

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



Telephone (202) 343-3200
Facsimile (202) 566-5000
E-mail: dcrb@dc.gov

**DISTRICT OF COLUMBIA RETIREMENT BOARD (DCRB)
GENERAL VIRTUAL BOARD MEETING MINUTES
THURSDAY, JULY 23, 2020**

MEMBERS PRESENT

Gary W. Hankins, Chair
Janice M. Adams
Lyle M. Blanchard
Joseph Bress
Joseph W. Clark
Mary A. Collins
Denise Daniels
Tracy S. Harris
Greggory Pemberton
Edward Smith
Michael J. Warren
Bruno Fernández, Ex officio

DCRB STAFF PRESENT

Sheila Morgan-Johnson, Executive Director
Erie Sampson, General Counsel
Daniel Hernandez
Patrick Sahn
Ram Murthy
Akiko Kawashima
Vernon Valentine
Leslie King
Adina Dorch
Johniece Harris
Ricardo Morgan
Rabinai Carson
Wukyanos Gebremeskel
Deborah Reaves, Board Liaison

OTHERS PRESENT

Julia Nicholson, JN Consulting

ROLL CALL

Chair Hankins called the meeting to order at 2:31p.m. and Ms. Deborah Reaves called the roll.

Motion #1: To approve the COVID-19 and the Centers for Disease Control's and DC Health's recommendations regarding social distancing, the Board's governance requirement for no more than three (3) voting Board members to participate electronically at any given time is waived during this public health emergency.

The motion was moved by Trustee Bress and properly seconded by Trustee Harris.

The motion was approved (11-0). (*See Tally #1*)

Tally #1:		Date: July 23, 2020			
Motion #1: To approve the COVID-19 and the Centers for Disease Control’s and DC Health’s recommendations regarding social distancing, the Board’s governance requirement for no more than three (3) voting Board members to participate electronically at any given time is waived during this public health emergency.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.	√				
Smith, Edward C.	√				
Warren, Michael J.	√				

APPROVAL OF MINUTES

Chair Hankins introduced a motion to approve the May 21, 2020 Board meeting minutes.

Motion #2: To approve the open session meeting minutes for May 21, 2020.

The motion was moved by Trustee Daniels and properly seconded by Trustee Bress.

The motion was approved (11-0) (See Tally #2)

Tally #2:		Date: May 21, 2020			
Motion #2: To approve the open session meeting minutes for May 21, 2020					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.	√				
Smith, Edward C.	√				
Warren, Michael J.	√				

Motion #3: To approve the executive session meeting minutes for May 21, 2020.

The motion was moved by Trustee Harris and properly seconded by Trustee Bress.

The motion was approved (11-0). (See Tally #3)

Tally #3:		Date: July 23, 2020			
Motion #3: To approve the executive session meeting minutes for May 21, 2020.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.	√				
Smith, Edward C.	√				
Warren, Michael J.	√				

CHAIR’S REPORT

Chair Hankins referred to his written report for Trustee to review, and asked if there were any comments, questions or suggestions. The following comments were made:

Chair Hankins stated that everyone must respect each other as people and everyone’s time. The Chair stated that meetings must start and end on time. The Chair also asked Trustees to please remember to turn off their computer cameras in the WebEx call panel—and mute their audio buttons until they are allowed to speak—to preserve bandwidth and improve sound quality of the conference call.

He also announced that Trustee Thomas Tippet has resigned from the Board, and asked Trustees to take a moment to remember his history serving on the board for over two decades. Chair Hankins stated that Mr. Tippet served with the Board as an active firefighter through the Board’s formative years (1996-2000), and again as a retired firefighter from 2005-2020 in position. The Chair stated that Mr. Tippet is a great man. The Board must hold a special election to fill the retired firefighter vacancy; the elected person will serve the rest of the term through January 2024.

Trustee Clark suggested that the Board present Trustee Tippet with a memorial plaque for his service and asked if staff could do this; Trustee Clark also asked whether a resolution could be obtained from the Mayor’s Office to recognize Trustee Tippet’s service for over a decade to the DC Retirement Board. Chair Hankins stated that those were excellent ideas and suggested that Trustee Blanchard take the lead on the proclamation with the City Council.

Trustee Blanchard agreed and stated that it was Thomas Tippet and Kenny Cox who reached out to him to be on the DC Retirement Board. Chair Hankins asked if someone would like to take the lead with the Mayor’s office, and Trustee Smith agreed that, if someone would do the write up, he would be happy to push it through.

Trustee Smith stated that Trustee Tippet was a well-respected labor leader at the head of Local 36 and was instrumental in saving the jobs of over 200 active firefighters in 1996. Trustee

Warren commented that Trustee Tippett was and is the conscious of the board and will be missed.

Trustee Collins commented that Trustee Tippett was a great guy, had a good ear for listening, and was very supportive of teachers. She added that Trustee Tippett was very knowledgeable and navigated many issues and would be sorely missed.

Chair Hankins referenced the Trustees Conference Listing, included in the Board materials, and asked whether there were any comments or questions. He then moved to go into Executive Session to discuss a personnel matter.

Motion #4: To convene the meeting in closed session pursuant to DC Code §2-575(B)(10) to discuss a personnel matter.

The motion was approved (11-0). *(See Tally #4)*

The motion was moved by Trustee Bress and properly seconded by Trustee Harris

Tally #4:		Date: July 23, 2020			
Motion #4: To convene the meeting in closed session pursuant to DC Code §2-575(B)(10) to discuss a personnel matter.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.	√				
Smith, Edward C.	√				
Warren, Michael J.	√				

Trustee Bress asked a question for a point of order: Should staff be included in this session? Chairman Hankins stated that no staff should be included, except for Mr. Valentine, DCRB’s HR Director, who would be making a presentation. Ms. Sampson stated that there was another conference phone number for the closed session, and that she, David Powell (of Groom Law), and Adina Dorch, Staff Attorney, also would participate in this session. Trustee Collins requested clarification regarding meeting access, and Chair Hankins stated that Trustees would access the executive session line, then return to the open session, afterwards.

CLOSED EXECUTIVE SESSION: 2:50p.m. to 4:05 p.m.

At 4:09, Chair Hankins requested that Ms. Reaves call the roll. All Trustees returned to the meeting except for Trustees Pemberton and Warren.

Chair Hankins reconvened the Board meeting in open session and moved to the next item on the agenda.

EXECUTIVE DIRECTOR'S REPORT

Sheila Morgan-Johnson referred to her written report for the Trustees to review and stated that she would respond if they had questions. Due to time constraints, she made the following comments:

- Mayor Bowser has announced that she would be extending the District's State of Emergency, set to expire on July 24, likely through early October.
- DCRB will be welcoming two new key Executive Team members starting on August 3, 2020: the Pension Administrator, Karen Hsu; and the Chief Investment Officer, Mark Spindel.
- She then directed the Trustees' attention to the Procurement and Contract Log, which was requested by Trustee Daniels in an earlier meeting. The Executive Director urged the Trustees to ask any questions they may have about this log.
- The two conferences listed on the conference listing were referenced: 1) CII's virtual event, September 17-22; and 2) NCPERS' conference, which will cover financial actuarial, legislative, and legal affairs (September 29 -30).

Trustee Blanchard thanked Sheila Morgan-Johnson and Erie Sampson for including both a list of contracts and the General Counsel's report, which is very helpful.

Chair Hankins stated that the General Counsel report was next.

GENERAL COUNSEL REPORT

Erie Sampson stated that, in the interest of time, she would forgo reading the report and will ensure that it is in the board package going forward. Ms. Sampson stated that she would reach out to the Trustees to see how the Legal and Compliance Department can better assist them. She stated that, if Trustees had questions, they should feel free to contact her and that, during the summer recess, she would reach out to trustees to see how best the Legal and Compliance Department can best serve their needs.

Trustee Smith asked Ms. Sampson to highlight the last bullet-point of her report regarding the deadline for the financial disclosure forms. Ms. Sampson stated that the deadline is July 30th and that emails were sent to trustees who had not submitted their form yet. She noted that she will be in the office on Tuesday, July 28 to compile the forms. The forms are required to be submitted to the Mayor and City Council no later than July 30, and all forms will be sent via FedEx. Trustee Bress asked whether forms can be sent to the office by mail or emailed after being notarized, or whether Ms. Sampson could have the forms notarized while in office.

Trustee Collins commented that she appreciated all the information provided by the General Counsel in the meeting and appreciated her providing the guidance and legal advice for helping the Trustees to stay on course.

INVESTMENT COMMITTEE REPORT

Committee Chair Warren indicated that the Investment Committee did meet today, and that there are four items to propose to the committee. Committee Chair Warren presented the following motions before the committee.

Motion #5: To approve a re-up commitment of up to \$50 million to Technology Crossover Ventures XI, LP, a growth equity fund, subject to legal review and further due diligence. The motion was moved by Trustee Bress and properly seconded by Trustee Blanchard. The motion was approved (6-4). (*See Tally #6*)

Tally #5:			Date: July 23, 2020		
<u>Motion #5:</u> To approve a re-up commitment of up to \$50 million to Technology Crossover Ventures XI, LP, a growth equity fund, subject to legal review and further due diligence.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.		√			
Collins, Mary A.		√			
Daniels, Denise D.		√			
Harris, Tracy S.		√			
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.	√				

Motion #6: To approve a one-year extension of the investment consulting contract between the Board and Meketa Investment Group to available budget and contract negotiations.

The motion was moved by Trustee Bress and properly seconded by Trustee Blanchard.

The motion was approved (6-3) with 1 abstention. (*See Tally #7*)

Tally #6:			Date: July 23, 2020		
<u>Motion #6:</u> To approve a one-year extension of the investment consulting contract between the Board and Meketa Investment Group subject to available budget and contract negotiations.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.		√			
Collins, Mary A.		√			
Daniels, Denise D.		√			
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.			√		

Motion #7: To authorize Staff to release an RFP for General Alternative Investment Consulting Services.

The motion was moved by Trustee Harris and properly seconded by Trustee Collins.

The motion was approved (10-0). (See Tally #8)

Tally #7:			Date: July 23, 2020		
Motion #7: To authorize Staff to release an RFP for General Alternative Investment Consulting Services.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.	√				

Mr. Bress cited a point of order: that the Meketa motion was revised by adding different language, and that the revised language wasn't included in the earlier motion, which may change the vote of the Trustees who voted "no."

Trustee Blanchard moved to reconsider the motion regarding the investment consulting contract because the motion did not include the additional language that was approved in the Investment Committee.

The motion was moved by Trustee Blanchard and properly seconded by Trustee Daniels.

Tally #8:			Date: July 23, 2020		
Motion #8: To approve a one-year extension of the investment consulting contract between the Board and Meketa Investment Group due to a 30-day termination, available budget and contract negotiations.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.		√			
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.			√		

OPERATIONS COMMITTEE REPORT

Committee Chair Smith indicated that the Operations Committee met on July 22 and July 23, and that there are three items to propose to the committee. Committee Chair Smith presented the following motions before the committee.

Motion #9: To recommend to the board to indefinitely waive the restriction of Trustees participation in board and committee meetings until the end of calendar year 2020.

The motion was moved by Trustee Smith and properly seconded by Trustee Collins.

The motion was approved (9-0). *(See Tally #9)*

Tally #9:			Date: July 23, 2020		
<u>Motion #9:</u> To recommend to the board to indefinitely waive the restriction of Trustees participation in board and committee meeting until the end of calendar year 2020.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.					√

Motion #10: To approve amendments to the DCRB Operations Committee Charter.

The motion was moved by Trustee Adams and properly seconded by Trustee Daniels.

The motion was approved (9-0). *(See Tally #10)*

Tally #10:			Date: July 23, 2020		
<u>Motion #10:</u> To approve amendments to the DCRB Operations Committee Charter.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.					√

Motion #11: To authorize the Executive Director to expend no more than \$176,000 per year, for a total five-year contract amount not to exceed \$880,000, under contract DCRB-19-C-0100 with Bolton Partners for the provision of annual actuarial valuation services and additional services (including testifying before the DC Council; conducting additional authorized studies, as well as performing an experience study and a projection study).

The motion was moved by Trustee Collins and properly seconded by Trustee Harris.

The motion was approved (9-0). (See Tally #11)

Tally #11:			Date: July 23, 2020		
Motion #11: To authorize the Executive Director to expend no more than \$176,000 per year, for a total five-year contract amount not to exceed \$880,000, under contract DCRB-19-C-0100 with Bolton Partners for the provision of annual actuarial valuation services and additional services (including testifying before the DC Council; conducting additional authorized studies, as well as performing an experience study and a projection study).					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.					√

Committee Chair Smith concluded his report and thanked Erie Sampson for serving as the Operations Committee liaison and welcomed Vernon Valentine as the new Operations Committee liaison.

BENEFITS COMMITTEE REPORT

Committee Chair Collins stated that the committee did not meet this month, but stated that the Benefits Committee will, hopefully, have a meeting in September; Chair Collins added that she looks forward to welcoming the new Benefits Administrator, due to start on August 3rd. Chair Collins reported on the following items.

- The Annuitant Self-Service project is currently an active project and DCRB staff are meeting with Treasury staff on a weekly basis.

The Benefit Statement project methodology is currently being reviewed so that statements can be sent to active members this fall. She also plans to have a meeting in September

LEGISLATIVE COMMITTEE REPORT

Committee Chair Blanchard stated that there was no Legislative Committee meeting this month, but referred to the written report and made the following comments:

- Trustee Blanchard stated that, although the Mayor is cutting agencies' budgets to make up for the City's budget shortfall because of COVID-19, DCRB's budget is not in the city vote and is approved as proposed.
- The City Council will meet on Tuesday to determine whether they will be imposing an advertisement tax to make up an 18.5 million budget shortfall, or foregoing an advertisement tax and making up the shortfall from the capital pay-as-you-go and other agency funds.
- Chair Blanchard stated that he would like to have a meeting in September, since a new council member (Brooke Pinto) will be serving out Jack Evans' term but will most likely be elected to her own term. He noted that Brooke Pinto is an attorney who works with the Attorney General's office in the District and would be attuned to the types of issues that the Board undertakes.

Chair Hankins commented that the District is implementing a pay freeze for District government employees for the next four years, and that the freeze apparently applies to DCRB. Chair Hankins asked Trustee Blanchard about the likelihood that DCRB might be considered for exemption from the freeze, due to the number of current position vacancies the agency needs to fill. Trustee Blanchard stated that he has asked Adina Dorch and Erie Sampson to investigate whether the freeze applies to an independent agency; he said that, once he gets an answer, he will reach back to the board with information. If the information is not favorable, he will then reach out to Bruno Fernandes and see what can be done.

Trustee Collins asked about the status of the District's tax exclusion bill (applicable to persons age 62 and over); the bill deals with police, fire, military, teachers, etc. Chair Blanchard stated that the bill has not moved out of committee, but that once it does, he will follow-up by via email with an answer. Adina Dorch commented that bill number is B-23-0060, is still under Council review, and has not moved.

AUDIT COMMITTEE REPORT

Committee Chair Harris indicated that the Audit Committee did meet this month. A discussion followed concerning the independent auditor. Trustee Harris made a motion to delegate authority to the executive director to select for an independent auditor. Committee Chair Harris tabled the motion, and stated that the issue will be discussed at a subsequent Audit Committee meeting to be held in August.

Trustee Bress suggested the Board does not have to approve anything today, and that the Executive Director, General Counsel, and staff can go back and review options to present to the Board in the August meeting. Trustee Clark stated that this is a matter for the Board and is part of the Trustees' fiduciary responsibility.

Chair Hankins agreed with having brief Audit and Board meetings in August for further discussion, and the Trustees agreed.

OTHER BUSINESS

Chair Hankins stated that there are three motions to be presented to the board from the closed session meeting.

Motion #12: To authorize the DCRB Controller to approve payment to the Executive Director in the amount of \$237,000, paid from a nonqualified 457(f) deferred compensation plan established for the Executive Director, and in accordance with the provisions outlined in Section 4-A of the Executive Director’s Employment Agreement, which covered the three-year period of March 16, 2017 through March 13, 2020.

The motion was moved by Chair Hankins and properly seconded by Trustee Bress.

The motion was approved (8–0) with 1 abstention. (*See Tally #12*).

Tally #12:		Date: July 23, 2020			
Motion #12: To authorize the DCRB Controller to approve payment to the Executive Director in the amount of \$237,000, paid from a nonqualified 457(f) deferred compensation plan established for the Executive Director, and in accordance with the provisions outlined in Section 4-A of the Executive Director’s Employment Agreement, which covered the three-year period of March 16, 2017 through March 13, 2020.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.			√		
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.	√				√
Smith, Edward C.	√				
Warren, Michael J.					√

Motion #13: To adopt a performance-assessment rating of “Outstanding” (highest performance rating) in recognition of the Executive Director’s performance during the performance period of March 2019 to March 2020.

The motion was moved by Chair Hankins and properly seconded by Trustee Bress.

The motion was approved (8–0) with 1 abstention. (*See Tally #13*).

Tally #13:	Date: July 23, 2020
------------	---------------------

Motion #13: To adopt a performance-assessment rating of “Outstanding” (highest performance rating) in recognition of the Executive Director’s performance during the performance period of March 2019 to March 2020.

Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.			√		
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.					√

Motion #14: To approve a performance bonus of \$23,521(10% of base pay) for the Executive Director payable in September 2020.

The motion was moved by Chair Hankins and properly seconded by Trustee Bress.

The motion was approved (8–0) with 1 abstention. (*See Tally #14*)

Tally #14:			Date: July 23, 2020		
Motion #14: To approve a performance bonus of \$23, 521 (10% o base pay) for the Executive Director payable in September 2020.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.			√		
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Gregory J.					√
Smith, Edward C.	√				
Warren, Michael J.					√

OTHER BUSINESS

- Chair Hankins stated that governance training has been postponed.
- Trustee Smith recommended that Microsoft Teams platform be used going forward for conducting future Board and Committee meetings, considering the technical issues experienced with WebEx during the meeting. Chair Hankins stated that Trustee Smith would work with Ram Murthy, IT Director, to accomplish this change.

- Trustee Smith requested that the Trustees consider the formulation of an IT Committee, and that he would be happy to move to that committee. Chair Hankins requested that Trustees send him an email, if there is interest. Trustee Bress stated that he was interested.

ADJOURNMENT

Chair Hankins made the following motion:

Motion #15: To adjourn the meeting at 5:29 p.m.

The motion was moved by Trustee Smith and properly seconded by Trustee Harris.

The motion was approved (-0). (See Tally #15)

Tally #15			Date: July 23, 2020		
<u>Motion #15:</u> To adjourn the meeting at 5:29 p.m.					
Members	Aye	Nay/ Oppose	No Vote/ Abstain	No Vote/ Recuse	Absent
Hankins, Gary W., Chair	√				
Adams, Janice M.	√				
Blanchard, Lyle M.	√				
Bress, Joseph M.	√				
Clark, Joseph W.	√				
Collins, Mary A.	√				
Daniels, Denise D.	√				
Harris, Tracy S.	√				
Pemberton, Greggory J.					√
Smith, Edward C.	√				
Warren, Michael J.					√