

**MINUTES FOR THE 1,246<sup>th</sup> BOARD MEETING**  
**STATE BOARD OF RETIREMENT**

**DATE:** November 22, 2021

**TIME:** 10:03 A.M.

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

There being a quorum present, the November 2021 meeting of the State Retirement Board (“Board”) was called to order at 10:03 a.m. by the Board Chair, Treasurer & Receiver General Deborah Goldberg.

Treasurer Goldberg announced pursuant to the Commonwealth’s Open Meeting Law Massachusetts General Law chapter 30A, §20, as amended, 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: Treasurer Deborah Goldberg, Patricia Deal, Appointed Member, 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 present or participating remotely for all or part of the meeting were: Nicola Favorito, Deputy Treasurer/Executive Director; Kathryn Kougias, Finance Director; Melinda Troy, Director of Legal Services; Paula Daddona, Assistant Director of Communications & Outreach; Kimberly Griffin, Assistant Director of Information Systems; Angela Olszewski, Assistant Director for Business Support; Glenn Aissis, Training Manager; Michael Clancy, Data Quality Manager; Scott Curtis, Budget & Finance Manager; Pamela Holloman, Office Manager / Executive Assistant; Kristine Mathis, Benefits Calculation Manager; Chanese Pearson, Manager, Disability Unit; Anyeli Saunders, Benefits Calculations Manager; Zhuoxin Tan, MSRB Internal Auditor; Candice Williamson, Benefits Calculations Manager; Michaela Biggs, Administrative Support Analyst; Francis Bregon Moscat, Benefits Calculation Analyst; Thao T. N. Chau, Benefit Calculation Analyst I; Pamela Diggs, Paralegal; Joisei Horton, Disability Case Counselor; Lori Krusell, Associate Board Counsel; Yande Lombe, Paralegal; Thomas Mancini, Training & Support Specialist; Brendan McGough, Associate Board Counsel; Stephanie Medina, Disability Case Counselor; Diane Scott, Group Classification Coordinator II; Zachary Pierce, Communications Coordinator II; Lisa Zale, Disability Case Counselor.

Treasury staff participating remotely for all or part of the meeting were Sarah Kim, Deputy Treasurer/General Counsel; Emily Kowtoniuk, Treasury Legislative Affairs; Andrew Napolitano, Treasury Communications; Chandra Bork, Chief of Staff; Mary Wilkins, Communications Executive Assistant; Elizabeth Zelnick, Senior Policy Analyst; Elizabeth Morrocco, Treasury Director of Procurements; Steve Moore, Manager of Strategic Initiatives and Special Projects; Karen Guida, Internal Auditor; Lizandra Gomes, Deputy Chief of Staff; Rachel Healey, MSRB Hearing Officer.

Members of the public were provided access to the meeting via a call-in number. Participants participating remotely for parts of the meeting were Kristyn Camilleri, Personnel Officer, DOC; Attorney David Maille; Christine Moore; Attorney Sally Clymer.

*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 1245<sup>th</sup> BOARD MEETING**

On a motion by Ms. McGoldrick and seconded by Ms. Deal the Board voted unanimously to approve the Regular and Executive Session Minutes of the 1,245<sup>th</sup> Board Meeting, held on October 28, 2021.

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

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

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

*(Mr. Gormley joined the meeting)*

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

Mr. Favorito reported that as of November 1, 2021 MSRB staff have returned on a modified basis to the Boston and Springfield offices. Staff are working a minimum of two days per week in office and other days remotely.

Member drop off hours in both offices continue during which MSERS members may drop off applications, forms, and documents in person. In Boston currently, Monday, Wednesday & Friday 10:00 a.m. – 3:00 p.m. In Springfield, Tuesday and Thursday 11:00 a.m. – 2 :00 p.m.

Mr. Favorito noted that since the monthly (pension) warrant was closing today, the number of new retirees / survivor payees would not be available until later in the day.

For 2021 the Disbursement Unit has processed through the end of November more than 3,200 refunds / rollovers / transfers totaling more than \$50m in net funds.

The MSRB's Business Support Unit supported by Treasury's Administration & Finance Department executed accelerated benefit payments earlier in November. Accelerated payments were issued to the 150 new retirees whose applications had been processed and benefits were approved for payment on November 16th. The total dollar amount issued was over \$1.9m in gross retro-benefit payments. This was the first month the process was fully automated and represented the highest individual month activity. Mr. Favorito acknowledged the efforts of Nidhi Garg and Michael Tevenan of the Business Support Unit and Abu Mahin of the Information Systems Unit in finalizing the automation process with the MSRB vendor.

Thus far approximately 899 retirees have received accelerated payments in this fashion since March 2020.

Mr. Favorito informed the Board that teams are preparing for the annual Form-1099-R reporting to our retirees in January having finalized the vendor. Staff are also assessing the new IRS Form W-4P guidelines originally issued for optional implementation in 2022 (federal tax withholding and tables) and required for 2023.

Hiring efforts continue to fill multiple vacancies within the Training, Service Purchase, Information Systems, Benefit Calculation, and Call Center teams.

Finally, Mr. Favorito relayed the Communications & Outreach Team has led 73 webinars, with a total of 6,210 attendees. Webinars included topics for new hires, those nearing retirement, collaborations with the SMART Plan and Social Security Administration representatives, and a virtual new orientation for the Treasury.

As of October 2021, there are 48,050 subscribers to the monthly MSRB Retiree *eNews Bulletin*. This represents 72% of MSRB total retiree/beneficiaries.

## **2. YTD Fiscal 2022 Operating & Capital Spending Plans**

Mr. Favorito referred the Board to the information summarizing the YTD Fiscal 2022 Operating and Capital Spending Plans vs. actual expenditure reports (through October 31, 2021) included as part of the Agenda materials.

## **3. Outstanding Accounts Receivables / Uncollectible FY2018 as of June 30, 2021**

Mr. Favorito introduced Kathryn Kougias the MSRB Director of Finance who summarized accounts deemed uncollectible based on a member's date of death as of June 30, 2018 where the balance remains outstanding as of June 30, 2021.

In March 2021 the Board was informed that the outstanding accounts would be presented on a fiscal year basis rather than on a calendar year to be consistent with the Board’s fiscal year financial reporting. In March a report was presented and approved by the Board with dates of death through December 31, 2017 and uncollectible accounts.

The current report reflects 107 accounts totaling \$77,168.78 with an average dollar value of \$721.20.

After discussion, the Board on a motion by Ms. McGoldrick and seconded by Mr. Gormley voted unanimously to approve the recommendation of the MSRB staff that the designated accounts be deemed uncollectible in the amounts presented.

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

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

**4. Annual Statement of Financial Condition – FY 2021**

The Board reviewed the draft FY 2021 Annual Statement of Financial Condition required to be filed annually with PERAC which had been included in their materials. Mr. Favorito acknowledged the efforts of the MSRB’s Finance, Business Support and Communications teams who contributed to the development of the report.

Mr. Valeri commented on the data provided by PRIM reflecting the average 10-year returns of the Fund which was reported on a fiscal year basis.

After discussion, the Board on a motion by Ms. Deal and seconded by Mr. Valeri voted unanimously to approve the FY 2021 Annual Statement as presented.

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

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

**5. Expedited Benefit Approval Guidelines**

Mr. Favorito revisited with the Board the Guidelines introduced at the October meeting which sought to facilitate approval of first payments for new retirees within sixty (60) days of

a retiree's retirement date. The Guidelines would authorize Board staff to utilize existing member account information (creditable service, salary history, annuity savings account balance, retirement application, etc.) available to the MSRB at that time of retirement and that has not necessarily been finally verified by reporting agencies or where agencies have been non-responsive.

The proposed criteria would allow Benefit Calculation staff to approve for initial benefit payments retirement applications which satisfy factors including:

- The application has been properly and fully completed and submitted by the member
- The member's creditable service history is predominantly 100% FTE and does not contain significant part-time or Madden-related issues that cannot otherwise be verified
- There are no extensive or multiple breaks in service which have not been confirmed with the member
- Any Group Classification or "20/50" determinations have been completed through the Board's process, and have been communicated to the member
- The member is not presently receiving §35 worker's compensation benefits
- Domestic Relations Orders related to a divorce do not apply to the member's benefits
- There are no active Department of Revenue child support orders in place
- Existing salary information does not contain significant variations in ancillary types of regular compensation such as differentials and incentives, that require annual updating or verification from certain agencies that have a history of reporting issues
- There are no anti-spiking salary violations present
- The member does not have an Optional Retirement Plan ("ORP") / Section 60 outstanding balance payable to the MSRB

Mr. Valeri suggested the Guidelines also include the completion of service purchases by members and Group Classification pro rata requests be added to the criteria. He acknowledged the efforts of the MSRB staff over the past year in keeping pace with the volume of retirements and other requests.

Mr. Favorito added that with the November warrant not yet closed he did not have numbers representing the cases for the month to which the guidelines had been applied. He hoped to update the Board at the December meeting with data for the second half of 2021 reflecting first pay timeframes.

On a motion by Mr. Valeri and seconded by Mr. Gormley the Board voted unanimously to adopt the expedite Benefit Payment Guidelines.

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

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

**6. Section 91A Benefit Suspensions**

Mr. Favorito updated the Board that there were approximately 107 accidental disability retirees reported by PERAC who have failed to file their annual earnings statements for calendar year 2020. Pursuant to the Board’s Section 91A Policy these retirees have received multiple communications and telephone calls from MSRB staff over the past several months including three letters alerting them of their non-compliance and possible suspension and termination of benefits.

Under the policy staff was seeking approval to (1) suspend these members’ retirement allowance for the month of November 2021, and (2) terminate the member’s benefits if a member does not come into compliance by the following monthly benefit cut-off date.

A final termination letter will be sent to the member by regular and certified mail notifying them of their termination of benefits and appeal rights ahead of the termination of benefits.

After discussion the Board on a motion made by Ms. Deal and seconded by Ms. McGoldrick directed Mr. Favorito to begin the process of suspending and then terminating benefits for those retirees not in compliance with the requirements of Section 91A.

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

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

**7. House Bill No.16**

At the request of Mr. Valeri, Mr. Favorito summarized House Bill No.16 for the Board. Filed by PERAC the bill seeks to add an additional exception to those permissible under the current anti-spiking provisions of G.L. c.32, §5(2)(f) for members’ salary increases or adjustments arising “... from actions related to chapter 149, section 105A...” (the Gender Pay Equity Act).

Chapter 149, §105A seeks to eliminate wage differentials based on gender for comparable work, provides an enforcement mechanism for suspected claims, and details an employer’s self-evaluation mechanism.

The second of the two anti-spiking provisions in Chapter 32 requires a retirement board in determining the 3-year (or 5-year) average of regular compensation, to determine if regular compensation in any year (of creditable service) exceeds the average of the regular compensation of the previous two years (of creditable service) by more than 10%. In calculating a benefit, a board cannot use regular compensation in excess of 10% of the average of the previous two years.

Salary increases greater than 10% **are permitted** in limited circumstances if an increase was due to:

- An increase in the number of hours worked
- Overtime wages (not reg. comp. but included for this purpose)
- Bona fide change in position
- Modification in salary or salary schedule negotiated for bargaining unit members of Chapter 150E
- Salary amount which is specified by law
- (For Teachers only) the performance of any service set forth in the third sentence of the first paragraph of the definition of “regular compensation”

MSRB staff have had occasion to review at least one member request seeking to include a salary adjustment which ostensibly arose because of the application of Chapter 149, §105A. That request was administratively denied based on the narrow list of specific exceptions in G.L. c.32, §5(2)(f).

After discussion the Board on a motion made by Mr. Valeri and seconded by Ms. McGoldrick directed Mr. Favorito to draft a letter on behalf of the Board in support of House Bill.16 to be submitted to the Joint Committee on Public Service.

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

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

**8. PRIM Performance Update**

The Board reviewed PRIM performance material as of October 31, 2021 which were presented at the meeting. PRIM total assets stood at \$100.987b. The calendar year to date performance was reported as 17.31%. MSERS assets stood at \$37.207b up from \$36.289b at the end of September.

Mr. Favorito asked Treasurer Goldberg to comment on the recent recommendations made at the PRIM Investment Committee meeting related to the Emerging / Diverse Manager Program and modified Proxy Voting guidelines. The Treasurer highlighted that under the Investment Manager Program PRIM would commit up to \$1b to five emerging and diverse managers over the next two years. The Proxy voting measure would seek to have a company align its business plans with the goal of limiting global warming to 1.5 degrees Celsius above preindustrial times or achieving net-zero emissions by 2050. PRIM would direct a vote against a company's slate of directors at its annual shareholder meeting the commitment was not met.

Board members were supportive of the measures. Both proposals will be considered at PRIM's next full board meeting.

#### **9. Legal Update**

The Board was directed to the several case summaries of recent DALA & CRAB decisions submitted by the Legal Unit, including group classification and disability appeals.

#### **10. Board / Staff Communications**

Mr. Favorito highlighted the various items included in the Board's materials including a note from former Board member Ralph White thanking the Board and MSRB staff for reaching out to him on the occasion of his 90<sup>th</sup> birthday.

### **AGENDA ITEMS**

#### **VETERAN'S PREMIUM REQUEST**

##### **1. Gerald Ouellette**

After discussion the Board on a motion made by Ms. Deal and seconded by Mr. Valeri voted unanimously to approve the Veteran's Premiums request based on the circumstances presented.

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

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

#### **WAIVER OF OVERPAYMENT REQUEST**



1. Gino Rizzo

After discussion the Board on a motion made by Ms. Deal and seconded by Mr. Valeri voted unanimously to approve the Veteran's Premiums request based on the circumstances presented.

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

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

**GROUP CLASSIFICATIONS**

**GROUP 2**

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

- |                              |  |
|------------------------------|--|
| 1. <u>Patricia Aragona</u>   | Teaching Assistant, SEEM Collaborative                   |
| 2. <u>Jeanne Durkin</u>      | LPN I, N.E. Residential Svcs., NRS Cluster, DDS          |
| 3. <u>Stephen Harrison</u>   | Assistant Chief Probation Officer, MA Trial Court        |
| 4. <u>Kara Hemingway</u>     | Social Worker 3, DCF                                     |
| 5. <u>Krystyna Konopko</u>   | CNA, Western MA Hospital, DPH                            |
| 6. <u>Marisol Laduzinski</u> | Nursing Assistant, Holyoke Soldiers Home                 |
| 7. <u>Jeanne Layton</u>      | Educational Aide, EDCO Collaborative                     |
| 8. <u>Maria Lewis</u>        | Counselor, Hampden County Sheriff's Dept.                |
| 9. <u>Brian Scully</u>       | Court Officer 3, MA Trial Court                          |
| 10. <u>Mary Tobin</u>        | Habilitation Coordinator A/B, Hogan Regional Center, DDS |
| 11. <u>James Walsh</u>       | Court Officer 2, MA Trial Court                          |
| 12. <u>Gerald Warren</u>     | Probation Officer 2, MA Trial Court                      |

**GROUP 2 (Board Review)**

1. Leanne Gouveia **RN 5/Nurse Manager, Tewksbury Hospital, DMH**

After discussion of the available information, the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley the Board voted to approve the request for Group 2 Classification.

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

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

**2. Clausel Laguerre**

**MRW 3, Metro Region First Program, DDS**

After discussion of the available information the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley the Board voted to approve the request for Group 2 Classification.

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

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

**3. Robert Long**

**Program Coordinator 3, Facility Director, DYS**

After discussion of the available information the Board on a motion made by Mr. Gormley and seconded by Ms. McGoldrick the Board voted to deny the request for Group 2 Classification.

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

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

**4. Yves Louis**

**Transportation Officer, DYS**

After discussion of the available information the Board on a motion made by Mr. Gormley and seconded by Mr. Valeri the Board voted to approve the request for Group 2 Classification.

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

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

5. **Michael O’Connell** **Job Developer, Worcester County Sheriff’s Dept**

After discussion of the available information the Board on a motion made by Mr. Gormley and seconded by Ms. McGoldrick the Board voted to table the request for Group 2 Classification.

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

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

**GROUP 2 HSC A/B’s (Board Review)**

1. **Steven Couture** **HSC A/B, Taunton/Attleboro Area, DDS**

After discussion of the available information the Board on a motion made by Ms. Deal and seconded by Mr. Gormley the Board voted to table the request for Group 2 HSC A/B Classification.

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

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

2. **Jameel Khalis Scott** **HSC A/B, Greater Boston Area Office, DDS**

After discussion of the available information the Board on a motion made by Ms. McGoldrick and seconded by Mr. Gormley the Board voted to approve the request for Group 2 HSC A/B Classification.

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

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

**GROUP 2 HSC C (Board Review)**

1. **Kathryn Casella**

**HSC C, Berkshire County, DMH**

After discussion of the available information the Board on a motion made by Ms. McGoldrick and seconded by Ms. Deal the Board voted to deny the request for Group 2 HSC C Classification.

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

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

**GROUP 2 TABLED HSC A/B (Board Review)**

1. **Mark Miller**

**HSC A/B, Corrigan Mental Health Center, DMH**

After discussion of the available information the Board on a motion made by Ms. McGoldrick and seconded by Mr. Valeri the Board voted to approve the request for Group 2 HSC A/B Classification.

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

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

Treasurer Goldberg Yes

**GROUP 2 TABLED (Board Review)**

1. **Leandrews Johnson** **Adolescent Supervisor/Social Worker 3, DCF**

After discussion of the available information the Board on a motion made by Ms. Deal and seconded by Mr. Valeri the Board voted to approve the request for Group 2 Classification.

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

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

2. **Eugene Novak** **State Building Inspector 3, Division of Occupational Licensure**

After discussion of the available information the Board on a motion made by Ms. McGoldrick and seconded by Mr. Valeri the Board voted to approve the request for Group 2 Classification.

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

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

**GROUP 2 RECONSIDERATION-HSC A/B (Board Review)**

1. **Daniel Kirouac** **HSC A/B North County Site Office, DMH- Denied September 2021**

After discussion of the available information the Board on a motion made by Ms. Deal and seconded by Mr. Valeri the Board voted to approve the request for Group 2 HSC A/B Classification.

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

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

## **GROUP 2 (PRO-RATED SERVICE)**

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

1. **Janica Midiri** **Department of Children & Families**  
 Social Worker I – 6/1/88 – 6/3/89  
 Social Worker 2 – 6/4/89 – 9/1/97  
 Social Worker 4 – 9/2/97 – 12/15/01  
 Social Worker D – 12/16/01 – 5/2/15
2. **Shawn Schofield** **MA Probation Service**  
 Probation Officer – 6/28/96 – 3/7/15

## **GROUP 2 PRO-RATED SERVICE (Board Review)**

1. **Naomi Tavares-Silva** **Department of Mental Health-Teleconference**  
 MH Coordinator – 5/23/93 – 12/30/95  
 Mental Health Case Manager (HSC A/B) – 12/31/95 – 12/15/01  
 HSC A/B – 12/16/01 – 4/3/04  
 HSC C – 4/4/04 – 4/1/05

After review and discussion, on a motion by Ms. McGoldrick and seconded by Ms. Deal the Board voted to deny the request for Group 2 Pro-Rated Service for the positions of MH Coordinator and HSC C.

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

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

After further review and discussion, on a motion by Ms. McGoldrick and seconded by Ms. Deal the Board voted to approve the request for Group 2 Pro-Rated Service for the positions of MH Case Manager and HSC A/B.

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

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

**GROUP 2 (PRO-RATED SERVICE)-TABLED (Board Review)**

1. **Michael Norton**

**Worcester County Sheriff's Office**

Inmate Human Services Counselor – 5/8/88 – 6/20/00  
Director of Inmate Services, Worcester County Jail-  
6/21/00 – 1/23/15

After review and discussion, on a motion by Ms. Deal and seconded by Mr. Gormley the Board voted to approve the request for Group 2 Pro-Rated Service for the position of Inmate Human Services Counselor.

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

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

After further review and discussion, on a motion by Ms. McGoldrick and seconded by Ms. Deal the Board voted to deny the request for Group 2 Pro-Rated Service for the position of Director of Inmate Services.

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

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

**GROUP 4**

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

1. **James Andrade** Correction Officer I, Department of Correction
2. **John Beaton** Correction Officer, Middlesex Sheriff's Office
3. **Donald Bloom** Correction Officer, Department of Correction
4. **Christopher Bolcon** Correction Officer II, Department of Correction
5. **John Bonafini** Assistant Deputy Superintendent, Hampshire County Sheriff's Office
6. **Angel Cotto, Sr.** Correction Officer/Lieutenant, Franklin County Sheriff's Office
7. **Robert Crocker** State Firefighter III, Department of Conservation and Recreation
8. **John Delsolio** Correction Officer - Lieutenant, Suffolk County Sheriff's Department
9. **Richard Eckard** Correction Officer I, Department of Correction
10. **Paul Fennelly** Parole Officer C (Transitional Services), MA Parole Board
11. **Kimberly Fiola** Correction Officer/Head Cook, Department of Correction
12. **Michael Gannon** Correction Officer, Suffolk County Sheriff's Department
13. **John Gilkie** Correction Officer, Department of Correction
14. **Raymond Harvey** Correction Officer II, Department of Correction
15. **Justin Jakes** Corrections Officer, Norfolk County Sheriff's Office
16. **Ivory Jones** Correction Officer, Suffolk County Sheriff's Department
17. **Dimitrios Kalogeropoulos** Correction Officer II, Department of Correction
18. **Stephen Keddy** Correction Officer I, Department of Correction
19. **David Leonard** Correction Officer I, Department of Correction
20. **David Leonardo** Correction Officer I, Department of Correction
21. **Lucien Mandeville** Correction Officer I, Department of Correction
22. **Phillip Matthews** Correction Officer II, Department of Correction
23. **Dominic McLeish** Sergeant, Norfolk County Sheriff's Office
24. **Joseph O'Brien** Correction Officer II, Department of Correction
25. **Therese O'Brien** Institutional Parole Officer, MA Parole Board
26. **Erik Polson** Correction Officer I, Department of Correction
27. **Todd Michael Richards** Correction Officer III, Department of Correction
28. **Efrain Rodriguez** Correction Officer I, Department of Correction
29. **Michael Schneider** Correction Officer, Department of Correction
30. **William Richard Sinclair Jr.** Correction Officer II, Department of Correction
31. **Melvin Sprague** Assistant Superintendent, Plymouth County Sheriff's Department



- 32. **Ronald Suprenant** Correction Officer II, Department of Correction
- 33. **William Talbot II** Correction Officer II, Department of Correction
- 34. **Mariusz Wasilewski** Correction Officer I, Department of Correction

**GROUP 4 (Board Review)**

- 1. **Robert Harrington** **Correction Officer/Specialist Electronics Tech, Norfolk County Sheriff's Office**

After review and discussion, on a motion by Mr. Valeri and seconded by Ms. McGoldrick the Board voted to table the request for Group 4 Classification.

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

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

- 2. **Mark Johnson** **Corrections Officer/HVAC Technician, Norfolk County Sheriff's Office**

After review and discussion, on a motion by Mr. Valeri and seconded by Ms. Deal the Board voted to approve the request for Group 4 Classification.

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

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

- 3. **Brien Lofgren** **Corrections Officer/Fleet Services Specialist, Norfolk County Sheriff's Office**

After review and discussion, on a motion by Ms. McGoldrick and seconded by Mr. Valeri the Board voted to table the request for Group 4 Classification.

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

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

**GROUP 4 TABLED (Board Review)**

1. **MaryBeth C. Long** **General Counsel, Middlesex District Attorney’s Office**

After review and discussion, on a motion by Ms. McGoldrick and seconded by Mr. Valeri the Board voted to approve the request for Group 4 Classification.

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

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

**GROUP 4 PRO RATE**

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

1. **Patricia Malanson** **Department of Correction**  
 Correction Officer I – 02/16/87 – 01/29/10  
 Correction Officer II – 01/30/10 – 05/31/18

**GROUP 4 PRO RATE (Board Review)**

1. **Shawn B. Schofield** **Dukes County Sheriff’s Department**  
 Correctional Officer – 04/16/92 – 06/18/96  
 Captain – 08/04/19 – 06/26/20

After review and discussion, on a motion by Ms. McGoldrick and seconded by Mr. Valeri the Board voted to approve the request for Group 4 Pro-Rated Service for the position of Correctional Officer.

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

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

After further review and discussion, on a motion by Ms. Deal and seconded by Ms. McGoldrick the Board voted to deny the request for Group 4 Pro-Rated Service for the position of Captain.

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

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

**20/50**

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

- |                                  |  |
|----------------------------------|--|
| 1. <b><u>Mark Buddington</u></b> | Correction Officer, Department of Correction                             |
| 2. <b><u>Scott Curtis</u></b>    | Correction Officer, Essex County Sheriff’s Department                    |
| 3. <b><u>Judith Hargrove</u></b> | Correction Officer II, Department of Correction [prior Group 4 approval] |
| 4. <b><u>Kevin Jusczak</u></b>   | Correction Officer I, Department of Correction [prior Group 4 approval]  |
| 5. <b><u>Jesse Lasher</u></b>    | Correction Officer, Berkshire County Sheriff’s Office                    |
| 6. <b><u>Lori Polson</u></b>     | Correction Officer I, Department of Correction                           |

**THE BOARD ENTERS INTO EXECUTIVE SESSION**

*At 12:00 p.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. McGoldrick made a motion to enter Executive Session, Mr. Gormley seconded the motion.**

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

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

**EXECUTIVE SESSION CONCLUDES AND ADJOURNMENT**

**ON A MOTION BY MS. DEAL AND SECONDED BY MR. VALERI THE BOARD VOTED TO ADJOURN THE MEETING.  
THE MEETING ADJOURNED AT 1:06 P.M.**

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

Ms. Deal	Yes
Mr. Valeri	Yes
Mr. Gormley	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 December 30, 2021 starting at 10:00 AM.**

Documents Used at the State Board of Retirement Meeting of November 22, 2021

- Agenda for the November 22, 2021 Board Meeting. Supporting documentation for Agenda items as referenced therein.
- Open Session and Executive Session Minutes of October 28, 2021 Board Meeting