

900 7th Street, NW, 2nd Floor
Washington, DC 20001
www.dcrb.dc.gov



Telephone (202) 343-3200
Facsimile (202) 566-5001
E-mail: dcrb.@dc.gov

February 10, 2016

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
1350 Pennsylvania Avenue, N.W.
Washington, D.C. 20004

Dear Chairman Mendelson:

In preparation for the District of Columbia Retirement Board's upcoming performance oversight hearing, DCRB has prepared the attached responses to the questions submitted by your office. We look forward to testifying at the hearing and answering any questions you may have regarding DCRB's performance.

If you have any further questions regarding the attached information, please contact Anthony Shelborne, Chief Financial Officer at (202) 343-3200.

Sincerely,

Sheila Morgan-Johnson
Acting Executive Director
District of Columbia Retirement Board

Enclosure

DCRB Responses to Performance Hearing Questions, Round 1

Jeffrey Barnette • Lyle M. Blanchard • Barbara Davis Blum • Joseph W. Clark • Mary A. Collins • Gary W. Hankins
Darrick O. Ross • Nathan A. Saunders • Edward C. Smith • Thomas N. Tippet • Michael J. Warren • Lenda P. Washington

Joseph M. Bress
Chairman

Eric O. Stanchfield
Executive Director

DCRB Responses to Performance Oversight Hearing Questions

Please submit both a hard copy and an electronic copy of your responses to the questions below no later than close of business **Wednesday, February 10, 2016**. *Please avoid the use of attachments unless specifically requested.* If you need to discuss any of the questions, please contact Evan Cash, Committee Director, at (202) 724-7002.

1. Please provide, as an attachment to your answers, a current organizational chart for your agency with the number of vacant and filled FTEs marked in each box. Include the names of all senior personnel, if applicable. Also include the effective date on the chart.

Please see Attachment #1 for the current organizational chart.

2. Please provide, as an attachment, a Schedule A for your agency which identifies all employees by title/position, current salary, fringe benefits, and program office as of January 10, 2016. The Schedule A also should indicate any vacant positions in the agency. Please do not include Social Security numbers.

Please see Attachment #2 for the Schedule A.

3. Please list all employees detailed to or from your agency, if any. For each employee identified, please provide the name of the agency the employee is detailed to or from, the reason for the detail, the date of the detail, and the employee's projected date of return.

There are no employees detailed to or from The District of Columbia Retirement Board (DCRB).

4. (a) For fiscal year 2015, please list each employee whose salary was \$110,000 or more. For each employee listed provide the name, position title, salary, and amount of any overtime and/or bonus pay.

FY 2015

Last Name	First Name	Title	Salary	Bonus
Morgan-Johnson	Sheila	Chief Investment Officer/COO	\$235,620	\$14,575
Sampson	Erie	General Counsel/FOIA Officer	\$229,473	\$14,456
Stanchfield	Eric	Executive Director	\$222,093	\$0
Dewar	Peter	Chief Technology Officer	\$192,150	\$10,000
Bond	Johnetta	Chief Benefits Officer	\$190,674	\$5,000
Shelborne	Anthony	Chief Financial Officer	\$182,000	\$5,000
Passerino	Joan	Director, Stakeholder Comm. & Outreach	\$177,428	\$5,000
King	Leslie Ann	Senior Counsel	\$167,633	\$5,000
Copelin	Lillian	Benefits Systems Manager	\$162,000	\$0
Hernandez	Daniel	Director of Special Benefits Projects	\$159,851	\$3,000
Sahm	Patrick	Senior Investment Strategist	\$145,000	\$1,500
Valentine	Vernon	Human Resources Director	\$133,921	\$0
Burnett	Michaela	Applications Development Manager	\$124,373	\$5,000
Todd	Jason	Business Intelligence Analyst	\$115,000	\$0
Frimpong	Ferdinand	Database Manager	\$113,558	\$5,000
Poku	Adu	Security Administrator (IT Specialist)	\$113,558	\$3,000

(b) For fiscal year 2016, please list each employee whose salary is or was \$110,000 or more. For each employee listed provide the name, position title, salary, and amount of any overtime and/or bonus pay as of the date of your response.

FY 2016

Last Name	First Name	Title	Salary	Bonus
Morgan-Johnson	Sheila	Chief Investment Officer/COO	\$235,620	\$0
Sampson	Erie	General Counsel/FOIA Officer	\$229,473	\$0
Stanchfield	Eric	Executive Director	\$222,093	\$0
Dewar	Peter	Chief Technology Officer	\$192,150	\$0
Bond	Johnetta	Chief Benefits Officer	\$190,674	\$0
Shelborne	Anthony	Chief Financial Officer	\$182,000	\$0
Passerino	Joan	Director, Stakeholder Comm. & Outreach	\$177,428	\$0
King	Leslie Ann	Senior Counsel	\$167,633	\$0
Copelin	Lillian	Benefits Systems Manager	\$162,000	\$0
Hernandez	Daniel	Director of Special Benefits Projects	\$159,851	\$0
Sahm	Patrick	Senior Investment Strategist	\$145,000	\$0
Kazmi	Tahir	IT Operations Manager	\$135,000	\$0
Valentine	Vernon	Human Resources Director	\$133,921	\$0
Burnett	Michaela	Applications Development Manager	\$124,373	\$0
Todd	Jason	Business Intelligence Analyst	\$115,000	\$0
Frimpong	Ferdinand	Database Manager	\$113,558	\$0
Poku	Adu	Security Administrator (IT Specialist)	\$113,558	\$0

5. Please list, in descending order, the top 25 overtime earners in your agency for fiscal year 2015. For each, state the employee's name, position or title, salary, and aggregate overtime pay.

The following employees received overtime pay during FY 2015.

Last Name	First Name	Title	Salary	Overtime
Thomas	Lovely S.	Retirement Analyst	\$72,221	\$5,564
Morgan	Dennis W.	Lead Member Services Representative	\$49,483	\$4,139
Ashford	Pamela	Lead Retirement Analyst	\$80,323	\$2,896
Graham	Sharon Diane	Retirement Analyst	\$67,200	\$1,603
Somerville	Michelle H.	Retirement Analyst	\$61,811	\$1,236
Harris	Johniece	Administrative Specialist	\$61,785	\$1,175
Richbow	Michelle Ann	Member Services Representative	\$42,075	\$1,067
Brown	Shalanda J.	Member Services Representative	\$43,338	\$812
Weedon	Kiana L.	Retirement Specialist	\$48,246	\$595
Passerino	Joan	Director, Stakeholder Comm. & Outreach	\$177,428	\$246*
McSears	Denice G.	Office Coordinator	\$47,127	\$184
Smith	Yolanda	Contracts Specialist	\$76,000	\$170
Fauntleroy	Anjanette	Retirement Analyst	\$60,900	\$167
Bridgers	Nina	Administrative Assistant	\$43,680	\$61

*Hours inadvertently designated as overtime in the PeopleSoft system. Employee pay was adjusted accordingly.

6. For fiscal years 2015 and 2016 (to date), please provide a list of employee bonuses or special award pay granted that identifies the employee receiving the bonus or special pay, the amount received, and the reason for the bonus or special pay.

The following employees received bonuses beyond their normal salaries as the result of a careful appraisal and analysis of their performance during FY 2015. No bonuses have been issued in 2016 to date.

DCRB FY2015 Performance Bonuses

Last Name	First Name	Amount	Reason
Morgan-Johnson	Sheila	\$14,575	Performance
Sampson	Erie	\$14,456	Performance
Dewar	Peter	\$10,000	Performance
Bond	Jhnetta	\$5,000	Performance
Passerino	Joan	\$5,000	Performance
Reaves	Deborah	\$5,000	Performance
Shelborne	Anthony	\$5,000	Performance
Frimpong	Ferdinand	\$5,000	Performance
Burnett	Michaela	\$5,000	Performance
King	Leslie	\$5,000	Performance
Thomas	Lovely (Susan)	\$3,000	Performance
Hernandez	Daniel	\$3,000	Performance
Poku	Adu	\$3,000	Performance
Castro	Camille	\$3,000	Performance
Ashford	Pam	\$2,500	Performance
Grebremeskel	Wukyanos	\$2,500	Performance
Chandler	Valerie	\$2,500	Performance
Carson	Rabinai	\$1,500	Performance
Xanthopolous	Michael	\$1,500	Performance
Sahm	Patrick	\$1,500	Performance
Greene	Joyce	\$1,500	Performance
Smith	Yolanda	\$1,500	Performance
Morgan	Ricardo	\$1,500	Performance
Ross	Anita	\$1,000	Performance
Graham	Sharon	\$1,000	Performance
Chester	Robin	\$1,000	Performance
Morgan	Dennis	\$1,000	Performance

7. For fiscal year 2016 (to date), please list each employee separated from the agency with separation pay. State the amount and number of weeks of pay. Also, for each, state the reason for the separation.

DCRB did not have any employees separate from the agency with separation pay during this period.

8. For fiscal years 2015 and 2016 (to date), please state the total number of employees receiving worker's compensation payments.

DCRB did not have any employees receiving worker's compensation payments during this period.

9. For fiscal years 2015 and 2016 (to date), please list, in chronological order, all intra-District transfers to or from the agency.

DCRB did not receive, nor did it send, any intra-District transfers into or out of the agency during this period.

10. Please list, in chronological order, every reprogramming of funds into and out of the agency for fiscal years 2015 and 2016 (to date). Include a “bottom line” that explains the revised final budget for your agency. For each reprogramming, list the reprogramming number, the date, the amount, and the rationale.

DCRB did not reprogram funds into or out of the agency during this period.

11. For fiscal years 2015 and 2016 (to date), please identify any special purpose revenue funds maintained by, used by, or available for use by your agency. For each fund identified, provide: (1) the revenue source name and code; (2) the source of funding; (3) a description of the program that generates the funds; (4) the amount of funds generated annually by each source or program; and (5) expenditures of funds, including the purpose of each expenditure.

The District of Columbia Teachers’ Retirement Fund and the District of Columbia Police Officers and Firefighters’ Retirement Fund (collectively referred to as the “Fund”) do not receive “dedicated taxes,” and are not considered “special purpose revenue” funds. This determination is based on the definition of fund types under District law, which mirrors the Governmental Accounting Standards Board’s Statement 34 (GASB 34). The funds that DCRB manages are considered fiduciary trust funds as defined in GASB 34 paragraph 70. Recognizing this, the District of Columbia’s Office of the Chief Financial Officer (OCFO) changed the classification of DCRB’s budget in FY 2015 and now appropriately records our administrative budget under the category, “Enterprise and Other Funds.”

DCRB’s administrative budget is approved by its Board of Trustees and derived from the Fund. The source, mainly, consists of employer contributions, employee contributions, and investment earnings. In addition, DCRB receives payments from the U.S. Department of the Treasury for administering benefits for the frozen federal teachers, and police officers and firefighters’ retirement plans. Expenditures of the Fund are comprised of benefit payments, refunds of employee contributions, and administrative expenses, which includes DCRB’s operating costs.

12. Please list all memoranda of understanding (MOU) either entered into by your agency or in effect during fiscal years 2015 and 2016 (to date). For each, describe its purpose, indicate the date entered, and provide the actual or anticipated termination date.

MOU	Purpose	Service Period Start Date	Termination Date
Fiscal Year 2015:			
District of Columbia Human Resources	Data Reclamation Project	10/1/2014	9/30/2015
Metropolitan Police Department	Reimbursement for data reclamation services provided by Agency Human Resource Specialists	6/1/2015	9/30/2015
Office of the Chief Technology Officer (OCTO):			
Retirement Modernization Program	Electronic data Feeds	10/1/2014	9/30/2015
Server Operations	Mobile Management Systems Servers	10/1/2014	9/30/2015
Web Maintenance	DCRB.gov web services	10/1/2014	9/30/2015
Pinsafe & VPN Services	VPN access for essential staff	10/1/2014	9/30/2015
Data Circuit	WAN connectivity	10/1/2014	9/30/2015
WebEx	Voice, desktop and video conferencing	10/1/2014	9/30/2015
SSL Certificate	Secure certificates for web sites	10/1/2014	9/30/2015
U.S. Department of the Treasury	Reimbursement to DCRB for administrative services related to Plan members receiving federal funds	10/1/2014	9/30/2015
U.S. Department of the Treasury	Interconnection security agreement	10/1/2014	9/30/2015
Fiscal Year 2016:			
District of Columbia Human Resources	Retirement Modernization Program	10/1/2015	9/30/2016
Office of the Chief Technology Officer (OCTO):			
Retirement Modernization Program	Electronic data Feeds	10/1/2015	9/30/2016
Server Operations	Mobile Management Systems Servers	10/1/2015	9/30/2016
Web Maintenance	DCRB.gov web services	10/1/2015	9/30/2016
Pinsafe & VPN Services	VPN access for essential staff	10/1/2015	9/30/2016
Data Circuit	WAN connectivity	10/1/2015	9/30/2016
WebEx	Voice, desktop and video conferencing	10/1/2015	9/30/2016
SSL Certificate	Secure certificates for web sites	10/1/2015	9/30/2016
U.S. Department of the Treasury	Reimbursement to DCRB for administrative services related to Plan members receiving federal funds	10/1/2015	9/30/2016
U.S. Department of the Treasury	Interconnection security agreement	10/1/2015	9/30/2016

13. D.C. Law requires the Mayor and the Chief Financial Officer to submit to the Council, simultaneously with a proposed budget submission, actual copies of all agency budget enhancements requests, including the “Form B” for all District agencies (See D.C. Code § 47-318.05a). In order to help the Committee understand agency needs, and the cost of those needs for your agency, please provide, as an attachment to your answers, all budget enhancement requests submitted by your agency to the Mayor or Chief Financial Officer as part of the budget process for fiscal years 2015 and 2016.

DCRB did not submit budget enhancement requests during this period.

14. Please list each grant or sub-grant received by your agency in fiscal years 2015 and 2016 (to date). List the date, amount, purpose of the grant or sub-grant received, and explain how the grant is allocated if it is a multi-year grant.

DCRB did not receive grants or sub-grants during this period.

15. Please list all currently open capital projects for your agency as of the date of your response, including those projects that are managed or overseen by another agency or entity. Include a

brief description of each, the total estimated cost, expenditures to date, the start and completion dates, and the current status of the project. Also, indicate which projects are experiencing delays and which require additional funding.

DCRB does not have any projects for which capital funds are required.

16. Please list all pending lawsuits that name your agency as a party. Please identify which cases on the list are lawsuits that potentially expose the city to significant liability in terms of money and/or change in practices. The Committee is not asking for your judgment as to the city's liability; rather, we are asking about the extent of the claim. For those claims identified, please include an explanation about the issues for each case.

Cheryl Rivera v Jack Lew, Secretary of the United States Department of the Treasury, et al. (Civil Action No. 11-1305 (BJR) (consolidated with 11-cv-2259 (BJR)) - This lawsuit involves a posthumous nunc pro tunc qualified domestic relations order (QDRO) under the D.C. Spouse Equity Act of 1988 (D.C. Code 1-529.01 et seq.). DCRB and Treasury rejected a posthumous order under District law thereby denying a former spouse a surviving spouse annuity under the Police Officers and Firefighters' Retirement Plan. The U.S. District Court for D.C. granted summary judgment in favor of DCRB and Treasury (949 F.Supp.2d 266, 6/14/13) and the former spouse appealed to the U.S. District Court of Appeals for D.C. Because local case law on this issue is non-existent, the U.S. Court of Appeals certified question to the D.C. Court of Appeals, which decided the certified question in favor of DCRB and Treasury (99 A.3d 269, 9/11/14) and opined the D.C. Spouse Equity Act does not require the Mayor to comply with a posthumously-issued court order. DCRB and Treasury requested the U.S. District Court of Appeals for DC to affirm the summary judgment in light of the D.C. Court of Appeals certification ruling. An unfavorable outcome is "remote." Regardless of the outcome, the D.C. Spouse Equity Act should be amended to reflect the current practice of the District and clearly prohibit posthumous QDROs.

In Re: Tribune Company Fraudulent Conveyance Litigation, Case No. 11 MD 2296(RJS/Case No. 12 MD 2296(RJS) - This is a consolidated securities litigation matter filed by creditors in the bankruptcy of The Tribune Company ("Tribune") against beneficial owners of Tribune stock (who are the defendants in this case, including DCRB). The claim is based on an allegation of a fraudulent transfer in the amount of payments received by beneficial owners in connection with the 2007 leveraged buyout of Tribune. The complaint alleged that Tribune filed for bankruptcy as a direct consequence of the transaction and that the shareholder payments constituted a fraud on Tribune's creditors and should be repaid. We are waiting for the Second Circuit to issue a decision regarding the appeal of Judge Sullivan's order entered on the Phase I Motion to Dismiss (which dismissed the constructive fraudulent transfer claims asserted by the noteholders and retirees). The appeal has been fully briefed and was argued on November 4, 2014. We are also waiting for Judge Sullivan to issue a decision on the Phase II Motion to Dismiss (which relates to the intentional fraudulent transfer claims asserted by the Litigation Trustee). An opinion has not been formed on whether an unfavorable outcome is either "probable" or

“remote,” so there is no comment on whether there is a significant financial liability. This case will not result in changed practices.

There are two international securities litigation cases, in which DCRB is one of many litigants seeking recovery—Vivendi and Fortis Bank. Details for each case are listed below, however, neither case exposes the District to significant liability in terms of money nor a change in Board practices.

California State Teachers Retirement System v. Vivendi, S.A.No. 2012029636 Paris, France Commercial Tribunal - This is a securities litigation proceeding against Vivendi and its former CEO that was filed by over 100 institutions (including other public pension funds, mutual funds, individual shareholders, and financial institutions) representing claims of over €1 billion in Paris, France. This case is moving forward in the Paris Commercial Court, which recently determined that the large majority of plaintiffs’ claims against Vivendi were sufficient to proceed to the merits phase.

Fortis Bank – This is a securities litigation proceeding that was filed by over 200 institutional investors representing €2 billion in losses and over 2,000 individual investors totaling €20 billion in class-wide losses. This action was filed in the Netherlands against Fortis S.A./N.V. and Fortis N.V. (now known as “Ageas S.A./N.V.” and “Ageas N.V.,” respectively) and certain of its executives, directors, or managers, including Merrill Lynch International P.U.C. and Fortis Bank S.A./N.V. (now known as “BNP Paribas Fortis”) that underwrote or advised the issuance of new shares in a Rights Offering in September 2007 and an Accelerated Bookbuilding Offer in June 2008.

17. (a) Please list and describe any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed at any time in fiscal years 2015 or 2016 (to date).

Name:	Purpose:	Completed:
Actuarial Valuation as of October 1, 2015, for Fiscal Year 2017 Employer Contribution	To fulfill the requirements of DC Code§ 1-907.02(a) and (c), 1-907.03 (a), and 1-907.04.	12/2015
Actuarial Audit of DCRB Actuary	To express an opinion regarding the reasonableness, consistency, and accuracy of the method, factors and assumptions used in the actuarial valuation.	07/2015
Audited Financial Statements For Fiscal Year 2015	To determine the effectiveness of existing internal financial controls, operational policy and procedures that focus on the procuring of goods and services, payroll and personnel position controls.	01/2016

(b) Please list and describe any ongoing investigations, audits, or reports of your agency or any employee of your agency.

DCRB is undertaking an actuarial experience study to review the differences between the assumed experience and actual experience for both Plans, with the goal of examining the trends related to actual experience and recommending changes to assumptions, if needed.

18. Please list, in chronological order, all employee grievances filed against your agency in fiscal years 2015 and 2016 (to date). Also, list any earlier grievance that is still pending in any judicial forum. For each, give a brief description of the matter as well as the current status.

No employee grievances were filed against DCRB during this period. However, there is one earlier grievance pending at the Superior Court of the District of Columbia. This case is titled: Jeffries v. D.C. Retirement Board, 2014 CA 005237 P(MPA).

19. In table format, please list the following for fiscal years 2015 and 2016 (to date) regarding the agency’s use of SmartPay (credit) cards for agency purchases: (1) individuals (by name and title/position) authorized to use the cards; (2) purchase limits (per person, per day, etc.); and (3) total spent (by person and for the agency).

DCRB has two SmartPay (credit) cards issued in the name of the agency. A summary of expenses for DCRB’s SmartPay (credit) cards is below:

<u>Employee/Title</u>	<u>Fiscal Year Expense</u>	
	<u>2015</u>	<u>2016 (YTD)</u>
Procurement Card		
Rabinai Carson HR/Legal Compliance Specialist	\$ 4,273	\$ -
Robin Chester Executive Assistant	2,320	100
Peter Dewar Chief Technology Officer	91,725	8,035
Johniece Harris Administrative Specialist	48,987	3,789
Florence Jones Investment Assistant	4,812	906
Denice McSears Office Coordinator	5,391	451
Bonnie Rivers Financial Specialist	4,441	235
Yolanda Smith Contract Specialist	6,038	-
Procurement Card Total	<u>\$ 167,987</u>	<u>\$ 13,516</u>
Travel Card		
Rabinai Carson HR/Legal Compliance Specialist	\$ -	\$ -
Robin Chester Executive Assistant	3,590	1,556
Johniece Harris Administrative Specialist	38,737	3,861
Florence Jones Investment Assistant	25,146	1,815
Bonnie Rivers Financial Specialist	707	-
Travel Card Total	<u>\$ 68,179</u>	<u>\$ 7,232</u>
Grand Total	<u>\$ 236,167</u>	<u>\$ 20,749</u>

20. (a) In table format, please provide the following information for fiscal years 2015 and 2016 (to date), regarding your agency’s use of cellular phones and mobile devices: (1) individuals (by name and title/position) authorized to carry and use such devices; (2) total annual expense (FY) for each individual’s use; and (3) justification for such use (per person). If the list is more than one page in length, you may provide it as an attachment.

Please see Attachment #3 for details regarding DCRB’s mobile device usage. DCRB does not have cellular phones.

- (b) Please describe how your agency manages and limits its mobile, voice, and data costs, including cellular phones and mobile devices.

DCRB manages its mobile devices using a Mobile Management System that inventories, locates, and authenticates users. A security profile is placed on each device, and, in combination with the use of Virtual Private Networking, provides a secure connection to our servers. The system has the ability to remotely wipe the device in the event of theft, tracks applications installed, and allows the agency to share productivity tools on the devices issued. DCRB has limited cellular phone costs by entering into a contract with

Verizon and AT&T for data services at a discounted governmental rate with unlimited data for all mobile devices.

21. (a) Does your agency have or use one or more government vehicle? If so, for fiscal years 2015 and 2016 (to date), please list any vehicle the agency owns. You may group the vehicles by category (e.g., 15 sedans, 33 pick-up trucks, three transport buses, etc.).

DCRB does not have or use government vehicles.

(b) Please list all vehicle accidents involving your agency's vehicles for fiscal years 2014, 2015, and 2016 (to date). Provide: (1) a brief description of each accident; (2) the type of vehicle involved; (3) the justification for using such vehicle; (4) the name and title/position of the driver involved; and (5) whether there was a finding of fault and, if so, who was determined to be at fault.

N/A

22. D.C. Law requires the Mayor to pay certain settlements from agency operating budgets if the settlement is less than \$10,000 or less than two years old (see D.C. Code § 2-402(a)(3)). Please itemize each charge-back to your agency for a settlement or judgment pursuant to D.C. Code § 2-402.

DCRB has no claim or judgment subject to an agency charge-back.

23. (a) D.C. Law prohibits chauffeurs, take-home vehicles, and the use of SUVs (see D.C. Code §§ 50-203 and 50-204). Is your agency in compliance with this law? Please explain any exceptions.

DCRB does not own or lease any vehicles and, therefore, is in compliance with D.C. Code §§ 50-203 and 50-204.

(b) If there are exceptions, please provide the following: (1) type of vehicle (make, model, year); (2) individuals (name/position) authorized to have the vehicle; (3) jurisdictional residence of the individual (e.g., Bowie, MD); and (4) justification for the chauffeur or take-home status. N/A

24. In table format, please provide the following information for fiscal years 2015 and 2016 (to date) regarding your agency's authorization of employee travel: (1) individuals (by name and title/position) authorized to travel outside the District; (2) total expense for each trip (per person, per trip, etc.); and (3) justification for the travel (per person and trip).

Please see Attachment #4 regarding DCRB's authorization of employee travel.

25. Please provide and itemize, as of January 10, 2016, the current number of When Actually Employed (WAE), term, and contract personnel within your agency. If your agency employs WAE or term personnel, please provide, in table format, the name of each employee, position

title, the length of his or her term, the date on which he or she first started with your agency, and the date on which his or her current term expires.

As of January 10, 2016, DCRB had no WAE personnel.

The following is a list of contract personnel performing services for DCRB:

Name	Position/Title	Length of Term	Start Date of Current Term	Term Expiration
Andrade, Diego	Senior Server Administrator	5 Years	8/14/2013	8/13/2018
Carver, Sean	Member Services Representative	2 Years	12/15/2014	11/29/2016
Desta, Yared	Deskside Support Technician (Level II)	5 Years	6/4/2014	6/3/2019
Harris, Maisha	Retirement Specialist	1 Year	12/14/2015	12/13/2016
Jackson, Mark	Deskside Support Technician (Level II)	5 Years	6/4/2014	6/3/2019
Keats, Wilfred	Content Coordinator	18 months	6/2/2015	12/1/2016
Marshmon, Giovanni	Retirement Analyst	1 Year	11/30/2015	11/29/2016
Newlin, John	Senior Financial Management Specialist	1 Year	10/1/2015	9/30/2016
Podesta, Sebastian	Financial Specialist Services	1 Year	7/15/2015	7/14/2016
Riddick, Sherrie	Member Services Representative	1 Year	11/30/2015	11/29/2016
Schultz, Katharine	Communications Support Specialist	9 months	9/25/2015	6/30/2016
Tharp, Lindsey	Contract Specialist	6 months	7/20/2015	1/21/2016
Traore, Augustin	Senior Network Engineer	5 Years	8/15/2013	8/14/2018
Van Rees, Steven	Acquisition Consulting Services	5 months	1/25/2016	5/17/2016

26. Please provide, as an attachment, a copy of your agency's current annual performance plan as submitted to the Office of the City Administrator.

DCRB, as an independent agency, does not submit an annual performance plan to the Office of the City Administrator.

27. What are your top five priorities for the agency? Please provide a detailed explanation for how the agency expects to achieve or work toward these priorities in fiscal years 2016 and 2017.

DCRB's top five priorities for the next three years are:

1. Expand and improve member Benefits Administration capabilities while assuring benefits are paid to our members timely and accurately.

In Fiscal Year 2013, DCRB launched a multi-year, Retirement Modernization Program focused on the areas of benefits administration and information technology. The FY 2015 projects, and those scheduled for FY 2016, include activities that will lead up to our eventual acquisition of a Pension Information Management System (“PIMS”). The PIMS will enable DCRB to provide a full range of retirement services for members—including benefits statements, benefit estimates, member self-service, and the integration of pension data into systems designed to produce pension payments. We expect to release the RFP for the PIMS in 2016.

During Fiscal Year 2015, DCRB began the implementation of an Enterprise Data Quality tool and a Master Data Management (MDM) system that will allow DCRB to collect Plan member information from multiple systems into a single data source. This MDM system will gather data from the District's PeopleSoft active member repository and from Treasury's STAR annuitant system, and aggregate the information in a database that will become a single source for maintaining the Plans. All of these efforts are intended to reduce reliance on paper documents, minimize the turnaround time to deliver initial pension payments to our members, and provide members with annual benefits statements.

During Fiscal Year 2016 and beyond, DCRB plans to: continue District data feeds; facilitate the transmission of member data to U.S. Treasury (eliminating the current manual data entry process); upgrade our Member Services phone system; install member self-service for open enrollment, document submission (forms), and member data access; pre-certify member service and contribution data; and complete the implementation of the Data Management Solution, which will centralize member data, and implement a process of continuous data cleansing

2. Prudently invest Fund assets to provide long-term sustainable risk adjusted returns.

DCRB's ongoing objective is to prudently manage the Fund assets, with the goal of earning a return that meets or exceeds DCRB's actuarial investment return assumption of 6.5% over the long-term. To complement the significant progress in building a solid foundation for achieving long-term, sustainable risk-adjusted returns, we routinely review investment manager performance against benchmark

returns; and rebalance the portfolio when appropriate to maintain compliance with asset allocation targets.

The following actions are targeted for completion in fiscal years 2016 and 2017 and will build a solid foundation for achieving strong, sustainable risk-adjusted returns over the long term:

- Conduct an asset-liability study to align the Board’s asset allocation policy with the long-term liability structure;
- Monitor asset allocation and rebalance to meet long-term risk and return objectives;
- Evaluate investment managers through regular reports, calls and meetings to minimize risk;
- Review existing consulting relationships to ensure the Board is receiving high-quality, independent investment advice;
- Educate Trustees on regulatory matters, including fiduciary responsibilities; and
- Provide professional development and training opportunities to Staff to enhance their knowledge and skills for the benefit of the Board.

3. Refine the organizational structure to meet agency responsibilities.

DCRB will fill key staff vacancies, as needed, and will continue to offer training on ethics, fiduciary duties, data security, new systems and technologies, and benefits administration.

The Benefits Department’s will continue to identify performance gaps and training needs as well as modify benefit functions during fiscal years 2016.

Our primary focus over the next few years will be to transform our organizational structure that supports an operation that is currently manual and paper-based to an electronic, digital environment that facilitates self-service and the production of payments and other services more quickly and efficiently.

4. Foster member and stakeholder trust through enhanced communications.

DCRB will continue to enhance its outreach and collaboration with stakeholder agencies and will also work with those agencies to streamline our processes. During FY 2015, DCRB created a “Benefits Community of Interest” as a forum for District benefits professionals to share information and collaborate on issues of mutual interest.

DCRB will communicate with its members and frequently update the DCRB website

to include new relevant user content. During FY 2015, DCRB added a special Teachers' Edition newsletter that provided members with pension information specific to teachers, and a special Police/Fire Edition, specific to public safety officers, was published in FY 2016. In addition to keeping members informed, the focus of these special newsletters is retirement education and planning. DCRB will also maintain communication with its members regarding Plan design changes or modifications that may impact their post-retirement benefits through the newsletters, additional correspondence, and website communications.

DCRB will continue to expand its partnerships with District human resources offices to provide retirement workshops for retiring plan members. During FY 2016, DCRB plans to study the use of social media as a component of our website communications and we are reviewing the site to assure total 508 (hearing-impaired) compliance. Also, we are currently working with OCTO to convert our website to Responsive Design to accommodate the adaption of content to mobile devices.

During FY 2015, DCRB implemented intranet capabilities and will use that resource to improve internal communications; document storage, sharing, and distribution of policies and procedures; enhance collaboration across DCRB; and provide greater accessibility to real-time data. These steps will allow DCRB to continue to migrate from a paper-driven organization to a more secure information-sharing environment, where documents are protected, yet accessible to authorized staff, even in the event of a disaster.

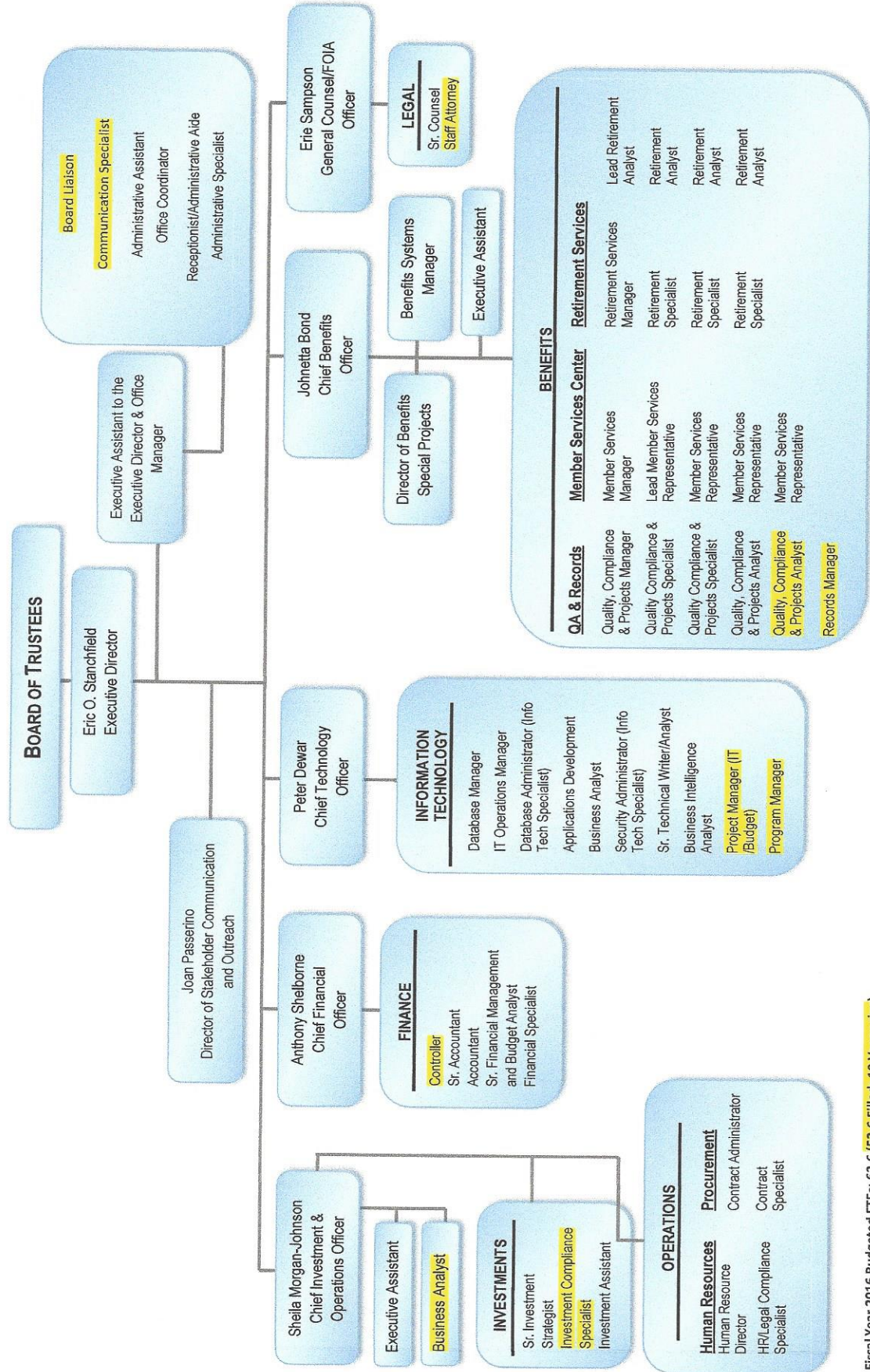
5. Safeguard the integrity of the Fund.

DCRB will continue to obtain unqualified audit opinions and report its financial activities according to governmental accounting standards. DCRB will also publish its Comprehensive Annual Financial Report (CAFR) based on the standards required to obtain the Government Finance Officer's Association's Certificate of Achievement of Excellence in Financial Reporting. DCRB will maintain the professional standards to continue receiving the Public Pension Standards Award for plan design and administration as set forth by the Public Pension Coordinating Council. These activities are consistent with pension administration best practices.

As with other organizations, cyber-security threats continue to be of concern to DCRB's operations, and pose a serious challenge to our agency. Mitigating this risk has been a focus of the agency, and DCRB has invested in cyber-security insurance, updated our security policies for personally identifiable information, and is contracting with an incident response vendor, to assist the agency if a cyber-security event were to occur.

In addition, DCRB will continue to follow professional standards and best practices in the information technology area for security, project management, and service delivery. DCRB will also continue to maintain the continuity of operations with its recently implemented disaster recovery infrastructure and the Benefits Department's Continuation of Operations (COOP) program.

ATTACHMENT #1



Fiscal Year 2016 Budgeted FTEs: 62.6 (52.6 Filled; 10 Vacancies)

Effective Date: 01/29/2016

ATTACHMENT #2

Question 2 - SCHEDULE A

Department	Position Title	Last Name, First Name	Salary	Fringe	Total
Benefits	Chief Benefits Officer	Bond,Johnetta	\$190,674	\$38,135	\$228,809
Benefits	Benefits Systems Manager	Copelin,Lillian	\$162,000	\$32,400	\$194,400
Benefits	Director, Special Benefits Projects	Hernandez,Daniel P	\$159,851	\$31,970	\$191,821
Benefits	Retirement Services Manager	Treadwell,Sylvia J	\$120,000	\$24,000	\$144,000
Benefits	Quality, Compliance & Projects Specialist	VACANT			
Benefits	Quality, Compliance and Projects Manager	Thomas,Jacqueline E.	\$105,000	\$21,000	\$126,000
Benefits	Quality, Compliance & Projects Specialist	Ross,Anita	\$84,263	\$16,853	\$101,116
Benefits	Quality, Compliance & Projects Analyst	John,Thomas	\$81,113	\$16,223	\$97,336
Benefits	Lead Retirement Analyst	Ashford,Pamela	\$80,323	\$16,065	\$96,388
Benefits	Member Services Manager	Oliver,Jacqueline S.	\$78,000	\$15,600	\$93,600
Benefits	Quality, Compliance & Projects Analyst	Massie-Armstrong,Paralee L.	\$75,000	\$15,000	\$90,000
Benefits	Retirement Analyst	Thomas,Lovely Susan	\$72,221	\$14,444	\$86,665
Benefits	Retirement Analyst	Graham,Sharon Diane	\$67,200	\$13,440	\$80,640
Benefits	Retirement Specialist	Short,Terry R.	\$65,280	\$13,056	\$78,336
Benefits	Records Manager	VACANT			
Benefits	Executive Assistant	Chester,Robin Michel	\$63,036	\$12,607	\$75,643
Benefits	Retirement Analyst	Somerville,Michelle H.	\$61,811	\$12,362	\$74,173
Benefits	Retirement Analyst	Fauntleroy,Anjanette	\$60,900	\$12,180	\$73,080
Benefits	Lead Member Services Representative	Morgan,Dennis W	\$49,483	\$9,897	\$59,380
Benefits	Retirement Specialist	Weedon,Kiana L.	\$48,246	\$9,649	\$57,895
Benefits	Member Services Representative	Hall,Jonelle M.	\$48,000	\$9,600	\$57,600
Benefits	Member Services Representative	Brown,Shalanda J.	\$43,338	\$8,668	\$52,006
Benefits	Member Services Representative	Luthuli,Jimmie A.	\$41,250	\$8,250	\$49,500
Executive	Executive Director	Stanchfield,Eric	\$193,125	\$53,625	\$246,750
Executive	Director, Stakeholder Comm. & Outreach	Passerino,Joan	\$177,428	\$35,486	\$212,914
Executive	Exec Asst to Executive Director & Office Mgr	Reaves,Deborah Vines	\$99,498	\$19,900	\$119,398
Executive	Administrative Specialist	Harris,Johniece	\$61,785	\$12,357	\$74,142
Executive	Communication Specialist	VACANT			
Executive	Office Coordinator	McSears,Denice G	\$47,127	\$9,425	\$56,552
Executive	Administrative Assistant	Bridgers,Nina	\$43,680	\$8,736	\$52,416
Executive	Board Liaison	VACANT			
Executive	Receptionist/Admin Aide	Lesesne,Yvonne	\$41,600	\$8,320	\$49,920
Finance	Chief Financial Officer	Shelborne,Anthony A.	\$182,000	\$36,400	\$218,400
Finance	Controller	VACANT			
Finance	Senior Accountant	Oneal,Rhonda P	\$108,512	\$21,702	\$130,214
Finance	Senior Fin Mgmt and Budget Analyst	Nichols,Ortencia	\$100,000	\$20,000	\$120,000
Finance	Accountant	Morgan,Ricardo	\$69,510	\$13,902	\$83,412
Finance	Financial Specialist	Rivers,Bonnie	\$68,000	\$13,600	\$81,600
Investments	Chief Investment Officer/COO	Morgan Johnson,Sheila	\$204,887	\$40,977	\$245,864
Investments	Sr Investment Strategist	Sahm,Patrick	\$145,000	\$29,000	\$174,000
Investments	Investment Compliance Specialist	VACANT			
Investments	Investment Analyst	Xanthopoulos,Michael J.	\$93,194	\$18,639	\$111,833
Investments	Investment Assistant	Jones,Florence E	\$74,022	\$14,804	\$88,826
Investments	Executive Assistant	Greene,Joyce	\$60,544	\$12,109	\$72,653
Information Tech.	Chief Technology Officer	Dewar,Peter A.	\$192,150	\$38,430	\$230,580
Information Tech.	IT Operations Manager	Kazmi,Tahir A.	\$135,000	\$27,000	\$162,000
Information Tech.	Applications Development Manager	Burnett,Michaela C.	\$124,373	\$24,875	\$149,248
Information Tech.	Business Intelligence Analyst	Todd,Jason A	\$115,000	\$23,000	\$138,000
Information Tech.	Database Manager	Frimpong,Ferdinand	\$113,558	\$22,712	\$136,270
Information Tech.	Security Administrator (IT Specialist)	Poku,Adu	\$113,558	\$22,712	\$136,270

Information Tech.	Sr. Technical Writer/Analyst	Baker,Justin C.	\$105,000	\$21,000	\$126,000
Information Tech.	Project Mgr (IT Budget)	VACANT			
Information Tech.	Database Administrator	Gebremeskel,Wukyanos	\$93,572	\$18,714	\$112,286
Information Tech.	Business Analyst	Chandler,Valerie D	\$84,135	\$16,827	\$100,962
IT Projects	Program Mgr	VACANT			
Legal	General Counsel	Sampson,Erie F.	\$204,887	\$40,977	\$245,864
Legal	Senior Counsel	King,Leslie Ann	\$167,633	\$33,527	\$201,160
Legal	Staff Attorney	VACANT			
Operations	Business Analyst	VACANT			
Operations/HR	Director of Human Resources	Valentine,Lawrence Vernon	\$133,921	\$26,784	\$160,705
Operations/HR	HR/Legal Compliance Specialist	Carson,Rabinai E.	\$85,696	\$17,139	\$102,835
Operations/Procurement	Contracts Administrator	Bolourian,Neda	\$80,000	\$16,000	\$96,000
Operations/Procurement	Contracts Specialist	Smith,Yolanda	\$76,000	\$15,200	\$91,200

ATTACHMENT # 3

Question 20(a) - DCRB Mobile Device Usage

<u>Name</u>	<u>Position Title</u>	<u>2015</u>	<u>2016</u>
Mobile Device: issued to staff and Trustees to reduce the use of paper, for secure remote productivity and, in the event of a disaster, to continue agency business			
Daniel Hernandez	Director, Special Benefits Projects	480	150
Deborah Reaves	Exec Asst to Executive Director & Office Mgr	480	150
Eric Stanchfield	Executive Director	480	150
Erie Sampson	General Counsel/FOIA Officer	480	150
Ferdinand Frimpong	Database Manager	480	150
Florence Jones	Investment Assistant	480	150
Jacqueline Oliver	Member Services Manager	480	150
Joan Passerino	Director, Stakeholder Communications & Outreach	480	150
Jacqueline Thomas	Quality, Compliance and Projects Manager	480	150
Johnetta Bond	Chief Benefits Officer	480	150
Leslie King	Senior Counsel	480	150
Michael Xanthopoulos	Investment Analyst	480	150
Michaela Burnett	Applications Development Manager	480	150
Patrick Sahn	Senior Investment Strategist	480	150
Peter Dewar	Chief Technology Officer	480	150
Rabinai Carson	HR/Legal Compliance Specialist	480	150
Rhonda O'Neal	Senior Accountant	480	150
Sheila Morgan-Johnson	Chief Investment Officer and Chief Operations Officer	480	150
Thomas Anderson	Former Chief Financial Officer	240	-
Justin Baker	Sr. Technical Writer/Analyst	480	150
Valerie Chandler	Business Analyst	480	150
Wukyanos Gebremeskel	Database Administrator	480	150
Yolanda Smith	Contracts Specialist	480	150
Adu Poku	Security Administrator (IT Specialist)	480	150
Anthony Shelborne	Chief Financial Officer	480	150
Vernon Valentine	Human Resources Director	480	150
Neda Bolourian	Contracts Administrator	480	150
Michael Warren	Trustee	480	150
Gary Hankins	Trustee	480	150
Joseph Bress	Trustee	480	150
Darrick Ross	Trustee	480	150
Barbara Davis-Blum	Trustee	480	150
Edward Smith	Trustee	480	150
Lyle Blanchard	Trustee	480	150
Lenda Penn Washington	Trustee	480	150
Mary Collins	Trustee	480	150
Joseph Clark	Trustee	480	150
Total		\$17,520	\$5,400

ATTACHMENT 4 -- Question 24 - DCRB's Authorization of Employee's Travel

<u>Last Name</u>	<u>First Name</u>	<u>Position Title</u>	<u>Event/Purpose</u>	<u>Location</u>	<u>Fiscal Year 2015</u>	<u>Fiscal Year 2016</u>
Blanchard	Lyle	Trustee	2015 Visions, Insights, & Perspectives (VIP) Americans Institutional	Dana Point, CA	\$ 1,404	
Blum	Barbara	Trustee	Wheelock and Warburg Pincus 2015 Annual Meeting	New York, NY	\$ 936	
Collins	Mary	Trustee	92nd Annual NCTR conference	Indianapolis, IN	\$ 2,688	
Tippett	Thomas	Trustee	59th Annual IFEBP Employee Benefits Conference	Las Vegas, NV	\$ 1,304	
Baker	Justin	Senior Technical Writer	AIIM 2015 conference	San Diego, CA	\$ 3,450	
Bond	Johnetta	Chief Benefits Officer	IFEBP 60th Annual conference NCPERS 2015 Annual conference National Pension Education Association (NPEA) 35th Annual conference	Boston, MA New Orleans, LA Lexington, KY	\$ 1,730 \$ 2,240	\$ 1,794
Brown	Shalanda	Member Services Representative	Maryland's Aetna and Coventry Small Group seminar	Gaithersburg, MD	\$ 56	
Burnett	Michaela	Applications Development Manager	NA Symposium/ITxpo Gartner Enterprise Information & Master Data Management conference 2015 Prism Annual conference Gartner Security and Risk Management 2015 Summit	Orlando, FL Las Vegas, NV Denver, CO National Harbor, MD	\$ 2,194 \$ 3,994 \$ 1,808 \$ 150	
Dewar	Peter	Chief Technology Officer	Gardner Symposium PRISM conference 2015 2015 Security and Risk Management Summit 2015 Gartner Symposium/ITExpo	Orlando, FL Denver, CO National Harbor, MD Orlando, FL	\$ 2,181 \$ 2,486 \$ 2,723	\$ 1,993
Castro	Camile	Staff Attorney	National Association of Public Pension Attorneys Legal Education Conference	Austin, TX	\$ 2,455	
Frimpong	Ferdinand	Database Manager	Oracle Open World 2014 conference Convergence 2015 conference Due Diligence on BNY Mellon Due Diligence on Northern Trust Gartner Security and Risk Management 2015 Summit 2015 US Fall Orlando Gartner Symposium	San Francisco, CA Atlanta, GA Pittsburgh, PA Chicago, IL National Harbor, MD Orlando, FL	\$ 5,547 \$ 3,340 \$ 1,050 \$ 678 \$ 2,734	\$ 2,458
King	Leslie	Senior Counsel				

ATTACHMENT 4 -- Question 24 - DCRB's Authorization of Employee's Travel

Morgan	Ricardo	Accountant	National Association of Public Pension Attorneys Legal Education Conference National Association of Public Pension Attorneys Legal Education Conference	Phoenix, AZ Austin, TX	\$ \$	2,348 2,327
			Microsoft Dynamics Summit 2014 Dynamics GP Convergence conference	Bethesda, MD Atlanta, GA	\$ \$	100 3,236
Morgan-Johnson	Sheila	Chief Investment and Operations Officer	The National Society of Compliance Professionals Riverstone Global Energy and Power Fund Annual Limited Partner Meeting CVC Capital Partners LP Day 2014 Due Diligence meetings with prospective managers, Waterland, Catalyst, Tristan, Perella, Advent, Niam, Chequers, Equistone, Rhone and AnaCap and existing managers Carlyle RE, HIG Bayside, Mondrian and Orion RE Institutional Limited Partners Association Committee meeting CB Richard Ellis Global Investors Symposium Wheelock and Warburg Pincus 2015 Annual meeting Due Diligence meeting on Onex/OntCap and Birch Hill Due Diligence meetings on Accel-KRR, Trinity Ventures, Mayfield Ventures, Charles River Ventures, Summit, and Hellman & Friedman TCV, DFJ, Lightspeed, and ICV Morgan Lewis 2015 Annual Fund Investor Roundtable Institutional Limited Partners Association Committee 11th Annual GP Summit Due Diligence on RRE Ventures, Odyssey Investment Partners, One Rock, Altaris and OrbiMed	National Harbor, MD New York, NY New York, NY London, England UK New York, NY Newport Coast, CA New York, NY Toronto, ON San Francisco, CA New York, NY New York, NY New York, NY	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	975 132 274 3,183 301 1,549 936 1,508 1,905 334 596 557
O'Neal	Rhonda	Senior Accountant	Microsoft Dynamics Summit 2014	Bethesda, MD	\$	100
Passerino	Joan	Director of Stakeholder Communications and Outreach	National Association of State Retirement Administrators Annual Conference IFEBP New York State Retirement System Spotlight conference	Monterey, CA Albany, NY	\$ \$	2774 2,000
Poku	Adu	Security Administrator	ISC Security Congress 2014 Sans ICS Active Defense and Incident Response training Due Diligence meeting with BNY Mellon Due Diligence meeting with Northern Trust Gartner Security and Risk Management Summit	Atlanta, GA Arlington, VA Pittsburgh, PA Chicago, IL National Harbor, MD	\$ \$ \$ \$ \$	1,992 3,097 991 107 2,655
Rivers	Bonnie	Financial Specialist	Microsoft Dynamics Summit 2014	Bethesda, MD	\$	100
Sahm	Patrick	Senior Investment Strategist	Encap Investment LP 2014 Investor conference Lime Rock's Limited Partners and SteelRiver's 2014 Annual meetings Due Diligence meetings on prospective managers (Waterland, Catalyst, Tristan, Perella, Advent, Niam, Chequers, Equistone, Rhone and AnaCap). As well as existing managers (Carlyle RE, HIG Bayside, Mondrian and Orion RE). 2015 Cliffwater Hedge Fund conference	Houston, TX New York, NY London, England New York, NY	\$ \$ \$ \$	910 813 3,156 483

