

◆ MENDOCINO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION ◆
BOARD OF RETIREMENT MEETING MINUTES
◆ OCTOBER 15, 2014 AT 8:30 A.M. ◆

CALL TO ORDER

Shari Schapmire, Board Chair, called the meeting to order at 8:30 a.m.

ROLL CALL

Roll call was conducted with the following members present: Randy Goodman, John Sakowicz, Ted Stephens, Tim Knudsen, Bob Mirata, Lloyd Weer, Richard Shoemaker, and Shari Schapmire. Also present: Jim Andersen, Interim Retirement Administrator; Jeff Berk, Legal Counsel, and Judy Zeller, Administrative Assistant. Absent: Supervisor John McCowen and Craig Walker.

PUBLIC COMMENT: None

Supervisor McCowen entered the meeting at 8:32 a.m.

1) MINUTES OF THE BOARD MEETING HELD SEPTEMBER 17, 2014

Presenter/s: Chair Schapmire referenced the minutes of the board meeting held September 17, 2014.

Board Action: Motion was made by Mr. Weer to approve the minutes of the board meeting held September 17, 2014. Mr. Goodman seconded the motion and it was approved by the following vote: Ayes: Mr. Weer, Mr. Sakowicz, Mr. Knudsen, Mr. Stephens, Mr. Goodman, Mr. Mirata, Supervisor McCowen and Ms. Schapmire. Noes: 0. Abstain: 0. Absent: Mr. Walker.

2) APPROVAL OF CONSENT AGENDA

Presenter/s: Chair Schapmire referenced the Consent Agenda which included 2-A Retirement Administrator's report, 2-B Quarterly Trustee Education and Training Staff Report, 2-C Membership, and 2-D Retirements processed for the month of September.

Board Action: Motion was made by Supervisor McCowen to approve the Consent Agenda. Mr. Goodman seconded the motion and it was approved by the following vote: Ayes: Mr. Weer, Mr. Sakowicz, Mr. Knudsen, Mr. Stephens, Mr. Goodman, Mr. Mirata, Supervisor McCowen and Ms. Schapmire. Noes: 0. Abstain: 0. Absent: Mr. Walker.

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3) DISCUSSION AND POSSIBLE ACTION REGARDING ANY CONSENT AGENDA ITEM NEEDING SEPARATE ACTION

None

4) DISCUSSION AND POSSIBLE ACTION REGARDING THE 2014 TRIENNIAL EXPERIENCE STUDY

Presenter/s: Paul Angelo and Andy Yeung of Segal Consulting referenced the 2014 Triennial Experience Study prepared for MCERA for the three year period ending June 30, 2014. Mr. Yeung explained that the Retirement Board must look at actuarial and economic assumptions, as well as interest rate every three years. Mr. Angelo explained the report and summarized some of the assumptions which will be changing, the most significant being the assumed rate of return and mortality. Each experience study readjusts assumptions over time and is crafted with just our data. The mortality table is standard and is produced by the Society of Actuaries.

Mr. Yeung described the salary assumption which assumes salary increases during the first five years of employment which is a much better predictor than age. New employees are more likely to terminate from employment and last period we saw a much higher rate of termination within the first five years of employment. We recommend an assumption close to the current assumption for both General and Safety members.

Mr. Angelo explained that economic assumptions are more complicated this year due to new Government Accounting Standards Board (GASB) requirements regarding accounting of administrative expenses. He referenced option A in the report which deals with changes in accounting for administrative expenses and option B which lowers the return on assets, stating that Segal recommends option B with a lower expected rate of return as there is no need for a small system change their accounting practices. This option also leads to fewer open questions regarding legal and reporting compliance.

Mr. Angelo added that it is hard to predict long term price inflation. We use a .25 % tolerance as we cannot predict an exact average. We look at different sources and it is very subjective. Historical price inflation goes back to 1930. The National Consumer Price Index (CPI) has fifteen and thirty year averages that include the high inflation years of the 1970's and 1980's. We look at capital market rates and assumptions, the Social Security program forecast, Treasury bonds, and economist forecasts. We recommend a 3.25% rate of inflation and suspect that we will be looking at 3% soon. This is .25% less than the current assumption. This rate of inflation is used to predict cost of living adjustments as well, but does not change how we value cost of living adjustments. Inflation is assumed to be the same by Segal for all clients as it reflects broad economic data and markets.

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Mr. Angelo discussed the investment rate of return, stating that it is difficult to find the real rate of return gross of expenses. Investment advisors are experts in studying this. Some actuaries may have an investment consultant who looks at capital market assumptions, but Segal uses a survey of nine different consultants. Segal does not use the assumptions made by your investment consultant, Callan Associates, because of potential changes in investment consultant firms over time. A new consultant should not force big changes in your market value of investments.

Mr. Angelo discussed confidence levels, explaining that you want to be more than 50% sure you will hit your target rate of assumption. Adoption of a 7.22% rate of return would have a 54% confidence level of meeting your target or adoption of a 7.25% rate of return would have a 53% confidence level. A 7.5% rate has a low confidence level and is not recommended.

The Board discussed inflation and the bond yield curve, investment strategy, smart beta and alpha. Mr. Andersen mentioned that he spoke with Mr. Yeung regarding the case of alpha over what is recommended and found that MCERA has moved more towards a portfolio design and benchmarks that reflect beta and further away from active management. Mr. Angelo added that it makes sense to look at the rate on a passive management basis even though you have active management. Your investment expense is low. A recommended conservative approach may read as saying there is no credit for alpha, but it could also read as saying there is no credit expected for alpha. You are doing what the standard allows you to do and not giving credit in advance and not receiving credit for expense because you pay for that differently.

Mr. Angelo explained the difference between the geometric mean and the arithmetic mean. Segal uses arithmetic. He added that over the next few years there may be a trend away from arithmetic to geometric. This is not an easy topic, but could be pursued. We may wait to let others battle the challenge first as it would be a significant change and would need a lot of technical discussion. Mr. Stephens added that Callan had been asked to look at this issue in preparation of this experience study. Their recommendation was a 6.6% geometric rate of return. They did show an arithmetic rate of return, but implied that we should use geometric. Mr. Stephens urged the Board to consider a rate of 6.75%.

Mr. Angelo stated that changing the rate of return on investments from 7.75% to 7.25% is significant. You must balance benefit payments and minimize employer contributions with some awareness of the impact on employers and active employees.

Public comment:

George Hollister, Ken Fowler, John Dickerson, Kristi Furman, John Robertson, and Ralph Respini spoke to the Board regarding the Triennial Experience Study and the assumed rate of return on investments.

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Mr. Andersen stated that we anticipate making a decision today because the assumptions will be included in our annual actuarial valuation report, the GASB 67 & 68 required reports, and all other financial reports, which are all connected. Completion of these reports will require qualified opinions in some cases. There was no time to solicit written input from our sponsors. Supervisor McCowen commented that the County has felt that there has not been sufficient inclusion in the discussion of funding decisions, but a delay to solicit input from our sponsors probably would not change the recommendation or decision we make today, but it would create the illusion of responsiveness and that we are aware of the impact to our sponsors. The agenda should state what the possible action might be, or outline any significant changes. More could have been done to make it clear to our sponsors and the public. A staff report that describes the funding impact between options A and B to sponsors could have been included.

The Board discussed options A and B and the anticipated cost to the sponsors. Mr. Andersen mentioned that the cost is a ballpark number and asked if, this amount is overly burdensome to the employers, they may step into the rate increase. Mr. Angelo agreed that you can't phase in assumption changes, but you can phase in the cost impact. The liability would be published at 7.25% immediately. A two year or three year phase in of the cost to employers would be amortized over eighteen years. Member rates would not be phased in. Mr. Knudsen mentioned that administrative expenses already go to plan sponsors and members, but it is buried in the discount rate. The Government Code states that administrative costs of the retirement system cannot be passed on to the employer. Mr. Angelo replied that we are indirectly passing on the cost, in the discount rate. Mr. Yeung agreed.

The Board discussed the potential burden to the sponsors and supported the concept of a phased in agreement for the sponsors' cost. Mr. Andersen mentioned that work on the valuation study must begin immediately. Mr. Yeung recommended giving direction to the actuary to prepare the valuation and then prepare a side letter regarding the plan to phase employer contributions for approval. Mr. Weer commented that the County budget is heading to stability with some reserves, but we cannot take this hit (burden) in one year. We need to make this affordable and something we can plan and budget for. A two year phase may work. Supervisor McCowen added that the decision could be made in December when we approve the annual valuation report.

Board Direction: Segal Consulting will begin work on the annual valuation report immediately and will prepare a side letter regarding an employer cost phase in approach for two year and three year periods which will be presented to the Board in December.

Board Action: Motion was made by Supervisor McCowen to adopt option B which was recommended in the 2014 Triennial Experience Study. Mr. Sakowicz seconded the motion and it was approved by the following vote: Ayes: Mr. Weer, Mr. Sakowicz, Mr. Knudsen, Mr.

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Goodman, Mr. Mirata, Supervisor McCowen and Ms. Schapmire. Noes: Mr. Stephens. Abstain: 0. Absent: Mr. Walker.

5) DISCUSSION AND POSSIBLE DIRECTION REGARDING TRUSTEE EDUCATION AND TRAVEL REPORT

Presenter/s: Mr. Andersen referenced the Trustee Education and Travel Report stating that the current policy requires adoption of specific travel and training opportunities each budget cycle. Staff will bring this back for Board adoption next month. Today we are looking for recommendations from the Board. The fall State Association of County Retirement Systems (SACRS) Conference is coming up and we need to determine attendance.

Mr. Sakowicz asked for a training budget comparison to other retirement systems. Mr. Knudsen asked about going over your individual budget. Mr. Andersen explained that the figures are projections based on experience and an attempt to provide twenty-four hours of training to board members. These are estimates to provide training within the \$20,000 budget.

Board Direction: Staff will provide a training budget comparison to other retirement systems for board discussion in the future.

6) INVESTMENT REPORT

Presenter/s: Mr. Andersen referenced the monthly Investment Report.

7) FINANCIAL REPORT

- Statement of Plan Net Assets
- Statement of Changes in Plan Net Assets
- Cash Flow Analysis
- Rental Income Net of Expenses
- Vendor Ledger

Presenter/s: Jim Andersen referenced the monthly Financial Report.

8) DISCUSSION AND POSSIBLE ACTION REGARDING ADOPTION OF REGULATIONS REQUIRED BY DETERMINATION LETTER AND VOLUNTARY CORRECTION PROGRAM PROCESS

Presenter/s: Jim Andersen referenced information regarding adoption of Model Regulations required by the Determination Letter from the Internal Revenue Service (IRS) following the Voluntary Correction Program (VCP) process. He stated that adoption of the regulations are a part of the VCP and a follow through on what you promised to do.

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Hanson Bridgett has been monitoring compliance issues and has provided all of the required updates for you. The 401(h) Policy drew the most attention and was already adopted by the board in 2011. We have also provided a historical diagram as to how contributions were processed for Retiree Healthcare. The recommendation is to adopt resolution 2014-08 which includes all of the required regulations and direct staff to implement the regulations appropriately.

Mr. Stephens asked to bring the excess earnings policy back for review.

Board Direction: Staff will bring the excess earnings policy back for board review in the future.

Board Action: Motion was made by Mr. Mirata to approve Resolution 2014-08 which includes all regulations required by the IRS Determination Letter. Mr. Goodman seconded the motion and it was approved by the following vote: Ayes: Mr. Weer, Mr. Sakowicz, Mr. Knudsen, Mr. Stephens, Mr. Goodman, Mr. Mirata, Supervisor McCowen and Ms. Schapmire. Noes: 0. Abstain: 0. Absent: Mr. Walker.

9) **GENERAL BOARD MEMBER DISCUSSION**

Ms. Schapmire mentioned that she spoke with Sulema Peterson, SACRS Administrator, recently about the Board's letter regarding sustaining Defined Benefit plans. Sulema thought our letter was the best written out of the 20 retirement systems. Mr. Andersen added that the memo from SACRS distributed today utilized much of your comments and wording.

Mr. Sakowicz mentioned a recent town hall meeting to discuss the Federal level of concern regarding defined benefits.

On October 22, 2014 there will be a special board meeting for Retirement Administrator interviews.

ADJOURNMENT (11:25 a.m.)

◆ MENDOCINO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION ◆
BOARD OF RETIREMENT SPECIAL MEETING MINUTES
◆ OCTOBER 22, 2014 AT 8:30 A.M. ◆

CALL TO ORDER

Shari Schapmire, Board Chair, called the meeting to order at 8:30 a.m.

ROLL CALL

Roll call was conducted with the following members present: Randy Goodman, John Sakowicz, Ted Stephens, Bob Mirata, Lloyd Weer, Supervisor John McCowen, Richard Shoemaker, and Shari Schapmire. Also present: Jim Andersen, Interim Retirement Administrator, Judy Zeller, Administrative Assistant, and Cindy Krebs of Alliance Consulting. Absent: Craig Walker and Tim Knudsen.

PUBLIC COMMENT: None

- 1) **CLOSED SESSION (Estimated Time 3.5 hours)**
 - **Public Employee Appointment. Interviews for the position of Retirement Administrator pursuant to Government Code Section 54957.**
- 2) **REPORT OUT FROM CLOSED SESSION**

Direction was given to staff regarding the position of Retirement Administrator.

ADJOURNMENT (Approximate Time 12:01 p.m.)

Jim Andersen
Interim Retirement Administrator



Telephone: (707) 463-4328
(707) 467-6473
Fax: (707) 467-6472

MENDOCINO COUNTY
EMPLOYEES' RETIREMENT ASSOCIATION
625-B KINGS COURT
UKIAH, CALIFORNIA 95482-5027

Date: November 5, 2014
To: Board of Retirement
From: Jim Andersen, Interim Retirement Administrator
Subject: Administrator's Report

Meetings attended:

1. I attended a meeting on October 17, 2014, facilitated by Linea Solutions and also attended by MCERA staff, County Information Services division, Auditor-Controller and County Treasurer/Tax-Collector. Linea Solutions presented flow charts for the current and proposed practices for issuing pension payroll and 1099Rs. The revised process, which calls for local printing at the MCERA office, results in fewer participants at each stage of the processes, but preserves internal controls. Questions arose regarding the cost effectiveness of purchasing a printer and sealer. Linea is reviewing printer/sealer costs.
2. I met with Kathryn Cavness on October 28, 2014 to conduct new trustee orientation.

Pension Gold Benefits Administration Computer System:

The most recent project status report from Linea is attached. User Acceptance Training (UAT) is 98% complete as of the end of October. I have contacted Julie Wyne, Retirement Administrator from Sonoma County (SCERA), about recently retired SCERA employees who may be interested in part-time employment to support MCERA staff during development and implementation of the pension automation system. I will continue to explore this option.

Investments/Cash

Consistent with Callan's guidance, MCERA requested the sale of \$7 million in equities for rebalancing the portfolio and raising cash up to approximately \$3 million. The request was made on October 23, 2014, all proceeds were received by the following Monday and purchase requests were completed on Tuesday, October 28, 2014.

625 Kings Court

Staff secured an estimate of \$350 by Sonoma Sweepers to trim the trees in the rear parking lot that are a threat to property, and authorized them to move forward with trimming.

Schedule of Board Meetings

Please anticipate a special meeting of the Board on December 3, 2014. Segal will be presenting its annual actuarial valuation study. We will likely place a number of other items on the agenda for that meeting. We will also place an item on the agenda to discuss and act upon whether or not the Board will meet on its regularly scheduled date of December 17, 2014.

JA

**SECOND ADDENDUM TO MENDOCINO COUNTY EMPLOYEES' RETIREMENT
ASSOCIATION
AT WILL EXTRA HELP EMPLOYMENT CONTRACT**

This agreement ("Agreement"), dated as of May 25, 2014, and amended as of September 17, 2014 and November 5, 2014, is by and between the, Mendocino County Employees' Retirement Association hereinafter referred to as "MCERA", and James Andersen, hereinafter referred to as the "EMPLOYEE".

RECITALS

WHEREAS, Pursuant to Government Code Section 31522.2, the MCERA (Retirement Board) may appoint an Administrator who serves at the pleasure of the Board, and

WHEREAS, the term of the extra-help employment agreement between MCERA and EMPLOYEE ends effective November 30, 2014, and

WHEREAS, MCERA is continuing to recruit for a permanent Retirement Administrator, MCERA desires to obtain the services of an Interim Retirement Administrator; and,

WHEREAS, EMPLOYEE is professionally qualified to provide such services and is willing to provide same to MCERA on the terms and conditions set forth in this Agreement.

NOW, THEREFORE it is agreed between the parties that the agreement is amended as follows:

APPOINTMENT

1. Appointment. Pursuant to Government Code section 31522.2 MCERA employs EMPLOYEE on a part-time basis for such hours as directed by the Board Chair, commencing May 25, 2014, and ending December 31, 2014, subject, however, to earlier termination as provided in paragraph 3 of the original agreement.

2. All other terms and agreements shall remain the same.

**Mendocino County Employees'
Retirement Association**

By: _____
Shari Schapmire
Board of Retirement Chair

James M. Andersen

By: _____
Signature

Name and Address of Employee:

James M. Andersen

494 Luce Ave.

Ukiah CA 95482

Approved as to Form:

By: _____
Jeff Berk
MCERA Legal Counsel

**MENDOCINO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
STANDARD SERVICES AGREEMENT**

This Agreement, dated as of January 1, 2015 is by and between the MENDOCINO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION, hereinafter referred to as "MCERA", and Jeffrey Rapp M.D., hereinafter referred to as the "CONTRACTOR".

WITNESSETH

WHEREAS, MCERA may retain independent contractors to perform special services to or for MCERA; and

WHEREAS, MCERA desires to obtain CONTRACTOR for Disability Medical Record Review and Recommendation services; and

WHEREAS, CONTRACTOR is professionally qualified to provide such services and is willing to provide same to MCERA on the terms and conditions set forth in this AGREEMENT;

NOW, THEREFORE it is agreed that MCERA does hereby retain CONTRACTOR to provide the services described in Exhibit "A", and CONTRACTOR accepts such engagement, on the General Terms and Conditions hereinafter specified in this Agreement, the Additional Provisions attached hereto, and the following described exhibits, all of which are incorporated into this Agreement by this reference:

Exhibit A	Definition of Services
Exhibit B	Payment Terms
Exhibit C	Insurance Requirements

The term of this Agreement shall be from January 1, 2015 through December 31, 2015.

The compensation payable to CONTRACTOR hereunder shall not exceed Twenty Thousand Dollars (\$20,000.00) for the term of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

MENDOCINO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

CONTRACTOR/COMPANY NAME

By: _____
Jim Andersen,
Interim Retirement Administrator

By: _____
Jeffrey Rapp, M.D.

NAME AND ADDRESS OF CONTRACTOR:

Jeffrey Rapp, M.D.

429 Sherman Street

Healdsburg, CA 95448

APPROVED AS TO FORM:

By: _____
Jeff Berk, MCERA Legal Counsel

GENERAL TERMS AND CONDITIONS

1. **INDEPENDENT CONSULTANT:** No relationship of employer and employee is created by this Agreement; it being understood and agreed that CONSULTANT is an Independent CONSULTANT. CONSULTANT is not the agent or employee of MCERA in any capacity whatsoever, and MCERA shall not be liable for any acts or omissions by CONSULTANT nor for any obligations or liabilities incurred by CONSULTANT.

CONSULTANT shall have no claim under this Agreement or otherwise, for seniority, vacation time, vacation pay, sick leave, personal time off, overtime, health insurance medical care, hospital care, retirement benefits, social security, disability, Workers' Compensation, or unemployment insurance benefits, civil service protection, or employee benefits of any kind.

CONSULTANT shall be solely liable for and obligated to pay directly all applicable payroll taxes (including federal and state income taxes) or contributions for unemployment insurance or old age pensions or annuities which are imposed by any governmental entity in connection with the labor used or which are measured by wages, salaries or other remuneration paid to its officers, agents or employees and agrees to indemnify and hold MCERA harmless from any and all liability which MCERA may incur because of CONSULTANT's failure to pay such amounts.

In carrying out the work contemplated herein, CONSULTANT shall comply with all applicable federal and state workers' compensation and liability laws and regulations with respect to the officers, agents and/or employees conducting and participating in the work; and agrees that such officers, agents, and/or employees will be considered as Independent CONSULTANTS and shall not be treated or considered in any way as officers, agents and/or employees of MCERA.

CONSULTANT does, by this Agreement, agree to perform his/her said work and functions at all times in strict accordance with all applicable federal, state and County laws, ordinances, regulations, titles, departmental procedures and currently approved methods and practices in his/her field and that the sole interest of MCERA is to insure that said service shall be performed and rendered in a competent, efficient, timely and satisfactory manner and in accordance with the standards required by MCERA.

Notwithstanding the foregoing, if MCERA determines that pursuant to state and federal law CONSULTANT is an employee for purposes of income tax withholding, MCERA may upon two weeks' notice to CONSULTANT, withhold from payments to CONSULTANT hereunder federal and state income taxes and pay said sums to the federal and state governments.

2. **STANDARD OF CARE:** MCERA has relied upon the professional ability and training of CONSULTANT as a material inducement to enter into this Agreement. CONSULTANT hereby agrees that all its work will be performed and that its operations shall be conducted in accordance with generally accepted and applicable professional practices and standards as

well as the requirement of applicable federal, state and local laws, it being understood that acceptance of CONSULTANT'S work by MCERA shall not operate as a waiver or release.

3. **PERFORMANCE STANDARD:** CONSULTANT shall perform all work hereunder in a manner consistent with the level of competency and standard of care normally observed by a person practicing in CONSULTANT'S profession. CONSULTANT hereby agrees to provide all services under this Agreement in accordance with generally accepted professional practices and standards of care, as well as the requirements of applicable federal, state and local laws, it being understood that acceptance of CONSULTANT'S work by MCERA shall not operate as a waiver or release. If MCERA determines that any of CONSULTANT'S work is not in accordance with such level of competency and standard of care, MCERA, in its sole discretion, shall have the right to do any or all of the following: (a) require CONSULTANT to meet with MCERA to review the quality of the work and resolve matters of concern; (b) require CONSULTANT to repeat the work at no additional charge until it is satisfactory; (c) terminate this Agreement pursuant to the provisions of Article 4; or (d) pursue any and all other remedies at law or in equity.
4. **ASSIGNED PERSONNEL:** CONSULTANT shall assign only competent personnel to perform work hereunder. In the event that at any time MCERA, in its sole discretion, desires the removal of any person or persons assigned by CONSULTANT to perform work hereunder, CONSULTANT shall remove such person or persons immediately upon receiving written notice from MCERA. Any and all persons identified in this Agreement or any exhibit hereto as the project manager, project team, or other professional performing work hereunder are deemed by MCERA to be key personnel whose services were a material inducement to MCERA to enter into this Agreement, and without whose services MCERA would not have entered into this Agreement.

CONSULTANT shall not remove, replace, substitute, or otherwise change any key personnel without the prior written consent of MCERA. With respect to performance under this Agreement, CONSULTANT shall employ the following key personnel: Self.

5. **INDEMNIFICATION:** CONSULTANT shall indemnify, defend, and hold harmless MCERA, its Board of Retirement, agents, and employees, from and against any and all claims, liabilities, and losses whatsoever including damages to property and injuries to, or death of persons, reasonable attorney's fees, expert fees and court costs occurring or resulting, or alleged to be occurring or resulting, to any and all persons, firms or corporations furnishing or supplying work, services, materials, or supplies in connections with CONSULTANT'S performance or its obligations under this AGREEMENT, and from any and all claims, liabilities, and losses occurring or resulting, or alleged to be occurring or resulting, to any person, firm, or corporation for damage, injury, or death arising out of or connected with CONSULTANT'S performance of its obligations under this AGREEMENT, unless such claims, liabilities, or losses arise out of the sole negligence or willful misconduct of MCERA. "CONSULTANT'S performance" includes CONSULTANT'S action or inaction and the action or inaction of CONSULTANT'S officers, employees, agents and SUBCONSULTANTS.

6. **INSURANCE AND BOND:** CONSULTANT shall at all times during the term of the Agreement with MCERA maintain in force those insurance policies and bonds as designated in the attached Exhibit C, and will comply with all those requirements as stated therein.
7. **WORKERS' COMPENSATION:** CONSULTANT shall provide Workers' Compensation insurance, as applicable, at CONSULTANT'S own cost and expense and further, neither CONSULTANT nor its carrier shall be entitled to recover from MCERA any costs, settlements, or expenses of Workers' Compensation claims arising out of this Agreement.
8. **CONFORMITY WITH LAW AND SAFETY:**
 - a. In performing services under this Agreement, CONSULTANT shall observe and comply with all applicable laws, ordinances, codes and regulations of governmental agencies, including federal, state, municipal, and local governing bodies, having jurisdiction over the scope of services, including all applicable provisions of the California Occupational Safety and Health Act. CONSULTANT shall indemnify and hold MCERA harmless from any and all liability, fines, penalties and consequences from any of CONSULTANT'S failures to comply with such laws, ordinances, codes and regulations.
 - b. **Accidents:** If a death, serious personal injury or substantial property damage occurs in connection with CONSULTANT'S performance of this Agreement, CONSULTANT shall immediately notify Mendocino County Risk Manager's Office by telephone. CONSULTANT shall promptly submit to MCERA a written report, in such form as may be required by MCERA of all accidents which occur in connection with this Agreement. This report must include the following information: (1) name and address of the injured or deceased person(s); (2) name and address of CONSULTANT'S SUBCONSULTANT, if any; (3) name and address of CONSULTANT'S liability insurance carrier; and (4) a detailed description of the accident and whether any of MCERA's equipment, tools, material, or staff were involved.
 - c. CONSULTANT further agrees to take all reasonable steps to preserve all physical evidence and information which may be relevant to the circumstances surrounding a potential claim, while maintaining public safety, and to grant to MCERA the opportunity to review and inspect such evidence, including the scene of the accident.
9. **PAYMENT:** For services performed in accordance with this Agreement, payment shall be made to CONSULTANT as provided in Exhibit B hereto.
10. **TRAVEL EXPENSES:** CONSULTANT shall not be allowed or paid travel expenses unless set forth in this Agreement.

11. TAXES: Payment of all applicable federal, state, and local taxes shall be the sole responsibility of the CONSULTANT.

12. OWNERSHIP OF DOCUMENTS: CONSULTANT hereby assigns to MCERA and its assignees all copyright and other use rights in any and all proposals, plans, specification, designs, drawings, sketches, renderings, models, reports and related documents (including computerized or electronic copies) respecting in any way the subject matter of this Agreement, whether prepared by MCERA, CONSULTANT, CONSULTANT'S SUBCONSULTANTS or third parties at the request of CONSULTANT (collectively, "Documents and Materials"). This explicitly includes the electronic copies of all above stated documentation.

CONSULTANT also hereby assigns to MCERA and its assignees all copyright and other use rights in any Documents and Materials including electronic copies stored in CONSULTANT'S Information System, respecting in any way the subject matter of this Agreement.

CONSULTANT shall be permitted to retain copies, including reproducible copies and computerized copies, of said Documents and Materials. CONSULTANT agrees to take such further steps as may be reasonably requested by MCERA to implement the aforesaid assignment. If for any reason said assignment is not effective, CONSULTANT hereby grants MCERA and any assignee of MCERA an express royalty – free license to retain and use said Documents and Materials. MCERA'S rights under this paragraph shall apply regardless of the degree of completion of the Documents and Materials and whether or not CONSULTANT'S services as set forth in Exhibit "A" of this Agreement have been fully performed or paid for. In CONSULTANT'S contracts with other CONSULTANTS, CONSULTANT shall expressly obligate its SUBCONSULTANTS to grant MCERA the aforesaid assignment and license rights as to that CONSULTANT'S Documents and Materials. CONSULTANT agrees to defend, indemnify and hold MCERA harmless from any damage caused by a failure of CONSULTANT to obtain such rights from its CONSULTANTS and/or SUBCONSULTANTS.

CONSULTANT shall pay all royalties and license fees which may be due for any patented or copyrighted materials, methods or systems selected by CONSULTANT and incorporated into the work as set forth in Exhibit "A", and shall defend, indemnify and hold MCERA harmless from any claims for infringement of patent or copyright arising out of such selection.

MCERA'S rights under this Paragraph 12 shall not extend to any computer software used to create such Documents and Materials.

13. CONFLICT OF INTEREST; CONFIDENTIALITY: CONSULTANT covenants that it presently has no interest, and shall not have any interest, direct or indirect, which would conflict in any manner with the performance of services required under this Agreement. Without limitation, CONSULTANT represents to and agrees with MCERA that CONSULTANT has no present, and will have no future, conflict of interest between

providing MCERA services hereunder and any other person or entity (including but not limited to any federal or state wildlife, environmental or regulatory agency) which has any interest adverse or potentially adverse to MCERA, as determined in the reasonable judgment of Retirement Administrator.

CONSULTANT agrees that any information, whether proprietary or not, made known to or discovered by it during the performance of or in connection with this Agreement for MCERA, will be kept confidential and not be disclosed to any other person.

CONSULTANT agrees to immediately notify MCERA by notices provided in accordance with Paragraph 14 of this Agreement, if it is requested to disclose any information made known to or discovered by it during the performance of or in connection with this Agreement.

These conflict of interest and future service provisions and limitations shall remain fully effective five (5) years after termination of services to MCERA hereunder.

14. NOTICES: All notices, requests, demands, or other communications under this Agreement shall be in writing. Notices shall be given for all purposes as follows:

Personal delivery: When personally delivered to the recipient, notices are effective on delivery.

First Class Mail: When mailed first class to the last address of the recipient known to the party giving notice, notice is effective three (3) mail delivery days after deposit in a United States Postal Service office or mailbox. Certified Mail: When mailed certified mail, return receipt requested, notice is effective on receipt, if delivery is confirmed by a return receipt.

Overnight Delivery: When delivered by overnight delivery (Federal Express/Airborne/United Parcel Service/DHL WorldWide Express) with charges prepaid or charged to the sender's account, notice is effective on delivery, if delivery is confirmed by the delivery service.

Telex or facsimile transmission: When sent by telex or facsimile to the last telex or facsimile number of the recipient known to the party giving notice, notice is effective on receipt, provided that (a) a duplicate copy of the notice is promptly given by first-class or certified mail or by overnight delivery, or (b) the receiving party delivers a written confirmation of receipt. Any notice given by telex or facsimile shall be deemed received on the next business day if it is received after 5:00 p.m. (recipient's time) or on a non-business day.

Addresses for purpose of giving notice are as follows:

To MCERA: Mendocino County Employees'
Retirement Association
625-B Kings Ct.
Ukiah, CA 95482

To CONSULTANT: Jeffrey Rapp, M.D., F.A.C.E.P.
429 Sherman Street
Healdsburg, CA 95448

Any correctly addressed notice that is refused, unclaimed, or undeliverable because of an act or omission of the party to be notified shall be deemed effective as of the first date that said notice was refused, unclaimed, or deemed undeliverable by the postal authorities, messenger, or overnight delivery service.

Any party may change its address or telex or facsimile number by giving the other party notice of the change in any manner permitted by this Agreement.

15. USE OF MCERA PROPERTY: CONSULTANT shall not use MCERA property (including equipment, instruments and supplies) or personnel for any purpose other than in the performance of his/her obligations under this Agreement.
16. EQUAL EMPLOYMENT OPPORTUNITY PRACTICES PROVISIONS: CONSULTANT certifies that it is in compliance with the Equal Employment Opportunity Requirement of Executive Order 11246, as amended by Executive Order 11375 and supplemented I 45CFR, Part 60, Title VII of the Civil Rights Act and any other federal or state laws pertaining to equal employment opportunity and that it shall not discriminate against any employee or applicant for employment on the basis of race, color, religion, age, sex, national origin, ancestry, marital status, political affiliation or physical or mental condition, in matters pertaining to recruitment, hiring, training, upgrading, transfer, compensation or termination.
- a. CONSULTANT shall, in all solicitations or advertisements for applicants for employment placed as a result of this Agreement, state that it is an "Equal Opportunity Employer" or that all qualified applicants will receive consideration for employment without regard to their race, creed, color, disability, sex, sexual orientation, national origin, age, religion, Vietnam era Veteran's status, political affiliation, or any other non-merit factor.
 - b. CONSULTANT shall, if requested to so do by MCERA, certify that it has not, in the performance of this Agreement, discriminated against applicants or employees because of their race, creed, color, disability, sex, sexual orientation, national origin, age, religion, Vietnam era Veteran's status, political affiliation, or any other non-merit factor.
 - c. If requested to do so by MCERA, CONSULTANT shall provide MCERA with access to copies of all of its records pertaining or relating to its employment practices, except to the extent such records or portions of such records are confidential or privileged under state or federal law.
 - d. Nothing contained in this Agreement shall be construed in any manner so as to require or permit any act, which is prohibited by law.

- e. CONSULTANT shall include the provisions set forth in paragraphs A through E (above) in each of its subcontracts.

17. DRUG-FREE WORKPLACE: CONSULTANT and CONSULTANT'S employees shall comply with MCERA'S policy of maintaining a drug-free workplace. Neither CONSULTANT nor CONSULTANT'S employees shall unlawfully manufacture, distribute, dispense, possess or use controlled substances, as defined in 21 U.S. Code § 812, including, but not limited to, marijuana, heroin, cocaine, and amphetamines, at any MCERA facility or work site. If CONSULTANT or any employee of CONSULTANT is convicted or pleads *nolo contendere* to a criminal drug statute violation occurring at a MCERA facility or work site, CONSULTANT, within five days thereafter, shall notify the Administrator of MCERA. Violation of this provision shall constitute a material breach of this Agreement.
18. ENERGY CONSERVATION: CONSULTANT agrees to comply with the mandatory standards and policies relating to energy efficiency in the State of California Energy Conservation Plan, (Title 24, California Code of Regulations), if applicable.
19. COMPLIANCE WITH LICENSING REQUIREMENTS: CONSULTANT shall comply with all necessary licensing requirements and shall obtain appropriate licenses and display the same in a location that is reasonably conspicuous, as well as file copies of same with the office of MCERA.
20. AUDITS; ACCESS TO RECORDS: CONSULTANT shall make available to MCERA, its authorized agents, officers, or employees, for examination any and all ledgers, books of accounts, invoices, vouchers, cancelled checks, and other records or documents evidencing or relating to the expenditures and disbursements charged to MCERA, and shall furnish to MCERA, its authorized agents, officers or employees such other evidence or information as MCERA may require with regard to any such expenditure or disbursement charged by CONSULTANT.

CONSULTANT shall maintain full and adequate records in accordance with MCERA requirements to show the actual costs incurred by CONSULTANT in the performance of this Agreement. If such books and records are not kept and maintained by CONSULTANT within the County of Mendocino, California, CONSULTANT shall, upon request of MCERA, make such books and records available to MCERA for inspection at a location within County or CONSULTANT shall pay to MCERA the reasonable, and necessary costs incurred by MCERA in inspecting CONSULTANT'S books and records, including, but not limited to, travel, lodging and subsistence costs. CONSULTANT shall provide such assistance as may be reasonably required in the course of such inspection. MCERA further reserves the right to examine and reexamine said books, records and data during the four (4) year period following termination of this Agreement or completion of all work hereunder, as evidenced in writing by MCERA, and CONSULTANT shall in no event dispose of, destroy, alter, or mutilate said books, records, accounts, and data in any manner whatsoever for four (4) years after MCERA makes the final or last payment or within four (4) years after any pending issues

between MCERA and CONSULTANT with respect to this Agreement are closed, whichever is later.

21. **DOCUMENTS AND MATERIALS:** CONSULTANT shall maintain and make available to MCERA for its inspection and use during the term of this Agreement, all Documents and Materials, as defined in Paragraph 21 of this Agreement. CONSULTANT'S obligations under the preceding sentence shall continue for four (4) years following termination or expiration of this Agreement or the completion of all work hereunder (as evidenced in writing by MCERA), and CONSULTANT shall in no event dispose of, destroy, alter or mutilate said Documents and Materials, for four (4) years following MCERA'S last payment to CONSULTANT under this Agreement.
22. **TIME OF ESSENCE:** Time is of the essence in respect to all provisions of this Agreement that specify a time for performance; provided, however, that the foregoing shall not be construed to limit or deprive a party of the benefits of any grace or use period allowed in this Agreement.
23. **TERMINATION:** MCERA has and reserves the right to suspend, terminate or abandon the execution of any work by CONSULTANT without cause at any time upon giving to CONSULTANT prior written notice. In the event that MCERA should abandon, terminate or suspend CONSULTANT'S work, CONSULTANT shall be entitled to payment for services provided hereunder prior to the effective date of said suspension, termination or abandonment. Said payment shall be computed in accordance with Exhibit B hereto, provided that the maximum amount payable to CONSULTANT for its Medical Advisor Services shall not exceed \$20,000.00 in payment for services provided hereunder prior to the effective date of said suspension, termination or abandonment.
24. **CHOICE OF LAW:** This Agreement, and any dispute arising from the relationship between the parties to this Agreement, shall be governed by the laws of the State of California, excluding any laws that direct the application of another jurisdiction's laws.
25. **ADVERTISING OR PUBLICITY:** CONSULTANT shall not use the name of MCERA, its officers, directors, employees or agents, in advertising or publicity releases or otherwise without securing the prior written consent of MCERA in each instance.
26. **ENTIRE AGREEMENT:** This Agreement, including all attachments, exhibits, and any other documents specifically incorporated into this Agreement, shall constitute the entire agreement between MCERA and CONSULTANT relating to the subject matter of this Agreement. As used herein, Agreement refers to and includes any documents incorporated herein by reference and any exhibits or attachments. This Agreement supersedes and merges all previous understandings, and all other agreements, written or oral, between the parties and sets forth the entire understanding of the parties regarding the subject matter thereof. The Agreement may not be modified except by a written document signed by both parties.

27. **HEADINGS:** herein are for convenience of reference only and shall in no way affect interpretation of the Agreement.
28. **MODIFICATION OF AGREEMENT:** This Agreement may be supplemented, amended or modified only by the mutual agreement of the parties. No supplement, amendment or modification of this Agreement shall be binding unless it is in writing and signed by authorized representatives of both parties.
29. **ASSURANCE OF PERFORMANCE:** If at any time MCERA believes CONSULTANT may not be adequately performing its obligations under this Agreement or that CONSULTANT may fail to complete the Services as required by this Agreement, MCERA may request from CONSULTANT prompt written assurances of performance and a written plan acceptable to MCERA, to correct the observed deficiencies in CONSULTANT'S performance. CONSULTANT shall provide such written assurances and written plan within ten (10) calendar days of its receipt of MCERA's request and shall thereafter diligently commence and fully perform such written plan. CONSULTANT acknowledges and agrees that any failure to provide such written assurances and written plan within the required time is a material breach under this Agreement.
30. **SUBCONTRACTING/ASSIGNMENT:** CONSULTANT shall not subcontract, assign or delegate any portion of this Agreement or any duties or obligations hereunder without MCERA'S prior written approval.
- a. Neither party shall, on the basis of this Agreement, contract on behalf of or in the name of the other party. Any agreement that violates this Section shall confer no rights on any party and shall be null and void.
 - b. CONSULTANT shall use the SUBCONSULTANTS identified in Exhibit A and shall not substitute SUBCONSULTANTS without MCERA'S prior written approval.
 - c. CONSULTANT shall remain fully responsible for compliance by its SUBCONSULTANTS with all the terms of this Agreement, regardless of the terms of any agreement between CONSULTANT and its SUBCONSULTANTS.
31. **SURVIVAL:** The obligations of this Agreement, which by their nature would continue beyond the termination on expiration of the Agreement, including without limitation, the obligations regarding Indemnification (Paragraph 5), Ownership of Documents (Paragraph 12), and Conflict of Interest (Paragraph 13), shall survive termination or expiration.
32. **SEVERABILITY:** If a court of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid in whole or in part for any reason, the validity and enforceability of the remaining provisions, or portions of them, will not be affected, unless an essential purpose of this Agreement would be defeated by the loss of the illegal, unenforceable, or invalid provision.

33. PATENT AND COPYRIGHT INDEMNITY: CONSULTANT represents that it knows of no allegations, claims, or threatened claims that the materials, services, hardware or software ("CONSULTANT Products") provided to MCERA under this Agreement infringe any patent, copyright or other proprietary right.

CONSULTANT shall defend, indemnify and hold harmless MCERA of, from and against all losses, claims, damages, liabilities, costs expenses and amounts (collectively, "Losses") arising out of or in connection with an assertion that any CONSULTANT Products or the use thereof, infringe any patent, copyright or other proprietary right of any third party.

- a. MCERA will: (1) notify CONSULTANT promptly of such claim, suit or assertion; (2) permit CONSULTANT to defend, compromise, or settle the claim; and, (3) provide, on a reasonable basis, information to enable CONSULTANT to do so. CONSULTANT shall not agree without MCERA's prior written consent, to any settlement, which would require MCERA to pay money or perform some affirmative act in order to continue using CONSULTANT Products.
- b. If CONSULTANT is obligated to defend MCERA pursuant to this Section 33 and fails to do so after reasonable notice from MCERA, MCERA may defend itself and/or settle such proceeding, and CONSULTANT shall pay to MCERA any and all losses, damages and expenses (including attorney's fees and costs) incurred in relationship with MCERA's defense and/or settlement of such proceeding.
- c. In the case of any such claim of infringement, CONSULTANT shall either, at its option, (1) procure for MCERA the right to continue using CONSULTANT Products; or (2) replace or modify CONSULTANT Products so that that they become non-infringing, but equivalent in functionality and performance.
- d. Notwithstanding this Section 33, MCERA retains the right and ability to defend itself, at its own expense, against any claims that CONSULTANT Products infringe any patent, copyright, or other intellectual property right.

34. OTHER AGENCIES: Other tax supported agencies within the State of California who have not contracted for their own requirements may desire to participate in this contract. CONSULTANT is requested to service these agencies and will be given the opportunity to accept or reject the additional requirements. If CONSULTANT elects to supply other agencies, orders will be placed directly by the agency and payments made directly by the agency.

[END OF GENERAL TERMS AND CONDITIONS]

EXHIBIT A

DEFINITION OF SERVICES

CONSULTANT, upon MCERA's request, shall review applications for Disability Retirement and all supporting documents provided by MCERA in the role of medical advisor. The CONTRACTOR shall advise the Board of Retirement on medical matters, e.g., by explaining medical terms, interpreting medical reports, and analyzing medical evidence. If requested, the CONSULTANT may attend Board meetings and meet with the Board in closed session. CONSULTANT may also attend legal proceedings, depositions, and other events if required to do so.

The CONSULTANT will prepare detailed written recommendations to MCERA and its Board of Retirement, regarding approval of disability retirement, denial of disability retirement, or the need for additional medical evaluation of Disability Applicants. The CONSULTANT will use MCERA's Physician Guidelines (EXHIBIT D) to assist in making recommendations. The CONSULTANT will not be required to meet with applicants in an office setting and/or physically examine applicants.

EXHIBIT B

PAYMENT TERMS

1. MCERA will pay CONSULTANT at the rate of \$300.00 per hour for services, not to exceed \$20,000.00 dollars. The CONSULTANT will be reimbursed for travel expense at the same hourly rate if asked to attend Board of Retirement meetings, legal proceedings, depositions, and other events. Mileage will be reimbursed at the IRS Standard Automobile Mileage Rate and other travel expense will be reimbursed using California Per Diem Rates.

EXHIBIT C

INSURANCE REQUIREMENTS

Insurance coverage in a minimum amount set forth herein shall not be construed to relieve CONTRACTOR for liability in excess of such coverage, nor shall it preclude MCERA from taking such other action as is available to it under any other provisions of this Agreement or otherwise in law.

CONTRACTOR agrees to indemnify and hold harmless MCERA, its elected or appointed officials, employees or volunteers against any claims, actions, or demands against them, or any of them, and against any damages, liabilities or expenses, including costs of defense and attorneys' fees, for personal injury or death, or for the loss or damage to the property, or any or all of them, to the extent arising out of the performance of this Agreement by CONTRACTOR.

CONTRACTOR affirms that s/he is aware of the provisions of Section 3700 of the California Labor Code which requires every employer to be insured against liability for the Workers' Compensation or to undertake self insurance in accordance with the provisions of the Code and CONTRACTOR further assures that s/he will comply with such provisions before commencing the performance of work under this Agreement. CONTRACTOR shall furnish to MCERA certificate(s) of insurance evidencing Workers' Compensation Insurance coverage to cover its employees, and CONTRACTOR shall require all subcontractors similarly to provide Workers' Compensation Insurance as required by the Labor Code of the State of California for all of CONTRACTOR'S and subcontractors' employees.

The County of Mendocino (COUNTY) shall provide, at no cost to CONTRACTOR, professional liability (malpractice) insurance protection for CONTRACTOR covering services performed under this Agreement and for which payment is made by MCERA as an additional coverage under COUNTY'S own liability insurance policy. No coverage shall be afforded for any services for which a private billing is made by or authorized by CONTRACTOR.

CONTRACTOR shall demonstrate proof of General and/or Professional Liability Insurance in the amount of \$1,000,000.00.

EXHIBIT D
PHYSICIAN GUIDELINES



Mendocino County Employees' Retirement Association

625-B Kings Court · Ukiah, CA 95482 · (707) 463-4328 · Fax (707) 467-6472

PHYSICIAN GUIDELINES FOR EVALUATING DISABILITY RETIREMENT APPLICANTS

The Mendocino County Employees' Retirement Association asks you to review these guidelines and the applicant's job class specification before proceeding with completion of an Attending Physician's Report or preparing a Report of Independent Medical Evaluation. The information provided will assist the Board of Retirement in making their determination regarding disability retirement eligibility and benefit.

1. Does the applicant suffer from an injury or disease? If so, please describe.
2. Does the injury or disease render the applicant incapacitated for the performance of any of his/her usual job duties? If so, which duties can no longer be performed? Please provide a detailed analysis and explanation.
3. Please give us your opinion on the propriety of any treatments already undertaken or completed by the applicant and whether or not the applicant has made adequate efforts to comply with appropriate treatments undertaken.
4. Please explain whether there is any medical treatment currently available for this injury or disease that the applicant has not undertaken or completed for which, in your medical opinion, there is a medical probability that the treatment would succeed in ameliorating the incapacity such that the applicant could again perform the affected job duty. Please also describe the risks and benefits of the treatment or treatments you've described.
5. Assuming the applicant does not receive further treatment, is it medically probable that the incapacity is permanent?

If the disability is not work related, question number 6 is not applicable.

6. Assuming the applicant is permanently incapacitated for the performance of any job duty, please address the following questions in your report:
 - a. In your medical opinion, is the applicant's incapacity the result of an injury/illness arising out of and in the course of employment? If so, did the employment contribute substantially to the disability? (Employment can be less than a 50% causal factor, but there must be a demonstrated and identifiable, real and measurable, causal connection between the employment and the incapacity.)

b. Is the applicant capable of performing other duties? If so, please specify what medical restrictions would apply.

7. If granted, this applicant may be required to provide further medical information and/or be re-examined for the purpose of determining whether he/she remains permanently incapacitated. Please give us your opinion on the medical probability of an improvement or recovery before the person reaches age 55 that might enable this person to return to full duty, and a suggestion for when and how often to reevaluate this individual.

The opinion you provide is restricted to matters within your specialty. However, you may identify medical conditions outside your specialty that you believe need medical attention. If so, include a recommendation in your report.

Your report should include the following:

- History of Injury/Illness
- Applicant's Complaints
- Description of Applicant's Job Duties
- ~~Description of Examination~~
- Diagnostic Impression
- Conclusions (including answers to the questions outlined above)

If the Board receives a physician's report that is unclear or does not answer a question outlined above, a supplemental report may be requested.

FISCAL YEAR 2014/2015
BOARD EDUCATION AND CONFERENCES

FY 2014/15
July - September
ACTUAL

FY 2014/15
October - December
ACTUAL

DESCRIPTION	Transportation	Hotels	Meals	Registration	Misc	Total
BOARD OF RETIREMENT						
Randy Goodman	\$ 400.00	\$ 1,000.00	\$ 200.00	\$ 120.00	\$ 80.00	\$ 1,800.00
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
Tim Knudsen	\$ 400.00	\$ 1,000.00	\$ 200.00	\$ 120.00	\$ 80.00	\$ 1,800.00
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
Bob Mirata/ New Board Member	\$ 400.00	\$ 1,000.00	\$ 200.00	\$ 120.00	\$ 80.00	\$ 1,800.00
Spring SACRS Conference	-	-	-	-	-	-
CALAPRS Principles of Pension Management 1	-	-	-	-	-	-
Callan Institute	\$ 160.00	\$ 175.00	\$ 75.00	\$ 300.00	\$ 40.00	\$ 750.00
John Sakowicz	-	-	-	\$ 3,100.00	-	\$ 3,100.00
CALAPRS Conference	-	-	-	-	-	-
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
Shari Schapmire	\$ 400.00	\$ 1,000.00	\$ 200.00	\$ 120.00	\$ 80.00	\$ 1,800.00
SACRS Conference	-	-	-	-	-	-
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
Richard Shoemaker	-	-	-	-	-	-
SACRS Conference	\$ 160.00	\$ 175.00	\$ 75.00	\$ 300.00	\$ 40.00	\$ 750.00
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
John McCowen	\$ 400.00	\$ 1,000.00	\$ 200.00	\$ 120.00	\$ 80.00	\$ 1,800.00
SACRS Conference	-	-	-	-	-	-
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
Ted Stephens	-	-	-	-	-	-
SACRS Conference	\$ 160.00	\$ 175.00	\$ 75.00	\$ 300.00	\$ 40.00	\$ 750.00
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
Craig Walker	\$ 400.00	\$ 1,000.00	\$ 200.00	\$ 120.00	\$ 80.00	\$ 1,800.00
SACRS Conference	-	-	-	-	-	-
Callan Institute	-	-	-	-	-	-
CALAPRS Conference	-	-	-	-	-	-
Lloyd Weer/ New Board Member	\$ 400.00	\$ 1,000.00	\$ 200.00	\$ 120.00	\$ 80.00	\$ 1,800.00
Spring SACRS Conference	-	-	-	-	-	-
CALAPRS Principles of Pension Management 1	-	-	-	-	-	-
Callan Institute	\$ 160.00	\$ 175.00	\$ 75.00	\$ 300.00	\$ 40.00	\$ 750.00

NOTES	Total	Unallocated	BUDGET	ACTUAL	ACTUAL
1 New Board Members will need to attend the next CALAPRS in August 2015	\$ 18,700.00	\$ 1,300.00	\$ 20,000.00	\$ 3,354.48	\$ -