr. Dewane to approve the consent agenda.

Motion passed **unanimously**.

Mr. Lindholm arrived at 9:11am.

Ms. Freidenrich arrived at 9:13am.

| |
|-----------------|
| BENEFITS |
|-----------------|

C-1 OPTION 4 RETIREMENT ELECTION

Recommendation: Grant election of retirement benefit payment, Option 4, based on Segal Consulting’s actuarial report.

- (1) Stanley Davis
- (2) Patricia Padilla

| |
|-----------------------|
| ADMINISTRATION |
|-----------------------|

C-2 BOARD MEETING MINUTES

Regular Board Meeting Minutes
Strategic Planning Workshop Minutes

August 20, 2018
September 12-13, 2018

Recommendation: Approve minutes.

C-3 RETIREE REQUEST TO BE REINSTATED-SHANNON PETERSON

Recommendation: Reinstate Ms. Peterson as an active member under the provisions of Government Code Section 31680.4 and 31680.5

ACTION ITEMS

NOTE: Public comment on matters listed in this agenda will be taken at the time the item is addressed, prior to the Board’s discussion of the item. Persons wishing to address items on the agenda should provide written notice to the Secretary of the Board prior to the Board’s discussion on the item by signing in on the Public Comment Sign-In Sheet located at the back of the room.

A-1 INDIVIDUAL ACTION ON ANY ITEM TRAILED FROM THE CONSENT AGENDA

A-2 GARTNER CONTRACT AMENDMENT

Presentation by Brenda Shott, Assistant CEO Internal Operations and Matt Eakin, Director of Cyber Security, OCERS

Recommendation: Approve both the purchase of a Gartner Enterprise IT Leaders Individual: Security and Risk Management license (EITL) for the Director of Cyber Security and amendment to the current Gartner contract accordingly.

Ms. Shott presented the Gartner contract amendment item. She discussed the Leadership license that staff recommends and further discussed items needed for Mr. Eakin, OCERS recently hired Director of Cyber Security, to be fully equipped for success.

Ms. Freidenrich asked what current licenses OCERS has.

Ms. Shott explained the three licenses that OCERS currently has and explained the different levels of access.

Ms. Freidenrich shared her concerns of the lack of experience Mr. Kioyta of Gartner has when it comes to government agencies.

Mr. Kioyta, leadership partner at Gartner, explained that even though he doesn't specifically have "government agency" experience on his resume, he works with numerous agencies across the US in a governmental capacity.

Mr. Eley asked for clarification on the three licenses that OCERS has and which staff is linked to those specific licenses.

Ms. Shott explained and clarified Mr. Eley's license question.

A **motion** was made by Mr. Dewane **seconded** by Mr. Packard to approve both the purchase of a Gartner Enterprise IT Leaders Individual: Security and Risk Management license (EITL) for the Director of Cyber Security, amendment to the current Gartner contract accordingly and additionally change the approval to be concurrent with the three year contract agreement.

Motion passed **unanimously**.

A-3 REASSIGNMENT OF POLICIES TO THE GOVERNANCE COMMITTEE FOR REVIEW

Presentation by Gina Ratto, General Counsel, OCERS

Recommendation: Reassign to the Governance Committee for review the policies that are currently reviewed by OCERS staff and presented directly to the Board.

Ms. Ratto presented the reassignment of policies to the Governance Committee for review. She stated that it's more beneficial for items to be brought to a committee first, more specifically the Governance Committee, bringing policies straight to the full Board for approval can be time consuming.

A **motion** was made by Mr. Ball **seconded** by Mr. Dewane to reassign to the Governance Committee for review the policies that are currently reviewed by OCERS staff and presented directly to the Board.

Motion passed **unanimously**.

Board recessed for break at 10:05am.

Board reconvened from break at 10:20am.

A-4 TRIENNIAL REVIEW OF:

- a) PROCUREMENT AND CONTRACTING POLICY
- b) DISPOSITION OF EQUIPMENT POLICY
- c) MEMBER SERVICES CUSTOMER SERVICE POLICY
- d) DATA REQUEST POLICY

Presentation by Brenda Shott, Assistant CEO Internal Operations, Suzanne Jenike, Assistant CEO External Operations and Jim Doezie, Contracts Administrator, OCERS

Recommendation:

- A) Approve revisions to the Procurement and Contracting Policy
- B) Approve revisions to the Disposition of Surplus Property Policy (previously named Disposition of Equipment Policy)
- C) Approve revisions to the Customer Service Policy
- D) Approve revisions to the Data Request Policy

Mr. Packard returned at 10:24am.

a) PROCUREMENT AND CONTRACTING POLICY

Ms. Shott discussed the changes of format and content for the Procurement and Contracting Policy and stated that the changes would make it easier to administer as well as add clarification to existing policy. No proposed changes in level of authority.

Mr. Doezie discussed in more detail the Procurement and Contracting Policy.

Ms. Freidenrich asked if there will be a period of time where staff can terminate a contract if the company does not meet expectations.

Mr. Doezie stated that OCERS has the authority to cancel contracts at any time.

Mr. Ball stated that in the future, this item should go to a committee first and then have it brought back to the full Board with a recommendation.

A **motion** was made by Mr. Dewane **seconded** by Mr. Hilton to approve revisions to the Procurement and Contracting Policy.

Motion passed **unanimously**.

b) DISPOSITION OF EQUIPMENT POLICY

Mr. Packard stated that he would like to increase the estimated salvage value from \$5,000 to \$10,000.

Mr. Lindholm asked if staff agrees with the \$10,000 limit or if it should be a different figure.

Ms. Shott stated that the \$10,000 limit is more than adequate.

A **motion** was made by Mr. Eley **seconded** by Mr. Hilton to approve revisions to the Disposition of Surplus Property Policy (previously named Disposition of Equipment Policy) and increase the estimated salvage value from \$5,000 to \$10,000.

Motion passed **unanimously**.

- c) MEMBER SERVICES CUSTOMER SERVICE POLICY
- d) DATA REQUEST POLICY

Ms. Jenike explained that no changes were made to the last two policies.

A **motion** was made by Mr. Ball **seconded** by Mr. Dewane to approve the Customer Service Policy and to the Data Request Policy.

Motion passed **unanimously**.

A-5 OCERS 2019-2021 STRATEGIC PLAN

Presentation by Steve Delaney, Chief Executive Officer, OCERS

Recommendation: Approve OCERS 2019-2021 Strategic Plan.

Mr. Delaney briefly clarified the changes that were made since the last time the Board approved the OCERS Strategic Plan.

A **motion** was made by Mr. Dewane **seconded** by Mr. Packard to approve OCERS 2019-2021 Strategic Plan.

Motion passed **unanimously**.

A-6 OCERS 2019 BUSINESS PLAN

Presentation by Steve Delaney, Chief Executive Officer, and Brenda Shott, Assistant CEO Internal Operations, OCERS

Recommendation: Approve OCERS 2019 Business Plan.

Mr. Delaney stated that no significant changes were made to the OCERS 2019 Business Plan.

A **motion** was made by Mr. Dewane **seconded** by Mr. Packard to approve the OCERS 2019 Business Plan since last month's Strategic Planning Workshop.

Motion passed **unanimously**.

A-7 VOTING DIRECTION FOR SACRS BUSINESS MEETING

Presentation by Gina Ratto, General Counsel, OCERS

Recommendation: Give voting direction to OCERS' delegates for the November 15, 2018 SACRS business meeting.

Ms. Ratto explained the voting direction that would be required for the SACRS business meeting on November 15, 2018 regarding the meeting stipend for certain OCERS Board members in connection with item I-7.

Mr. Hilton stated that the force of opposition is very against this item. He would like to have more time on this and work with other counties for the next year or two before it's brought back to the Board.

A **motion** was made by Mr. Hilton **seconded** by Mr. Dewane to pull the item off the SACRS agenda.

Motion passed **unanimously**.

A-8 CYPRESS RECREATION AND PARKS CONTINUING CONTRIBUTION AGREEMENT

Presentation by Brenda Shott, Assistant CEO Internal Operations and Gina Ratto, General Counsel, OCERS

Recommendation: Approve the Withdrawing Employer and Continuing Contribution Agreement with Cypress Recreation and Parks District.

Ms. Shott presented the Cypress Recreation and Park continuing contribution agreement.

A **motion** was made by Mr. Ball **seconded** by Mr. Hilton to approve the Withdrawing Employer and Continuing Contribution Agreement with Cypress Recreation and Parks District.

Motion passed **unanimously**.

A-9 APPROVE CONFERENCE ATTENDANCE AND RELATED TRAVEL EXPENSES FOR TRUSTEE RUSSELL BALDWIN

Presentation by Steve Delaney, Chief Executive Officer, OCERS

Recommendation: Approve Trustee Russell Baldwin's attendance and related travel expenses including overnight accommodations for the SRI 29 Conference, November 1 - 3, 2018, at the Broadmoor Hotel in Colorado Springs, Colorado in the approximate amount of \$2,595.

Mr. Delaney presented a conference requested from Mr. Baldwin.

A **motion** was made by Mr. Dewane **seconded** by Mr. Baldwin to approve Trustee Russell Baldwin's attendance and related travel expenses including overnight accommodations for the SRI 29 Conference, November 1 - 3, 2018, at the Broadmoor Hotel in Colorado Springs, Colorado in the approximate amount of \$2,595.

A substitute **motion** was made by Mr. Packard **seconded** by Mr. Ball to deny Trustee Russell Baldwin's attendance and related travel expenses including overnight accommodations for the SRI 29 Conference, November 1 - 3, 2018, at the Broadmoor Hotel in Colorado Springs, Colorado in the approximate amount of \$2,595.

Mr. Packard stated that if approved, this can set precedence in the future that will cause problems.

Mr. Baldwin explained that he miscalculated when he planned his conferences and did not realize the SRI conference would be his fourth non pre-approved conference for the year.

Mr. Hilton stated that Mr. Baldwin followed policy in coming to the Board for approval and he is in support of the original motion.

Mr. Eley explained how the OCERS Board historically came to the conclusion of the "three non-pre-approved conference" rule approved by the Board.

For clarification purposes, Chair Prevatt called for a Roll Call vote on this item for the original motion, to approve Trustee Russell Baldwin's attendance and related travel expenses including

overnight accommodations for the SRI 29 Conference, November 1 - 3, 2018, at the Broadmoor Hotel in Colorado Springs, Colorado in the approximate amount of \$2,595.

Motion passed **6 to 3** with voting as follow:

| <u>AYES</u> | <u>NAYS</u> | <u>ABSTAIN</u> | <u>ABSENT</u> |
|---------------|-----------------|----------------|---------------|
| Mr. Dewane | Mr. Packard | | |
| Mr. Baldwin | Mr. Ball | | |
| Mr. Eley | Ms. Freidenrich | | |
| Mr. Hilton | | | |
| Mr. Lindholm | | | |
| Chair Prevatt | | | |

INFORMATION ITEMS

I-1 MEMBER MATERIALS DISTRIBUTED

Written Report

Application Notices

October 15, 2018

Death Notices

October 15, 2018

I-2 COMMITTEE MEETING MINUTES

- None

I-3 LEGISLATIVE UPDATE

Written Report

Mr. Hilton pulled item I-3.

Mr. Hilton asked Counsel to opine on AB1912 Bill and if this has any impact on the OCFA JPA agreement.

Ms. Ratto stated that the Bill will take affect at the beginning of 2019 and it will amend the joint exercise of powers act. She explained the debt liabilities and obligations regarding JPAs under AB1912.

I-4 QUIET PERIOD – NON-INVESTMENT CONTRACTS

Written Report

I-5 TRAVEL REPORT – SANTA BARBARA-VENTURA SITE VISIT

Written Report

I-6 TRAVEL REPORT – PROFESSIONAL IN HUMAN RESOURCES CONFERENCES (PIHRA)

Written Report

I-7 UPDATE ON PROPOSED LEGISLATIVE AMENDMENT TO INCREASE BOARD MEMBER STIPEND

Written Report

I-8 GENERAL MEMBER ELECTION UPDATE

Written Report

I-9 BUSINESS CONTINUITY AND DISASTER RECOVERY PLAN UPDATE

Written report

I-10 BUSINESS CONTINUITY AND DISASTER RECOVERY PLAN EXERCISE EXECUTIVE SUMMARY

Written Report

I-11 FUTURE BOARD MEETING MANAGEMENT PORTAL PROCUREMENT

Written Report

Ms. Shott requested that if trustees have any comments or suggestions regarding Board Vantage or any other web portals to share those with Mr. Delaney.

I-12 CEO FUTURE AGENDAS AND 2018 OCERS BOARD WORK PLAN

Written Report

I-13 THIRD QUARTER 2018 EDUCATION AND TRAVEL EXPENSE REPORT

Written Report

I-14 BOARD COMMUNICATIONS

Written Report

I-15 MASTER FINAL AVERAGE SALARY PROJECT UPDATE

Presentation by Suzanne Jenike, Assistant CEO External Operations and Gina Ratto, General Counsel, OCERS

Ms. Jenike updated the Board on the Master final average salary project. She also discussed what the next steps should be and suggested that staff work with the Governance Committee in the initial review.

Mr. Prevatt asked the Board if they would like to move this process to the Governance Committee. The Board was in agreement.

I-16 CYBER SECURITY PRESENTATION

Presentation by Matt Eakin, Director of Cyber Security, OCERS

Mr. Eakin presented the Cyber Security PowerPoint presentation. He discussed that his focus will be to develop a comprehensive security program at OCERS and explained the process and steps needed to reach that goal.

Mr. Eley asked how far along is OCERS in adding more resources (i.e. hardware, software).

Mr. Eakin stated that because the systems that they are researching, in his opinion, will not be expensive, we don't expect this to be a long process.

11:00AM

NOTE: WHEN CONSIDERING DISABILITY RETIREMENT APPLICATIONS OR MEMBER APPEALS OF BENEFIT OR DISABILITY RETIREMENT DETERMINATIONS, THE BOARD MAY ADJOURN TO CLOSED SESSION TO DISCUSS MATTERS RELATING TO THE MEMBER’S APPLICATION OR APPEAL, PURSUANT TO GOVERNMENT CODE SECTIONS 54957 OR 54956.9. IF THE MATTER IS A DISABILITY APPLICATION UNDER SECTION 54957, THE MEMBER MAY REQUEST THAT THE DISCUSSION BE IN PUBLIC.

OPEN SESSION

CONSENT AGENDA

All matters on the Consent Agenda are to be approved by one action unless a Board member requires separate action on a specific item. If separate action is requested, the item will be discussed during agenda item DA-1.

A **motion** was made by Mr. Packard, **seconded** by Mr. Hilton to approve the Disability Consent Agenda. The motion carried **9-0** with voting as follows:

AYES

NAYS

ABSTAIN

ABSENT

Chair Prevatt
Mr. Dewane
Mr. Ball
Mr. Baldwin
Mr. Packard
Mr. Eley
Mr. Hilton
Mr. Lindholm
Ms. Freidenrich

DC-1 DISABILITY APPLICATION-GUSTAVO GONZALEZ

Field Representative, Orange County Community Resources, General Member

Recommendation: The Disability Committee recommends the Board deny service connected disability retirement due to insufficient evidence of job causation.

DC-2 DISABILITY APPLICATION-BRIAN PETROS

Administrative Manager I, Orange County Health Care Agency, General Member

Recommendation: The Disability Committee recommends the Board deny Service and non-service connected disability retirement due to insufficient evidence of permanent incapacity.

DC-3 DISABILITY APPLICATION-ADALIA CASANOVA

Data Entry Technician, Orange County Social Services Agency, General Member

Recommendation: The Disability Committee recommends the Board deny service and non-service connected disability retirement without prejudice due to the member’s failure to cooperate.

DC-4 DISABILITY APPLICATION-ERICA ESPINOSA

Sheriff's Records Technician, Orange County Sheriff's Department, General Member

Recommendation: The Disability Committee recommends the Board deny service and non-service connected disability retirement without prejudice due to the member's failure to cooperate.

DC-5 DISABILITY APPLICATION-TERESA GABRIELSON

Firefighter, Orange County Fire Authority, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of December 20, 2016.

DC-6 DISABILITY APPLICATION-JOSEPH HARPEL

Coach Operator, Orange County Transportation Authority, General Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of January 9, 2017.

DC-7 DISABILITY APPLICATION-CHARLES JOHNSON

Deputy Sheriff II, Orange County Sheriff's Department, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of March 16, 2018.

DC-8 DISABILITY APPLICATION-LAURENCE MANN

Fire Captain, Orange County Fire Authority, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of March 16, 2018.

DC-9 DISABILITY APPLICATION-TRONG NGUYEN

Deputy Sheriff I, Orange County Sheriff's Department, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of the day after the last date of regular compensation.

DC-10 DISABILITY APPLICATION-ROBERT OSBORNE

Captain, Orange County Sheriff's Department, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of August 4, 2017.

DC-11 DISABILITY APPLICATION-CHRISTOPHER RATHMAN

Fire Apparatus Engineer, Orange County Fire Authority, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of January 3, 2018.

DC-12 DISABILITY APPLICATION-FREDERICK SAGE

Fire Apparatus Engineer, Orange County Fire Authority, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of March 16, 2018.

DC-13 DISABILITY APPLICATION-MICHAEL SARNO

Deputy Sheriff II, Orange County Sheriff's Department, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of November 10, 2017.

DC-14 DISABILITY APPLICATION-MICHAEL P. ALBA

Firefighter, Orange County Fire Authority, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of September 13, 2017.

DC-15 DISABILITY APPLICATION-MICHAEL BILEK

Firefighter, Orange County Fire Authority, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of the day after the last day of regular compensation.

DC-16 DISABILITY APPLICATION-ZINA TICE

Eligibility Technician, Orange County Social Services Agency, General Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of December 6, 2017.

DC-17 DISABILITY APPLICATION-SCOTT VAN DE KREEKE

Deputy Sheriff I, Orange County Sheriff's Department, Safety Member

Recommendation: The Disability Committee recommends the Board grant service connected disability retirement with an effective date of the day after the last day of regular compensation.

CLOSED SESSION
(Government Code sections 54957 and 54956.9)

The Board will adjourn to Closed Session pursuant to Government Code sections 54957 or 54956.9 to discuss matters relating to member applications or appeals. The member may request that the discussion relating to his or her application or appeal take place in Open Session.

ACTION ITEMS

DA-1: INDIVIDUAL ACTION ON ANY ITEM TRAILED FROM THE CONSENT AGENDA

DISABILITY/MEMBER BENEFITS AGENDA

DA-2: DISABILITY APPEAL-CONRADO PORTILLO

Coach Operator, Orange County Transportation Authority

Recommendation: Staff recommendation is to approve and adopt the findings and recommendations of the Hearing Officer as set forth in the Proposed Decision and grant Applicant's application for service connected disability retirement benefits with an effective date of December 13, 2014, the day after the last day Applicant received regular compensation.

The Board voted unanimously to adopt the staff recommendation as presented.

The following items were conducted in Open Session

DA-3: DISABILITY APPEAL-ROBERT BOLEN

Power Equipment Operator III, Orange County Public Works

Recommendation: Staff recommendation is to approve and adopt the Summary of Evidence, Findings of Fact, Conclusions of Law, and Recommendations of the Hearing Officer and deny Applicant's request for an earlier effective date.

Ms. Cortez presented item DA-3

A **motion** was made by Mr. Packard, **seconded** by Mr. Dewane to approve and adopt the Summary of Evidence, Findings of Fact, Conclusions of Law, and Recommendations of the Hearing Officer and deny Applicant's request for an earlier effective date. The motion carried **9-0** with voting as follows:

AYES

Chair Prevatt
Mr. Dewane
Mr. Ball
Mr. Baldwin
Mr. Packard
Mr. Eley
Mr. Hilton
Mr. Lindholm
Ms. Freidenrich

NAYS

ABSTAIN

ABSENT

DA-4: BENEFIT APPEAL-JAMES MORELL

Research Attorney, Orange County Superior Court, General Member

Recommendation: Staff recommends the Board adopt as presented Staff's proposed Findings of Fact, Conclusions of Law and Decision in the Application of James B. Morell for a Recalculated Retirement Allowance.

Mr. Morell requested that the discussion in this matter take place in open session.

Ms. Cortez presented item DA-4

Mr. Leiderman stated two changes that should be adopted by the Board on page five of the report. He recommends that these changes be adopted by the Board.

- Page five under “proposed findings” – Mr. Leiderman suggested to add the email that the applicant sent to Ms. Jenike on August 13, 2018 to be included in the record.
- A correction under roman numeral “V”, Finding #2 – Mr. Leiderman suggest a slight change in the language. “During his final 3 years of employment applicant ~~elected to receive and~~ received optional benefit planned benefits in the amount of \$3,500 per year from his employer which applicant [insert language] “elected to receive” partly in cash and partly in reimbursements for his out of pocket health care cost.

Ms. Ratto stated that staff is in agreement with the two changes suggested by Mr. Leiderman. Staff recommends that the Board approve the findings and decisions as they accurately reflect the actions taken by the Board at the August 20th meeting.

Mr. Morell pleaded his case.

A **motion** was made by Mr. Dewane, **seconded** by Mr. Packard to adopt as presented Staff’s proposed Findings of Fact, Conclusions of Law and Decision in the Application of James B. Morell for a Recalculated Retirement Allowance. The motion carried **9-0** with voting as follows:

| <u>AYES</u> | <u>NAYS</u> | <u>ABSTAIN</u> | <u>ABSENT</u> |
|--------------------|--------------------|-----------------------|----------------------|
| Chair Prevatt | | | |
| Mr. Dewane | | | |
| Mr. Ball | | | |
| Mr. Baldwin | | | |
| Mr. Packard | | | |
| Mr. Eley | | | |
| Mr. Hilton | | | |
| Mr. Lindholm | | | |
| Ms. Freidenrich | | | |

OPEN SESSION

REPORT OF ACTIONS TAKEN IN CLOSED SESSION

BOARD MEMBER COMMENTS

CHIEF EXECUTIVE OFFICER/STAFF COMMENTS

Ms. Hockless provided Staff updates as of October 15, 2018.

COUNSEL COMMENTS

Ms. Ratto introduced OCERS' new Staff Attorney, Nicole McIntosh.

ADJOURNMENT: (IN MEMORY OF THE ACTIVE MEMBERS, RETIRED MEMBERS, AND SURVIVING SPOUSES WHO PASSED AWAY THIS PAST MONTH)

Active Members

Johnson, Carin
Martinez, Leopoldo
Mc Inerney, Carolyn
Steward, Reginald

Retired Members

Abdel-Sayed, Taghreed
Anthony, Philip
Boike, Mark
Bournival, Robert
Bowen, Lillian
Chandler, Patricia
Clavin, Mary
Conf, Mai Anh
Corbin, Virginia
Draeger, Robert
Florio, Geraldine
Gervais, Carl
Gettman, Carolyn
Harding, George
Hunter, Wondra
Johnson, Charles
Krauss, Veronica
Lees, Leonard
Lewis, May Ellen
Litscher, Ruth
Lotts, Mary
Lowie, Robert
Macias, Peggy
Martindale, Steven
Mc Murtry , Marilyn
Miklas, Margaret
Mowbray, Samuel
Oliphant, Everett
Panchal, Constance
Parrish, Amy
Peterson, Arthur
Peterson, Robert

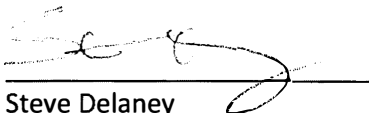
Ratawessnant, Parichart
Romano, Anne
Schoepf, John
Servin, Margarita
Shaner, Richard
Straub, Elvira
Trent, Elizabeth
Truong, Yen
Turner, Richard
Walsh, Ralph
Woods, Robert

Surviving Spouses

Benveniste, Mary
Burton, Eunice
Gillaspy, Lauralee
Hartnett, William
Kellison, Marjorie
Kish, Adeline
Lavacot, Robert
Mcraney, Georgia
Niesley, Jack
Reese, Ralph
Robinson, Gary
Vaessen, John
Washbon, Hazel
Wilson, Rosa

There being no further business to bring before the Board, the meeting adjourned at 12:19p.m.

Submitted by:



Steve Delaney
Secretary to the Board

Approved by:



Chris Prevatt
Chairman