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## **OPEN SESSION**

### **NOTICE OF REGULAR BOARD MEETING JOSEPH W. CLARK, CHAIRMAN**

## **AGENDA**

**THURSDAY, OCTOBER 19, 2017  
12:30 PM**

- 12:30 PM
- I. **CALL TO ORDER AND ROLL CALL**
  - II. **APPROVAL OF BOARD MEETING MINUTES FOR SEPTEMBER 28, 2017**
  - III. **CHAIR'S COMMENTS**
    - **PRESENTATION:** CYBER INCIDENT RESPONSE PLAN
    - **PRESENTATION:** PENSION INFORMATION SYSTEMS (PIMS) RFP SYNOPSIS (**EXECUTIVE SESSION**)
  - IV. **EXECUTIVE DIRECTOR'S REPORT (**EXECUTIVE SESSION**)**
  - V. **INVESTMENT COMMITTEE REPORT**
  - VI. **OPERATIONS COMMITTEE REPORT**
  - VII. **BENEFITS COMMITTEE REPORT**
  - VIII. **LEGISLATIVE COMMITTEE REPORT**
  - IX. **AUDIT COMMITTEE REPORT-- **ACTION ITEM****
    - **MOTION:** OPERATIONAL DUE DILIGENCE CONSULTANT
  - X. **OTHER BUSINESS**
- 2:30 PM
- XI. **ADJOURNMENT**

### **ADDITIONAL MEETING MATERIALS**

- CONFERENCES & MEETINGS LISTING
- TRUSTEES & STAFF TRAINING AND TRAVEL REPORT



# CYBER INCIDENT RESPONSE PLAN





# OBJECTIVE

Prevents the loss of assets and maintain public confidence, by providing an immediate and effective response to any event involving computer information systems, networks, or databases.

# INCIDENTS

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## DENIAL OF SERVICE

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Attack that prevents normal authorized functionality of networks, systems, etc.



## DATA BREACH

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An unauthorized acquisition of electronic data that compromises the security, confidentiality, or integrity of personal information maintained



## WEB ATTACK

---

Attack executed from a website or web-based application



# RISK MITIGATION STRATEGIES



4

## READINESS ASSESSMENT

Evaluate ability and readiness to support Incident Response Engagement

## VULNERABILITY ASSESSMENT

Internal and external network penetration test to identify, validate and compromise vulnerabilities

## INCIDENT RESPONSE PLAY BOOKS

Establish standardized methodologies for detection of and response to critical cyber security threats

## TESTS

Perform simulations

## CYBER-INSURANCE (AIG)

Third party claims, Direct first-party costs, Business interruptions caused by network security failure, an outsider attempting to extort money (Cyber-Extortion; ransomware).



# KEY TEAMS

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Infrastructure



Security and  
Risk  
Management



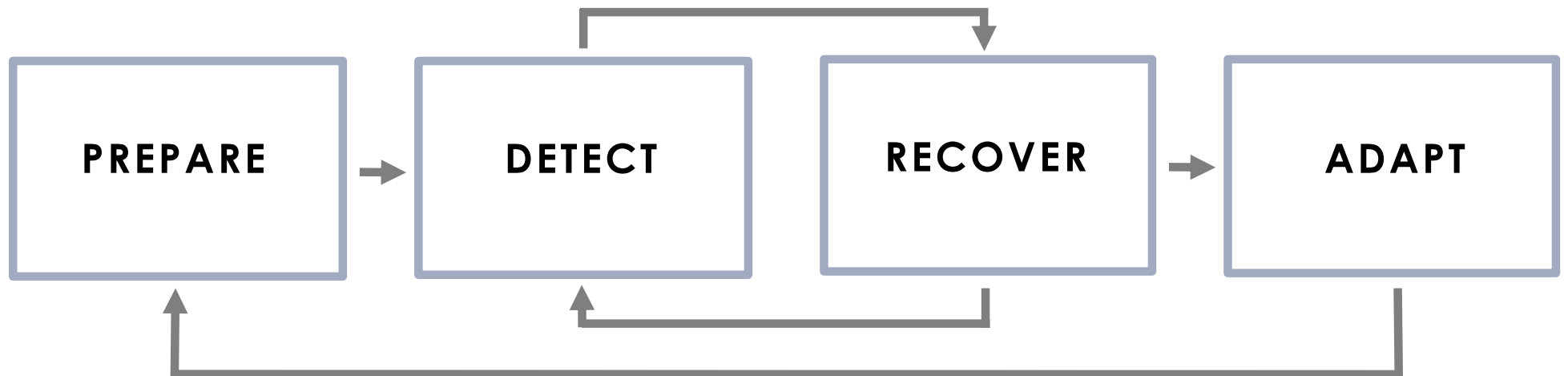
Communications



Information  
Privacy/Legal

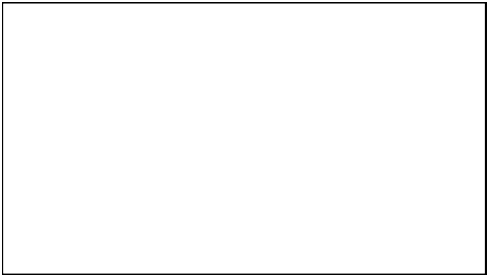


FireEye









# PREPARE

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RISK  
ASSESSMENT



USER AWARENESS  
& TRAINING



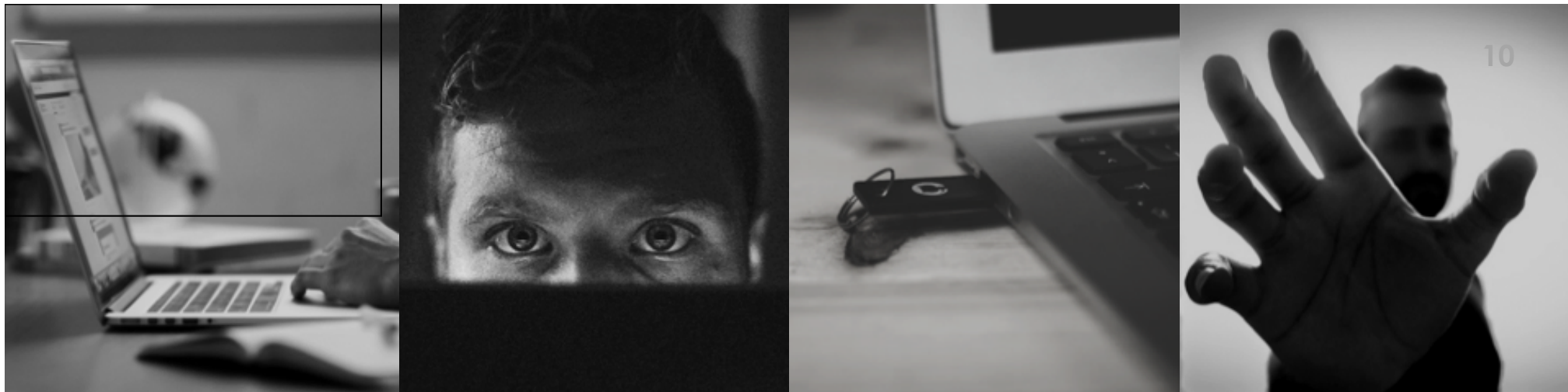
MALWARE/  
VIRUS PREVENTION



NETWORK  
SECURITY







# DETECT

## ATTACK VECTORS

EMAIL

IMPERSONATION

EXTERNAL/  
REMOVABLE  
MEDIA

EQUIPMENT  
LOSS  
OR THEFT



# RECOVER



GATHER EVIDENCE

IDENTIFY

CONTAIN

ERADICATE







**ADAPT**

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**LESSONS LEARNED**

14

**INCIDENT DATA**

**EVIDENCE RETENTION**



# PIMS



**Pension Information Management System**

**Request For Proposal Summary**

# PIMS

In the PIMS RFP, the Benefits Department has identified the functional requirements associated with each of its 20 Business Processes. The chosen PIMS will accommodate the following:

1. Consolidated Plan Member Data
2. Business Rules Management
3. Member Self-Service
4. Automated Calculations
5. Customer Relationship Management
6. Payroll Processing
7. Accounting and Reporting

# Consolidated Plan Member Data

The PIMS will reference active, terminated vested, and retired member data that is housed in DCRB's Master Data Management System (MDM).

## **Active employee data (before retirement)**

- Service history, compensation and contribution history
- Health and Life Insurance Coverage elections
- Demographic data
- Purchases of Service, QDROs
- Terminations, deferments
- Survivors, beneficiaries and dependents

## **Retired Member data**

- Demographic data
- Payroll data including earnings statements, year-end tax reports (1099-R), direct deposit information
- Retirement benefit calculations and components: creditable service, average base pay, grade/step at retirement, etc.
- Survivors, beneficiaries, dependents and all third-party payees associated with the member

# Business Rules Management

The PIMS will have a business rules engine enabling DCRB to control the business rules that govern every aspect of the Plans including:

- Plan participation and benefit eligibility
- Plan tier levels
- Plan amendments
- Frozen and Replacement Plan provisions, minimum and maximum benefit formulas, creditable service, and breaks in service
- Service calculation formulas
- Approvals for pay, workflow requirements, etc.
- Split benefit calculations

# Member Self-Service

The PIMS will accommodate Self-Service for Plan members to view pension information and submit forms for changes.

- Viewable to Active Plan members:
  - Service History, Contributions and Demographics, and Benefit Estimates
- Viewable to Retired Plan Members:
  - Earnings Statements, 1099-R's
  - Health Benefits elections
  - Contact information
- Forms that can be submitted by Retired Plan Members:
  - Name / Address Change
  - Bank Deposit Account Change
- Forms that can be submitted by Terminated Vested Plan members:
  - Application for a refund or deferred retirement benefit



# Automated Calculations

The PIMS will perform automated calculations and processing of benefits administered by DCRB, including the following:

- Verify member and survivor eligibility for benefits
- Calculate
  - total creditable service and average salary
  - all retirement and survivor annuities
  - retirement annuity reductions due to QDROs and/or debt
  - reinstatements and retroactive pay
- Produce audit trails that track benefit calculations
- Apply mass updates to member data for COLAs, equalization, and retroactive pay



# Customer Relationship Management

The PIMS will provide the ability to track and retrieve member conversations/inquiries and case workflows:

- Integrated with DCRB's phone system,
- Integrated with FileNet for immediate access to documents,
- Integrated with the PIMS workflow, and
- An automated escalation of member inquiries through workflow to monitor status

# Payroll Processing

- The PIMS will perform monthly retiree gross to net benefit payments and off-cycle benefit payroll processing to include:
  - Calculate includable and excludable income for tax purposes
  - Calculate beneficiary lump-sum payments
  - Calculate refund amount of Plan member contributions
  - Produce payroll interfaces with financial institutions, third party vendors, and check printers
  - Produce 1099-R's

*Payroll Option:* In-house processing versus third party processing

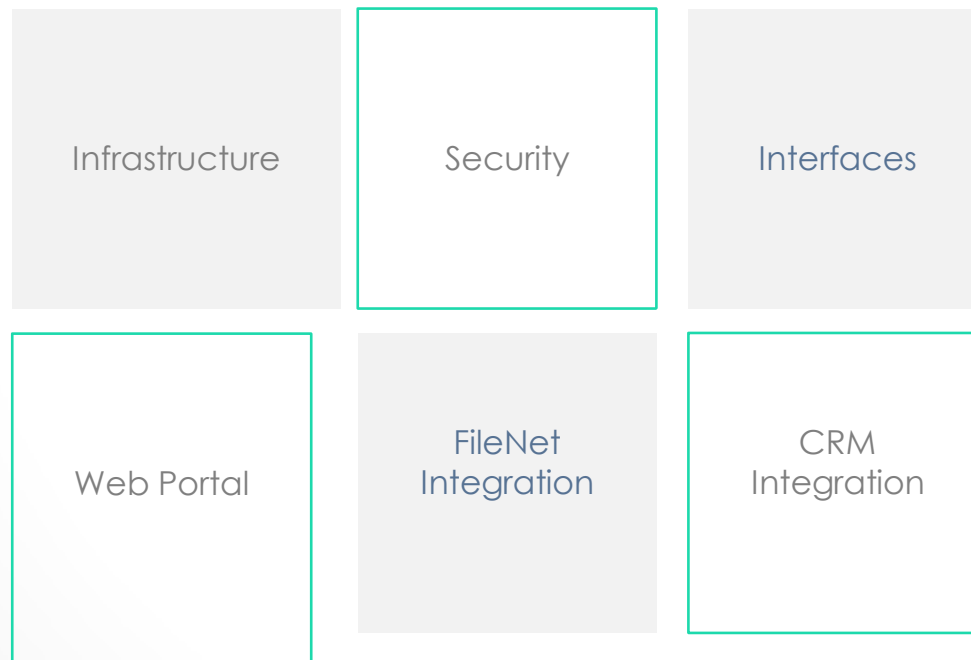
# Accounting and Reporting

The PIMS will interface with DCRB's general ledger to perform cash management functions, reconciliations, and reporting.

- General Ledger (Microsoft Dynamics GP)
- Data to update status of member payments
- Payroll Reports
- Reports of census data for auditors and actuaries
- Reconciliation and quality assurance reports

# Technical Requirements

- The Technical Requirements document describes the current technical environment at DCRB, the requirements, and constraints for a future Pension Information Management System.



# Technical Approach

## Hosting Options

- On-Premise Hosting
- Cloud Solution
- Software Licensing
- System Ownership Considerations
- Maintenance Costs

# Questions?

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## EXECUTIVE DIRECTOR REPORT

### October 19, 2017

Activities	Updates
<b>Retired Teacher Trustee Election Update</b>	DCRB's Election Official sent out candidacy acceptance and deficiency letters on October 2, 2017. The drawing of lots to determine the position of candidate names on the ballot will take place on October 24. The ballots will be mailed by the Election Official on November 2.
<b>District Contribution to Plans</b>	OCFO has advised that the District's contribution to the Plans of \$164.6 million will be forwarded to DCRB around October 18, 2017. An update will be provided at today's meeting.
<b>District Coding Errors Project</b>	On October 5, 2017, members of DCRB's staff attended a DCHR meeting where their consultant, KPMG, provided a preliminary report of their findings related to the coding errors that have led to Social Security and Medicare withholding issues. These errors may also have an impact on the Police/Fire and Teachers' Plans, as well as the underlying Fund. More information will be provided in the Benefits Committee Report. Attached for your information is a copy of a letter that was sent to DCHR on October 5, 2017 related to this project.
<b>Organizational Design Update</b>	The release of an RFP for strategic planning assistance has been moved to later this month or early November. It is our intent to complete this project early next year, concurrent with the results of the Classification and Compensation Study.
<b>Classification and Compensation Study Update</b>	The project team worked with our consultant, the PRM Consulting Group (PRM) to design a salary survey questionnaire, which PRM mailed to a select group of companies on September 20, 2017. The project remains on schedule for a completion date around the end of this year.
<b>Whistleblower Phone Line</b>	A whistleblower phone line was installed in the office of DCRB's General Counsel on October 13, 2017. An announcement about this line will be sent to DCRB staff by the end of this month.
<b>Contracts Audit Update</b>	The RFP for the contracts audit will be released during November 2017.



<b>Email and Office 365 Update</b>	The District is migrating its email services to Microsoft's cloud infrastructure. DCRB's email system will move to that environment, and we are working with the Office of the Chief Technology Officer (OCTO), to move DCRB's Microsoft Office 365 environment to OCTO's management, as well. The migration is on schedule to be completed by November 6.
<b>Staff Appreciation Day</b>	DCRB's Executive Leadership Team (ELT) will host its annual Staff Appreciation Day on Friday, October 27. Before celebrating our accomplishments of the past fiscal year, there will be an all-hands meeting where I will stress our mission and identify our objectives and projects over the upcoming year and beyond.
<b>Recent Retirement-Related Articles (attached)</b>	"State and Local Government Contributions to Statewide Pension Plans," <u>NASRA Issue Brief</u> , June 2017.

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## MEMORANDUM

**To:** Ventris C. Gibson, Director, Department of Human Resources  
Jeffrey S. DeWitt, Chief Financial Officer, Office of the Chief Financial Officer

**From:** Sheila Morgan-Johnson, Executive Director  
District of Columbia Retirement Board

**Date:** October 5, 2017

**Subject:** PeopleSoft Data Issues and Impact on DCRB Retirement Processing

In recent months, District of Columbia Retirement Board (DCRB) employees have worked with members of the Department of Human Resources (DCHR) and its KPMG consultants in reviewing historic PeopleSoft data discrepancies as they relate to the District's retirement programs. While we understand that the primary purpose of this project is to identify errors in Social Security and Medicare tax deductions that apply to the District's 401(a) Plan, both DCHR and DCRB staff became aware of discrepancies that reach beyond the 401(a) Plan and also affect the federal Civil Service Retirement System, the D.C. Teachers' Retirement Plan and the D.C. Police Officers and Firefighters' Retirement Plan (the Plans).

As the Plans' Administrator, DCRB is committed to working with your staff to rectify discrepancies in Plan members' official records. In order for DCRB to effectively administer the terms of the Plans, members' service and contribution data must be accessible and accurate, otherwise, it can result in incorrect benefit amounts, delayed benefit payments, and funding issues for the Plans.

During the DCHR-KPMG meetings, DCRB staff became aware of instances where data were not in accordance with the provisions of the Plans. For instance, they found:

1. Positions that were eligible for Plan participation, but enrollment was inconsistent.
2. Service credit that was recorded prior to initial Plan participation, as well as prior to the beginning of salary deductions for employee Plan contributions.
3. Employee Plan contribution percentages that were not applied correctly.
4. Employees participating in and contributing to the Plans who were also erroneously contributing to Social Security and/or the District's 401(a) Plan.
5. Employee Leaves of Absence and Suspensions that were not recorded in PeopleSoft.
6. Termination Codes and Reasons Codes that were often miscoded in PeopleSoft.
7. Military and other Purchases of Service that were not reflected in PeopleSoft.

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Janice Adams • Jeffrey Barnette • Lyle M. Blanchard • Joseph M. Bress • 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 W. Clark  
Chairman

Sheila Morgan-Johnson  
Executive Director

Page 2

Ms. Ventris C. Gibson

Mr. Jeffrey S. Dewitt

October 5, 2017

In 2012, DCRB initiated a Retirement Modernization Program (the Program) which will ultimately lead to the replacement of the current System to Administer Retirement (STAR) for the Plans that is owned and maintained by the U.S. Department of the Treasury. One of the projects within the Program is to replace the manual transmission of paper retirement documents to DCRB with the electronic transmission of member data from the District's PeopleSoft system. This project is a prerequisite to implementing a replacement pension information system. While we successfully began the electronic transmission of data from the District to a DCRB database in 2014, and to the current STAR system in 2016, continuing data discrepancies prevent us from eliminating paper altogether.

As with other District agencies, our goal is to reduce the use of paper and retire employees efficiently, accurately, and timely, but we can only do that when we are confident that the electronic data is accurate. We applaud your leadership and the work that is being done on this project. We would be happy to work with you and your staff to research the issues, propose solutions, and implement systemic processes to facilitate this goal.

I would welcome a meeting within the next few weeks where we can begin developing strategies beneficial to all of our agencies and the District government overall to address these data issues. Deborah Reaves, Executive Assistant/Office Manager, will contact your office next week to arrange a meeting mutually convenient for your schedule. If you have specific questions regarding this matter, please contact Johnetta Bond, DCRB's Chief Benefits Officer, at (202) 343-3238 or at [johnetta.bond@dc.gov](mailto:johnetta.bond@dc.gov).

cc: Brenda Mathis, Office of the Chief Financial Officer  
Johnetta Bond, DCRB, Chief Benefits Officer  
Joan Passerino, DCRB, Director, Stakeholder Communication and Outreach

# NASRA Issue Brief:

## State and Local Government Contributions to Statewide Pension Plans: FY 15

June 2017



Pension benefits for employees of state and local governments are paid from trusts to which public employees and their employers contribute during employees' working years. Timely contributions are vital to the proper funding and sustainability of these plans: failing to pay required contributions results in higher future costs, due largely to the foregone investment earnings that the contributions would have generated.

Nationally, contributions made by state and local governments to pension trust funds in recent years account for just less than five percent of all spending.<sup>1</sup> Pension spending levels, however, vary widely among states and are actuarially sufficient for some pension plans and insufficient for others. Unlike employees, who must always contribute the amount prescribed in statute or by plan rules, some public employers—states, cities, etc.—have discretion to set the contributions they make to public pension plans. This disparity in contribution governance arrangements is one factor leading to a wide range of experience among public employers concerning required contributions. Overall, the experience for FY 15 reflects an improved effort among state and local governments to make actuarially determined pension contributions, and a decline in the rate of growth of pension costs.

This brief describes how contributions are determined; the recent public employer contribution experience; and trends in employer contributions over time.

### The Retirement Benefit Plan Equation

A basic formula describes the financing of any type of retirement benefit:

$$C + I = B + E$$

Contributions plus investment earnings equals benefits plus expenses. The money that is drawn from a retirement plan, for benefits and administrative costs, ultimately must equal the money that is contributed to the plan and the investment earnings those contributions generate. This fundamental formula illustrates the vital role contributions play in funding a pension plan.

### Actuarially Determined Contributions

Funding a pension plan takes place over many years and, as described in the box to the left, typically involves a combination of contributions from employees and employers, which are invested to generate investment earnings. Contributions are a vital source of public pension funding: of the \$7.0 trillion in public pension revenue since 1986, nearly 40 percent has come from contributions paid by employers and employees<sup>2</sup>. The amount of contributions needed to fund a pension plan is calculated as part of an actuarial valuation, which is a mathematical process that determines a pension plan's condition and cost required to pay promised benefits.<sup>3</sup>

For public pension plans, an actuarially determined contribution, or ADC, typically is consistent with the annual required contribution, or ARC, a concept introduced by GASB Statement 25 and defined essentially as the sum of the normal cost (the estimated cost of

<sup>1</sup> NASRA, "State and Local Government Spending on Public Employee Retirement Systems," April 2017; calculation does not include spending from federal sources

<sup>2</sup> Contributions @ NASRA.org <http://www.nasra.org/contributions>

<sup>3</sup> Professional actuaries are guided by Actuarial Standards of Practice; ASOP No. 4 provides guidance on the determination of the required cost, or contribution requirement, of a pension plan. ASOP #4 defines the Actuarially Determined Contribution as: "A potential payment to the plan as determined by the actuary using a contribution allocation procedure. It may or may not be the amount actually paid by the plan sponsor or other contributing entity." ASOP #4 defines Contribution Allocation Procedure as: "A procedure that uses an actuarial cost method, and may include an asset valuation method, an amortization method, and an output smoothing method, to determine the actuarially determined contribution for a plan. The procedure may produce a single value, such as normal cost plus an amortization payment of the unfunded actuarial accrued liability, or a range of values ...."



benefits earned each year); and an amortization payment. Amortization, or payment over time, is required when either or both a) contributions are insufficient, or b) the plan's demographic or investment experience, or both, cause the value of assets and liabilities to diverge. Amortization is intended to eliminate this difference, which is known as the unfunded actuarial liability.

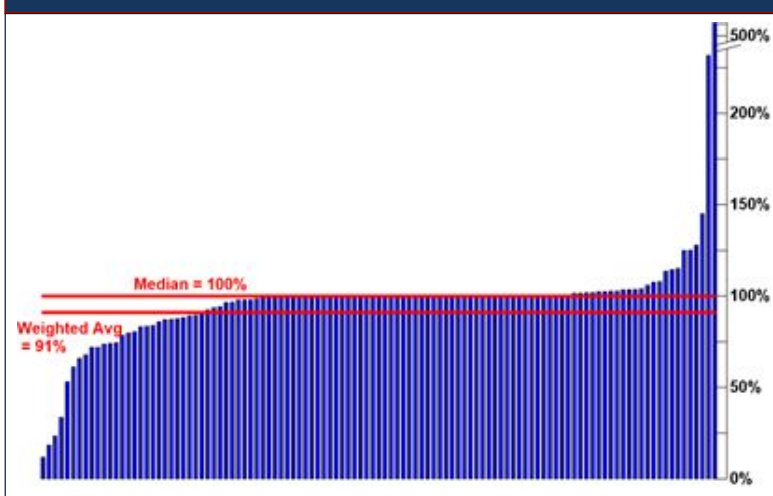
Pension plans typically maintain a funding policy by which they expect to reach full funding at the end of a specified period of time if the plan receives all of its actuarially determined contributions; and all of the plan's actuarial assumptions—about the many factors affecting the plan, such as future investment performance, how long plan participants will work, etc.—materialize as expected. Experience rarely matches assumptions, so pension plans regularly monitor, typically through annual or biannual actuarial valuations and periodic actuarial experience studies, the plan's condition, and make needed adjustments to actuarial assumptions and required contribution rates to reflect the changes in experience.

As actuarial methods and assumptions differ from one plan to another, the ADC also will vary. As a result, the ADC for two hypothetical plans with identical financial and demographic compositions could (and usually will) also differ. Laws and rules governing pension contributions vary widely among states and cities, and those provisions can affect public pension plan funding. For more information concerning the impact of funding policies, statutes and rules, see "The Annual Required Contribution Experience of Statewide Pension Plans, FY 01 to FY 13."<sup>4</sup>

### FY 2015 Contribution Experience

As shown in Figure 1, the median actuarially determined contribution received in FY 15 was 100 percent, and ranged from 12 percent to 528 percent. Two plans, the Alaska PERS and TRS, received 232 percent and 528 percent, respectively, as a result of one-time transfers from state budget surplus monies to reduce the plans' unfunded actuarial liability. On a dollar-weighted basis, (as shown in Figure 2) the average ADC received was 91 percent, up from 87 percent in FY 14 and marking the highest aggregate annual contribution effort since FY 02.<sup>5</sup> The FY 15 non-weighted average, excluding the two Alaska plans, was 94 percent.<sup>6</sup>

Figure 1: Distribution of ARC/ADC received by 112 plans, FY 15



Source: State retirement systems CAFRs compiled by NASRA

The aggregate rate of increase in required contributions from FY 14 to FY 15 was 4.5 percent, which is the lowest rate of increase during the measurement period. This reduced rate of increase also continues a trend seen in recent years of slower annual growth in required contributions, especially compared to the sharp increases experienced in FY 03-05, following the market decline of 2000-2002. The slower growth in recent years has occurred at a time when many public pension plans have reduced their investment return assumption, which, other factors being equal, increases required costs. Had return assumptions not been reduced, the increase would have been even lower. The slower rate of increase is caused partly by pension reforms, including higher required employee contributions and lower benefit levels (and costs) enacted in every state since 2009.<sup>7</sup>

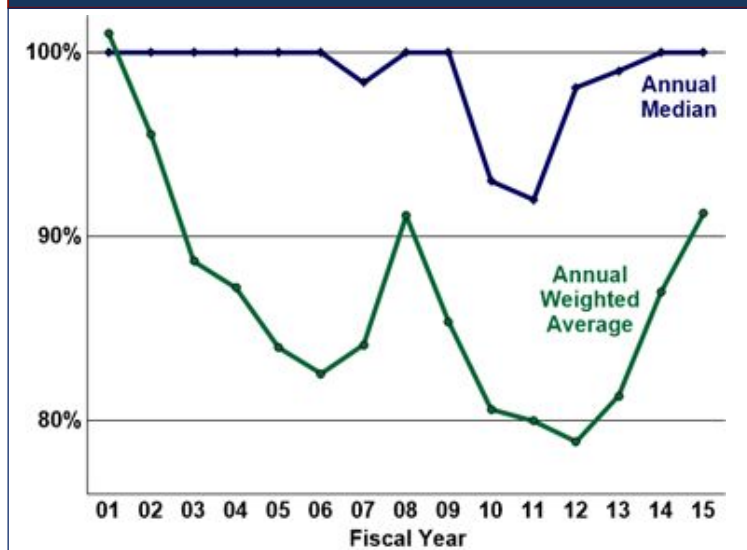
<sup>4</sup> NASRA, The Annual Required Contribution Experience of Statewide Pension Plans, FY 01 to FY 13

<sup>5</sup> New GASB reporting requirements have resulted in some plans no longer reporting their ADC experience. GASB Statements 25 and 27 established a requirement that public pension plans present in their financial report a) a history of the calculated annual required contribution, and b) the employer contributions that were actually paid. Unlike Statement 25, Statement 67 does not require agent plans to report this information. Specifically, "the [GASB] board concluded that aggregated information about contributions to agent pension plans has limited decision utility because the pattern of contributions to each individual agent employer's pension plan would be obscured if the aggregated amounts were reported about the agent plan as a whole." Statement 67 also requires that, for cost-sharing plans, the plan's ADC experience be reported only if an ADC is actually calculated.

<sup>6</sup> Including the two Alaska plans, the FY 15 non-weighted average was 99 percent.

<sup>7</sup> NASRA, Significant Reforms to State Retirement Systems, June 2016

Figure 2: Median and weighted average ARC/ADC contributed to 112 statewide plans



Source: State retirement systems CAFRs compiled by NASRA

## Recent History of Employer Contributions

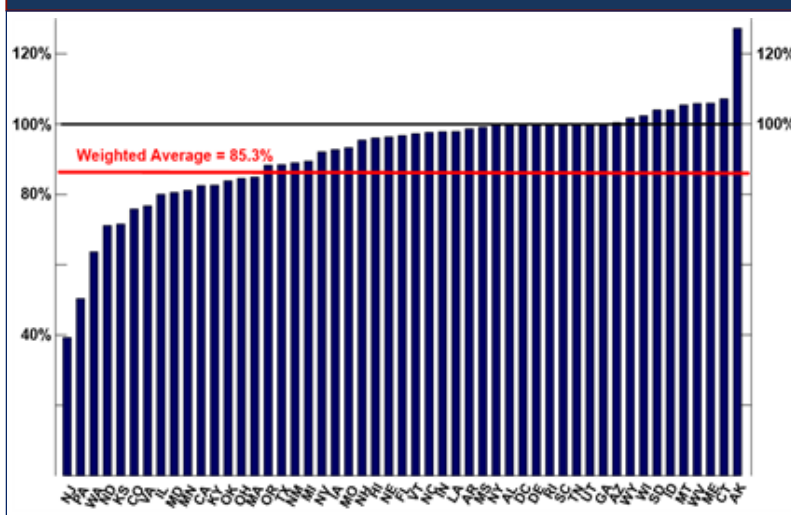
The employer contribution experience since FY 2001 covers an eventful period, including two economic recessions—impairing state and local government revenues<sup>8</sup>—and two sharp market downturns—reducing the value of pension plan assets and thereby increasing plan costs. For the statewide plans measured for this study, actuarially determined contributions rose from \$27.8 billion in FY 01 to \$102.8 billion in FY 15. Despite tepid fiscal conditions in many states and cities, actual contributions paid by employers during this period grew from \$28.1 billion to \$93.9 billion, an increase of 236 percent. (Spending on pensions by states & local government is just below five percent of all spending.<sup>9</sup>) Figure 2 plots the weighted percentage of actuarially determined contributions received from FY 01 to FY 15. Because each state is unique in terms of its governance structure, pension funding

policy and practice, the relative cost of its pension plan(s), fiscal condition, and other factors, so is the required contribution experience of each state also unique, and ranges widely. As Figure 3 shows, on a weighted average basis, states' percentage of ARC/ADC paid since FY 2001 ranges from less than 40 percent to more than 100 percent. In the median, state plans received 97.0 percent of their required contributions, and 85.3 percent as a weighted average. The average actuarially determined contribution received for the period was 90 percent, as a few larger plans pulled down the average because they received a relatively lower portion of their ADC.

## Conclusion

Although contributions to public pensions remain on average a small percentage of state and local government spending, they also have grown in recent years. Depending on the plan, the growth of required employer contributions is due to one or more factors, including investment market losses, insufficient contributions, revisions to actuarial methods and assumptions, and demographic and investment experience that differs from assumptions. The overall experience for FY 15 reflects an improving effort among state and local government employers to make the full actuarially determined contribution, which will forestall higher costs in the future and strengthen the long-term sustainability of public pension plans.

Figure 3: Weighted average of ARC/ADC paid, by state, FY 01 to FY 15



Compiled by NASRA

<sup>8</sup> State & Local Revenue @ NASRA.org <http://www.nasra.org/revenue>

<sup>9</sup> NASRA, Issue Brief: State and Local Government Spending on Public Employee Retirement Systems, April 2017

## See also

National Association of State Retirement Administrators, "The Annual Required Contribution Experience of State Retirement Plans," 2015, [http://www.nasra.org/files/JointPublications/NASRA\\_ARC\\_Spotlight.pdf](http://www.nasra.org/files/JointPublications/NASRA_ARC_Spotlight.pdf)

National Association of State Retirement Administrators, Issue Brief: State and Local Government Spending on Public Employee Retirement Systems, March 2016, <http://www.nasra.org/costsbrief>

National Association of State Retirement Administrators, Issue Brief: Employee Contributions to Public Pension Funds, February 2015, <http://nasra.org/contributionsbrief>

National Association of State Retirement Administrators, "[Significant Reforms to State Retirement Systems](#)," 2016




















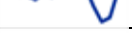




## Contact

Keith Brainard, Research Director, [keith@nasra.org](mailto:keith@nasra.org)













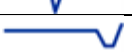
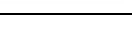
Alex Brown, Research Manager, [alex@nasra.org](mailto:alex@nasra.org)





























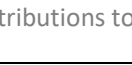



[National Association of State Retirement Administrators](http://www.nasra.org)




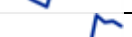
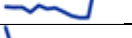









## Appendix A: State and local government contributions as a percentage of the Annual Required Contribution and Actuarially Determined Contribution, FY 01 to FY 15

Plan	FY 01 %	FY 01 to FY 15 %	FY 15 %	Weighted Avg FY 01 – FY 15
Alaska PERS <sup>1</sup>	105.3		231.7	113.0
Alaska Teachers <sup>1</sup>	114.0		527.7	148.2
Alabama Teachers	100.0		100.0	100.0
Alabama ERS	100.0		100.0	100.0
Arkansas Teachers	101.6		86.0	98.0
Arkansas PERS	100.0		100.0	100.0
Arizona SRS	100.0		100.0	100.0
Arizona Public Safety Personnel	100.0		96.5	101.5
California PERF	100.0		100.0	100.1
California Teachers	123.0		53.1	60.0
Colorado State & School <sup>2</sup>	100.0		51.0	70.4
Colorado School <sup>2</sup>	48.0		79.8	73.4
Colorado State <sup>2</sup>	48.0		80.4	71.2
Colorado Municipal	100.0		89.1	93.4
Denver Public Schools <sup>1</sup>	100.0		11.8	100.7
Colorado Affiliated Local	100.0		100.0	101.1
Connecticut Teachers <sup>1</sup>	85.0		100.0	122.2
Connecticut SERS	106.1		99.5	97.0
DC Police & Fire	100.0		100.0	100.0
DC Teachers	100.0		100.0	100.0
Delaware State	100.0		100.0	100.0
Florida RS	110.0		100.0	96.7
Georgia Teachers	100.0		100.0	100.0
Georgia ERS	100.0		100.1	100.0



Hawaii ERS	100.0		100.0	96.0
Iowa PERS	100.0		101.9	92.7
Idaho PERS	130.7		98.0	104.0
Illinois Teachers	70.6		87.3	73.8
Illinois Municipal	100.0		100.0	98.6
Illinois Universities <sup>1</sup>	85.5		94.2	81.9
Illinois SERS	124.3		88.2	80.7
Indiana Teachers	125.9		102.7	98.4
Indiana PERF	117.0		103.6	96.4
Kansas PERS	77.6		74.5	71.5
Kentucky Teachers <sup>1</sup>	100.0		61.2	86.1
Kentucky County	109.9		100.3	102.2
Kentucky ERS	105.6		100.2	60.1
Louisiana Teachers	110.2		107.5	100.6
Louisiana SERS	100.7		103.6	93.8
Massachusetts Teachers	113.5		72.0	85.1
Massachusetts SERS	116.4		72.0	84.7
Maryland Teachers	100.0		89.4	84.2
Maryland PERS	100.0		83.9	74.2
Maine State and Teacher	100.0		100.0	101.9
Maine Local	100.0		100.0	174.3
Michigan Public Schools	108.2		90.1	84.7
Michigan SERS	109.0		114.5	89.2
Michigan Municipal	118.0		125.0	115.8
Minnesota Teachers	180.0		74.0	81.8
Minnesota PERF	79.4		83.2	84.1
Minnesota State Employees	130.5		73.7	72.3
Missouri Teachers	100.0		98.6	87.6
Missouri State Employees	100.0		100.0	100.0
Missouri Local	100.0		100.0	100.0
Missouri PEERS	100.0		98.0	92.2
Missouri DOT and Highway Patrol	100.0		100.0	100.0
Mississippi PERS	100.0		100.0	99.1
Montana PERS	100.0		102.4	99.2
Montana Teachers	100.0		100.0	111.6
North Carolina Teachers and State Employees	76.0		100.0	96.0
North Carolina Local Government	100.0		101.6	100.8

North Dakota Teachers	100.0		101.5	84.8
North Dakota PERS	100.0		65.9	58.8
Nebraska County Cash Balance <sup>3</sup>	100.0		100.0	100.0
Nebraska State Cash Balance <sup>3</sup>	100.0		100.0	102.3
Nebraska State & School	100.0		113.6	95.2
New Hampshire Retirement System	100.0		100.0	95.4
New Jersey Teachers	0.0		23.4	17.3
New Jersey PERS - state	0.0		18.4	17.4
New Jersey PERS - local	0.0		100.0	88.5
New Jersey Police & Fire - state	0.0		33.6	22.5
New Jersey Police & Fire - local	30.3		100.0	78.1
New Mexico PERF	100.0		100.0	100.0
New Mexico Teachers	100.0		87.6	80.0
Nevada Regular Employees	100.0		87.0	93.5
Nevada Police Officer and Firefighter	100.0		98.0	88.0
New York State & Local ERS	100.0		100.0	100.0
New York State Teachers	100.0		99.1	99.7
New York State & Local Police & Fire	100.0		100.0	100.0
Ohio Teachers	100.0		105.9	73.5
Ohio PERS	100.0		100.0	100.0
Ohio Police & Fire <sup>4</sup>	100.0		70.0	69.8
Ohio School Employees	100.0		100.0	99.2
Oklahoma Teachers	72.7		127.8	88.1
Oklahoma PERS	77.3		145.0	74.6
Oregon PERS	94.6		100.0	88.3
Pennsylvania School Employees	100.0		78.5	46.5
Pennsylvania State ERS	147.2		92.5	58.5
Rhode Island ERS	100.0		100.0	100.0
Rhode Island Municipal	100.0		100.0	100.0
South Carolina RS	100.0		100.0	100.0
South Carolina Police	100.0		100.0	100.0
South Dakota RS	100.0		115.1	104.0
TN State and Teachers	100.0		100.0	100.0
TN Political Subdivisions	100.0		100.0	100.0
Texas Teachers	100.0		93.6	86.6
Texas ERS	118.3		67.9	72.7
Texas County & District	100.0		104.0	103.5
Texas Municipal	100.0		100.0	97.0

Utah Noncontributory	100.0		100.0	100.0
Virginia Retirement System	100.0		83.5	76.7
Vermont Teachers	91.3		100.1	91.5
Vermont State Employees	99.3		125.1	104.5
Washington PERS 2/3	207.0		96.5	83.1
Washington PERS 1	153.0		101.8	46.0
Washington Teachers Plan 1	156.0		102.4	41.3
Washington Teachers Plan 2/3	172.0		99.2	75.3
Washington LEOFF Plan 2	155.0		100.0	108.5
Washington School Employees Plan 2/3	297.0		102.8	70.2
Wisconsin Retirement System	99.6		100.0	102.4
West Virginia Teachers <sup>1</sup>	100.2		107.9	108.5
West Virginia PERS	100.0		103.4	98.7
Wyoming Public Employees <sup>1</sup>	483.0		85.9	101.7

*Charts in the FY 01 to FY 15 % column reflect the percentage spending for each of the 15 years within the timeframe.*

<sup>1</sup> Contribution experience includes revenue from one-time sources, such as pension obligation bonds, budget surplus monies, etc.

<sup>2</sup> The Colorado State and School plan was divided after FY 2004. Results for each plan reflect their respective pro rata experience.

<sup>3</sup> The Nebraska cash balance plans began operations in 2003.

<sup>4</sup> Values for FY 14 and 15 for the Ohio Police & Fire Pension Fund are estimates.



**WILL BE PROVIDED AT THE MEETING.**



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**TO: BOARD OF TRUSTEES**

**FROM: EDWARD SMITH, CHAIRMAN**

**DATE: OCTOBER 19, 2017**

**SUBJECT: OPERATIONS COMMITTEE REPORT**

---

The Operations Committee did not meet in October. The following report highlights matters that will need to be discussed and considered in the November and December Operations Committee meetings:

1. In November, Operations Committee members will consider a detailed presentation of the Operating Budget for Fiscal Year 2019, along with major goals associated with the Retirement Modernization Program. Trustees will have several weeks to consider the proposed budget before voting on it in December. The proposed Business Continuity Plan will also be presented. This meeting is being planned for Tuesday, November 14.
2. In December, the Actuarial Valuation Report will be presented by our independent actuary, Cavanaugh MacDonald. Any questions related to the final Operating Budget for Fiscal Year 2019 will be addressed. Preliminary findings from the Classification and Compensation Study will also be presented.
3. We anticipate another meeting in February or March in which committee members will be presented with supplemental information related to the Asset Management List (including the equipment replacement cycle, the additional assets of software and furniture, as well as DCRB's plan to manage surplus property. In addition, the draft Agency Strategic Plan for FY'19 - FY'22 will be presented.





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**TO: BOARD OF TRUSTEES**  
**FROM: MARY COLLINS, CHAIRMAN**  
**DATE: OCTOBER 19, 2017**  
**SUBJECT: BENEFITS COMMITTEE REPORT**

---

The Benefits Committee did not meet in October 2017. The following report reflects Benefits Department activities and projects that occurred since the September 28<sup>th</sup> Board meeting.

**Active Member Data Issues**

On October 5, 2017, DCRB staff met with the District of Columbia's Director of Human Resources, Ventris Gibson, KPMG consultants, and other District stakeholders to discuss ongoing data issues related to employee record miscodings in PeopleSoft. Although the focus of this project is to identify the magnitude of the errors' effect on Social Security and Medicare, we were advised that the errors also affect the Police/Fire and Teachers' Plans. Consequently, there may be an impact on both the membership numbers and contributions to the Plans that DCRB administers, as well as the accuracy of the information we provide to members. DCHR and KPMG have committed to sharing the data that has been gathered during their project so that DCRB can determine the impact, if any, of the errors on the Police/Fire and Teachers' Plans, as well as the underlying Fund. KPMG expects to complete its analysis by December 31, 2017.

**MPD Recruitment Open House**

On Saturday, October 7<sup>th</sup>, DCRB attended the Metropolitan Police Department's (MPD) recruitment event at the MPD Training Academy. DCRB's Benefit Managers and the Chief Benefits Officer (CBO) joined DCHR, MPD HR, and others at this outside event to answer prospective Police Officer applicants' questions about retirement benefits associated with District employment. The CBO and MPD HR Director committed to working together to hold a retirement workshop for active MPD employees nearing retirement in the very near future.

**MPD Grievances**

MPD currently has two grievances pending against it regarding the purchase of prior government service under the Civil Service Retirement System (CSRS) and the purchase of lateral law enforcement officer (LLEO) service under the Lateral Appointment of Law Enforcement Officers Act of 2001. The Fraternal Order of Police (FOP) claimed that MPD provided incorrect and misleading information to certain active police officers regarding how such CSRS and lateral service is purchased and credited for retirement purposes. The FOP has requested the District to pay for the cost of purchasing such service for impacted officers.

**Prior Government Service** – MPD and the FOP reached a settlement agreement regarding the purchase of prior CSRS service for active police officers hired before 2009. MPD is in the process

of identifying the officers affected for DCRB to calculate the purchase amounts. The settlement agreement requires MPD to request DCRB to waive any interest due. Based on the total purchase cost, the parties will determine the amount MPD will cover.

**LLEO Service** –An arbitration hearing is scheduled for December 5, 2017, at which the Chief Benefits Officer will testify regarding the purchase of LLEO service. This purchase requires the LLEO to pay the full actuarial cost. Most LLEOs were hired in 2001 but no purchase of service mechanism was established until 2008, after DCRB became the benefits administrator. The LLEO group claims that the reason for the prohibitive cost is due to MPD's inability to establish a purchase of service mechanism in a timely manner.

#### **Washington Teachers Union (WTU) – Collective Bargaining Agreement (CBA)**

The City Council has approved a collective bargaining agreement that provides DCPS teachers with a 4% retroactive pay increase for FY 2017 (to be paid to all DCPS employees who are members of the WTU bargaining unit, all WTU bargaining unit members who retired during FY 2017, and to the estates of all WTU bargaining unit members who died during FY 2017). Additionally, the agreement provides a 3% increase to active bargaining unit members of record effective Oct. 1, 2018, and a 2% wage increase effective Oct. 1, 2019. This legislation is awaiting Mayoral signature. Once DCPS updates the salaries of retired teachers and processes retroactive payments for the retirees impacted, DCRB will begin recalculating their retirement benefits based on the new pay rates.

#### **Health Plan Open Season**

Open Season for calendar year 2018 health benefits will run from Monday, November 13, 2017 through Monday, December 11, 2017 for both the Federal health plans (FEHBP) and the District of Columbia health plans (DCEHBP). The new healthcare premium rates are expected to be announced in late October, and DCRB Benefits staff will be mailing annuitants their forms and benefit plan information in early November. As in past years, all the related information and associated health plan web links will be posted on DCRB's website.

#### **Legislation**

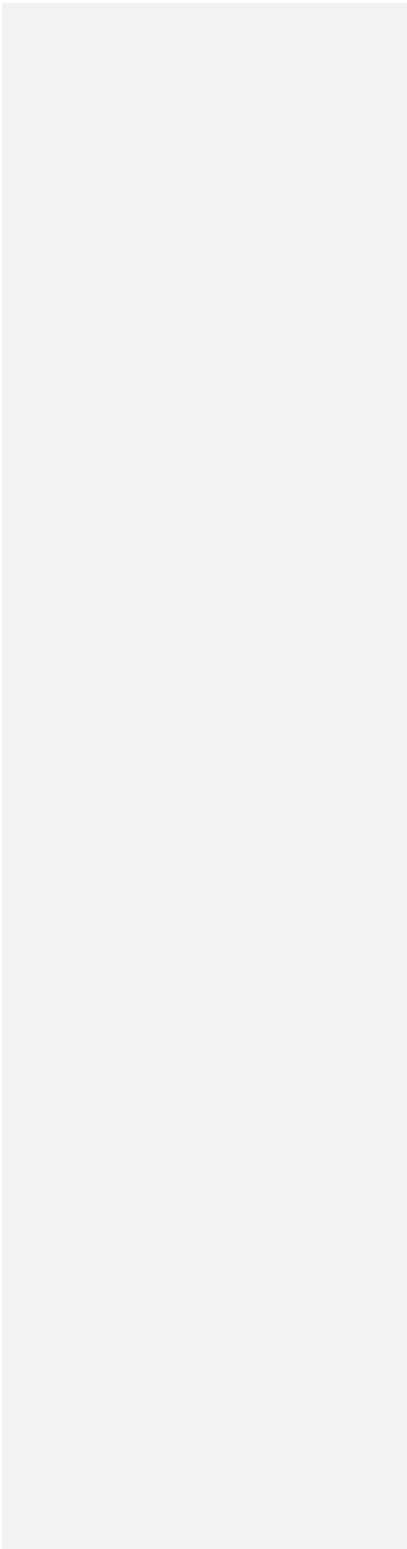
The D.C. Council introduced proposed legislation to add domestic partners as survivors eligible for survivor benefits under the Police/Fire Replacement Plan and to allow the Plan to accept transferred District 401(a) monies for the purchase of lateral FEMS service. A hearing is expected either later this year or early 2018, at which the Chief Benefits Officer will testify.

#### **Benefits Department Monthly Statistics**

Activity	July	August	September
Retirement Claims Received	129	158	114
Processed Retirements	131	116	146
Average Processing Days	56	52	62
Telephone Calls	2,849	2,811	2628
Walk-in Customers	112	95	85
Scanned Documents	4,738	7,074	4752
QDROs Approved	2 final	0 final	0 final, 2 rejected
Purchase of Service	6 (\$90,137.94)	4 (\$21,644)	4 (\$42,123)

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## RETIREMENT CASE PROCESSING – OCTOBER 1, 2017 REPORT

CASES AVAILABLE FOR PROCESSING	CASES RECEIVED (but may not have been ready for payment)	CASES PROCESSED	CASE TYPE	PLAN		
				Fire	Police	Teacher
83	39	44	Beneficiary (One-Time Payments)	4	19	21
4	3	1	Deferred Annuity	0	1	0
2	0	2	Disability	1	0	1
9	4	5	Garnishment/Levy	1	4	0
57	20	37	Optional/Voluntary & Involuntary Annuity	7	10	20
1	0	1	QDRO/QMSCO	0	1	0
13	6	7	Survivor Annuity	0	7	0
2	2	0	EVS Project	0	0	0
0	0	0	Student Certifications	0	0	0
4	1	3	Annuity Adjustments	0	2	1
1	1	0	Auto Debt Collections	0	0	0
10	6	4	Octo Review Monetary & Non Monetary Adjustments	1	3	0
1	0	1	Post 56 Adjustments	1	0	0
1	0	1	CAPS*	0	1	0
72	32	40	Refund of Contributions**	1	4	35
260	114	146		16	52	78
			Gross Dollar Value of Refunds**	\$58,431.04	\$132,967.39	\$360,467.60

\* Corrective Action Project





### DCRB Member Services Center Statistics September 2017

Call Center Statistics	
Total Calls	2,628
Inbound Calls	1,674
Outbound Calls (Voicemails & Follow-up calls)	954
Average Talk Time	4:43 minutes
Average Caller Wait Time	1:03 minutes
Total Walk-In/Appointments	85
FileNet Batches Scanned	1,010
Documents Pages Scanned	4,752
Correspondence (Written & Processed Documents)	1,292
Email & Fax	586
Processed Documents (EFTs, address & name changes, tax forms, 1099s, & 2809s , etc.)	706
Total	5,015

A 3D pie chart illustrating the distribution of call center statistics. The chart is divided into four segments: a large blue segment for 'Total Calls' (2,628), a red segment for 'FileNet Batches Scanned' (1,010), a small green segment for 'Total Walk-In/Appointments' (85), and a purple segment for 'Correspondence (Written & Processed Documents)' (1,292). A legend below the chart identifies each segment with its corresponding color and label.

Category	Value
Total Calls	2,628
FileNet Batches Scanned	1,010
Total Walk-In/Appointments	85
Correspondence (Written & Processed Documents)	1,292

Top 3 Contact Trends for the Month	
Death Procees	1. Inquiries pertaining to one-time payments of the monthly annuity 2. Survivor benefits eligibility required documents 3. Death notification ( <i>report of a death</i> )
Health Insurance	1. Reduced Tier structure ( <i>Self +1 to Self Only</i> ) 2. Medicare Questions regarding coordination of their Medicare with Fed & District health insurance. 3. Open Season questions ( <i>upcoming rates &amp; any mailings</i> )
Refund/Rollover	1. Refund/Rollover options 2. Tax questions regarding pre & post - tax contributions 3. Evidence of withdrawn contributions

Member Services September Statistical Comparison by Year			
	2016	2017	Comments
Walk-In Visitors/Appointments	124	85	
Total Calls ( <i>includes voice mails</i> )	2,695	2,628	
Emails & Faxes	202	586	66% increase of emails and faxes
Total	3,021	3,299	8% Total overall increase from last year







## MEMBER SERVICES CUSTOMER SATISFACTION SURVEY September 2017

### Background

The reported survey outcomes are the results of the September 2017 Member Services Customer Satisfaction Survey. The data collected are from active and retired members of the District of Columbia Police Officers and Firefighters' and Teachers' Retirement Plans, their survivors and beneficiaries. The purpose of the survey is to gather and measure the customer experience, gaging their satisfaction in an effort to improve our service to them, as necessary.

### Survey Objective

The resulting feedback will be used to:

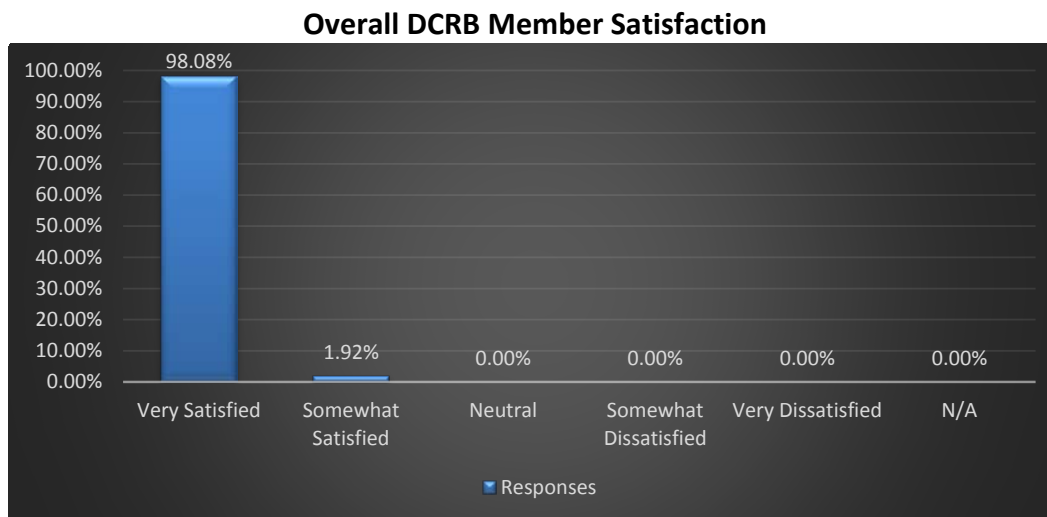
- Increase member satisfaction and confidence
- Deliver actionable data to decision-makers
- Reduce caller and in-person wait times for service
- Set reasonable service expectations

### Methodology

- This month, survey participants were Plan members who made onsite visits to the DCRB member Service Center and members who contacted the center by email to the [dcrb.benefits@dc.gov](mailto:dcrb.benefits@dc.gov) address. Some members arrived after having scheduled an appointment; others came in for assistance with updating their member information. The survey participants were randomly selected.

### Participants

- 311 survey requests were provided to members and annuitants
- 60 responses were received.





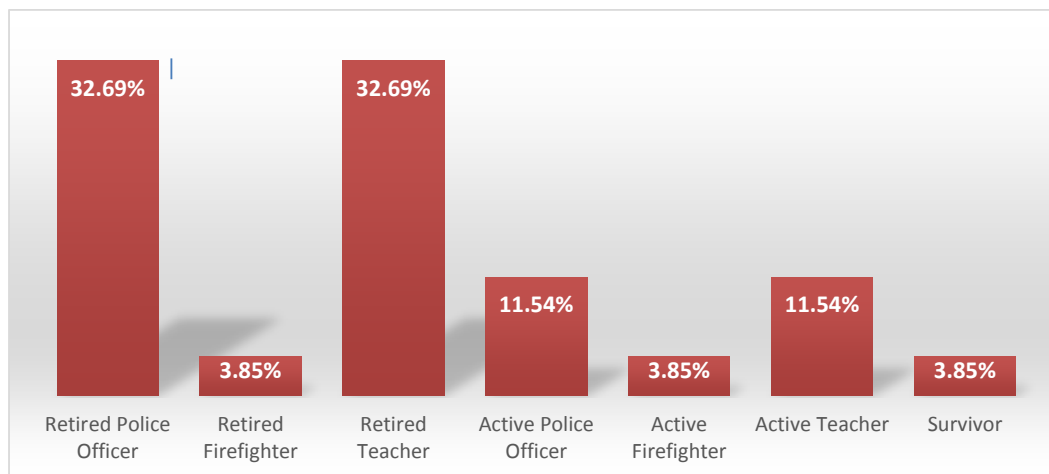


## MEMBER SERVICES CUSTOMER SATISFACTION SURVEY September 2017

Overall, how satisfied are you with the member service provided by DCRB?

Answer Choices	Responses	
Very Satisfied	98.08%	51
Somewhat Satisfied	1.92%	1
Neutral	0.00%	0
Somewhat Dissatisfied	0.00%	0
Very Dissatisfied	0.00%	0
N/A	0.00%	0
<b>Answered</b>		<b>52</b>
<b>Skipped</b>		<b>8</b>

### Membership/Survivor Type



### Knowledge and Skills

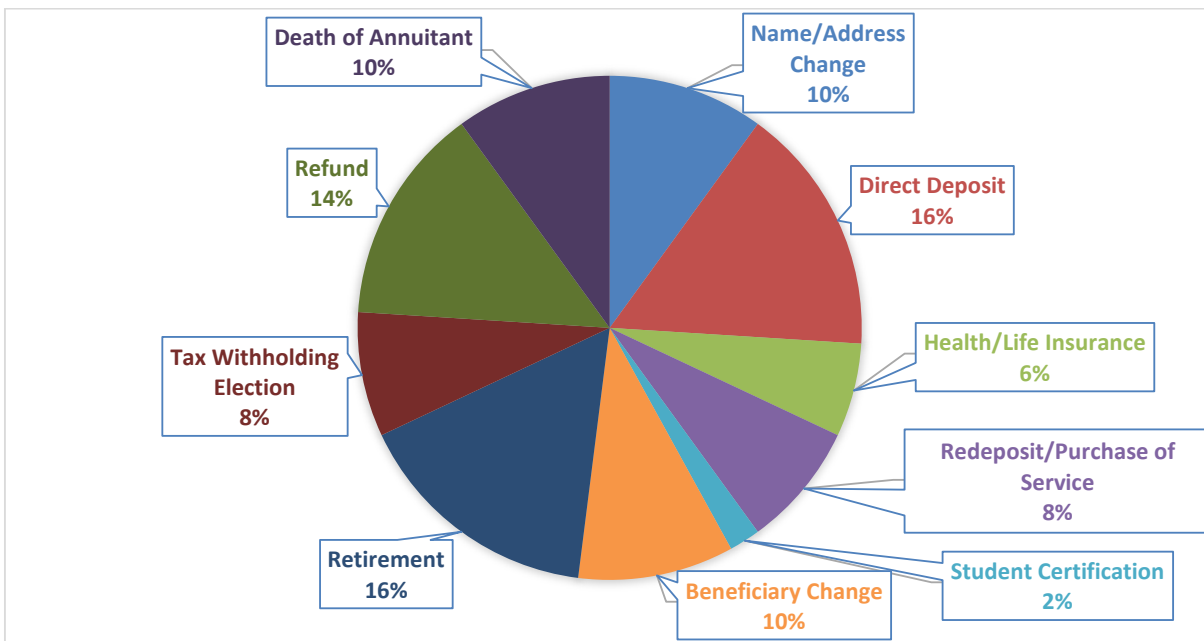
	Strongly Agree	Agree	Disagree	N/A	Total
Had the right information.	94.23%	5.77%	0.00%	0.00%	52
Understood your questions.	94.23%	5.77%	0.00%	0.00%	52
Provided clear answers.	94.23%	5.77%	0.00%	0.00%	52
Answered your questions.	94.23%	5.77%	0.00%	0.00%	52
Appeared well organized.	94.23%	3.85%	0.00%	1.92%	52
<b>Answered</b>					<b>52</b>
<b>Skipped</b>					<b>8</b>



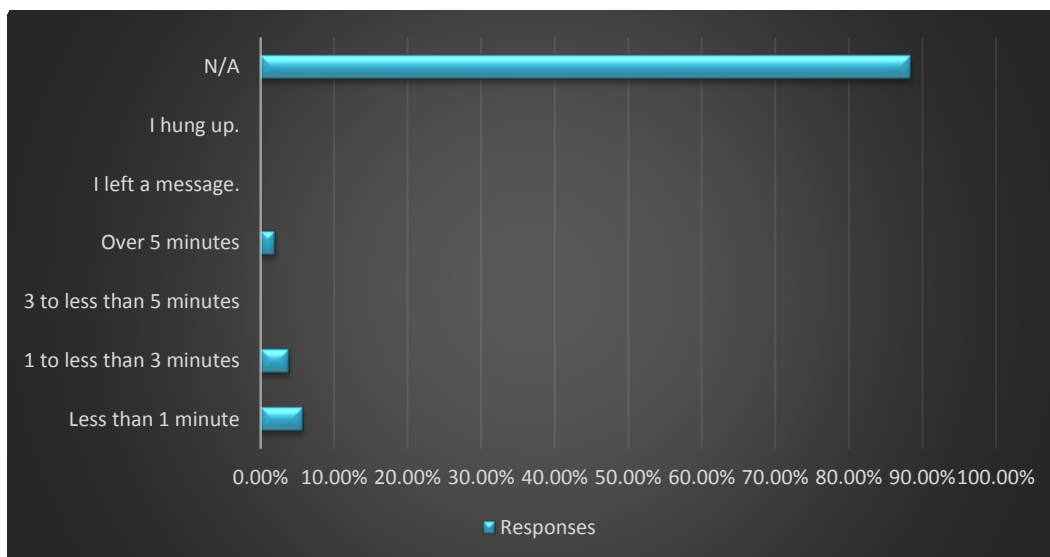


## MEMBER SERVICES CUSTOMER SATISFACTION SURVEY September 2017

### Reason for Contact



### Contact Wait Time







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TO: BOARD OF TRUSTEES  
FROM: LYLE BLANCHARD, CHAIRMAN  
DATE: OCTOBER 19, 2017

SUBJECT: LEGISLATIVE COMMITTEE REPORT

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The following report reflects activities of interest since the September Board Meeting:

**COUNCIL OF THE DISTRICT OF COLUMBIA**

**B22-0468, “Teachers’, Police, and Firefighters Retirement Benefits Technical Amendment Act of 2017”**

The bill introduces technical amendments applicable only to members covered by the Police Officers, Fire Fighters, and Teachers Retirement Benefit Replacement Plan Act of 1998, to: (1) recognize domestic partnerships; (2) clarify that 401(a) plan assets may be transferred by a member into the District of Columbia Police Officers and Fire Fighters' Retirement Fund to be used towards the purchase of prior service with the District of Columbia Fire and Emergency Medical Services Department; and (3) clarify that the Internal Revenue Code § 401(a)(17) compensation limit applies to members first covered under the Police Officers, Firefighters, and Teachers’ Plans on or after October 1, 2002.

Status: The bill, B22-0468, was introduced on September 25, 2017, and was referred to the Committee of the Whole with comments from the Committee on Judiciary and Public Safety.

**R22-0251, “Collective Bargaining Agreement between the Washington Teachers' Union, Local #6 of the American Federal of Teachers and the District of Columbia Public Schools Emergency Approval Resolution of 2017”**

The proposed emergency resolution seeks approval of the negotiated Collective Bargaining Agreement between WTU and DCPS (the “CBA”) governing the working conditions, benefits and compensation for DCPS teachers. The CBA provides for a 4% salary increase for FY 2017, which will be paid retroactively to all DCPS employees who are members of the WTU bargaining unit, all WTU bargaining unit members who retired during FY 2017, and to the estates of all WTU bargaining unit members who died during FY 2017. The CBA further provides for a 3% wage increase effective October 1, 2017; and a 2% wage increase effective October 1, 2018.

Status: The proposed emergency resolution was introduced on September 18, 2017, by Councilmember Mendelson at the request of the Mayor and was retained by the Council with comments from the Committee on Labor and Workforce Development. The resolution was approved on October 3, 2017.

**B22-0425, “Washington Teachers' Union and Additional Labor Agreements Funding Amendment Act of 2017”**

The bill provides funding for costs associated with the recently ratified collective bargaining agreement between Washington Teachers' Union and District of Columbia Public Schools, as well as to provide funding needed to settle other labor agreements between the District government and other unions, including the Fraternal Order of Police D.C. Police Union, and the District of Columbia Firefighters Association.

Status: The bill, B22-0425, was introduced on September 18, 2017, and was referred to the Committee of the Whole with comments from the Committee on Education.

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## **DISTRICT OF COLUMBIA RETIREMENT BOARD**

### **BACKGROUND:**

IN ORDER TO IDENTIFY AND ASSESS OPERATIONAL RISKS IN INVESTMENT FIRMS BEFORE DCRB MAKES AN INVESTMENT COMMITMENT, AND TO PROVIDE ONGOING MONITORING OF FIRMS WITH WHICH DCRB INVESTS, THE EXECUTIVE DIRECTOR/CHIEF INVESTMENT OFFICER RECOMMENDS THAT THE BOARD ENGAGE A CONSULTING FIRM FOCUSED ON OPERATIONAL DUE DILIGENCE. CONSISTENT WITH DCRB'S PROCUREMENT REGULATIONS, AN RFP MUST BE ISSUED TO BEGIN THE COMPETITIVE PROCESS TO ENGAGE A CONSULTING FIRM.

### **MOTION:**

TO AUTHORIZE THE EXECUTIVE DIRECTOR TO RELEASE AN RFP FOR OPERATIONAL DUE DILIGENCE RELATED SERVICES.

**PRESENTED TO THE AUDIT COMMITTEE ON OCTOBER 19, 2017**



**NO WRITTEN REPORT PROVIDED**



## Board Meeting - Additional Materials

DC Retirement Board					Conference
Listing as of October 18, 2017					
Sponsor	Name of Conference	Date	Location	Cost	Description
International Foundation of Employee Benefit Plans	IFEBP's Certificate of Achievement in Public Plan Policy (Part II)	October 21-22, 2017	Las Vegas, NV	Registration \$1,395	The course provides an understanding of the fundamental areas of public sector benefit plans by earning a Certificate of Achievement in Public Plan Policy (CAPPP). CAPPP addresses core concepts and current trends in legal, legislative, plan design and fiduciary aspects of public sector benefit plans.
International Foundation of Employee Benefit Plans	IFEBP's 63rd Annual Employee Benefits Conference	October 22-25, 2017	Las Vegas, NV	Registration \$1,825	Trustees, Administrators, and Fiduciaries supporting employee benefit plans will find relevant, objective information on the issues and topics impacting their role today. The annual conference will uncover effective solutions and useful tools you can use to prepare your plans for what may lie ahead.
National Conference on Public Employee Retirement Systems	NCPERS Legislative Conference	January 28-30, 2018	Washington, DC	Registration:\$400	NCPERS Legislative Conference for public fund trustees and plan administrators, highlights the issues on Capitol Hill and in federal regulatory agencies that affect pension funds today.
International Foundation of Employee Benefit Plans	Washington Legislative Update	May 21-22, 2018	Washington, DC	Registration thru 04/09/2018 \$1,225 and after \$1,525	Access a direct pipeline to what's happening on the Hill and in key agencies. Prepare for the future and learn how your plans may be impacted by the new administration as well as recently enacted and proposed legislation and regulations. Network with peers facing similar challenges. Take away creative ideas and solutions that work. The content of this program is designed for trustees, administrators and plan professionals in the following areas: <ul style="list-style-type: none"> <li>•Those whose roles require a keen knowledge of legislative and governmental activity</li> <li>•Employee benefit representatives who are responsible for strategic change</li> <li>•Others serving multiemployer, single employer and public sector benefit plans.</li> </ul>
National Association of State Retirement Administrators	2018 Annual Conference	August 4-8, 2018	San Diego, CA	Registration thru 06/03/2018 \$1100 and after \$1200	The conference features leaders in the fields of retirement plan investment and administration covering a variety of subjects including investment management, world events applicable to the pension industry, the economy, human resources, trends, and more.





**DISTRICT OF COLUMBIA RETIREMENT BOARD**  
**Training & Travel Report**  
**As of**  
**October 18, 2017**

Name	Description	Sponsor/Vendor		Dates	
			Location	From	To
Trustees					
Mary Collins	Conference	National Council on Teacher Retirement 95th Annual Conference (NCTR)	Tucson, AZ	10/06/17	10/11/17
Edward Smith	Conference	National Conference on Public Employee Retirement Systems 2017 Public Safety Employees Pension & Benefits Conference (NCPERS)	San Antonio, TX	10/01/17	10/04/17
Staff					
Johnetta Bond	Conference	National Pension Education Association Conference (NPEA)	Nashville, TN	10/13/17	10/18/17
Sheila Morgan-Johnson	Conference	National Association of Investment Companies 2017 Private Equity and Hedge Fund Conference (NAIC)	Washington, DC	10/12/17	10/12/17
	Conference	National Society of Compliance Professionals (NSCP)	Washington, DC	10/16/17	10/18/17
Erie Sampson	Conference	NAIC	Washington, DC	10/12/17	10/12/17
	Conference	NSCP	Washington, DC	10/16/17	10/18/17