

San Mateo County Employees' Retirement Association
Minutes of the Regular Meeting of the Board of Retirement

July 24, 2012

Agenda Item 3.0

May 22, 2012 – Board Agenda

PUBLIC SESSION – The Board will meet in Public Session at 1:00 P.M.

1. Call to Order, Roll Call and Miscellaneous Business
2. Oral Communications
 - 2.1 Oral Communications From the Board
 - 2.2 Oral Communications From the Public
3. Approval of the Minutes
4. Approval of the Consent Agenda
 - Disability Retirements
 - Heikoti Fakava
 - Enrique Marin
 - Raymond Ojeda
 - Candido Roberto Ruiz-Delgado
 - Service Retirements
 - Continuances
 - Deferred Retirements
 - Member Account Refunds
 - Member Account Rollovers
5. Benefit & Actuarial Services
 - 5.1 Consideration of agenda items, if any, removed from the Consent Agenda
 - 5.2 Consideration and Direction to Milliman Inc. Regarding Assumptions To Be Used In The June 30, 2012, Actuarial Valuation
6. Investment Services (**The Investment Committee will meet May 22 at 10:00 AM**)
 - 6.1 Acceptance of the Preliminary Monthly Portfolio Performance Report
 - 6.2 Acceptance of the Quarterly Investment Performance Analysis for Period Ended March 31, 2012
 - 6.3 Report on the Annual Review of *SamCERA's* Core Equity Portfolios
 - 6.3 a BlackRock Capital Management - Russell 1000 Index Fund
 - 6.3 b D.E. Shaw Investment Management
 - 6.3 c T. Rowe Price Associates
 - 6.3 d Jennison Associates
 - 6.4 Renewal of Various Investment Management Agreements
 - 6.4 a Aberdeen Asset Management Inc.
 - 6.4 b Barrow, Hanley, Mewhinney, & Strauss, Inc.
 - 6.4 c Blackrock Capital Management, Inc.
 - 6.4 d D. E. Shaw Investment Management L.L.C.
 - 6.4 e T. Rowe Price Associates, Inc.
 - 6.4 f The Boston Company Asset Management, L.L.C.
 - 6.5 Agreement to Provide Trading Costs Analysis for Equity Investments
7. Board & Management Support Services
 - 7.1 Acceptance of the Monthly Financial Report
 - 7.2 Review of Financial Audit Structure
 - 7.3 Approval of Entrance Letter for the June 30, 2012, Financial Audit
 - 7.4 Discussion of Board Committee Structure and Direction to Staff

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- 7.5 Appointment of Ad Hoc Nominating Committee for Board Officers
- 7.6 Approval to Cancel the June 26 Meeting of the Board of Retirement
- 7.7 Approval to Renew Fiduciary Liability Insurance Policy

8. Management Reports

- 8.1 Chief Executive Officer's Report
- 8.2 Assistant Executive Officer's Report
- 8.3 Chief Investment Officer's Report
- 8.4 Chief Legal Counsel's Report

CLOSED SESSION – The board may meet in closed session prior to adjournment

- C1 Consideration of Disability Items, if any, Removed from the Consent Agenda and Appropriate for Closed Session
- 9. Report on Actions Taken in Closed Session
 - 10. Adjournment in Memory of Deceased Members

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May 22, 2012 – Board Minutes

- 0512.1 **Call to Order:** Mr. David, Chair, called the Public Session of the Board of Retirement to order at 1:00 p.m.
- 0512.1 **Roll Call:** *Present:* Sandie Arnott, Al David, Natalie Kwan Lloyd, Lauryn Agnew, David Spinello, Paul Hackleman, and Michal Settles.
Excused: Ben Bowler and Eric Tashman *Alternates Present:* Alma Salas and John Murphy
Staff: David Bailey, Scott Hood, Gary Clifton, Brenda Carlson, Gladys Smith, Mabel Wong and Kristina Perez.
Consultants: Mr. Thomas and Mr. Shooshani from Strategic Investment Solutions.
- Miscellaneous Business:** Per Government Code 54954.2, Mr. Bailey requested that urgent additional matters, that came to the attention of staff after the agenda had been printed, be added to the agenda. Item 7.8 regarding transfer categories, and a closed session item regarding the Chief Investment Officer position would be added to the end of the agenda. Mr. Hackleman moved to add the items to the agenda as per Government Code Section 54954.2. The motion was seconded by Ms. Settles and carried unanimously.
- 0512.2.1 **Oral Communications From the Board:** Mr. Spinello reported on his attendance at the SACRS Spring Assembly. Ms. Agnew stated that she was currently attending Impact Investing. Ms. Settles noted her attendance at SACRS also.
- 0512.2.2 **Oral Communications From the Public:** Ms. Salas reported on her attendance at SACRS, and her participation in the safety roundtable. She welcomed Jim Saco and Reyna Farrales, from the County Manager's Office, to the board meeting.
- 0512.3 **Approval of the Minutes:** Ms. Arnott noted minor corrections to the minutes.
Action: Ms. Arnott moved to approve the minutes from the special meeting (retreat) held on April 24 and 25, 2012 with the noted corrections. The motion was seconded by Ms. Agnew, and carried unanimously.
- 0512.4 **Approval of the Consent Agenda:** Mr. David asked if there were any items to be removed from the consent agenda, there were none.
Action: Ms. Agnew moved to approve the following items listed on the consent agenda. The motion was seconded by Ms. Kwan Lloyd and carried unanimously.
- 0512.4 **Disability Retirements**
The board found Heikoti Fakava permanently disabled from the duties of a Deputy Sheriff and granted survivor benefits, pursuant to Government Code Section 31762, to the member's spouse, Kaufoon Fakava.
- The board found that Enrique Marin is (1) disabled from performing his usual and customary duties as a Road Maintenance Worker I, (2) found that his disability is service-connected and (3) granted his application for a service-connected disability retirement.
- The board found that Raymond Ojeda is (1) disabled from performing his usual and customary duties as a Deputy Probation Officer III, (2) found that his disability is service-connected and (3) granted his application for a service-connected disability retirement.

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Disability Retirements (con't)

The board found that Candido Robert Ruiz-Delgado is (1) disabled from performing his usual and customary duties as a Utility Worker II, (2) found that his disability is service-connected and (3) granted his application for a service-connected disability retirement.

Service Retirements

Member Name	Effective Retirement Date	Department
Goldstein, Alicia	March 3, 2012	Family Health
Dondershine, Harvey	March 9, 2012	Def'd from Behavioral Health
Lilles, Daisy	March 15, 2012	Admin & Emergency Med Svcs
Carter, Cedric	March 17, 2012	Superior Court
Cheng, Dennis	March 17, 2012	Superior Court
King, Martin	March 17, 2012	Superior Court
Placito- Chan, Gloria	March 17, 2012	Aging & Adult Services
Stafford, Carol	March 17, 2012	San Mateo Medical Center
Batlin, Wright	March 20, 2012	Ag Commissioner Sealer
Walia, Kulwinder	March 20, 2012	San Mateo Medical Center
Sullivan, Adrienne	March 24, 2012	Superior Court
Lopez, Sergio	March 28, 2012	Sheriff's Office
Semeit, Mary	March 28, 2012	District Attorney
Arida, Ana	March 29, 2012	Superior Court
Branshaw, Cindy	March 29, 2012	Superior Court
Corrales, Maria	March 29, 2012	Superior Court
Dakis, Alice	March 29, 2012	Superior Court
Dipratna, Sarocha	March 29, 2012	Superior Court
Goff, Linda	March 29, 2012	Superior Court
Gutierrez, Indiana	March 29, 2012	Superior Court
Henry, Mary	March 29, 2012	Superior Court
Hoss, Gregory	March 29, 2012	Sheriff's Office
Lufkins, Linda	March 29, 2012	Superior Court
Martin, Dolores	March 29, 2012	Superior Court
Montes, Socorro	March 29, 2012	Superior Court
Ochoa, Gloria	March 29, 2012	Superior Court
Rodriguez, Carmen	March 29, 2012	Superior Court
Salazar, Maria	March 29, 2012	Superior Court
Tameifuna, Maopa	March 29, 2012	Superior Court
Toomer, Melvin	March 29, 2012	Superior Court
Wilson, Diane	March 29, 2012	Def'd from Aging & Adult Services
Wise, Leslie	March 29, 2012	Superior Court
Yenkanna, Ram	March 29, 2012	Superior Court
Alvarenga, Antonio	March 30, 2012	Probation
Chong, Jacqueline	March 30, 2012	Sheriff's Office
Clifton, Gary	March 30, 2012	Retirement
Ferrier, Dennis	March 30, 2012	Def'd from Environmental Health

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Service Retirements (con't)

Member Name	Effective Retirement Date	Department
Kuhli, Linda	March 30, 2012	Behavioral Health
Muniz, Robert	March 30, 2012	Human Services Agency
Nowicki, Teresa	March 30, 2012	Sheriff's Office
Oliva, Pedro	March 30, 2012	Public Works
Pagmanua, Roberto	March 30, 2012	Planning and Building
Raffaeilli, Bryan	March 30, 2012	Sheriff's Office
Alcantara, Marc	March 31, 2012	Sheriff's Office
Alms, Steven	March 31, 2012	County Manager's Office
Alzugary, Pilar	March 30, 2012	Human Services Agency
Asche, Jeanine	March 31, 2012	Library
Atwood, Korin	March 31, 2012	Human Services Agency
Barber, Catherine	March 31, 2012	Human Services Agency
Berndtson, Ted	March 31, 2012	Sheriff's Office
Bigelow, Jacqueline	March 31, 2012	Human Services Agency
Capacillo, Ester	March 31, 2012	San Mateo Medical Center
Carpio, Rosalia	March 31, 2012	Probation
Chan, Carol	March 31, 2012	San Mateo Medical Center
Chang, Dorcas	March 31, 2012	San Mateo Medical Center
Chau, Teresa	March 31, 2012	San Mateo Medical Center
Derheim, Leroy	March 31, 2012	Sheriff's Office
Durling, Susan	March 31, 2012	Public Works
Escoto, Ron	March 31, 2012	Public Works
Farrell, James	March 31, 2012	Sheriff's Office
Gunn, Linda	March 31, 2012	Behavioral Health
Hagen, Kyle	March 31, 2012	Sheriff's Office
Hardeman, Ramona	March 31, 2012	Sheriff's Office
Huening, Tom	March 31, 2012	Controller
Joos, Barbara	March 31, 2012	Human Services Agency
Lacey, Grace	March 31, 2012	Superior Court
Lamadrid, Alex	March 31, 2012	Def'd Admin & Emerg Med Svcs
Lanza, Stephen	March 31, 2012	Public Works
Larson, Mark	March 31, 2012	Public Works
Lucas, Esther	March 31, 2012	Behavioral Health
Lulay, William	March 31, 2012	Library
Maher, Robert	March 31, 2012	Information Services
McVay, Michael	March 31, 2012	Sheriff's Office
Minahan, John	March 31, 2012	District Attorney
Mulato, Yolanda	March 31, 2012	San Mateo Medical Center
Quijano, Luz	March 31, 2012	San Mateo Medical Center
Rodiles, Lilia	March 31, 2012	Tax Collector/Treasurer
Romine, Patricia	March 31, 2012	Behavioral Health
Rosenthal, Stephen	March 31, 2012	Library
Sabala, Romeo	March 31, 2012	San Mateo Medical Center
Salud, Editha	March 31, 2012	San Mateo Medical Center
Smith, Felice	March 31, 2012	Probation
Smith, Michael	March 31, 2012	Admin & Emergency Med Svcs

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Service Retirements (con't)

Member Name	Effective Retirement Date	Department
Sonnenschein, Gregg	March 31, 2012	Probation
Tilman, Nomalee	March 31, 2012	Public Health
Wei, Margaret	March 31, 2012	San Mateo Medical Center
Chaput, Stephen	April 1, 2012	Sheriff's Office
Johnson, Ronald	April 1, 2012	Sheriff's Office
McGrath, Lorraine	April 1, 2012	Sheriff's Office
Stroppini, Jack	April 1, 2012	Def'd from Social Services
Wallace, David	April 1, 2012	Sheriff's Office

Continuances

Survivor's Name	Beneficiary of:
Durling, Susan	Reyna, Ambiro
Tovar, Nancy	Tovar, Guillermo

Deferred Retirements

Member Name	Retirement Plan Type
Biear, Cathrina	G4 Vested
Haro, Fernando	G2 Vested
Loesch, Susan	G2 Vested
Nguyen, Meriam	G4 Vested

Member Account Refunds

Member Name	Retirement Plan Type
Barberena, Nestor	G4 Vested
Donovan, Carmelita	G2 Vested
Espinoza, Peggy	G4 Vested
Hester, Sylvia	G4 Vested
Jones, Sharon	G4 Vested
Moralez, Celestina	Beneficiary of Leija, Dolores
Nagarajan, Padmakumar	G4 Non-vested
Nieblas, Maria	Beneficiary of Leija, Dolores
Orozco, Margarito	Beneficiary of Leija, Dolores
Placido, Liberato	G4 Non-vested
Regala, Josie	G4 Non-vested
Sala, Siolo	G4 Vested
Wilson, Marjorie	Beneficiary of Price, Barbara

Member Account Rollovers

Member Name	Retirement Plan Type
Barreto, Giuseppina	G4 Vested
Lopez, Mekila	G4 Vested
Wright, Andrew	G4 Non-vested

0512.5

Benefit & Actuarial Service

0512.5.1

Consideration of Agenda Items, if any, removed from the Consent Agenda: No items were removed from the consent agenda.

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0.512.5.2 **Consideration and Direction to Milliman Inc. Regarding Assumptions to be used in the June 30, 2012, Actuarial Valuation:** Nick Collier presented the report and discussed lowering the assumed investment return rate from 7.75% to 7.5% with the board. Several scenarios were analyzed. Board members discussed impacts of a reduction of the assumption to 7.5% or lower, applying no changes to the assumption rate or gradually lowering the assumption rate over time. The relationship between a lowered return assumption and an increased member rate were discussed. Other topics of discussion by the Board included the effects of a one-time lump sum payment from the County; the amortization rate for reduction of unfunded liability; impact of all scenarios on members; and comparison to other systems' assumed rates. It was noted for the record that Reyna Farrales and Jim Saco from the County Manager's Office were present; as well as Michael Barber from Supervisor Pine's office, and representatives from County employees' bargaining units. Mr. Bailey stated that staff's recommendation was to approve all the assumptions, and to reduce the assumed investment return rate to 7.5%.

Action: Mr. Hackleman moved to accept staff's recommendation to lower the investment return assumption from 7.75% to 7.5% and approve the following additional changes to assumptions for use in the June 30, 2012, Actuarial Valuation:

- General Wage Growth = 3.75% (was 4.00%)
- Payroll Growth = 3.75% (was 4.00%)
- COLA (Plan 1 G&S) = 3.25% (was 3.50%)
- COLA (Plan 1 P) = 2.90% (was 3.00%)
- COLA (Plan 2) = 2.65% (was 2.75%)
- COLA (Plan 3) = 0.00% (no change)
- COLA (Plans 4, 5 & 6) = 1.90% (was 2.00%)

It was further moved that all demographic assumptions (mortality, rates of retirement, rates of termination, etc.) remain unchanged from the 2011 Valuation. The motion was seconded by Ms. Kwan Lloyd and carried unanimously.

Mr. David adjourned the meeting for a short break at 2:10 p.m., reconvening at 2:20 p.m. Upon reconvening the board heard item 7.7, followed by item 6.1, and continuing in order of the agenda.

0512.7.7 **Approval to Renew Fiduciary Liability Insurance Policy** - Mr. Hood introduced a representative from Travelers Insurance Company who talked about *SamCERA's* current fiduciary liability insurance policy. The board discussed the \$10 million dollar limit of coverage and concluded it was a sufficient level of coverage. It was noted that \$25 from each trustee and manager would be collected for non-recourse coverage for individuals. **Action:** Ms. Settles moved to authorize the renewal of the current fiduciary liability insurance policy with Travelers Insurance. The motion was seconded by Ms. Kwan Lloyd and carried unanimously.

0512.6 **Investment Services**

0512.6.1 **Presentation of the Preliminary Monthly Portfolio Performance Report:** Mr. Clifton presented the monthly performance report to the Board. With no objections noted, the report was accepted.

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Asset Class	Market Value	1-Month	1-year TTWRR*	5-year TTWRR*
Domestic Equity	959,588,154	-0.84	1.87	-0.00
International Equity	441,687,897	-1.34	-12.46	-4.63
Total Equity	1,401,246,052	-1.00	-2.73	-1.37
Private Equity	13,889,016	-1.50	-14.46	
Risk Parity	152,686,940	-0.00	4.07	
Hedge Fund	67,793,530	0.00		
Fixed Income	564,693,137	1.20	6.48	6.34
Real Estate	144,721,125	0.00	14.59	-0.38
Aggregate				
Commodities	72,523,142	0.92		
Cash Equivalents	15,117,567	0.07	0.75	0.87
TOTAL FUND	2,432,670,509	-0.19	0.49	0.98
Benchmark		-0.29	1.40	2.53

0512.6.2 **Acceptance of the Quarterly Investment Performance Analysis for Period Ended March 31, 2012** - Patrick Thomas presented the quarterly investment report from SIS. He reported that the first quarter was good, but relief was short-lived, as April showed a big drop. Topics of low and high performing managers, benchmarks, investment return assumptions and diversifying elements were all discussed. With no objections noted, the report was accepted.

0512.6.3 **Report on the Annual Review of SamCERA's Core Equity Portfolios**

6.3 a **BlackRock Capital Management - Russell 1000 Index Fund**

6.3b **D.E. Shaw Investment Management**

6.3c **T. Rowe Price Associates**

6.3d **Jennison Associates**

Mr. Clifton and Mr. Thomas gave an update and comments on each of the listed managers. Board members also asked about the performance of managers that were not selected at the same time, to gauge the success of SamCERA's selections. It was noted that D.E. Shaw and Jennison performed well, and Blackrock was a low performer.

0512.6.4 **Renewal of Various Investment Management Agreements** – Ms. Carlson reviewed the changes made in the agreements presented for renewal. She explained the new agreements were updated to reflect the deletion of the unrelated business taxable income (UBTI) clause; they contained clarification of “additionally insured” requirements, and included more clearly understood terms. It was stated that the new investment manager agreement template would be coming to the board for review soon. The board voted on each of the agreements as follows:

Aberdeen Asset Management Inc.

Action: Ms. Agnew moved to adopt a resolution approving the agreement with Aberdeen Asset Management Inc., and authorizing the Board Chair, the Vice Chair and the Chief Executive Officer to execute the agreement. The motion was seconded by Mr. Spinello and carried unanimously.

Barrow, Hanley, Mewhinney, & Strauss, Inc.

Action: Mr. Hackleman moved to adopt a resolution approving the agreement with Barrow, Hanley, Mewhinney & Strauss, Inc., and authorizing the Board Chair, the Vice Chair and the Chief Executive Officer to execute the agreement. The motion was seconded by Ms. Kwan Lloyd and carried unanimously.

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Blackrock Capital Management, Inc.

Action: Ms. Kwan Lloyd moved to adopt a resolution approving the agreement with Blackrock Capital Management, Inc., and authorizing the Board Chair, the Vice Chair and the Chief Executive Officer to execute the agreement. The motion was seconded by Mr. Spinello and carried unanimously.

D. E. Shaw Investment Management L.L.C.

Action: Ms. Settles moved to adopt a resolution approving the agreement with D.E. Shaw Investment Management, L.L.C., and authorizing the Board Chair, the Vice Chair and the Chief Executive Officer to execute the agreement. The motion was seconded by Mr. Hackleman and carried unanimously.

T. Rowe Price Associates, Inc.

Action: Ms. Agnew moved to adopt a resolution approving the agreement with T. Rowe Price Associates, Inc., and authorizing the Board Chair, the Vice Chair and the Chief Executive Officer to execute the agreement. The motion was seconded by Ms. Settles and carried unanimously.

The Boston Company Asset Management, L.L.C.

Action: Ms. Settles moved to adopt a resolution approving the agreement with The Boston Company Asset Management, L.L.C., and authorizing the Board Chair, the Vice Chair and the Chief Executive Officer to execute the agreement. The motion was seconded by Ms. Agnew and carried unanimously.

- 0512.6.5 **Agreement to Provide Trading Costs Analysis for Equity Investments** – Mr. Bailey gave an overview of the process used for selection of a trading cost analyst company and how Zeno Consulting Group was chosen as the staff's recommendation. Board members discussed the frequency of reports; the number of accounts and options for reporting; possible cost reductions, and the usefulness of this service to provide further due diligence.
Action: Mr. Hackleman moved to adopt a resolution approving the agreement with Zeno Consulting Group to provide an analysis of trading performance and broker utilization, and authorizing the Board Chair, the Vice Chair and the Chief Executive Officer to execute the agreement. The motion was seconded by Ms. Settles and carried unanimously.
- 0512.7 **Board & Management Support Services**
- 0512.7.1 **Acceptance of the Monthly Financial Report** – Mabel Wong presented the monthly financial report, and with no objections noted, the report was accepted.
- 0512.7.2 **Review of Financial Audit Structure** – Ms. Wong reviewed the schedule and structure of the financial audit. She let the board know audit work has begun and the auditors would be on site in June. She informed the board the auditor would be at the October board meeting, and the CAFR would be presented at that time.
- 0512.7.3 **Approval of Entrance Letter for the June 30, 2012, Financial Audit** – Ms. Wong presented the staff report and recommended board approval to execute the audit engagement letter. It was noted this is the third year of the contract with Brown Armstrong, which expires in April 2013.
Action: Mr. Hackleman moved to authorize the Audit Committee Chair, Ms. Kwan Lloyd, to execute the Audit Engagement letter for the June 30, 2012 Financial Statement Audit. The motion was seconded by Ms. Arnott and carried unanimously.

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- 0512.7.4 **Discussion of Board Committee Structure and Direction to Staff** – The board members discussed the composition of members on the investment committee and the history of the practice and policies regarding committees. No change will be pursued at this time to the existing structure.
- 0512.7.5 **Appointment of Ad Hoc Nominating Committee for Board Officers** – Mr. David stated that new board officers are elected each year and a nominating committee is appointed. He appointed Mr. Hackleman, Ms. Agnew, Mr. Spinello and Ms. Settles to the nomination committee and they will set up a conference call date after the meeting.
- 0512.7.6 **Approval to Cancel the June 26 Meeting of the Board of Retirement** - Mr. Bailey stated that cancellation of the June meeting was typical and requested the board approve the cancellation of the this meeting.
Action: Ms. Kwan Lloyd moved to cancel the June 26, 2012 meeting of the Board of Retirement. The motion was seconded by Ms. Arnott and carried unanimously.
- 0512.7.8 **Transfer Categories (added item)** - This item was added per Government Code 54954.2, regarding transfer categories. Mr. Bailey explained this item authorizes staff to transfer funds from one budget category to another without changing the total budget.
Action: Ms. Settles moved to authorize staff to transfer money between budget categories. The motion was seconded by Ms. Agnew and carried unanimously.
- 0512.8 **Management Reports**
- 0512.8.1 **Chief Executive Officer** – Mr. Bailey discussed the travel policy with the board members and clarified language about mileage reimbursement limits. He stated staff is working on travel guidelines, to assist board members and staff in understanding travel expense reimbursements. He notified the board a public records request was received regarding travel costs. Mr. Bailey let the board know he would be speaking at the SCORPA meeting the following day.
- 0512.8.2 **Assistant Executive Officer** – Mr. Hood updated the board on the status of trustee appointments and announced Mr. Tashman and Ms. Agnew had each been re-appointed by the Board of Supervisors for a three-year term. Mr. Hood discussed the need for extra help in the Investment Division and said staff was looking to retain temporary personnel to assist. He reminded board members of upcoming events. Mr. Hackleman thanked Mr. Hood for filling in for Mr. Bailey and wished him well on his deployment.
- 0512.8.3 **Chief Investment Officer's Report:** Mr. Clifton let the board know a long time executive employee of Aberdeen was retiring, but there were no changes expected during the transition.
- 0512.8.4 **Chief Legal Counsel's Report:** Ms. Carlson reported the July agenda may include several unique benefit issues coming to the board.

CLOSED SESSION

- C1 **Consideration of disability items, if any, removed from the Consent Agenda and appropriate for closed session:** None
- C2 **Public Employment – Chief Investment Officer** – Under Government Code 54957(b), the board adjourned into a closed session at 3:56 pm.

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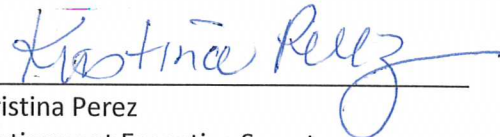
0512.9 **Report on Actions Taken in Closed Session:** The board reconvened in open session at 4:23 pm and Ms. Carlson reported that no action was taken during the closed session.

0512.10 **Adjournment in Memory of Deceased Members:** There being no further business, Mr. David adjourned the meeting at 4:25 pm, in memory of the following deceased members:

Louie, Brad	March 25, 2012	Information Services
Bonner, James	April 1, 2012	Appraiser
Mau, Kenneth	April 3, 2012	Beneficiary of Mau, Ellen
West, Kathleen	April 4, 2012	Mental Health Services
Traves, Mark	April 6, 2012	Public Health
Woolf, Isabel	April 6, 2012	Social Services
Jensen, Jim	April 11, 2012	Public Works
White, Aileen	April 11, 2012	General Hospital
Simmen, John	April 12, 2012	Agriculture
Talley, Dovie	April 13, 2012	Public Health
Weston, Elaine	April 16, 2012	Social Services
Hoover, Mary	April 18, 2012	Beneficiary of Hoover, Fred
Hull, Cathella	April 18, 2012	Library
Ward, Edward	April 18, 2012	Probation
Rich, Grace	April 19, 2012	Mental Health Services
Lee, Richard W.	April 21, 2012	Building & Planning
Alizah, Jordana	April 24, 2012	Human Services Agency
Roach, Thomas	April 27, 2012	Building & Planning
Fakava, Heikoti	May 1, 2012	Sheriff's Office



David Bailey
 Chief Executive Officer



Kristina Perez
 Retirement Executive Secretary