

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

August 26, 2008

Agenda Item 3.0

July 22, 2008 – Board Agenda

PUBLIC SESSION – The Board will meet in Public Session at 1 p.m.

1. [Call to Order](#)
2. Roll Call
 - 2.1 [Roll Call](#)
 - 2.2 [Welcome and Swearing In of New Board Members](#)
 - 2.3 [Report from Ad Hoc Nominating Committee and Election of 2008-2009 Board Officers](#)
 - 2.4 [Appointment of Committees](#)
3. [Approval of the Minutes](#)
4. Oral Communications
 - 4.1 [Oral Communications From the Board](#)
 - 4.2 [Oral Communications From the Public](#)
5. Benefit & Actuarial Services
 - 5.1 [Adoption of Consent Agenda](#)
 - 5.2 [Consideration of Items Removed from Consent Agenda](#)
 - 5.3 [Approval of Topics for SamCERA's Annual Actuarial Review – Milliman, Inc.](#)
6. Investment Services (*The Investment Committee will meet at 10 A. M., also at Franklin Templeton.*)
 - 6.1 [Monthly Portfolio Performance Report](#)
 - 6.2 [Annual Review of SamCERA's International Equity Asset Class and Investment Managers](#)
 - 6.2 a [Annual Investment Manager Review – Julius Baer Investment Management](#)
(*Interviewed by the Investment Committee at 9 a.m.*)
 - 6.2 b [Annual Investment Manager Review – Mondrian Investment Managers](#)
(*Interviewed by the Board*)
 - 6.3 [Approval of the Criteria and Schedule for SamCERA's Large Cap Enhanced Index Manager Search](#)
 - 6.4 [Amendments to Jennison's Investment Management Agreement](#)
 - 6.5 [Semi-Annual Report on Strategic Investment Solutions' Capital Market & Inflation Outlook](#)
 - 6.6 [Annual Review of SamCERA's Investment Plan](#)
 - 6.7 [Annual Investment Consultant Review – Strategic Investment Solutions](#)
7. Board & Management Support Services
 - 7.1 [Monthly Financial Report](#)
 - 7.2 [Quarterly Budget Report](#)
 - 7.3 [Report on Entrance Interview for the June 30, 2008, Financial Audit](#)
 - 7.4 [Approval of Topics for the Annual Review of Legal Counsel – County Counsel](#)
8. Management Reports
 - 8.1 [Chief Executive Officer's Report](#)
 - 8.2 [Assistant Executive Officer's Report](#)
 - 8.3 [Investment & Finance Manager's Report](#)
 - 8.4 [County Counsel's Report](#)

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

- C1 [Consideration of items, if any, removed from the Consent Agenda](#)
9. [Report on Actions Taken in Closed Session](#)
10. [Adjournment](#)

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July 22, 2008 – Board Minutes

0807.1 **Call to Order:** Ms. Tashman, Chair, called the Public Session of the Board of Retirement to order at 1p.m., June 22, 2008, in *SamCERA's* Board Room, 100 Marine Parkway, Suite 125, Redwood Shores, California.

0807.2.1 **Roll Call:** Ms. Arnott for Mr. Buffington, Mr. David, Mr. Hooley (arr. 1:03 p.m.), Ms. Jadallah, Ms. Salas for Ms. Kwan Lloyd, Ms. Stuart, Ms. Tashman and Mr. Wozniak. *Excused:* Ms. Kwan Lloyd. *Other Board Members in Attendance:* Mr. Murphy. *Staff:* Mr. Bailey, Mr. Clifton, Ms. Dames, Mr. Hood, Ms. LeBlanc and Ms. Smith. *Consultants:* Ms. Carlson, Dr. Fracchia, Mr. Brody and Mr. Thomas. *Retirees:* 0, *Actives:* 0.

0807.2.2 **Welcome and Swearing In of New Board Members:** Mr. David swore before Chief Deputy Counsel Brenda Carlson to serve as a faithful fiduciary for all members, retirees and beneficiaries; to serve as a prudent administrator of the County's Retirement System; and to support, defend and bear true faith and allegiance to the Constitutions of the United States of America and the State of California in accordance with *Regulation 2.3.1*.

0807.2.3 **Report from Ad Hoc Nominating Committee and Election of 2008-2009 Board Officers:** Ms. Arnott, Chair of the Ad Hoc Nominating Committee, presented the report of the Ad Hoc Nominating Committee. Ms. Tashman asked for additional nominations. Hearing none, she closed the nominations. **Motion** by Salas, second by Tashman, carried unanimously to elect Ms. Tashman, Chair; Mr. Wozniak, Vice Chair and Mr. Buffington, Secretary, per *Regulation 2.5*.

0807.2.4 **Appointment of Committees:** Ms. Tashman **appointed** Mr. Wozniak to fill Mr. Bryan's seat on the Investment Committee. She **re-appointed** Ms. Jadallah, Chair; Ms. Tashman and Ms. Arnott per *Regulation 2.5.1*.

Ms. Tashman delayed the appointment of the Audit Committee until a later date when all seats on the Board of Retirement are expected to be filled.

0807.3 **Approval of the Minutes:** Ms. Arnott requested that the May 27, 2008, board meeting minutes be clarified. Referring to agenda item 0805.6.4, Ms. Arnott wanted the minutes to reflect that she is not uncertain about a large cap 130/30 product, but that she is rather opposed to it.

Motion by Stuart, second by Arnott, carried unanimously to approve the minutes of the May 27, 2008, board meeting, as amended.

0807.4.1 **Oral Communications From the Board:** None.

0807.4.2 **Oral Communications From the Public:** None.

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0807.5 **Benefit & Actuarial Services**

0807.5.1 **Adoption of Consent Agenda:** Ms. Tashman removed the disability application of Craig Thompson (Salas) from the day's Consent Agenda. **Motion** by Jadallah, second by Salas, carried unanimously to adopt the day's Consent Agenda, as amended, as follows:

Disability Retirements:

The board finds that **Jacklyn Avila** is unable to perform her usual and customary duties as a Linen and Housekeeping Supervisor, **GRANTS** her application for a non service-connected disability retirement.

Routine Actions taken by staff pursuant to the board's *Delegation of Authority* and the *Regulations of the Board of Retirement*:

Service Retirements:

Harmon, Maxine	April 23, 2003	Def'd from Human Services Agency
Costello, Elaine	June 3, 2008	Def'd from Planning Dept
Guidi, Marilyn	June 4, 2008	Superior Court
Crims, Kathleen	June 8, 2008	Library
Phillips, Edward	June 13, 2008	Def'd from Information Services
DePucci, Joan	June 14, 2008	Mental Health
Scarpace, John	June 14, 2008	Hospital
Siegel, Laura	June 27, 2008	Library
Hassell, Chris	June 28, 2008	Human Services Agency
Miramontes, Annette	June 28, 2008	Def'd from Human Services Agency
Trindle, Gregory	June 28, 2008	Sheriff's Office
Iverson, Donna	July 3, 2008	Coroner's Office
Yearman, Louanne	July 8, 2008	Sheriff's Office
Brown, Rosemary	July 12, 2008	Library
Schmiedel, Cheryl	July 12, 2008	Def'd from Hospital
Von Rueden, Patricia	July 12, 2008	Sheriff's Office
Wilson, Elizabeth	July 12, 2008	Def'd from Probation
Cavin, Marilyn	July 15, 2008	County Counsel's Office
Raffaelli, Elizabeth	July 16, 2008	Def'd from District Attorney's Office
Marquis, Jack	July 26, 2008	Dept of Housing
McJimsey, Beulah	July 26, 2008	Hospital
Ertola, Richard	July 31, 2008	Def'd from Probation

Continuance of Benefits:

Collins, Sophie	Beneficiary of Collins, Tom
Emery, Alphonso	Beneficiary of Emery, Annie
Guerrero, Anastacio	Bene. of Guerrero, Luisa
Lantz, Clyde	Beneficiary of Lantz, Annetta
Mau, Kenneth	Beneficiary of Mau, Ellen
Ogle, Frances	Beneficiary of Ogle, H. Kelly

Deferred Retirements:

Yi, Jia	G4	Reciprocity
Caoli, Leonard	G2-Vested	defer code 31700

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Chen, Thomas	G4-Vested	
Bailey, Patricia	G2 & 3-Vested	
Rich, Leon	G4-Vested	
Lindsey, Ricky	G4	Reciprocity
Kammuller, Kenneth	S2-Vested	Reciprocity
Goetz, Susan	G4-Vested	Reciprocity
Cruz, Mary L	G4-Vested	
Reeves, Kirk	S4-Vested	Reciprocity
Ruth, Dennis	P4-Vested	Reciprocity
Delgado, Nina	G4	Reciprocity
Da Rosa, Maxine	G4-Vested	
Romero, Felipe	G2-Vested	
Lillie, Mark	S4-Vested	Reciprocity

Refunds:

Ascue, Eloisa	G4 Vested
Bairan, Benjamin	Beneficiary of Bairan, Marlina
Bean, Bernadette	Beneficiary of Bean, Jerry
Bunac, Mark	G4 Non-vested
Capistrano, Christina	Beneficiary of Capistrano, Fe
Correa, Aurora	G4 Non-vested
Davis, Dempsey	P4 Non-vested
Dira, Ricardo	G4 Non-vested
Jen, Jerry	G4 Non-vested
Jackson, Jenifer	G4 Non-vested
Jordan, Karen	P2 Non-vested
Kennon, Ruby	G4 Non-vested
Lopez, Henry	G4 Vested
Lowe, Donna	G4 Non-vested
Mark, Joel	Beneficiary of Pennock, Patrick
Martin, James	G4 Non-vested
Mendoza, Cristian	G4 Non-vested
Parillo, Eduardo	G4 Non-vested
Parshad, Roneil	G4 Non-vested
Raffanti, Jennifer	G4 Non-vested
Romero, Ramon	G4 Non-vested
Segura, Daniel	G4 Non-vested
Stamps, Keith	G4 Non-vested
Tolosa, Nicole	G4 Non-vested

Rollovers:

Cheng-Tozun, Dorcas	G4 Non-vested
Duong, Uyen	G4 Non-vested
Fanning, Roberta	G4 Non-vested
Garelick, Naomi	Beneficiary of Rosenbaum, Daniel
Jusino, Tiffany	G4 Non-vested
Leonard, Ross	G4 Vested
Manding, Percy	G4 Non-vested
Prasad, Sahodra	G4 Non-vested

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0807.5.2 **Consideration of Items Removed from Consent Agenda:** This agenda item was taken in closed session. Please see agenda item 9.0.

0807.5.3 **Approval of Topics for SamCERA's Annual Actuarial Review – Milliman, Inc.:** Mr. Clifton presented the proposed list of question for Milliman's annual actuarial review. The actuary will be present on September 23rd to present SamCERA's actuarial valuation for the period ending June 30, 2008. Milliman is in its final year of its contract with SamCERA.

Motion by David, second by Arnott, carried unanimously to approve the topics for SamCERA's annual actuarial review of Milliman, Inc.

0807.6 **Investment Services**

0807.6.1 **Monthly Portfolio Performance Report:** Mr. Clifton reported that SamCERA's -5.04% Total Fund Return for June 2008 outperformed the Total Plan Policy Benchmark return of -5.51%. The fund's return for the trailing twelve months is -7.77%, which is 1,552 basis points below the Actuarial Discount Rate, 7.75%, and 282 basis points below SamCERA's Total Plan Policy Benchmark of -4.95%. The realized return continues to trail both the policy return and the actuarial assumption rate for the trailing twelve-month period.

Asset Class	Market Value	1-Month	1-year TTWRR*	5-year TTWRR*
Domestic Equity	\$808,910,416	-7.82%	-15.60%	8.06%
International Equity	425,381,866	-7.81%	-8.70%	17.37%
Total Equity	1,234,292,282	-7.82%	-13.41%	10.41%
Fixed Income	590,869,150	-0.20%	2.47%	3.36%
Real Estate Aggregate	166,888,025	0.00%	6.66%	15.16%
Cash Equivalents	11,685,733	0.23%	3.99%	3.48%
TOTAL FUND	\$2,003,735,190	-5.04%	-7.77%	8.66%
<i>Benchmark</i>		-5.51%	-4.95%	9.39%

* Total Time-Weighted Rate of Return

0807.6.2 **Annual Review of SamCERA's International Equity Asset Class and Investment Managers:**

0807.6.2a **Annual Investment Manager Review – Artio Global Investors (formerly known as Julius Baer Investment Management):** Ms. Jadallah reported that the Investment Committee conducted the annual investment manager review for Artio Global Investors. Brett Gallagher, Deputy Chief Investment Officer, and Melvin Lindsey, Director of Institutional Investments, of Artio Global Investors, were present for their annual review. Mr. Lindsey discussed the spinoff and name change of Julius Baer's U.S. business. Mr. Gallagher then provided a brief overview of SamCERA's portfolio performance.

Ms. Jadallah then reported that Artio discussed two of SamCERA's portfolio guidelines that differ from Artio Global's model portfolio: (1) SamCERA's guidelines call for a maximum cash position of 10% versus 20% for the model portfolio, and (2) SamCERA's guidelines state a maximum 5% exposure to 144A securities. After some discussion, **motion** by Jadallah, second by David, to authorize staff to send a side letter to Artio allowing the loosening of the cash constraints from 10% to 20%. The board will review the guideline at Artio's next annual review.

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0807.6.2b **Annual Investment Manager Review – Mondrian Investment Managers:** Hamish Parker, Director, and James F. Brecker, Senior Vice-President, Client Service, of Mondrian Investment Management, and John Campbell, President, Distribution and Global Institutional Services of Delaware Investments, were present for Mondrian's annual review. Mr. Brecker provided an organizational review for the board. Mr. Parker provided a brief overview of *SamCERA's* portfolio performance and answered trustee questions.

0807.6.3 **Approval of the Criteria and Schedule for *SamCERA's* Large Cap Enhanced Index Manager Search:** Ms. Jadallah reported that the Investment Committee reviewed SIS' initial criteria and schedule for *SamCERA's* large cap enhanced index manager search. According to the proposed timeline, RFPs will be sent out after the August meeting and finalists will be interviewed in November. All large cap searches should be completed by March 2009. She said that the Investment Committee recommends board approval.

Motion by Jadallah, second by Hooley, carried unanimously to approve the criteria and schedule for the large cap enhanced index manager search.

0807.6.4 **Amendments to Jennison's Investment Management Agreement:** Mr. Clifton presented Jennison's proposed amendments to its Investment Management Agreement with *SamCERA*. Notwithstanding Section 1(b)(ii) of the Investment Management Agreement, and Sections 10.3.a.2 and 18.3 of the Policy, Jennison requests that *SamCERA* acknowledge and agree to allow them to make the following departures from the Policy:

(i) The Investment Manager is permitted to utilize the Global Industry Classification Standard (GICS) in order to monitor the diversification of the various industries in which the Assets may be invested; and

(ii) The Investment Manager is permitted to vote proxies in accordance with its Proxy Voting Procedures (a copy of which can be supplied to the Board upon request), provided such procedures are not inconsistent with Section 18.1 of the Policy.

Mr. Clifton then provided Jennison's reasons for the above departures. The Investment Committee recommended board approval.

Motion by Jadallah, second by Wozniak, carried unanimously to approve the amendments to Jennison's, Investment Management Agreement, and adopting **Resolution 08-09-01**, as follows:

"WHEREAS, Article XVI, §17 of the Constitution of the State of California vests the Board with *"plenary authority and fiduciary responsibility for the investment of moneys and the administration of the system"*; and

"WHEREAS, Government Code §31595 vests in the Board *" . . . exclusive control of the investment of the employees retirement fund."*; and

"WHEREAS, Government Code §31596.1 (d) authorizes the Board to retain investment managers *" . . . in connection with administration of the Board's investment program . . . "*; and

"WHEREAS, on January 22, 2008, the Board considered proposals from and interviewed four firms for investment management services under a small cap core mandate--Clarivest Asset Management, Jennison Associates, Quantitative Management Associates, and

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TAMRO Capital Partners—and selected Jennison Associates for a small cap core mandate to be funded with approximately \$75 million; and

“**WHEREAS**, On February 29, 2008, an Investment Management Agreement was executed between the Board and Jennison Associates; and

“**WHEREAS**, The board and Jennison associates agree to a side letter, which permits Jennison to utilize the Global Industry Classification Standard (GICS) in order to monitor the diversification of the various industries in which the portfolio may be invested; and to vote proxies in accordance with its Proxy Voting Procedures, provided such procedures are not inconsistent with Section 18.1 of the Policy. Therefore, be it

“**RESOLVED** that the Board hereby approves the Side Letter between the Board and Jennison Associates. Be it further

“**RESOLVED** that the Board hereby authorizes the Chair, to execute the Side Letter on behalf of the Board. Be it further

“**RESOLVED** that the Board hereby designates the Chief Investment Officer as its designee to monitor those functions so identified in the Side Letter and provide the Board with timely reports regarding the progress and satisfactory completion of the assignments authorized pursuant to the contract.”

0807.6.5 **Semi-Annual Report on Strategic Investment Solutions’ Capital Market & Inflation Outlook:** Mr. Brody and Mr. Thomas reviewed SIS’ Capital Market Outlook. The outlook allows *SamCERA* to semi-annually view the expectations for capital market returns. No action was taken. The report was informational.

0807.6.6 **Annual Review of *SamCERA*’s Investment Plan:** Mr. Clifton stated that the Investment Plan was last reviewed in January 2008. The Investment Committee’s work plan calls for staff to bring a revised policy for board approval in February 2009. Between now and then, the Association will conduct an asset allocation review, based on new capital market assumptions, and be nearing the completion of its manager structure review and implementation for large cap equities.

0807.6.7 **Annual Investment Consultant Review – Strategic Investment Solutions:** Ms. Jadallah reported that Mr. Brody and Mr. Thomas of SIS were present for Strategic Investment Solutions’ investment consultant annual review. Mr. Thomas provided a brief presentation on the firm. He discussed the significant changes within the firm, including the departure of Margaret Jadallah, VP and Director of Manager Research, and the addition of Deborah Gallegos as Ms. Jadallah’s replacement. Mr. Thomas also reported on SIS’ client terminations. He attributed the terminations to corporate actions that shifted away from the defined benefit model. It was suggested that SIS meet with the new trustees for further education. Mr. Thomas thanked the board for their support and was pleased with the client relationship.

0807.7 **Board & Management Support Services**

0807.7.1 **Monthly Financial Report:** Mr. Clifton reported that *SamCERA*’s Net Assets Held in Trust for Pension Benefits as of June 30, 2008, totaled \$2,020,048,667. The net assets decreased by approximately \$90.8 million, month over month, due to market depreciation of assets.

0807.7.2 **Quarterly Budget Report:** Mr. Clifton presented the quarterly budget report for the period

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ended June 30, 2008. He reported that with 100% of the fiscal year completed, *SamCERA* has expended 87.3% of the appropriations year-to-date. All major categories were under budget. Additional monies were provided to salaries at the end of the fiscal year to allow for retroactive salary increases when the salary survey has been adopted and implemented.

SamCERA's Administrative Budget

	ADOPTED BUDGET	YTD Preliminary
Salaries & Benefits	\$2,114,200	\$1,914,786
Services & Supplies	\$1,380,200	\$1,310,731
Capital Assets	<u>\$ 200,000</u>	<u>\$ 0</u>
Total	\$3,694,400	\$3,225,517

The preliminary aggregate professional services fee as of June 30, 2008, is approximately 32.2 basis points. Investment management fees are driven by contractual agreements and based on total assets under management. Fees for actuarial services, investment consulting services and global custodian services are based on services detailed in the contractual agreements.

0807.7.3 **Report on Entrance Interview for the June 30, 2008, Financial Audit:** Mr. Clifton reported that *SamCERA's* auditor, Brown Armstrong, was present at the *SamCERA's* office the previous week performing interim field work. The interim field work focused mainly on participant and benefit information. Mr. Clifton said that the audit team will return to *SamCERA's* office the week of August 4th to focus on financial and investment data. No major findings were found.

0807.7.4 **Approval of Topics for the Annual Review of Legal Counsel – County Counsel:** Mr. Clifton presented the list of topics for legal counsel's annual review. The review will be held at the August board meeting with Brenda Carlson, Chief Deputy Counsel.

Motion by Hooley, second by David, carried unanimously to approve the topics for County Counsel's annual review.

0807.8 **Management Reports**

0807.8.1 **Chief Executive Officer's Report:** Mr. Bailey provided an update on *SamCERA's* office expansion. He indicated that he was very pleased with the move and new space and commended Mr. Hood and Ms. Smith with their project coordination. The office expansion was approximately \$25,000 under budget and *SamCERA* was able to attain a seven-year lease with a cost-effective rate.

Mr. Bailey reported that *SamCERA* has been awarded the GFOA Certificate of Achievement for the Association's Comprehensive Annual Financial Report and Popular Annual Financial Report for the period ended June 30, 2007. He commended Mr. Clifton and Ms. Wong on their efforts.

Mr. Bailey distributed a trustee contact information sheet. He reported that the Board of Supervisors will be interviewing candidates for the last vacant seat on the Board of Retirement on August 5th.

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Mr. Bailey reminded the board that the office is now closed on Fridays. A county-wide e-mail was sent earlier in the month. No negative comments were given regarding the office hours change. He also said that *SamCERA* will start to send its quarterly newspaper via e-mail for its active members. Retired members will continue to receive hard-copies.

He then said that *SamCERA* is now connected to the county via wireless connection. The connection is forty-five times faster than its previous wired connection. *SamCERA* can now locate a backup server at the county campus.

Mr. Bailey had a meeting with CEM Benchmarking earlier in the month. Their services include pension administration benchmarking which would prove beneficial for the Association. The firm is working on getting several 1937 Act systems by June 2009 to form a comparable peer universe for the 1937 Act counties. Mr. Bailey will discuss the topic in further detail at a future board meeting.

Mr. Bailey then introduced Barbara Edwards, Retirement Specialist Technician, and Christopher Hawkins, IT Analyst, to the board. Ms. Edwards joined *SamCERA* in February 2008 and Mr. Hawkins joined *SamCERA* in early July.

Mr. Bailey reported that the county has offered Golden Handshakes to two employees at the hospital due to layoffs. Each individual will receive two extra years of service credit.

He also reported that staff conducted a trustee orientation meeting with Mr. David and Ms. Kwan Lloyd, the newest trustees on the board.

The reclassification and salary survey will be on the Board of Supervisors consent agenda on August 5th. In response to a question from Mr. Hooley, Mr. Bailey said that *SamCERA*'s goal was to meet the average compensation of comparable Bay Area positions. The goal was substantially achieved.

0807.8.2 **Assistant Executive Officer's Report:** Mr. Hood reported on *SamCERA*'s office move. His goal was to conduct the July board meeting in the Association's new space and was glad that this aim was achieved.

0807.8.3 **Investment & Finance Manager's Report:** Mr. Clifton reported that the Investment Committee added an educational workshop for Real Estate to be conducted by INVESCO when they are present for their annual review. Along those lines, Mr. Clifton would like to give trustees ongoing education by e-mailing a list of noteworthy news articles on a monthly basis to keep board members well-informed about the current pension investment environment. Mr. Clifton also reported that Aberdeen Asset Management has re-opened its fixed income product. The product was closed in the 3rd quarter of 2007. He then said that Pyramis has hired a new President and CEO, Kevin Uebelein, CFA. Lastly, Mr. Clifton reminded trustees to submit payment for a fiduciary non-recourse waiver.

0807.8.4 **County Counsel's Report:** Ms. Carlson discussed a class action lawsuit against IKB Deutsche Industriebank (IKB). The litigation is taking place in Germany. Eugene Whitlock of the County Counsel's office is fortunate enough to speak German. Ms. Carlson reported that Mr. Whitlock is currently working with the German law firm, Rotter Rechtsanwälte, to further participate in the class action lawsuit. There were no objections from the board. *SamCERA* is expected to receive \$25,000 to \$48,000 as a result of the litigation. There is no cost to

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SamCERA by participating in the lawsuit.

- 0807.9 **Report on Actions Taken in Closed Session:** Ms. Carlson reported that Ms. Tashman convened the board in closed session at 1:11 p.m., with all trustees present for roll call in attendance.

The board found that **Craig Thompson** is unable to perform his usual and customary duties as a Gardener, **DENIES** his application for a service-connected disability retirement, and **GRANTS** him a non service-connected disability retirement.

Ms. Tashman adjourned the closed session at 1:20 p.m. and took up agenda item 5.3.

- 0807.10 **Adjournment in Memory of Deceased Members:** There being no further business, Ms. Tashman adjourned the meeting at 3:25 p.m., in memory of the following deceased members:

Nash, Nora	March 14, 2008	Social Services
Fluharty, Orril	April 25, 2008	Parks and Recreation
Harwood, Rhea	May 12, 2008	General Hospital
Whitmore, Earl	May 21, 2008	Sheriff's Office
Walsh, Blanch	June 3, 2008	Business Administration Dept
Ogle, H. Kelly	June 6, 2008	District Attorney
Collins, Tom	June 9, 2008	Assessors
Jones, Vesta	June 11, 2008	Social Services
Mc Cann, Catherine	June 13, 2008	Mental Health
Lantz, Annetta	June 14, 2008	Probation
Emery, Annie	June 18, 2008	Chope Hospital
Mau, Ellen	June 19, 2008	Social Services
Carskadon, Aili	June 20, 2008	Social Services
Moorhouse, Norma	June 21, 2008	Social Services
Guerrero, Luisa	June 26, 2008	Probation

EMILY TASHMAN, CHAIR