



**ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
BOARD OF RETIREMENT
MINUTES**

Thursday, January 17, 2019

First Vice-Chair George Wood called the meeting to order at 2:00 p.m.

Trustees Present: Dale Amaral
Ophelia Basgal
Keith Carson
Jaime Godfrey
Liz Koppenhaver
Henry Levy
Elizabeth Rogers
George Wood
Nancy Reilly (*Alternate*)
Darryl Walker (*Alternate*)

Trustees Excused: Tarrell Gamble

Staff Present: Victoria Arruda, Human Resource Officer
Angela Bradford, Executive Secretary
Sandra Dueñas-Cuevas, Benefits Manager
Jessica Huffman, Benefits Manager
Harsh Jadhav, Chief of Internal Audit
Vijay Jagar, Retirement Chief Technology Officer, ACERA
Kathy Foster, Assistant Chief Executive Officer
Kathy Mount, Chief Counsel
David Nelsen, Chief Executive Officer
Betty Tse, Chief Investment Officer

Staff Excused: Margo Allen, Fiscal Services Officer

First Vice-Chair George Wood opened the meeting with the annual election of Board Officers for 2019. The nominations were held in the following order.

19-01

It was moved by Liz Koppenhaver and seconded by Dale Amaral to nominate Elizabeth Rogers as Second Vice-Chair of the Board of Retirement.

There were no further nominations. The nominations were closed.

Elizabeth Rogers was elected as Second Vice-Chair of the Board of Retirement by a vote of 7 yes (*Amaral, Carson, Godfrey, Koppenhaver, Levy, Rogers, Wood*), 0 no, and 0 abstentions.

19-02

It was moved by Elizabeth Rogers and seconded by Dale Amaral to nominate Henry Levy as First-Vice Chair of the Board of Retirement.

There were no further nominations. The nominations were closed.

Henry Levy was elected as First-Vice Chair of the Board of Retirement by a vote of 7 yes (*Amaral, Carson, Godfrey, Koppenhaver, Levy, Rogers, Wood*), 0 no, and 0 abstentions.

19-03

It was moved by Elizabeth Rogers and seconded by Dale Amaral to nominate George Wood as Chair of the Board of Retirement.

There were no further nominations. The nominations were closed.

George Wood was elected as Chair of the Board of Retirement by a vote of 7 yes (*Amaral, Carson, Godfrey, Koppenhaver, Levy, Rogers, Wood*), 0 no, and 0 abstentions.

19-04

The minutes of the regular meeting of December 20, 2018, were accepted on a motion, by Dale Amaral, seconded by Jaime Godfrey and approved by a vote of 7 yes (*Amaral, Carson, Godfrey, Koppenhaver, Levy, Rogers, Wood*), 0 no, and 0 abstentions.

CONSENT CALENDAR

REPORTS AND ACTION ITEMS

APPLICATION FOR SERVICE RETIREMENT

Appendix A

APPLICATION FOR RETIREMENT, DEFERRED

*Appendix B
Appendix B-1*

APPLICATION FOR DEFERRED TRANSFER

Appendix C

LIST OF DECEASED MEMBERS

Appendix D

REQUESTS FOR 130 BI-WEEKLY PAYMENTS TO RE-DEPOSIT CONTRIBUTIONS AND GAIN CREDIT

Appendix E

APPLICATION FOR DISABILITY RETIREMENT – NON-CONTESTED ITEMS:

Appendix F

APPLICATION FOR DISABILITY RETIREMENT – HEARING OFFICER RECOMMENDATIONS

Appendix G

APPROVAL COMMITTEE MINUTES

December 20, 2018 Governance Committee Minutes

MISCELLANEOUS MATTERS:

None

19-05

It was moved by Elizabeth Rogers seconded by Darryl Walker, and approved by a vote of 7 yes (*Carson, Godfrey, Koppenhaver, Levy, Rogers, Walker, Wood*), 0 no, and 0 abstentions that the following resolution is adopted (*Dale Amaral recused himself because one or more of the consent calendar items involved his employing Department*):

BE IT RESOLVED BY THIS BOARD that the Consent Calendar is approved as presented.

REGULAR CALENDAR – REPORTS AND ACTION ITEMS

DISABILITIES, CURRENT AND CONTINUING RECOMMENDATIONS AND MOTIONS

None.

COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS

*Note: Per Committee Chairs, copies of the Committee meeting minutes were available for attendees. All **December/January** Committee meeting minutes are posted on the ACERA website (www.acera.org) after approval at the **January 17, 2019**, Board meeting. This month's Committee reports were presented in the following order:*

Investment:

Elizabeth Rogers reported that the Investment Committee met on January 9, 2019, at 9:30 a.m. and highlighted the following:

Staff and Verus Representatives explained to the Trustees the changes in scores for the four finalists after the on-site visits and why William Blair was recommended for the mandate as a better fit for ACERA's U.S. Small Cap Growth Equity allocation.

Staff and Verus representatives discussed the relative merits of the two proposed finalists – Kayne Anderson Rudnick (KAR) and William Blair. Both investment management companies have well-thought out investment philosophies and operational processes, with the experience and resources to support the strategy. Staff briefly compared the highlights of each company, e.g., number of holdings, annual turnover, tracking error, information ratio, upside/downside capture ratios, performance, and fees.

Representatives from Kayne Anderson Rudnick presented their firm's overview, and discussed their Small Cap Sustainable Growth strategy with the Committee. Included in this discussion were the strategy's investment philosophy and process including risk management. KAR's performance is very stable relative to the Small Cap Growth Index and has substantially outperformed this index over many time periods discussed. Topics of discussion also included the strategy's current overweight to Technology and underweight to Healthcare, the strategy's current AUM, use of ESG considerations in the investment process, and lessons learned from their underperforming investments.

Representatives from William Blair presented their firm's overview, and discussed their Small Cap Growth strategy with the Committee. Included in this discussion were the strategy's investment philosophy and process and risk management. In addition, the three different types of investment characteristics the manager utilizes were discussed – Traditional Quality Growth, Fallen Quality Growth, and Undiscovered Quality Growth. The main characteristics of the strategy include higher growth stocks relative to the index but with cheaper prices, less momentum, and greater exposures to smaller market-cap companies. William Blair answered the Committee's questions about lessons learned from their outperforming and underperforming investments, as well as the use of ESG considerations in their investment process.

19-06

It was moved by Elizabeth Rogers and seconded by Liz Koppenhaver that the Board approve William Blair as ACERA’s U.S. Small Cap Growth Manager – Domestic Equities pending completion of legal and investment due diligence, background investigations, and successful contract negotiation. The motion carried 5 yes (*Amaral, Carson, Koppenhaver, Rogers, Wood*), 1 no (*Levy*), and 2 abstentions (*Basgal, Godfrey*).

Representatives from Verus discussed the upcoming Asset Liability Study (AL Study) that they will be conducting. The AL Study will allow Verus to model the appropriate asset allocation for the fund and determine the policy index. Trustees will receive a questionnaire which will help Verus determine their concerns and risk appetite preferences, and which will help mold the asset allocation and the manager structure of the Total Fund.

Staff offered the proposed Investment Committee Workplan for 2019 (Workplan) and highlighted examples of various high-level discussion items in the workplan.

19-07

It was moved by Elizabeth Rogers and seconded by Liz Koppenhaver that Board approve the January 9, 2019 Investment Committee minutes. The motion carried 7 yes (*Amaral, Carson, Godfrey, Koppenhaver, Levy, Rogers, Wood*), 0 no, and 1 abstention (*Basgal*).

NEW BUSINESS:

Approval of 2018 Discharge Request of Benefit Overpayments in the Amount of \$59,230

Chief Executive Officer Dave Nelsen stated that in 2016, the Board approved a policy that would allow for the discharge of uncollectable benefit overpayments (due to member/retiree deaths) ranging from 1996 to 2016. In 2018, the Board revised its policy eliminating the four-year waiting period to allow immediate discharge of benefit overpayments. After discussion, Mr. Nelsen asked that the Board approve Staff’s 2018 discharge request of benefit overpayments (ranging from 2014 to 2017) in the amount of \$59,230, which include Health Reimbursement Account (HRA) overpayments and additional payments to tax lien authorities (both Federal and State).

19-08

It was moved by Elizabeth Rogers and seconded by Dale Amaral that the Board approve the 2018 Discharge Request of Benefit Overpayments in the amount of \$59,230. The motion carried 8 yes (*Amaral, Basgal, Carson, Godfrey, Koppenhaver, Levy, Rogers, Wood*), 0 no, and 0 abstentions.

Operating Expenses (Operations Committee Informational Item)

Mr. Nelsen presented the Total Operating Expense Budget Summary for November 30, 2018. As of November 30, 2018, operating expenses were approximately \$300K under budget (\$316K). Budget overages noted were for *Staffing* (\$206K over budget). In addition to several other line item expenses, budget surpluses noted were for *Staff Development* (\$208K under budget) and *Board Expenses* (\$147K under budget).

Report Regarding Inclusion of Items on Consent Calendar (Informational Item)

Chief Counsel Kathy Mount reported that this item is being brought back to report Trustees' feedback from the survey they received via Survey Monkey regarding the type of agenda items that could be included on the Consent Calendar. Ms. Mount presented a list of responses received from seven Trustees where the majority indicated support to include certain items on the Consent Calendar. Ms. Mount provided examples, which included Pay Codes, non-controversial and/or previously discussed and agreed upon items. Ms. Mount that if a Board member wanted an item removed from the Consent Calendar the item could be withdrawn, discussed and approved as a stand-alone item during the Board meeting. . After discussion, the Board agreed that staff would work closely with the Board Chair prior to a Board meeting to obtain regarding items to be included on the Consent Calendar. It was noted that Staff reports and supporting materials, would accompany all Consent Calendar items and that this process is in compliance with the *Brown Act*. Staff will implement this process starting with the February 2019 Board meeting.

Approval of Levi, Ray and Shoup, Inc. (LRS) Contract

Mr. Nelsen stated that in August 2018the Board approved Staff's request to move forward with obtaining a new Pension Administration System (PAS). Staff is in the first phase of the project which is to develop a comprehensive list of business, technical and system requirements. In order to achieve this task, Staff needs to work with LRS to get their input, feedback and an understanding of what the new System can accomplish. Mr. Nelsen recommended that the Board approve a contract with LRS to accomplish this task.

19-09

It was moved by Ophelia Basgal and seconded by Henry Levy that the Board approve the contract with Levi, Ray, and Shoup, Inc., for development of requirements for replacement of pension administration software in an amount not to exceed \$275,000 for a period from January 1, 2019 through December 31, 2019. The motion carried 8 yes (*Amaral, Basgal, Carson, Godfrey, Koppenhaver, Levy, Rogers, Wood*), 0 no, and 0 abstentions.

Chief Executive Officer's Report

Mr. Nelsen presented his January 17, 2019 written Chief Executive Officer's Report, which provided an update on the following items: **1)** Senior Manager Recruitment; **2)** Committee/Board Action Items; **3)** Conference Schedule; and **4)** Other Items.

Mr. Nelsen reported that the following full-time, permanent positions were filled: **1)** Internal Project Manager for management of the PAS Project; and **2)** Six Retirement Lead Worker positions (five promoted internally). Mr. Nelsen further reported that he expects the five recently revised vacant Retirement Technician positions, which are currently occupied by temporary and/or provisionally appointed Staff, to be filled by March 2019. Assistant Chief Executive Officer Kathy Foster stated that the temporary and provisionally appointed Staff that are currently occupying the eight vacancies, which include the six positions that were left vacant due to the five internal promotions, will be required to take the written exam if they wish to become full-time, permanent Staff.

CONFERENCE REPORTS

None.

ANNOUNCEMENTS

None.

BOARD INPUT

None.

ADJOURNMENT

The meeting adjourned at approximately 2:27 p.m.

Respectfully Submitted,



David Nelsen
Chief Executive Officer

2/21/19

Date Adopted

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

BIRKS, Bobby D.
Effective: 11/3/2018
General Services Agency

LEONES, Ramon
Effective: 11/3/2018
Alameda Health System

DE LEMOS, Anne
Effective: 11/3/2018
Superior Court

LIN, Roxanne Y.
Effective: 10/4/2018
Superior Court

DEVINE, Katherine A.
Effective: 11/1/2018
Health Care Services Agency

OPERIO, Ruben A.
Effective: 11/3/2018
Social Services Agency

DOYLE, Brigid M.
Effective: 9/4/2018
Alameda Health System

QUESADA, James J.
Effective: 10/30/2018
Public Works Agency

DUNMORE, Jerryann M.
Effective: 7/29/2017
Alameda Health System

ROSS, Karen P.
Effective: 10/19/2018
Alameda Health System

FENG, Li-Shan
Effective: 11/3/2018
Superior Court

SPIKER, Sandra
Effective: 10/12/2018
Alameda Health System

FERGUSON, Jeff J.
Effective: 11/3/2018
District Attorney

STOVER, Juslyn L.
Effective: 11/1/2017
Alameda Health System

FONG, Marjorie T.
Effective: 10/28/2017
Superior Court

HAYNES, Uveli
Effective: 10/26/2018
Probation

HOWELL, Anne O.
Effective: 10/6/2018
Social Services Agency

LACER, Ralph M.
Effective: 11/3/2018
Sheriff's Office

**APPENDIX B
APPLICATION FOR DEFERRED RETIREMENT**

AQUITANIA, Jaime S.
Superior Court
Effective Date: 7/27/2018

HWANG, Christine Y.
First 5
Effective Date: 9/4/2018

BENJAMIN, Brandi R.
Health Care Service Agency
Effective Date: 9/14/2018

JACKSON, Alexander E.
Health Care Service Agency
Effective Date: 10/5/2018

BRAINERD, Inta P.
Public Works Agency
Effective Date: 10/12/2018

JOHNSON, Brian K.
Public Works Agency
Effective Date: 8/2/2018

BUENO, Nadia
District Attorney
Effective Date: 8/10/2018

JOHNSON, Stephanie D.
Alameda Health System
Effective Date: 6/18/2018

ECLIPSE, Victoria O.
Alameda Health System
Effective Date: 8/8/2018

JONES, Tanisha V.
Superior Court
Effective Date: 8/3/2018

GREGG, Elizabeth S.
Alameda Health System
Effective Date: 8/24/2018

KESSLER, Keith D.
Superior Court
Effective Date: 7/27/2018

GUICHARD, Michelle C.
Sheriff's Office
Effective Date: 10/26/2018

LAM, Thao N.
Social Services Agency
Effective Date: 7/31/2018

GUNERATNE, Kathleen
Public Defender
Effective Date: 9/4/2018

LEW, Jerry
Human Resource Services
Effective Date: 11/2/2018

GUO, Xiao Q.
Social Services Agency
Effective Date: 10/5/2018

MACINTIRE, Ilene R.
Public Works Agency
Effective Date: 11/30/2018

HALLOWELL, Jessica
Alameda Health System
Effective Date: 9/28/2018

MOSKOWITZ, David M.
Alameda Health System
Effective Date: 7/13/2018

HAYNES, Michael
Alameda Health System
Effective Date: 10/30/2018

OPERIO, Mayra A.
Children Support Services
Effective Date: 10/8/2018

**APPENDIX B
APPLICATION FOR DEFERRED RETIREMENT**

ORTIZ-TURCIOS, Oscar A.
Assessor
Effective Date: 8/24/2018

ROUCHE, Lynde A
Alameda Health System
Effective Date: 9/28/2018

PALAIMA, Kevin A.
Information Technology
Effective Date: 11/16/2018

SILVA, Arthur J.
Information Technology
Effective Date: 8/27/2018

ROBERTSON, Linda J.
General Services Agency
Effective Date: 10/31/2018

VAN WETTER, Kevin G
General Services Agency
Effective Date: 8/23/2018

RODRIGUEZ, Blanca
Superior Court
Effective Date: 8/31/2018

**APPENDIX B-1
APPLICATION FOR NON-VESTED DEFERRED**

AMBION, Germe Anthony R.
Alameda Health System
Effective Date: 10/24/2018

BAUTISTA, Clarissa Anne O.
Library
Effective Date: 9/7/2018

AMEZQUITA, Thomas M.
Information Technology
Effective Date: 7/31/2018

BLACKBURN, Chameka C. C
Social Services Agency
Effective Date: 7/11/2018

AMOLI, Rajkumar
Information Technology
Effective Date: 9/26/2018

BOWENS, Stephanie
Social Services Agency
Effective Date: 10/17/2018

ANDERSON, Halimah P.
Health Care Services Agency
Effective Date: 10/19/2018

BRESLIN, Ryan A.
ACERA
Effective Date: 11/30/2018

AVILA, Joseph M.
Sheriff's Office
Effective Date: 10/18/2018

BROOKENS, Elana
Superior Court
Effective Date: 11/9/2018

AZEVEDO, Kaitlyn
Superior Court
Effective Date: 11/16/2018

BRYSON, Sisi K.
Social Services Agency
Effective Date: 8/27/2018

**APPENDIX B-1
APPLICATION FOR NON-VESTED DEFERRED**

GACULA, Joseph
Superior Court
Effective Date: 11/16/2018

HEGLER, Terrell P.
Board of Supervisors
Effective Date: 9/28/2018

GARCIA, Ralph J.
Alameda Health System
Effective Date: 10/24/2018

HEISHAN, Ashraf K.
General Services Agency
Effective Date: 9/8/2018

GHAUSSY, Olivia S.
Alameda Health System
Effective Date: 7/22/2018

HICKEY, Brian T.
General Services Agency
Effective Date: 7/27/2018

GONZALEZ, Xavier S.
Social Services Agency
Effective Date: 7/11/2018

IZQUIERDO, Anibal H.
Community Development Agency
Effective Date: 10/5/2018

GOSWAMI, Bulbul B.
Community Development Agency
Effective Date: 8/6/2018

JAIN, Maighna
Superior Court
Effective Date: 10/26/2018

GREENBERG, Blair
Superior Court
Effective Date: 11/16/2018

JIMENEZ RUIZ, Jessica J.
Sheriff's Office
Effective Date: 9/11/2018

GRIFFIN, Racheal A.
Sheriff's Office
Effective Date: 11/9/2018

JORDAN, Tasha B.
Social Services Agency
Effective Date: 9/7/2018

GUO, Lei
Alameda Health System
Effective Date: 10/1/2018

KRUTHOFF, Tina J.
Health Care Services Agency
Effective Date: 11/2/2018

GUREVICH, Alexander
Alameda Health System
Effective Date: 9/12/2018

LACZKO, Brian D.
General Services Agency
Effective Date: 9/21/2018

GURUSAMY, Saravanan V.
Information Technology
Effective Date: 11/13/2018

LEHOCKY, Kaitlin M.
District Attorney
Effective Date: 11/2/2018

HAMBURG, Brandon M.
District Attorney
Effective Date: 9/7/2018

MASOOD, Suleman I.
District Attorney
Effective Date: 11/30/2018

APPENDIX B-1
APPLICATION FOR NON-VESTED DEFERRED

MCDADE, Theresa H.
Social Services Agency
Effective Date: 10/30/2018

PARKER, Avisus L.
Alameda Health System
Effective Date: 8/24/2018

MCGUIRE, Michael F.
Health Care Services Agency
Effective Date: 10/12/2018

PATTERSON, Jonathan R.
Health Care Services Agency
Effective Date: 11/2/2018

MCLAUGHLIN, Erin M.
Health Care Services Agency
Effective Date: 09/28/2018

PERALTA, Josue A.
Child Support Services
Effective Date: 9/7/2018

MELGAR, Ivonne J.
Social Services Agency
Effective Date: 8/24/2018

PERALTA, Sherry L.
Social Services Agency
Effective Date: 10/19/2018

MENDOZA, Alejandro O.
Alameda Health System
Effective Date: 11/3/2018

PUGH, Jasmine M.
District Attorney
Effective Date: 9/21/2018

MICHEL-VALADEZ, Agustin S.
General Services Agency
Effective Date: 11/23/2018

RAVARE-EVANS, Natasha E.
Alameda Health System
Effective Date: 7/6/2018

MOFFITT, Sarah K.
Sheriff's Office
Effective Date: 7/6/2018

REED, Nakpangi
Alameda Health System
Effective Date: 11/13/2018

MOORE, Chantal J.
Social Services Agency
Effective Date: 8/7/2018

ROMERO, Onieda D.
Health Care Services Agency
Effective Date: 11/12/2018

OLIVER, Jesus R.
Sheriff's Office
Effective Date: 10/20/2018

ROWDEN, Damon D.
Alameda Health System
Effective Date: 8/2/2018

OTO, Emma L. RUBIO, Lea B.
Auditor-Controller
Effective Date: 9/24/2018

RUBIO, Lea B.
Alameda Health System
Effective Date: 8/10/2018

PARANGUEO DOMINGUEZ, Jennifer
Child Support Services
Effective Date: 11/2/2018

TRAN, Nancy T.
Probation
Effective Date: 10/26/2018

**APPENDIX D
LIST OF DECEASED MEMBERS**

ATTAWAY, Mary
11/27/2018
Social Services Agency

SEAGREN, Dorothy
9/20/2018
Social Services Agency

DODDS, Betty
7/3/2018
Non-Mbr Survivor of Rudy Dodds

SEIDERS, Evalyn
11/1/2018
Social Services Agency

LEVIN, Aaron
8/3/2018
Social Services Agency

STEWART, Armanda
7/30/2018
Alameda Health System

MAGER, Jr., Herbert
10/16/2018
Non-Mbr Survivor of Bonnie Mager

THOMPSON, Jr., Sims
10/17/2018
General Services Agency

O'DONNELL, Elizabeth
11/16/2018
Superior Court

VAUGHNS Sadie
11/4/2018
Superior Court

REILLY, Rosemary
9/17/2018
Social Services Agency

WEITZMAN, Joel
1/4/2018
HCSA Behavioral Care

ROSA, Louis
11/13/2018
Probation

WILLIAMS, Jameela
9/6/2018
Non-Mbr Survivor of Ronald Williams

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: Barga, Jasmine
Type of Claim: Non-Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Ms. Barga's application for a non-service connected disability and waiving future annual medical examinations and questionnaires.

Based on the Medical Advisor's and Staff's review and determination of Ms. Barga's ability to determine the permanency of her incapacity, to grant Ms. Barga's request for an earlier effective date.

Name: Clemons, Kevin
Type of Claim: Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Mr. Clemons' application for a service connected disability and waiving future annual medical examinations and questionnaires at this time.

Based on the Medical Advisor's and Staff's review and determination of Mr. Clemons' ability to determine the permanency of his incapacity, to grant Mr. Clemons' request for an earlier effective date.

Name: Cummings, Barbara
Type of Claim: Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Ms. Cummings' application for a service connected disability. Since Ms. Cummings' is over 55 years old, future annual medical examinations and questionnaires will not be required.

Based on the Medical Advisor's and Staff's review and determination of Ms. Cummings' ability to determine the permanency of her incapacity, to grant Ms. Cummings' request for an earlier effective date.

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: Harper, Rashida
Type of Claim: Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Ms. Harper's application for a service connected disability and requiring future annual medical examinations and questionnaires.

Name: Hill, Latosha
Type of Claim: Non-Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Ms. Hill's application for a non-service connected disability and waiving future annual medical examinations and questionnaires at this time.

Based on the Medical Advisor's and Staff's review and determination of Ms. Hill's ability to determine the permanency of her incapacity, to grant Ms. Hill's request for an earlier effective date.

Name: Kniffin, John
Type of Claim: Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Mr. Kniffin's application for a service connected disability and requiring future annual medical examinations and questionnaires.

Based on the Medical Advisor's and Staff's review and determination of Mr. Kniffin's ability to determine the permanency of his incapacity, to grant Mr. Kniffin's request for an earlier effective date.

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: Miller, Barbara
Type of Claim: Non-Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Ms. Miller's application for a non-service connected disability. Since Ms. Miller is over 55 years old, future annual medical examinations and questionnaires will not be required.

Based on the Medical Advisor's and Staff's review and determination of Ms. Miller's ability to determine the permanency of her incapacity, to grant Ms. Miller's request for an earlier effective date.

Name: Pope, Tania
Type of Claim: Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Ms. Pope's application for a service connected disability and requiring future annual medical examinations and questionnaires.

Name: Skidgel, Matthew
Type of Claim: Service Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, granting Mr. Skidgel's application for a service connected disability and requiring future annual medical examinations and questionnaires.
