

OPEN MINUTES OF THE MEETING
1,291st BOARD MEETING
STATE RETIREMENT BOARD

DATE: August 28, 2025

TIME: 10:00 AM

PLACE: One Winter Street, Boston, MA 02108/Remote

There being a quorum present, the August 28, 2025 meeting of the State Retirement Board ("Board") was called to order at **10:00 a.m.** by the Acting Chair, Sandra DeSantis Lynch.

Ms. DeSantis Lynch announced that pursuant to the Commonwealth's Open Meeting Law Massachusetts General Law Chapter 30A, §20, as amended by Chapter 2 of the Acts of 2025, 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: Sandra DeSantis Lynch General Counsel & Acting Chair; Joanne Goldstein, Appointed Member; Frank Valeri, Elected Member; Theresa McGoldrick, Elected Member; Archibald Gormley, Jr., Chosen Member. Deborah Goldberg, Chair, Treasurer, & Receiver General was absent. 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 August 28, 2025 meeting were: Kathryn Kougias, Executive Director; Sandor Zapolin, Deputy Executive Director/Chief Operating Officer; Yande Lombe, Associate Board Counsel; Jacqueline Sullivan, Associate Board Counsel; Matthew Szafranski, Associate Board Counsel; Kim Griffin, Director of Information Systems & Technology; Alison Eggers, Deputy General Counsel; John Durgin, Associate General Counsel; Marko Samardzic, Associate Board Counsel; Pamela Diggs, Senior Paralegal; Athila Soares-Nunes, Paralegal; Kanan Gasimov, Paralegal; Marsha Knight, Disbursement Unit Manager; Sharon Sullivan, Director of Budget & Finance; Lisa Zale, Assistant Director, Disability Unit; Joisei Horton, Disability Retirement Manager; Jasmine Chasse, Disability Retirement Case Counselor; Robert Liford, Disability Retirement Case Counselor; Paula Daddona, Director of Member Experience, Communications & Operations; Zachary Pierce, Communications Manager; and Laura Mercure Executive Assistant & Office Manager.

Treasury staff that participated remotely for all or part of the meeting were: Andrew Napolitano, Deputy Communications Director.

Eleven guests participated remotely for all or part of the meeting. Their names were: Adam Troupe, Michael Tyner, Paul Danahy, Timothy Burke, Robert McMullen, Corey Sullivan, Bette Conlon, Calvin Butner, Joseph and Mrs. DaSilva, and Perry Mendes.

Five members of the public were provided access to the meeting via a GoToWebinar link. Their names were Heather Arpin, Kristyn Camilleri, Erin Colameco, Rita de Cassia Da Silva, and Tania Santos.

Ms. DeSantis Lynch 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 to a public body, and she

was obligated to inform participants of any recording at the beginning of the meeting. Ms. DeSantis Lynch announced that for any members of the public accessing the open portion of the Board meeting, that access would conclude when the Board entered Executive Session and resume when the Board returned to Open Session.

MINUTES OF THE JULY 31, 2025 BOARD MEETING

On a motion made by Ms. Goldstein, and seconded by Ms. McGoldrick, the Board voted to approve the Open Session Minutes of the 1,290th Board Meeting held on July 31, 2025.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Yes
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

On a motion made by Ms. McGoldrick, and seconded by Mr. Gormley, Jr., the Board voted to approve the Executive Session Minutes of the 1,290th Board Meeting Held on July 31, 2025.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Yes
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

THE BOARD ENTERS INTO EXECUTIVE SESSION

At **10:04 a.m.**, the Board entered into Executive Session for today's meeting on August 28, 2025, to review applications for disability retirement, associated benefits, litigation strategy, and to consider the reputation, character, physical condition, or mental health of individuals with business before the Board. Ms. DeSantis Lynch indicated that the Board would reconvene in Open Session after the Executive Session.

On a motion made by Ms. McGoldrick, and seconded by Mr. Gormley, Jr., the Board voted to enter Executive Session.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Yes
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

Mr. Valeri exited the meeting at 12:00 p.m.

EXECUTIVE SESSION CONCLUDES AND THE BOARD RECONVENES IN OPEN SESSION

At **12:17 p.m.** the Board voted to conclude the Executive Session and to reconvene in Open Session.

Ms. McGoldrick made a motion to conclude Executive Session and reconvene in Open Session and Mr. Gormley, Jr., seconded the motion.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

GROUP CLASSIFICATIONS

Group 2

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

1. **Gayle Hoffman Tilbor** – Social Worker III, DCF
2. **Robert Manning** – Assistant Chief Probation Officer, MA Trial Court
3. **Veronica McClellan** – LPN II, Holyoke Veteran's Home
4. **Vincent Piro** – Chief Probation Officer, MA Trial Court
5. **Brian Weber** – Chief Probation Officer, MA Trial Court

Group 2 (Board Review)

1. **Daniel DiSangro** – Employment Marketing Manager, DOC

On a motion made by Ms. McGoldrick and seconded by Mr. Gormley, Jr., the Board voted to approve Mr. DiSangro's Group 2 classification request.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

2. **Jayson Griffin** – Youth Service Program Officer C, DYS

On a motion made by Ms. McGoldrick and seconded by Mr. Gormley, Jr., the Board voted to deny Mr. Griffin's Group 2 classification request.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

GROUP 2 (Reconsideration) (Board Review)

1. **Patricia Ballou** – Physical Therapist II, Lemuel Shattuck Hospital, DPH

On a motion made by Ms. McGoldrick and seconded by Mr. Gormley, Jr., the Board voted to reconsider Ms. Ballou's Group 2 classification request.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

On a motion made by Ms. McGoldrick and seconded by Mr. Gormley, Jr., the Board voted to approve Ms. Ballou's Group 2 classification request.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

GROUP 2 HSC I (Board Review)

1. **Dana Anderson** – HSC I, DMH

On a motion made by Ms. McGoldrick and seconded by Ms. Goldstein, the Board voted to approve Dana Anderson's Group 2 classification request.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

GROUP 2 HSC II (Board Review)

1. **Robert Weeks** – HSC II, DMH

On a motion made by Ms. McGoldrick, and seconded by Mr. Gormley, Jr., the Board voted to deny Mr. Weeks's Group 2 classification request.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

GROUP 2 PRO-RATE

Pursuant to the Board's Classification Policy, the following are reported as approved for Group 2 Pro-Rate Classification:

- | | |
|--------------------------------------|---|
| 1. <u>Christine Frederick</u> | <u>Berkshire Co. Sheriff's Office</u>
Mental Health Clinician II
09/20/2015 - 10/04/2025 |
| 2. <u>Kathleen Lydon</u> | <u>Department of Youth Services</u>
Youth Service Caseworker – 07/03/1994 – 03/15/1997 |
| 3. <u>Patricia Lopes</u> | <u>Hampden Co. Sheriff's Dept.</u>
Support Services Assistant V – 09/22/2013 - 08/01/2025 |

GROUP 2 Pro-Rate (Board Review)

- | | |
|------------------------------|---|
| 1. <u>Marc Dubois</u> | <u>Dept. of Developmental Services</u>
(Wrentham Developmental Center)
DSW III – 12/10/2013 – 04/01/2017 |
|------------------------------|---|

On a motion made by Ms. McGoldrick and seconded by Mr. Gormley, Jr., the Board voted to approve Mr. Dubois's Group 2 classification request.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

2. Gary Lemoine

Department of Youth Services

Security Specialist I – 06/16/1985 – 12/31/1999

Youth Service Group Worker III 01/01/2000 – 07/10/2004

On a motion made by Mr. Gormley, Jr., and seconded by Ms. McGoldrick, the Board voted to deny Mr. Lemoine's Group 2 classification requests for the two positions.

ON A ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

Group 4

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

1. **John Carbone** – Senior Correction Officer I, Essex Co. Sheriff's Department
2. **Sean Cuddy** – Correction Officer II, Essex Co. Sheriff's Department
3. **Linda DiNapoli** – Correction Officer I, DOC
4. **Michael Ditullio** – Sergeant, Norfolk County Sheriff's Office
5. **Michael Donahue** – Captain, DOC
6. **Mark Fogaren** – Correction Officer II, DOC
7. **Timothy Ford** – Parole Officer C, Massachusetts Parole Board
8. **Chad Giddens** – Correction Officer I, DOC
9. **Michael Lontok** – Correction Officer I, DOC
10. **Michael Monaghan** – Correction Officer, Norfolk Co. Sheriff's Office
11. **Thomas Valaouras** – Correction Officer II, DOC
12. **Sally Van Wright** – Assistant Superintendent II, Hampden Co. Sheriff's Department
13. **Yolene Wilson** – Correction Officer I, DOC

GROUP 4 Pro-Rate

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

1. **Ashlee Tracy**

Essex County District Attorney's Office

ADA 03/15/2005 - 07/06/2018

GROUP 4 CPO PRO-RATE (Board Review)

1. **Brian Weber**

Department of Correction

CPO A/B – 06/25/1990 – 06/29/1993

On a motion made by Ms. McGoldrick, and seconded by Mr. Gormley, Jr., the Board voted to approve Mr. Weber's Group 4 classification request.

ON A ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

20/50

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

1. **Matthew Batchelder** – Correction Officer II, Suffolk Co. Sheriff's Department
2. **Christopher Boss** – Lieutenant, Worcester Co. Sheriff's Office
3. **Jessica Caffin** – Correction Officer I, DOC
4. **William Crowley** – Correction Officer I, DOC
5. **Timothy Dufresne** – Senior Correction Officer, Worcester Co. Sheriff's Department
6. **James Hogan** – Corporal, Hampden Co. Sheriff's Department
7. **Nathan Lusas** – Correction Officer I, DOC
8. **Timothy Mulcahy** – Correction Officer, Middlesex Sheriff's Office
9. **Jeffrey Richardson** – Correction Officer, Middlesex Co. Sheriff's Department
10. **Saadia Zaki** – Correction Officer II, Essex Co. Sheriff's Department
11. **Joseph Zoccola** – Jail Officer III, Suffolk Co. Sheriff's Department

Ms. Kougias informed the Board that Athila Soares Nunes was leaving MSRB to focus on his second year of law school; she thanked Mr. Soares Nunes for his work with the MSRB and wished him well with his future endeavors.

TAB 3: REPORT OF THE EXECUTIVE DIRECTOR

Business Operations Report

Section 91A

Approximately 500 members were out of compliance with Section 91A for 2024 starting this past June. Following continued outreach efforts by the Disability team, and the second notice that was mailed out on August 22, 2025 the number of non-complying members decreased to 230. Ms. Kougias thanked the disability team for their continued work in bringing that number down.

HERO Act

The deadline to submit Service Purchase applications through the HERO Act ended on August 8, 2025. The HERO Act led to extremely positive results for many members. The Service Purchase department received approximately 1,500 applications and over 740 veterans had been billed to purchase back service time. Ms. Kougias thanked the Service Purchase team for their work processing the HERO Act applications while continuing to support their normal caseload.

Legislative Concerns

Ms. Kougias provided an update about the proposed RetirementPlus bill. The proposed bill would allow Department of Elementary and Secondary Education (DESE) employees to remain in the Teachers'/Boston Retirement Systems and to retire from the State Employee Retirement System. MSRB forecasts that while the cost to implement this proposed legislation would be substantial and time-consuming, it would benefit only a small population.

The Governor's FY2026 budget amended the definition of an "employee" in Chapter 32, Section 1 to include persons whose regular compensation is paid by the Advisory Board of the MBTA. MSRB is seeking guidance from outside counsel to review the entity to ensure it does not jeopardize the qualification of SERS.

Retiree Cost of Living Adjustment ("COLA")

The Retiree Cost of Living Adjustment was included in eligible retirees' July payments. This included an increase to the dependent allowance for accidental disability and accidental death dependents. Ms. Kougias reported, as a member of the COLA Commission, that the Commission anticipated issuing a report in late fall. The committee is evaluating cost scenarios based on years of service, an enhanced rate, funding solutions and its impact on the Unfunded Liability funding schedule.

Monthly/ Weekly Warrants and Other Member Payments

Ms. Kougias provided an overview of the monthly warrants, accelerated benefit payments, and benefit adjustments as of July 31, 2025. The total first pays were 198: 120 Estimated Initial Benefit payments and 78 pension allowances. There were 37 accelerated payments, 276 distribution payments, and four benefit calculation adjustments.

Operating and Capital Expenses and PRIM statements

Ms. Kougias provided the FY2025 Operating and Capital Expenses for the Board's consideration. To date, including Period 13, total operating spending as of July 31, 2025, was 83.93% and the total capital spending was 4.60%, for FY2025. A final report will be issued at the September meeting.

The PRIM fund statements and reports as of July 31, 2025, were presented to the Board highlighting the PRIT funds' assets under management of over \$116b and the rates of return for various periods.

Paid Family Medical Leave ("PFML") – definition of "wages"

Ms. Kougias provided, "PERAC Memo #21/2025" for the Board. The memo addressed the definition of wages and how it applied to the PFML. The memo clarified that any accrued sick, personal, or vacation leave is regular compensation, when said leave is used, unless it is used in conjunction with the receipt of Workers' Compensation pursuant to Chapter 152. This memo supersedes Memo #23 dated November 1, 2023. Board staff are in discussion with PERAC to fully understand its impact and how it changes operations and communications. The Board will prepare communications to assist members and to use for training purposes.

Information Systems & Technology Update

Ms. Griffin reported that the MSS portal initiation phase had concluded. The support team conducted sessions with 18 subject area experts and six technical sessions to determine how members will access the portal, and how it will interact with existing programs (particularly MARIS and OnBase). MSRB and Nagarro have implemented Project Governance controls to manage the project, address potential issues, and ensure that deliverables are completed within schedule and budget. There is an all-staff event planned for September 15 to update staff on the progress.

Other accomplishments in this past quarter and ongoing work include:

- The Statement of Work executed with Standard Modern for the 2024 Member Annual Statement printing and mailing;
- Phase 3 of the Estimated Initial Benefit Payment project, which will include improvements to the existing functionality;
- Collaborations with the Legal and Member Account Management teams on projects designed to streamline operations for those teams.

The MSS and MARIS/OnBase schedules were provided for the Board's review.

Legal Update

On August 7, 2025, the Supreme Judicial Court (SJC) affirmed the forfeiture of former state trooper Gregory Raftery's pension following his federal conviction for embezzlement. Mr. Raftery retired from the Massachusetts State Police in 2018 after nearly 22 years of service. Four months after retiring, he pled guilty in federal court to one count of embezzlement from an agency receiving federal funds for falsely reporting overtime and falsifying motor vehicle citations. Mr. Raftery challenged the forfeiture as an "excessive fine" and as "cruel and unusual punishment" under Article 26 of the Massachusetts Declaration of Rights. The SJC held that the forfeiture was not an excessive fine and that his argument regarding cruel and unusual punishment was meritless. Ms. Eggers noted that though this concludes Mr. Raftery's appeal, there are other appeals pending in § 15 matters at various levels of Massachusetts courts.

Communications

The August Retiree eNews Bulletin and the Active Member eNews Bulletin were provided to the Board for their reference. The proposed 2026 Board meeting dates were also provided.

Mr. Gormley, Jr., said that he was extremely grateful for the team's work processing the Albanese family's request for a Line of Duty Death payment.

At **1:07 p.m.**, on a motion made by Mr. Gormley, Jr., and seconded by Ms. Goldstein, the Board voted to adjourn the meeting.

ON THE ROLL CALL, THE VOTE WAS AS FOLLOWS:

Mr. Valeri	Absent
Ms. McGoldrick	Yes
Ms. Goldstein	Yes
Mr. Gormley, Jr.	Yes
Ms. DeSantis Lynch	Yes

The next meeting of the State Board of Retirement will be held on September 25, 2025 at 10:00 a.m.