

**MINUTES FOR THE 1,232<sup>nd</sup> BOARD MEETING**  
**STATE BOARD OF RETIREMENT**

**DATE:** September 24, 2020

**TIME:** 10:04 A.M.

**PLACE:** One Winter Street – 8<sup>th</sup> Floor, Boston, MA

There being a quorum present, the meeting was called to order at 10:04 A.M.

Pursuant to the Commonwealth's Open Meeting Law Massachusetts General Law chapter 30A, §20, and subject to the Executive Order issued by Governor Baker on March 12, 2020, *Suspending Certain Provisions of the Open Meeting Law*, the meeting of the State Board of Retirement held via the internet was called to order with the following Members participating remotely for all or part of the meeting and who were identified: Treasurer & Receiver General Deborah B. Goldberg; Patricia Deal, Appointed Member; Francis Valeri, Elected Member; Theresa McGoldrick, Elected Member; Archie Gormley, Chosen Member. All votes taken at the meeting were taken by roll call vote.

Board staff present or participating remotely for all or part of the meeting were: Nicola Favorito, Deputy Treasurer/Executive Director; Darrell Bright, Director of Member Services; Melinda Troy, Senior Board Counsel; Lori Krusell, Associate Board Counsel; Brendan McGough, Associate Board Counsel; Janice Coen, Executive Assistant; Kathryn Kougas, Finance Director; Mohammed Ali, Assistant Director of Finance; Kimberly Griffin, Manager of Information Systems; Paula Daddona, Communications & Outreach Manager; Zachary Pierce, Communications Coordinator; Diana Reyes, Refund Manager; Anthony Sarnacchiaro, Manager, Buybacks; Chanese Brown, Manager, Disability Unit; Lisa Zale, Disability Case Counselor; Joisei Horton, Disability Case Counselor; Stephanie Medina, Disability Counselor; Zhuoxin Tan, Internal Auditor; Yande Lombe, Paralegal; James Salvie, Associate General Counsel, and Pamela Diggs, Paralegal.

Treasury staff participating remotely for all or part of the meeting were: James MacDonald, First Deputy Treasurer; Sarah Kim, Treasury General Counsel; Liz Gomes, Deputy Chief of Staff; Elizabeth Zelnick, Treasury Legislative Affairs; and Elizabeth Morrocco, Associate General Counsel.

Members of the public were provided access to the meeting via a call-in number. Participants included Bethany DeMoura, Rhonda Nyman, Matthew Moniz, Matthew Rocheleau and Robert Stephanian. Other parties participating remotely for all or part of the meeting were: Manoj Punwani, Sagitec.

*Treasurer Goldberg announced in accordance with the Commonwealth's Open Meeting Law that any person may make a video or audio recording of an open session of a meeting of a public body, and she was obligated to inform participants of any recording at the beginning of the meeting. She then asked that anyone who is making any recording identify themselves as doing so to Treasury staff monitoring the public access platform. No person indicated that he/she was making a recording.*

*Treasurer Goldberg also announced that for those members of the public accessing the open portion of the Board meeting, that access will conclude when the Board enters Executive Session and that the Board would adjourn today's meeting from Executive Session.*

## **OPEN SESSION**

### **MINUTES OF THE 1,231<sup>st</sup> BOARD MEETING**

On a motion by Mr. Gormley and seconded by Ms. Deal the Board voted unanimously to approve the Regular and Executive Session Minutes of the 1231<sup>st</sup> Board Meeting, August 27, 2020.

#### **ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:**

Ms. Deal	Yes
Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Treasurer Goldberg	Yes

### **REPORT OF THE EXECUTIVE DIRECTOR**

#### **1. MSRB Operations**

Mr. Favorito updated the Board on the MSRB's business operations.

MSRB staff continue working in Boston & Springfield on a rotational basis both remotely and in-office. General member telephone access remains between the hours of 9:00 a.m. and 3:00 p.m. There is no public access to either office.

Two MSRB Units are testing telephone software with Treasury IT that allows staff to remotely receive and manage telephone calls submitted to their office desk top phones and allow them to remain in their phone groups as if they were in the office. It should provide for quicker responses to members.

The receipt of returned Benefit Verification Forms from the first-round mailing is winding down. More than 48,000 have been approved. An additional 3,200 are pending review. Approximately 6,000 were rejected. The second-round mailing is expected to be issued in October.

Mr. Favorito noted no activity by the Legislature on an FY 2021 retiree COLA. The MSRB continues to monitor legislative activity and respond accordingly to retiree inquiries. Treasurer Goldberg submitted a letter and has spoken with the Governor on the matter on behalf of the Board. A copy of the letter was included in the Board's Communication materials.

Weekly (disbursement) and monthly (pension) warrants continue to be executed regularly without interruption.

For the calendar year the MSRB's Benefit Calculation Unit directed by Mary Grace Runci and Rachel Grimaldi have added over 2,000 new retirees to the pension payroll including 240 for September and more than 270 survivors and beneficiaries through September.

For the period since the MSRB's office closed in March through this past week the Disbursement Unit led by Manager Diana Reyes has processed over 1,350 refunds / rollovers / transfers totaling approximately \$23m.

The MSRB's Business Support Unit (led by Angela Olszewski and Nidhi Garg) supported by Treasury executed our seventh successful pilot of the accelerated payment program for twelve new retirees whose benefits have been approved for payment. These members received in mid-September their retro-active benefit payments (from their retirement date through August 31st) rather than have them wait until the end of September and receive the retro benefits together with their first month's benefit payment. These members are receiving their regular September benefit payment at the end of the month.

Weekly member and employer outreach continue through our Communications Team (Paula Daddona and Zachary Pierce). Since initially going remote they have conducted 72 webinars with almost 3,500 MSERS members attending. Current webinars are scheduled through the end of November. Since January the various Facebook and Educational videos have been viewed 23,764 times.

The Office of Economic Empowerment within the Treasury has been awarded a \$100,000 grant from the National Association of State Treasurers (NAST) to provide financial education to active state employees and retirees in Massachusetts. The goal of the one-year grant funded by Wells Fargo is to offer a program to reach employees and retirees in all regions of the Commonwealth and from all state agencies by utilizing a combination of formats, including digital learning management systems, webinars, videos, and other digitally based assets.

## **2. YTD Fiscal 2020 Operating & Capital Spending Plans**

Mr. Favorito reviewed with the Board to the YTD Fiscal 2020 Operating and Capital Spending Plans vs. actual expenditure reports (through August 30, 2020) which were included as part of the Agenda materials.

## **3. Membership Regulation Amendments 941 CMR 2.03**

Mr. Favorito asked Attorney James Salvie to summarize the proposed amendments to the MSRB's regulation governing membership eligibility, creditable service determination and methods of calculating benefits.

Mr. Salvie indicated the most important changes developed by the MSRB staff that these proposed amendments will authorize are (1) related to employees in temporary, seasonal, provisional, or intermittent positions who would no longer have to work full time for six

months to qualify for membership, rather they will have to work more than half time for six months to so qualify; (2) members in schools or institutions of higher education who do not work during the summer, but remain employed, will be considered active employees, not inactive; (3) clarifies that full time employees of schools and institutions of higher education who work a full 12 month year or a full academic year (even if that is less than 12 months) receive a full year's credit, and that such full time employees who work part of a 12 month year or academic year receive pro-rated credit for the part of the calendar or academic year worked; (4) makes clear that, at a time to be determined later (September 2021 or 2022?), all part-time employees of schools or institutions of higher learning will receive pro-rated credit, in the proportion that their part time service bears to the amount of time that a full-time employee would have worked.

Mr. Favorito noted that MSRB staff would conduct outreach over the next several months to various stakeholders, employee representative groups, and employers for feedback on the proposed changes and to determine the timing of enactment. If substantive changes are to be made MSRB staff would present any further revised regulations to the Board.

After discussion, on a motion by Mr. Valeri seconded by Ms. McGoldrick the Board voted to adopt the amendments to the regulation.

**ON ROLL CALL THE VOTE WAS AS FOLLOWS:**

Ms. Deal	Yes
Mr. Gormley	Yes
Ms. McGoldrick	Yes
Mr. Valeri	Yes
Treasurer Goldberg	Yes

**4. Board Member Election – Draft Schedule / Election Rules**

Mr. Favorito reviewed with the Board the proposed rules and schedule for the Board election which would be initiated later this year. He asked for the Board's feedback on possible modifications to the nomination and voting process given public health conditions.

Mr. Favorito highlighted the process for gathering nomination signatures as one which may need modification. Options the Board was open to included expanding the period of time to obtain nomination signatures; the acceptance of a scanned or electronic signature on nomination papers; adding additional sources to confirm the identity of a member such as the HRCMS ID# for Commonwealth employees.

Mr. Favorito indicated he would seek feedback from PERAC on some of the changes as they were not specifically addressed in current election regulations and look to report back to the Board for the October meeting.

## 5. PRIM Update

Mr. Favorito reviewed the PRIT Fund performance materials through August 30, 2020 distributed separately to the Board due to the timing of the Board meeting. Total PRIM assets stood at over \$79b, of which \$29.6b represented assets of the MSERS and \$161m represented assets of the former MTAERS. Calendar year to date rate of return stood at 1.89% and 8.10% for the one-year period.

Treasurer Goldberg and Ms. McGoldrick also highlighted the recent announcement by PRIM related to the collaboration with the MIT Sloan School of Management which seeks to create Environmental, Social & Governance (“ESG”) data and benchmarks for investors. One of the goals of the project is to improve the available ESG data.

## 6. Legal Update

The Board was directed to the case summaries of recent DALA /CRAB decisions provided by the MSRB Legal Unit.

## 7. Board / Staff Communications

Mr. Favorito highlighted the member and external communications received over the past month.

*(The Board then moved on to individual agenda items)*

All items considered unanimous

## AGENDA ITEMS

### REQUESTS FOR WAIVER UNDER G.L., c.32, §20(5)(c)(3) / MIDDLESEX COUNTY SHERIFF’S OFFICE

1. Christina Anderson
2. Daniel Conway
3. Gerard P. Cronin
4. John F. Crowley
5. Carol W. Donoghue
6. Patrick Donoghue
7. Vincent Johnson
8. Kenneth Paulson
9. Keith Sullivan

After Board discussion and presentation by Darrell Bright, Director of Member Services, the Board considered the listed waiver requests.

- **Approved**, Motion by Mr. Valeri; seconded by Ms. McGoldrick.

## **GROUP CLASSIFICATIONS**

### **GROUP 2**

**Pursuant to the Board's Classification Policy the following were reported as approved for Group 2 Classification:**

1. **Deanna Daley** - Social Worker 2, DCF
2. **Jon Harvey** - Residential Supervisor B, N.E. Residential Services, DDS
3. **Gail Hudson** - Assistant Chief Probation Officer, MA Trial Court
4. **M. Clair Kershaw** - Rehabilitation Counselor A/B, Taunton State Hospital, DMH
5. **Martin Loughman** – Court Officer, MA Trial Court
6. **Erin Lynch** – Probation Officer 2, MA Trial Court
7. **Valerie Messina** – Vocational Instructor A/B, Hogan Regional Center, DDS
8. **Carl Morris** – MHW 3, Residential Services, DMH
9. **Sharon Nolan** – Probation Officer, MA Trial Court
10. **Elizabeth O'Carroll** – LPN I, S.E. Residential Services, DDS (posthumously)
11. **Paul Place** – Court Officer 3, MA Trial Court
12. **Anita Sedlacko** – Physical Therapist, Hogan Regional Center, DDS
13. **Kathy Wells** – Recreation Services Specialist A/B, Hogan Regional Center, DDS
14. **Thomas Westerberg** – Probation Officer, MA Trial Court

### **GROUP 2 DISCUSSION ITEMS**

1. **Deidre Barrett** – Recreational Therapist 3, Hogan Regional, DDS
  - **Approved**, Motion by Ms. McGoldrick; seconded by Ms. Deal.
2. **Cheryl Creamer** – CNA, Chelsea Soldier's Home
  - **Denied**, Motion by Ms. Pat Deal; seconded by Ms. McGoldrick.
3. **Anita Huckins** – CNA, Western MA Hospital, DPH
  - **Denied**, Motion by Ms. Deal; seconded by Ms. McGoldrick.
4. **Charles Lorbeer** – Social Worker 4, DCF
  - **Denied**, Motion by Ms. McGoldrick; seconded by Mr. Gormley.
5. **Jo-Anne Warcup** – Recreation Therapist 3, Wrentham Developmental Center, DDS
  - **Approved**, Motion by Ms. McGoldrick; seconded by Mr. Valeri.

## **GROUP 2 RECONSIDERATION**

1. **Esteban Castillo** Nursing Assistant I, Western MA Hospital
  - **Reconsideration approved**, Motion by Ms. Deal; seconded by Ms. McGoldrick.
  - **Approved**; Motion by Ms. Deal; seconded by Mr. Valeri.
  
2. **Benilde Watts** RN 4, Lemuel Shattuck Hospital, DMH
  - **Reconsideration approved**, Motion by Mr. Valeri; seconded by Ms. McGoldrick.
  - **Approved**; Motion by Mr. Valeri; seconded by Mr. Gormley.

## **GROUP 2-HSC A/B**

1. **Lorraine Olsen-Viola** HSC A/B, Plymouth, DDS
  - **Approved**, Motion by Ms. Deal; seconded by Ms. McGoldrick.

## **Pursuant to the Board's Classification Policy the following are reported as approved for Pro-Rated Group 2 Classification:**

1. **Cynthia Carrero** **Department of Mental Health**  
RN I – Worcester Recovery Center & Hospital 11/30/97 – 8/7/99  
RN 2 – Worcester Recovery Center & Hospital 8/8/99 – 11/6/04
  
2. **Rosalie Kern** **Department of Children & Families**  
Social Worker 3 – 11/8/87 – 11/12/88  
Social Worker 4 – 11/13/88 – 2/28/98
  
3. **Thomas Turco** **MA Trial Court**  
Probation Officer – 7/1/89 – 2/26/01  
Probation Officer in Charge – 2/27/01 – 4/7/03  
Acting Chief Probation Officer – 4/8/03 – 12/20/04  
Chief Probation Officer – 12/21/04 – 3/6/15

## **GROUP 2 PRO-RATE**

1. **Andrea Long** **Suffolk County Sheriff's Department**  
Administrative Secretary/Inmate Legal Dept. 1/6/92 – 8/6/96  
Senior Administrative Secretary/Inmate Legal Dept. 8/7/96 – 2/6/00  
Senior Administrative Assistant/Inmate Legal Dept. 2/7/00 – 5/9/02
  - **Denied**; Motion by Ms. McGoldrick; seconded by Ms. Deal.

## **GROUP 2 PRO-RATE TABLED**

1. **Donna Bernardi-Agnes** **Hampden County Sheriff's Department**  
Clinical Manager – 9/17/06 – 1/22/11  
Clinical Director – 1/23/11 – 8/31/20  
(Tabled August 2020)
  - **Denied**, Motion by Mr. Gormley; seconded by Ms. Deal.

## **GROUP 4**

### **Pursuant to the Board's Classification Policy the following are reported as approved for Group 4 Classification:**

1. **Edward Anderson** - CO/Lieutenant, Plymouth County Sheriff's Department
2. **Timothy Anderson** - CO I, DOC (deceased)
3. **Janet Brown**– CO I, DOC
4. **David Christian** – CO I, DOC
5. **James Ferrara** - CO I, DOC
6. **Karen Kilroy** - Captain, DOC
7. **Brian L'Heureux** - CO I, DOC
8. **Deborah Maenpaa** – CO I, DOC
9. **Charles Magner** – Jail Officer/Captain, Suffolk County Sheriff's Department
10. **John McDonough** – CO, Franklin County Sheriff's Department
11. **Scott McGuinness** – CO I, DOC
12. **Raymond Murphy** – Assistant Adjutant General, Military Division, MA Nat'l Guard
13. **Matthew Normandeau** – CO/Transportation, Bristol County Sheriff's Department
14. **James Petrosino** – Assistant Superintendent 6, Essex County Sheriff's Department
15. **Michael Porzelt** – CO, Suffolk County Sheriff's Department
16. **Arthur Ramalho** – Assistant Deputy Superintendent 2, Middlesex Sheriff's Office
17. **Jessica Schedin** – Lieutenant/CO 3, DOC
18. **Stephen Sharkey** – CO, Norfolk County Sheriff's Department
19. **Steven Swiatek** – CO, Plymouth County Sheriff's Department

## **GROUP 4 DISCUSSION ITEMS**

1. **Nelson DeGouveia** - Asst. Superintendent 2/Special Investigation Unit, Bristol County Sheriff's Department
  - **Approved**, Motion by Mr. Gormley; seconded by Mr. Valeri



**GROUP 4 CORRECTIONAL PROGRAM OFFICER D**

1. **Erin Gaffney** – CPO D, DOC
  - **Tabled**; Motion by Ms. Deal; seconded by Ms. McGoldrick
  
2. **Peter Nadeau** – Correctional Program Officer, DOC
  - **Tabled**; Motion by Ms. McGoldrick; seconded by Mr. Gormley
  
3. **Sandra Richard** – Correctional Program Officer, DOC
  - **Approved**, Motion by Ms. McGoldrick; seconded by Mr. Gormley

**GROUP 4 TABLED**

1. **John Carvello** – Intake Property Officer/CO, Norfolk County Sheriff’s Department (Tabled February 2020)
  - **Approved**, Motion by Ms. McGoldrick; seconded by Mr. Valeri
  
2. **James Jepsen** – Identification Officer, Plymouth County Sheriff’s Department

Robert Stephanian of the Plymouth County Sheriff’s Office Bureau of Criminal Identification (“BCI”) participated in the meeting on behalf of Mr. Jepsen. The Board reviewed a position description for a similar position to that of the BCI from Barnstable County. The Board was updated that there had been no change to House Bill No. 2333 currently before the House Ways & Means Committee which would designate the BCI positions in Group 4. The Board noted the lack of authority to administratively classify the BCI positions in Group 4 given the lack of reference to them in Chapter 32. After discussion, the Board on a motion by Mr. Valeri, seconded by Ms. McGoldrick directed Mr. Favorito to submit a letter on behalf of the Board supporting House Bill No. 2333 and urging its passage by the Legislature.

ON ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. Deal	Yes	
Mr. Gormley	Yes	
Ms. McGoldrick	Yes	
Mr. Valeri	Yes	
Treasurer Goldberg		Yes

**Pursuant to the Board's Classification Policy the following are reported as approved for Pro-Rated Group 4 Classification:**

1. **James Capen**      **Franklin County Sheriff's Department**  
CO – 7/15/94 – 2/4/99
  
2. **Patrick Connolly**      **Suffolk County Sheriff's Department**  
CO – 7/11/84 – 11/01/87

**GROUP 4 PRO-RATE**

1. **Anthony Domagala**      **Suffolk County Sheriff's Department**  
Health Services Administrator/Asst. Deputy Jailer 1/10/00 – 1/7/05
  - **Denied**, Motion by Ms. Deal; seconded by Mr. Valeri

**GROUP 4 CORRECTIONAL PROGRAM OFFICER PRO-RATE**

1. **Sharon Nolan**      **Department of Correction**  
Correctional Program Officer D 12/27/87 – 12/31/05
  - **Approved**, Motion by Ms. McGoldrick; seconded by Mr. Gormley

**Pursuant to the Board's Classification Policy the following are reported as approved for 20/50 Classification:**

1. **Eric Cousens** - CO, Bristol County Sheriff's Department
2. **Kristina Ellis** – CO, DOC
3. **David McNally** - CO 2, DOC
4. **Timothy White** – CO I, DOC

**THE BOARD ENTERS INTO EXECUTIVE SESSION**

*At 11:58 a.m. the Board entered into Executive Session to review applications for disability retirement, associated benefits, and to also consider the reputation, character, physical condition or mental health of individuals with business before the Board. Treasurer Goldberg indicated the Board would not reconvene in Open Session after the Executive Session and will adjourn the meeting at the conclusion of the Executive Session.*

Each Board member confirmed that no other person was present with them and/or able to hear the discussion at the remote location.

**Ms. Deal made a motion to enter Executive Session, Mr. Gormley seconded the motion.**

**ON ROLL CALL THE VOTE WAS AS FOLLOWS:**

Ms. Deal	Yes
Mr. Gormley	Yes
Ms. McGoldrick	Yes
Mr. Valeri	Yes
Treasurer Goldberg	Yes

*(Treasurer Goldberg departed from the meeting; General Counsel Sarah Kim assumed the Chair)*

**EXECUTIVE SESSION CONCLUDES AND ADJOURNMENT**

**ON A MOTION BY MR. VALERI AND SECONDED BY MS. MCGOLDRICK THE BOARD VOTED TO ADJOURN THE MEETING.**

**THE MEETING ADJOURNED AT 1:32 PM.**

**ON ROLL CALL THE VOTE WAS AS FOLLOWS:**

Ms. Deal	Yes
Mr. Gormley	Yes
Ms. McGoldrick	Yes
Mr. Valeri	Yes
Ms. Kim	Yes

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**THE NEXT REGULAR BOARD MEETING OF THE STATE RETIREMENT BOARD IS SCHEDULED TO BE HELD ON Thursday, October 29, 2020 starting at 10:00AM.**

Documents Used at the State Board of Retirement Meeting of September 24, 2020

- Agenda for the September 24, 2020 Board Meeting. Supporting documentation for Agenda items as referenced therein.
- Open Session and Executive Session Minutes of August 27, 2020 Board Meeting