

MINUTES FOR THE 1,265th BOARD MEETING

STATE BOARD OF RETIREMENT

DATE: June 29, 2023

TIME: 10:18 A.M.

PLACE: One Winter Street – 8th Floor, Boston, MA/Remote

There being a quorum, the June 29, 2023, meeting of the State Retirement Board (“Board”) was called to order at 10:18 a.m. by Treasurer & Receiver General Deborah B. Goldberg, Chair.

Treasurer Goldberg announced pursuant to the Commonwealth’s Open Meeting Law Massachusetts General Law chapter 30A, §20, as amended recently by Chapter 107 of the Acts of 2023, that the meeting of the Board was being held via the internet and was being called to order with the following Members who would be participating remotely for all or part of the meeting and who were identified at this time: Deborah B. Goldberg, Treasurer & Receiver General, Chair; Theresa McGoldrick, Elected Member; Francis Valeri, Elected Member; Archie Gormley, Chosen Member. Unless otherwise noted, all votes taken at the meeting were taken by roll call vote.

Board staff that were present or participated remotely for all or part of the meeting were: Kathryn Kougias, Executive Director/Director of Finance; Sandor Zapolin, Deputy Executive Director/Chief Operating Officer; Micarlie Baptiste-Merisier, Office Manager/Executive Assistant; Lisa Leary, Disability Benefits Support Analyst; Lisa Zale, Disability Unit Manager; Joisei Horton, Disability Benefits Support Analyst; Yande Lombe, Associate Board Counsel; Teneshia Lewis, Associate General Counsel; Jennifer Hunt, Associate Board Counsel; Pamela Diggs, Paralegal; Andrew Dickey, Paralegal; Paula Daddona, Assistant Director of Communications & Member Outreach; Zachary Pierce, Communications Coordinator, II; Ebenezer Shim, Communications Specialist; Pamela Holloman, Benefit Calculation Disbursement Manager; Diana Reyes, Assistant Director of Member Services; Judy Yim, Pension Reimbursement Analyst; Sharon L. Sullivan, Budget & Finance Manager; Arvelle Adamson, Benefit Calculation Support Analyst; Cory Taliaferro, Learning & Development Specialist; John Lyons, Benefit Calculation Support Analyst; Diane Morales, Benefit Calculation Support Analyst; Douglas Nelson, Benefit Calculation Support Analyst; Shaniqua Marrow, Benefit Calculation Support Analyst; Tom Mancini – Learning and Development Manager; Marina Chen, Intern; Brendan McGough, Associate General Counsel; Carol Powers, Benefit Calculation Analyst II; Eloy Sanchez, Benefit Calculation Analyst, Survivor Benefits; Kimberly Griffin, Director of Information Systems & Technology.

Treasury staff that participated remotely for all or part of the meeting were: Alberto Anzola, Legislative & Policy Analyst; Alexa Michon, Legislative & Policy Analyst; Rachel Healey, Hearing Officer; Elizabeth Morrocco, Treasury Legal; Jim MacDonald, First Deputy Treasurer; Lizandra Gomes, Deputy Chief of Staff, DE&I Program Manager; Andrew Napolitano, Deputy

Communications Director; Mary Wilkins, Communications Executive Assistant; Makayla Fucile, Special Assistant, Treasury; Emily Kowtoniuk, Legislative Director.

Members of the public were provided access to the meeting via a call-in number. Those registered as attending were Josh Bowdridge, Program Director, Middlesex Sheriff's Office; Keith Zewiey, Sergeant, Middlesex Sheriff's Office; Kristyn Camilleri, Director of Personnel, Department of Correction; Lynda Kelly; Edward Conley, Sergeant, Middlesex Sheriff's Office; Lawrence Sullivan, Correctional Officer, Middlesex Sheriff's Office; Jo Linda Greenfield, ASL Interpreter; Sharon Mendes, ASL Interpreter; Jennifer Wilson, MaryAnne Wolk.

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.

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 resume when the Board returns from Executive Session.

MINUTES OF THE MAY 25, 2023, 1,264th BOARD MEETING

On a motion by Treasurer Goldberg and seconded by Ms. McGoldrick the Board voted unanimously to approve the Open Session and Executive Session Minutes of the 1,264th Board Meeting, held on May 25, 2023.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Gormley	Yes
Treasurer Goldberg	Yes

THE BOARD ENTERS INTO EXECUTIVE SESSION

At 10:07 a.m. the Board entered Executive Session to review applications for disability retirement, associated benefits, litigation strategy, 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 reconvene in Open Session after the Executive Session.

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

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Gormley	Yes
Treasurer Goldberg	Yes

Frank Valeri joined at 10:35 am.

THE BOARD RECONVENES IN OPEN SESSION

TAB 2- DISCUSSION ITEM

Pursuant to the Board’s Classification Policy the following are reported as approved for Group 2 Classification:

1. **Linda Boucher** Recreational Therapist II, Wrentham Dev. Center, DDS
2. **Leslie Caribo** Social Worker II, DCF
3. **Miguelina Diaz** Social Worker II, DCF
4. **Donelle Gomes-Talley** Chief Probation Officer, MA Trial Court
5. **Kimberly McCoy** Social Worker D, DCF
6. **Jasmine Morpeau** RN II, Wrentham Dev. Center, DDS
7. **Carol Pino** Habilitation Coordinator I, Wrentham Dev. Center DDS
8. **Janell Willis-Padden** Social Worker, DCF

Mr. Valeri made a motion to approve group 2 Classification, Ms. McGoldrick seconded the motion.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

GROUP 2 (Board Review)

1. **Douglas Bower** -Superintendent, DOC

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

2. **Stephen Nolette** -Campus Police Officer, Taunton State Hospital

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley voted to table this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

3. **Catherine Perry** -Director of Counseling Center, UMass Dartmouth

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Valeri voted to deny this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

4. **Mark Waitkevich** -Medical Officer, Plymouth County Sheriff's Office

After discussion of the available information, the Board on a motion made by Mr. Gormley and seconded by Ms. McGoldrick voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

5. **Jocelyn Wender-Shubow** -Clinical Social Worker C, DMH

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Valeri voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

GROUP 2 (Tabled) (Board Review)

1. **Debra Beaudette** -RN V, Pappas Rehabilitation Hospital, DPH

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley voted to deny this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

GROUP 2 (RECONSIDERATION) (Board Review)

1. **Elizabeth Byrne** -RN II, Tewksbury State Hospital, DPH

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley voted to deny this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

GROUP 2 HSC A/B (Board Review)

1. **Jennifer Wilson**- HSC A/B, DDS

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Valeri voted to approve the motion to reconsider this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

After discussion of the available information, the Board on a motion made by Mr. Valeri and seconded by Mr. Gormley voted to table this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

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

*Member established membership after April 2, 2012 and so is required to pro-rate any position that they wish to classify, including the position that they currently hold.

Treasurer Goldberg left the meeting at 12:15p.m. and appointed Mr. MacDonald to lead the meeting.

GROUP 4

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

1. **William Baymon** Corporal, Hampden County Sheriff's Department
2. **Eric Bettencourt** Lieutenant, Dukes County Sheriff's Department
3. **Kevin Colby** Correction Officer I/Head Cook, DOC
4. **Edward Conley** Sergeant, Middlesex County Sheriff's Office
5. **Randy Costello** Correction Officer, Middlesex County Sheriff's Department
6. **Curtis Deveneau** Captain, DOC
7. **William Flynn III** ADA, Bristol County DA's Office
8. **Scott Grinnell** Correction Officer, Worcester County Sheriff's Department
9. **Joseph Harris** Captain, Hampden County Sheriff's Department
10. **Douglas Holmes** Firefighter, Devens Fire Department
11. **Keith Jones** Correction Officer I, DOC
12. **Michael Kasper** Correction Officer II, DOC
13. **Michael Koslowsky** Industrial Instructor II, DOC
14. **Michael Morin** Correction Officer I, DOC
15. **Edward O'Keefe** Correction Officer I, DOC
16. **Kenneth Prouty** Correction Officer I, DOC
17. **Richard Rooks** Correction Officer II, DOC
18. **Kenneth Ross** Captain, Barnstable County Sheriff's Office
19. **Robert Stork** Correction Officer II, DOC
20. **Lawrence Sullivan** Correction Officer, Middlesex County Sheriff's Department
21. **Shawn Thomas** Correction Officer III, DOC
22. **James Thornton** Correction Officer III, DOC
23. **Thomas Valaouras** Correction Officer II, DOC
24. **Keith Zewiey** Sergeant, Middlesex County Sheriff's Department
25. **Ronald Zooleck** Correction Officer/ Lieutenant, Plymouth County Sheriff's Department

Mr. Gormley made a motion to approve group 4 Classification and Valeri seconded the motion.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

GROUP 4 (Board Review)

1. **Christopher Alessi**-Correction Officer, Suffolk County Sheriff's Department

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Valeri voted to table this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

2. **Josh Bowdridge** - Program Director, Middlesex County Sheriff's Department

After discussion of the available information, the Board on a motion made by Mr. Gormley and seconded by Mr. Valeri voted to deny this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

3. **Tomasa Picot** -Unit Supervisor/C.O., Hampden County Sheriff's Department

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

4. **Stephen Randall** - Assistant Deputy Superintendent, Norfolk County Sheriff's Office

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Valeri voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

GROUP 4 PRO-RATE(Board Review)

1. **David Correia*** Department of Corrections
Industrial Instructor I – 07/22/2012 - 12/05/2020
Industrial Instructor II – 12/06/2020 – Present

After discussion of the available information, the Board on a motion made by Mr. Gormley and seconded by Ms. McGoldrick voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

*Membership established after April 2, 2012, and therefore, it is required to pro-rate any position that the member wishes to classify, including the position that they currently hold

GROUP 4 CPO (Board Review)

1. **Kenneth Sheehan** CPO A/B, DOC

After discussion of the available information, the Board on a motion made by Mr. Gormley and seconded by Ms. McGoldrick voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

2. **Richard Stancombe** CPO D, DOC

After discussion of the available information, the Board on a motion made by Mr. Gormley and seconded by Ms. McGoldrick voted to approve this request.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

20/50

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

1. **Daniel Healey** Correction Officer, Hampshire County Sheriff's Department
2. **Brenden Holmen** Correction Officer I, DOC

- 3. **Christopher Johnson** Correction Officer II, DOC
- 4. **Michael Kasprzak** Correction Officer II, DOC

Ms. McGoldrick made a motion to approve the 20/50 Classification, Mr. Gormley seconded the motion.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Valeri	Yes
Mr. Gormley	Yes
Mr. MacDonald	Yes

TAB 3: REPORT OF THE EXECUTIVE DIRECTOR

1. Business Operations Report

- **Commonwealth appropriation for Fiscal Year 2024**

Ms. Kougias informed the Board that an updated FY2024 Commonwealth Appropriation letter was issued on June 28, 2023, stating the appropriation amount of \$4,104,583,378. This is in accordance with the triennial funding filed in January of this year. The amounts relative to the Board are: The State Retirement allocation is \$1,470,924,033; Employer contribution to ORP \$18,200,000; Local COLA reimbursement \$11,600,000. A copy of the letter will be furnished to the Board members under separate cover.

- **Member Annual Statements for Calendar year 2022**

The final file was delivered to Standard Modern the week of June 19, 2023. We anticipate a mail date of July 27, 2023, to the members.

- **Boston Non-Contributory Plan and City of Boston**

Ms. Kougias updated the Board on the outstanding debt of an approximate \$1.6 million owed by the City of Boston attributed to the former Non-contributory Boston retirees. On June 23, 2023, the Board received a check in the full amount of \$1,600,338.19.

- **Massachusetts Sheriffs' Association ("MSA")**

Ms. Kougas informed the Board of the discussion with the MSA—Sheriff Nick Cocchi, President MSA, Sheriff Paul McDermott, Vice President, MSA, and Carrie Hill, Executive Director, MSA. The focus of the discussion was the Group Four process. Board staff explained the long-standing process in detail, SRB's interpretation of the law and its application. MSA's position is that the Group Four should be evaluated solely on the member's title. Although there is some difference of opinion, it was a positive meeting overall. MSA will offer training to its members on the application process. MSRB offered assistance if deemed necessary.

- **MSRB Workforce Update**

Ms. Kougas introduced the new Deputy Executive Director/Chief Operating Officer, Sandor Zapolin. He joined the team on June 20, 2023. Sandor provided a brief introduction to the Board.

Onboarding has included six new employees across the benefit calculation and refunds Teams.

Kristine Mathis, Manager of Benefit Calculation has submitted her resignation effective July 28, 2023. Kristine has been an ambitious manager, well-regarded, and an exemplary public employee. She is joining the Franklin County Retirement Board as Assistant Director.

- **Monthly Operations Data**

Ms. Kougas presented the various data pertaining to the monthly warrant, accelerated benefit payments and benefit adjustments. Weekly refunds, rollovers and transfers were highlighted. Telephone call volume and types of calls were mentioned along with the in-person visits and outreach.

2. FY2023 Operating and Capital Expenses as of May 31, 2023

Ms. Kougas summarized the operating and capital expenditures relative to the FY2023 budget to date. We have expended 57.39% in the operating budget and with the recent kick-off of the Member Self Service project, we have made the first payment against the capital budget.

3. Policy and Administrative Considerations Memorandum

Ms. Kougas presented a memorandum outlining suggested administrative changes to make improvements to the process for reviewing beneficiary designations, pro-rate payments based on date of death, and requests by members to withdraw an application.

Based on the suggested improvements, the Board Delegation Policy needs to be amended as noted below. Ms. Kougias requested a vote.

No. 2 add the word “withdrawals”: Process, review, and approve superannuation retirement applications and calculations, and matters related thereto, including determinations related to, requested changes in retirement dates, option selections, and *withdrawals* for application submitted pursuant to M.G.L. c.32, §5, §10(1), §26, §28M, §28N, §65A-H, §101.

No. 7(a) change \$15,000 to \$50,000: Make beneficiary determinations and distributions of retirement accounts and related survivor benefits of deceased members to qualified beneficiaries in accordance with the Board’s beneficiary policy in instances where the amount of said account is \$50,000 or less, and matters related thereto.

No. 7(b) to read as follows: Make beneficiary distribution based on percentages on the form when the designation totals 100% yet primary or contingent box is not indicated and include the matter on the consent agenda.

Finally, changes presented are consistent with the Beneficiary Designation Policy.

These amendments will allow Board staff to better serve its members and improve administrative and Board meeting practices.

Ms. Kougias will continue to review practices to make improvements to MSRB operations both administratively and at the Board level.

Please see the Board Delegation Policy as amended as of June 29, 2023

Mr. Gormley motioned to approve the Board Delegation Policy, dated May 25, 2017 as noted below; Ms. McGoldrick seconded the motion.

On a roll call the vote was as follows:

Ms. McGoldrick	Yes
Mr. Gormley	Yes
Mr. Valeri	Yes
Mr. MacDonald	Yes

4. Electronic Signature Regulation

Attorney Brendan McGough presented a memorandum to the Board in regard to PERAC's September 2022 published regulations authorizing the use of Electronic Signatures by the Commission and Retirement Boards. In order for the Board to consider the use of electronic signatures, the Board must first vote to allow the use of electronic signatures and if approved, this allows for promulgating electronic signature regulations.

Ms. McGoldrick motioned to allow the use of electronic signatures, seconded by Mr. Gormley.

On a roll call the vote was as follows:

Ms. McGoldrick	Yes
Mr. Gormley	Yes
Mr. Valeri	Yes
Mr. MacDonald	Yes

5. Information Systems & Technology Update Memorandum

Ms. Kim Griffin presented the quarterly update as follows:

- **Estimate Initial Benefit Payment (“EIBP”) program:** The MARIS support team and MSRB subject matter experts completed development of the EIBP core functionality.

MSRB moved into the User Integration in early May. This involves end to end testing of all workflows/processes to verify they function together seamlessly as a whole.

Due to personnel departures, the timeline has been very much impacted. At this time, we are reassessing a new go-live date and anticipate the date to be established in the coming weeks. We have further decided that this rollout will be a controlled pilot program to mitigate risk.

- **Member Self-Service (“MSS”) Update:** The MSS Statement of Work with MTX Group has been implemented that includes two project resources: MSS Project Manager and MSS Business Lead. These two resources along with MSRB staff will work toward the successful development and integration of a product that will offer members an alternative to performing select functions.

Ms. Griffin also highlighted other operations completed by the MARIS support team.

6. Sagitec 7th Amendment to the Maintenance and Support Agreement

Ms. Griffin informed the Board of MSRB's and Treasury's intended negotiations with Sagitec to amend its contract for the 2024 fiscal year. In accordance with practices of the Board, we requested the Board's vote to move forward with the negotiation.

Ms. McGoldrick made a motion to direct staff to move forward with the negotiation for the period of July 1, 2023 through June 30, 2024; Mr. Valeri seconded the motion

On a roll call the vote was as follows:

Ms. McGoldrick	Yes
Mr. Gormley	Yes
Mr. Valeri	Yes
Mr. MacDonald	Yes

7. Legal Update Memorandum

Attorneys Yande Lombe, Teneshia Lewis and paralegal Pamela Diggs presented summaries of five recent decisions of the Division of Administrative Law Appeals ("DALA") and one Contributory Retirement Appeal Board ("CRAB") decision:

- **DALA**

Joanne Derr v. State Board of Retirement, DALA, CR-21-0337 (May 19, 2023); Diane Kidd v. State Board of Retirement, DALA, CR-21-0313 (May 12, 2023); David Reilly v. State Board of Retirement, DALA, CR-21-0103 (May 12, 2023), Ann Shor v. State Board of Retirement, DALA CR-21-0331 (May 12, 2023);

- **CRAB**

CRAB affirmed the DALA decision and the Board's determination in Benjamin Baumann v. State Board of Retirement, DALA CR-21-0626 (June 9, 2023)

8. PRIT Fund Financials

Ms. Kougas presented the PRIT Fund Financials as of May 30, 2023, in summary and accompanied by the Pension Reserve Investment Management Board full report. Total assets are at \$94.3 million with a rate of return of inception to date at 9.23%. Ms. Kougas referred to the report for the complete financials as of May 30, 2023.

ADJOURNMENT

On a Motion by Ms. McGoldrick and seconded by Mr. Gormley the Board voted to adjourn the meeting.

ON THE ROLL CALL THE VOTE WAS AS FOLLOWS:

Ms. McGoldrick	Yes
Mr. Gormley	Yes
Mr. Valeri	Yes
Mr. MacDonald	Yes

The next meeting of the State Board of Retirement is scheduled for Thursday, July 27, 2023. The Meeting adjourned at 12:47 P.M.