



SDCERScoop

SAN DIEGO CITY EMPLOYEES' RETIREMENT SYSTEM SUMMER 2009

SDCERS assists record number of new retirees

SDCERS is committed to providing the highest-quality service to all of our members, whether they are working, retired or a designated beneficiary. As evidence of this, staff completed one of its most successful customer service and outreach projects ever, in response to the recent exodus of members who chose to retire prior to June 30, 2009.

This surge in retirement activity was prompted in part by the change in the DROP interest rate made by the SDCERS Board, as well as changes

the City made to retiree health care benefits.

From January 1 to June 30, 2009, a total of 618 SDCERS members retired, more than triple the usual number. In comparison, 185 members retired during the same time period in 2008. In June alone, SDCERS staff met with and processed 466 of these members. Nearly 500 personal appointments were conducted and more than 2,000 phone calls were responded to during this very busy month.

“Member Services Director Cynthia Queen and her SDCERS colleagues worked around the clock to complete a record-setting number of counseling sessions,” said SDCERS’ Administrator/CEO David Wescoe. “It was a tremendous effort.”

To help members understand their options, detailed information packages were mailed to all DROP members; three outreach meetings were held to educate DROP members; and eight small group retirement sessions were held to

2nd Annual SDCERS Membership Meeting

SDCERS will hold its second Annual Membership Meeting on Tuesday, September 22, 2009. All members are invited to this informational event, held from 11 a.m. to noon in the Ballroom of the Balboa Park Club. David Wescoe, SDCERS’ CEO/Administrator, will present an update on the retirement system, with introductory remarks from Mark Sullivan, President of SDCERS’ Board of Administration. For details and directions, visit our web site at www.sdcers.org.

accommodate the volume. All of the outreach materials were provided on the SDCERS web site to assist members in making their decisions.

In addition to those members who chose to retire, SDCERS assisted and processed 182 applications for members who made the decision to enter DROP prior to July 1. Staff met their commitment to process all requests made by June 30, and pension payments are being made on schedule despite concerns that the volume would cause processing delays.

INSIDEScoop

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SDCERS Board: new faces, familiar faces

The SDCERS Board recently welcomed four new Board members, as well as two current Board members returning for a second term, further strengthening the composition of the SDCERS Board of Administration.

Fire Safety members elected Alan Arrollado, a 21-year veteran of the City's Fire Department, to fill the Fire Safety seat on the Board. General Members reelected two trustees to another term. Both Franklin Lamberth, a City of San Diego Sanitation Driver first elected to the Board in March 2006, and Steven Meyer, a Senior Chemist employed with the City for 23 years, were reelected. All three newly elected trustees will serve a four-year term through March 31, 2013.

In addition, three new trustees were appointed by Mayor Jerry Sanders and approved by the San Diego City Council: Edward W. Kitrosser, a CPA with experience in accounting, auditing tax and consulting services; and Herb W. Morgan, an investment manager with more than 22 years of experience will each serve a four-year term ending March 31, 2013. Richard T. Tartre, a retired Senior Vice President for Met Life, will serve the remainder of a term through 2011.

For more information on the SDCERS Board, as well as the responsibilities of the committees, visit [www.sdcers.org/About SDCERS/Board of Administration](http://www.sdcers.org/About%20SDCERS/Board%20of%20Administration).

Executive Committee

Mark Sullivan, Chair; Raymond Ellis; David Hall; Steven Meyer

Audit Committee

Michael Collins, Chair; Marilyn Brown; Armon Kamesar; Edward Kitrosser; Mark Sullivan

Business and Governance Committee

Raymond Ellis, Chair; Susan Gonick; Wayne Kennedy; Franklin Lamberth; Steven Meyer; Mark Sullivan

Disability Committee

David Hall, Chair; Alan Arrollado; Edward Kitrosser; Mark Sullivan; Richard Tartre

Investment Committee

Steven Meyer, Chair; Gregory Bych; Herb Morgan; Mark Oemcke; Mark Sullivan; Richard Tartre

BOARD OF administration

President

Mark C. Sullivan

Police Safety Representative

Vice President

Raymond G. Ellis

Appointee

Board Members

Alan J. Arrollado

Fire Safety Representative

David A. Hall

Retired Member Representative

Franklin R. Lamberth

General Member Representative

Mark E. Oemcke

Appointee

Gregory J. Bych

Mayoral Representative

V. Wayne Kennedy

Appointee

Steven W. Meyer

General Member Representative

Richard R. Tartre

Appointee

Susan S. Gonick

Appointee

Edward W. Kitrosser

Appointee

Herb W. Morgan

Appointee

Board Meetings

Board meetings are open to the public and held on the third Friday of every month, at 8:30 a.m., 401 West A Street, 3rd Floor, San Diego, CA, 92101. Call 619.525.3600 for more information or visit www.sdcers.org to view meeting agendas and minutes.

This facility is wheelchair accessible.



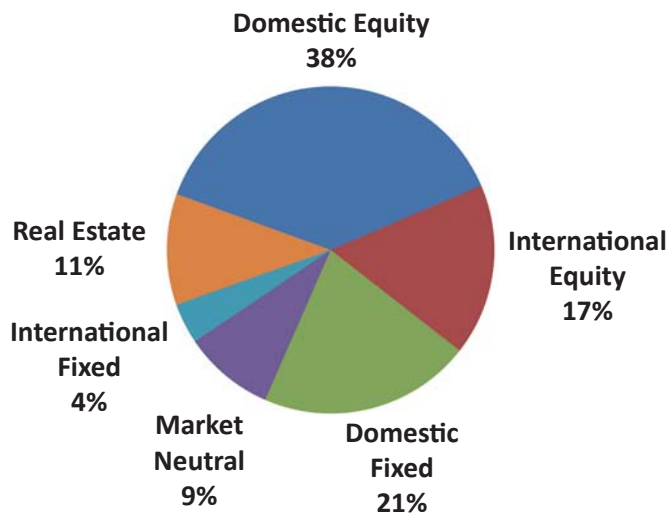
The Investment Division, with the assistance of Callan Associates, SDCERS' investment consultants, recently completed a comprehensive review of the investment portfolio. This process began in March 2009, with Callan presenting their capital markets expectations.

Callan's report presented a long-term outlook (5 to 10 years) for each asset class's expected returns, volatility (as measured by standard deviation) and the correlation of each asset class to the other asset classes being considered for the portfolio.

The next step in the review process was to undertake an asset allocation review that involved an analysis of the current target allocation

to determine if any changes were warranted. The results of the analysis were to trim the allocation to the Market Neutral strategy from 9% to 5% and to reallocate 4% back into domestic fixed income.

Target Asset Allocation



The final step in the process involved a manager structure review, to review and understand the characteristics and potential

risks in the structure of the portfolio, to evaluate the effectiveness of the current set of manager structures, and to identify potential improvements or reasonable alternatives to the current structure. A number of issues were identified during this process and will be followed up with recommendations to the Board in the coming months.

Private equity investment policies and annual investment plans were presented by staff along with our private equity consultants, Credit Suisse and Stepstone. The presentations generated many questions and discussion and were approved by the Board in June. We are in the process of wrapping up final contract negotiations with our two consultants and should be ready to move forward with the program shortly.

Mark Hovey awarded CFO of the Year



SDCERS' Chief Financial Officer Mark Hovey was recently honored as Government

Agency CFO of the Year by the *San Diego Business Journal*.

The CFO of the Year award program recognizes financial professionals in San Diego for outstanding

performance in their roles as public and private financial stewards.

"Mark is an outstanding CFO and business leader. This recognition by the *San Diego Business Journal* is well-deserved given Mark's achievements and contributions to the public," said SDCERS' CEO David Wescoe. "He has worked tirelessly to get SDCERS' financial reporting up to date and to increase productivity and accountability throughout the division."

Since joining SDCERS in 2007, Hovey has built a strong team that supports SDCERS' finance and benefit administration operations. Hovey has completed four Comprehensive Annual Financial Reports (CAFRs)—each earning a clean audit opinion—in an 18-month period; streamlined internal accounting processes; developed and implemented a new accounting system; and increased oversight of expenditures and employee accountability.

Recent Rulings on DROP

Two recent court rulings on cases involving DROP have been the subject of conflicting statements in the press. This article is intended to clear up the confusion created by these conflicting statements.

In *San Diego Police Officers' Association v. San Diego City Employees Retirement System, City of San Diego, et. al.*, the U.S. 9th Circuit Court of Appeals found that police officers have no vested right to a certain salary while participating in DROP. The court noted a long history of California cases establishing that public employees have no vested rights to a particular level of compensation and that public employee salaries may be modified or reduced during

employment. The court also rejected the POA's argument that the City's "pickup" of the member's retirement contribution is a vested pension benefit for the same reason.

Finally, the court held that retiree health benefits are not a vested contractual benefit but, rather, a longevity-based employment benefit that is continued only if and when it is renegotiated as part of a new contract. In this case, the court did not rule on whether or not DROP itself is a vested pension benefit.

In *City of San Diego vs. San Diego Police Officers Association Incorporated*, a California Superior Court judge issued a Temporary Restraining Order

("TRO") on June 8, 2009. In that TRO, the court prevented the City from requiring any sworn officer of the San Diego Police Department to make an election of any sort relating or referring to DROP pending a hearing on a preliminary injunction on June 25, 2009. The Judge extended the TRO for 30 days to July 27, 2009, stating that any San Diego Police officer who retires from DROP within the 30-day extension would be deemed to have retired prior to July 1, 2009, making them eligible for the interest rate in effect prior to July 1.

In conclusion, in neither of the above cases has there been a judicial determination that DROP is not a vested pension benefit.

 THE news

Retiree COLA applied for fiscal year 2009

A Cost of Living Adjustment (COLA) increase was applied, beginning July 1, 2009 to the retirement benefits of eligible SDCERS retirees.

Three separate COLAs were approved by the SDCERS Board of Administration, and differ depending on when the eligible member retired:

- A COLA increase of 2.0% was applied to the retirement benefits of eligible SDCERS retirees who retired prior to July 1, 2008.
- Eligible retirees who retired between July 1, 2008 and June 30, 2009 received a COLA of 0.1%.

- Eligible 1981 pension plan retirees received a 1.6% COLA.

Members wanting further background on the three approved COLA rates are encouraged to visit the "News and Events" section of our web site at www.sdcers.org. "News and Events," and refer to the COLA item dated July 1, 2009.

When a member of SDCERS dies

Steps for your survivors to take

When an SDCERS member dies, the significant issues facing their survivors are: 1) locating the deceased person's property and assets, and 2) ensuring that all survivor/beneficiary benefits are identified and received in a timely manner. Following is valuable information to help plan for this difficult time.

For Members

There are a number of steps you can take to have information in place for your loved ones in the event of your death. Review the information below with your spouse, domestic partner or other loved ones.

Step 1

Compile all pertinent asset information in a single location. This includes retirement accounts, savings records, investment records, real estate records, safety deposit box information and inventory, vehicle records, credit card records, birth and marriage certificates, inventory of personal property and contact information for any professional advisors.

Step 2

Update your beneficiaries as

needed. If a situation in your life changes (divorce or death of a loved one) that requires you to name a new beneficiary, be sure to update that information. You may change and submit your beneficiary through the web portal at www.sdcers.org, print the *Beneficiary Change Form* from the web site and mail it to us, or request a form be mailed to you.

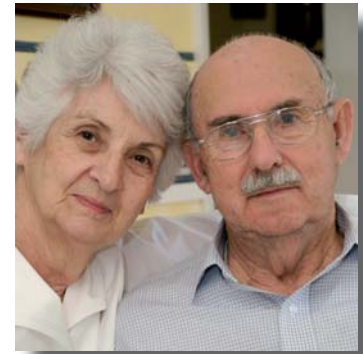
For Survivors

Survivors are encouraged upon the Member's death to avoid any unnecessary delays in contacting SDCERS and other institutions. We understand that this will be an emotional time for you and we are here to help.

Upon the death of the Member, please take the following steps:

Step 1

Notify SDCERS of the Member's passing by calling 619.525.3600 or 800.774.4977. Please provide the Member's Social Security number, date and place of death, and health insurance information if you have it.



Step 2

Follow through with all other directions given by the SDCERS representative. For example, you will be asked for additional documentation such as a death certificate, submission of certain forms and health insurance-related information.

If you are not the Member's surviving spouse, registered domestic partner or beneficiary, SDCERS will take the information from you and contact the appropriate individuals regarding any benefits applicable to them. For more information or to speak to a representative about the passing of a SDCERS member or beneficiary, please call 619.525.3600 or 800.774.4977. Also, survivors of Retired Members may refer to more detailed information in the *Retiree Death Benefits* booklet, available at www.sdcers.org/Forms & Publications.

Hand in Hand widow/widower support group

Sponsored by the Retired Fire and Police Association (RFPA), Hand in Hand is a family support group for recent widows and widowers of Safety officers. Hand in Hand provides moral support, as well assistance with the settlement of estates, funeral arrangements, Social Security issues, Veterans Affairs and issues affecting City of San Diego retirees. For more information contact RFPA at 619.997.1056.

"Hand in Hand is a service whose mission is the provision of bereavement support, critical resources, guidance, relief of suffering, and the promotion of a better quality of life for firefighter and law enforcement widows and widowers."

-- Hand in Hand mission statement

Retiree representation and the Board

by David Hall, SDCERS Trustee & Retiree Representative



While the Board unanimously approved this year's COLA, we have not yet determined if the 13th check and Corbett payment will be issued. The Board will not take action until SDCERS' staff brings forth a recommendation based on their annual in-depth review of financial statements, which is expected to take place at the November meeting.

Disability

Nancy Acevedo, Bill Farrar and their associates provided feedback and recommendations concerning staff's update of annual affidavits for disability retirees. A member receiving disability benefits, who has not yet reached retirement age, must complete an annual affidavit attesting to their disability. This process is mandated by the Municipal Code to protect the Plan

from fraud and abuse. Staff continues to listen to suggestions on how to improve the process.

Investments

Management of the portfolio is an ongoing activity that requires a great deal of expertise and awareness, and close attention on the part of all of us—including retirees. Rebalancing of assets

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Retiree Associations EVENTS Calendar & Contact Information

City of San Diego Retired Employees' Association

Web site: www.csdrea.com • Phone: 858.272.0494 • E-mail: president@csdrea.com

Monthly General Meetings are held at the War Memorial Building in Balboa Park. Board Meetings open to all

September 8	9:30 am	Board Meeting; 11:00 am , General Meeting. Speaker: TBD
October 13	9:30 am	Board Meeting; 11:00 am , General Meeting Speaker: Tom Blair, Editor, San Diego Magazine
November 10	9:30 am	Board Meeting; 11:00 am , General Meeting Speaker: Peter Prevolos & other previous members SDCERS Board members
December 10	11:00 am	Holiday Luncheon, Tom Ham's Light House, 2150 Harbor Island Drive, San Diego

Retired Fire and Police Association of San Diego

www.retiredfp.com • 619.997.1056 • rpfsecretary@yahoo.com

Monthly Board Meetings are held at the Firefighters Credit Union, 4926 La Cuenta Drive, San Diego

August 26	8:30 am	August Mountain Breakfast, Cully's, 13250 Poway Rd., Poway
September 3	9:00 am	Board Meeting
September 11	2:30 pm	9/11 Memorial Service, USS Midway in downtown San Diego
October 1	9:00 am	Board Meeting
October 14	11:00 am	Luncheon for members, spouses, widows and guests
November 5	9:00 am	Board Meeting

Benefit payments issued through new bank

No action necessary for members

Effective June 15, 2009, Wells Fargo Bank began processing monthly retirement benefit payments for SDCERS retirees and beneficiaries.

As a result, you may notice your benefit payment being issued through Wells Fargo instead of through Bank of America, as it was in the past.

No action necessary

Please note that you are not required to take any action as a result of this change, and your direct deposit will continue to be credited to your account on the last business day of the month. Also, please contact SDCERS at 619.525.3600 or toll free at 800.774.4977 to assist you with any direct deposit changes.

You may update your Direct Deposit information on line through the Member Portal (above), or by downloading the Direct Deposit form, completing it and returning it to SDCERS.

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takes place on a regular basis. For example, it was recommended that SDCERS allocate a small portion of its portfolio to Private Equities. After many months of research, advice from consultants, and a great deal of discussion with the Board, 5% of the portfolio was allocated to this new asset class to enhance the diversity of the portfolio.

Getting Involved

Representatives from the Retired Employees Association (REA) and Retired Fire and Police Association (RFP) meet with SDCERS staff periodically to present and discuss retiree issues. Going to your monthly or quarterly association meetings provides the opportunity for your representative retiree group to hear your issues and concerns. I attend most of the monthly meetings hosted by REA and RFP, the quarterly meetings

that those groups have with SDCERS, and various other related meetings.

Although your interests are well represented by Nancy Acevedo and Bill Farrar, your involvement at association and Board meetings is encouraged. The more informed and knowledgeable you are to provide accurate information to your friends and neighbors concerning your pension benefits.

Information on the Web

There are various websites that provide a host of timely information. Be sure to browse SDCERS' website for a great deal of current information, including videos of prior Board meetings. It is also recommended you become familiar with the Retired Employee Association website, at

www.csdrea.com and the Retired Fire and Police website, at www.retiredfp.com. Both websites are great sources of information. One topic that you may want to keep abreast of is that of the Board's use of corridors as a smoothing technique, used to deal with market fluctuations. At the July meeting, the Board heard from its fiduciary counsel and actuary on this issue. You may replay this and other Board meetings by viewing Channel 24 at 6:00 p.m. on the Friday that the monthly meeting is held (check local listings for additional broadcast times). You may also view the meetings via the SDCERS web site. We will likely hear more on this subject at the September meeting. If you have questions, it is recommended that you seek out knowledgeable resources such as SDCERS or your appropriate retirement representative.

RECENTretirements

Note: Due to the large number of retirements prior to June 30, 2009, as well as our newsletter's new format, size and schedule, we are providing "In Memoriam" (retiree deaths) and "Recent Retirements" in this electronic version of *SDCERS Scoop*; the printed version of this newsletter mailed to your home did not contain this information.

Robert G. Abel
Sabin M. Abrams
Laurie D. Agnew
Jesus Aguilar
Coral M. Allwein
Alberto G. Almandrez
Ernesto Almazan
Leo Alvarez
Raul C. Alvarez
M. Christine Anderson
Mark S. Annis
Maria O. Aquino
Joe P. Araujo
Jax W. Arnold
Manuel Arredondo
Francisco Asuncion
Shirley A. Atencio
John W. Austin
Thomas A. Badua
Mary L. Balko
Rodney S. Ballard
James K. Barnett
Daniel Barragan
Jesse Bates
James N. Bence
Michael O. Benoit
Leigh G. Bernstein
Diann Bianconi
Constance L. Biddle
James L. Black
Dennis J. Boisvert
Daniel W. Boldt
Anthony F. Bonacorsi
Edward P. Borboa
Donald J. Borinski
Lysanda G. Bostic
Michael J. Bourgault
Arthur O. Bowen
Stephen K. Bowlin
Prentice L. Boykin
Donald P. Brackrog
Russell W. Brand

Michael P. Bresnahan
William J. Briggs
Robie M. Bromley
William F. Brougham
Arthur W. Brown
Christopher M. Brush
David W. Burke
Deanna L. Burke
Diana R. Butler
Karen M. Butler
Gus D. Button
Roseanna M. Caldwell
Enrique M. Camberos
Arturo C. Campa
Jimmy A. Canale
Leonardo W. Cardenas
Peter C. Carl
Jose J. Castaneda
Ronald P. Caster
Ventura Castillo
Salvador A. Castro
Rosario T. Catapia
Michael C. Cates
Stephen R. Cazares
Carlos Chacon
Etta M. Chambers
Lorraine E. Chapin
Chun-Chao Chou
Benjamin F. Church
David L. Cloutier
Linda L. Collins
Luis M. Colon
Victor S. Colvin
Lerna P. Concepcion
Robert D. Connaughy
Heidi Connell
Lisa M. Cook
Annette M. Coppede
Rodney L. Corley
Dennis K. Cornelsen
Joseph L. Coronas
Brian D. Covert

Dennis C. Cowan
Paul T. Crawford
Clint J. Crockett
Robert P. Cruz
Celso G. Cueva
Ernesto M. Cuevas
Mary E. Cuevas
Ralph A. Cummings
Ronald D. Cummings
Laurie Curran
Christine Cyrankowski-
Foraker
Josephine I. Dains
Larry E. Dale
Mark T. Dallezotte
Makram G. Daoud
Robert W. Dare
Peter L. Dargusch
Darby L. Darrow
Carlos O. Davalos
Gay Davis
Leroy Davis
Robert T. Davis
Ralph W. Day
William Day
Alexander I. Deboda
Chris J. Decker
Carolyn M. Demaray
William M. Denhart
Lewis M. Dennis
Patrick R. Dering
Philip D. Detwiler
Hung T. Dinh
Wilma Q. Divinagracia
John Doig
Rene R. Dominguez
Robert W. Donaldson
Ruth Donovan
Marianne L. Dougherty
Stephen C. Douglas
Farley L. Doxey
Bernadette I. Dreyer

Patrick H. Drummy
David J. Duckrow
Kathleen S. Dufault
Bonnie G. Easton
Linda Edwards
Antoine N. El-Assis
George T. Elam
Marlys J. Ellingson
Daniel J. Ellison
Darryl L. Emerson
Ernesto Encinas
Darrell E. Esparza
Gloria A. Esparza
William B. Farmer
Stephen J. Farnsworth
James W. Farrar
Ples W. Felix
Jeffrey M. Fellows
Norman L. Ferguson
Thomas E. Fernandez
Robert J. Ferrier
Frank L. Fertig
David A. Field
James J. Fiero
Raymond E. Fischer
Michael J. Fisher
Nina E. Fishman
Oliver W. Flagg
Willie B. Flanagan
Michael W. Fleming
Charlotte E. Flenoid
Mary J. Flowers
Vicki Foley
Steven F. Fontana
Ernest R. Ford
Ida C. Ford
William T. Forsythe
Joanne L. Fouche
Reginald F. Frank

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Ronald C. Frasca
Larry E. Fregia
William L. Frew
Harry W. Frisch
Charlene M. Gabriel
Michael E. Gallivan
Teodora Gallo
Louis G. Gaona
Gary J. Garber
Arthur Garcia
Carlos A. Garcia
Ralph J. Garcia
Yolanda Garcia
Frank J. Garrido
Peter Z. Gascon
James P. Gavin
James G. Gelder
Frank A. Gerbac
David L. Gerber
Michael M. Giehl
Jeffrey C. Giordano
Mary E. Gismondi
Roger L. Glaman
Susan M. Gonzales
Christine E. Gori
Kikue Graeber
Margaret E. Graham
Samuel O. Gray
Donald M. Green
Larry N. Greene
John R. Greenhalgh
David B. Grossman
Javier Guerrero
Karl E. Gunzenhauser
Andrew S. Guyer
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Edwin L. Hall
Theresa M. Hall
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Jon H. Handley
Joe P. Harris
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Daniel Hatfield
Robert N. Hawk
Junius Hawkins
Alan J. Hayward
Kathleen F. Healey
Daniel A. Heck

Paul R. Heeter
Robert C. Hendrix
Randall T. Henrizi
Alice V. Hernandez
Joseph M. Herrington
Kenneth M. Hewitt
Jeffrey A. Hinck
Ken L. Hofer
Franklin R. Hoff
David A. Hoffman
Roger G. Howes
Phillip D. Hubbs
Ronald K. Huber
Donna M. Hughes
Kirk W. Humphries
Wayne E. Hurlbert
Necitas L. Inigo
Ray D. Innocenti
Sylvia C. Isely-Aguilera
Ahmad Izadi
David R. Jacks
Earl W. Jaeggi
Theresa K. Jarman
Joseph A. Jeffers
Janet M. Johansson
Anthony K. Johnson
Calvin M. Johnson
Gregory J. Johnson
Maritza Johnson
Scott W. Johnston
Ernest E. Jones
John L. Jones
Theodore M. Kasinak
George C. Kathan
Susan E. B. Keighley
David R. Kersch
Jason L. Kessel
Edward M. Ketchem
Mark L. Keyser
Gerard P. King
Janet L. King
Ron S. Komen
Ivan Kornblau
Michael D. Krattli
Michael L. Kroesch
Michelle R. Krug
Patricia T. Kuebitz
Nancy Kulinski
James A. Kurupas
Darrell D. Kyler

Werner R. Landry
Vern A. Larson
Scott M. Lawford
John B. Leamons
Martin J. Lederer
Alicia D. Legaspi
Robert L. Leibenguth
Wesley W. Leighton
Elizabeth J. Lekas
Paul R. Lennon
Jerome M. Lerud
Alvena S. Lewis
Juan P. Leyva
James D. Libby
Jaime Limon
Yolanda Limon
Anthony J. Linardi
Brent K. Lindberg
Priscilla A. Lindberg
Stephen J. Linges
Richard E. Lintz
James S. Lipke
Darrell K. Little
Earl G. Lokers
Gabriel A. Lopez
Jose I. Lopez
Robert C. Lopez
Nancy J. Lovell
Arcelio A. Lugo
Elizabeth A. Lunn
Tom Luong
Susan E. Luque
Charles D. Lyall
Gary A. Macklin
Robert B. Macy
William A. Maheu
John R. Makinster
Bryan W. Manning
Alonzo L. Manson
Charles F. Marks
Elsa I. Marquez
Carlos S. Martinez
Edward R. Martinez
Jesse C. Martinez
Luis M. Martinez
Mario N. Martinez
Gene R. Martorana
Philip A. Martz
Gayle L. May
Michael C. McCollough

Betsy McCullough
Shawn R. McDermott
Jon D. McDonald
Jimmy F. McFarlane
James R. McGhee
Kenneth W. McLaughlin
Sharon K. McNair
Etta M. McNeil
William K. Mcconnell
Steven M. Mchenry
Robert D. Medan
Francisco J. Melendrez
Lawrence H. Mendelson
Maria E. Mendoza
David R. Meyer
Glenn A. Meyer
John H. Meyer
Cheryl A. Meyers
Mark A. Michel
Lorenzo F. Miller
John W. Minto
Vishnu M. Moharir
Gloria Montano
Michael M. Moradi
Peter A. Morales
Victor J. Morel
Diane E. Morgan
Charles A. Mullen
Craig L. Myrom
Bess A. Nacino
Sarah E. Nadeau
Dona E. Nagy-Knauth
Sharon E. Nelms
Ronald C. Nelsen
William M. Nemic
Richard E. Nemetz
Yolanda B. Nerio
Tuan N. Nguyen
Michelle K. Nickols
Mario A. Nieto
Gilbert L. Ninness
Warren G. Nolan
George C. Noyes
David H. Nubia
Rene A. Nurse
John P. Odou
Gregory P. Olsen
Thomas A. Orden

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Lee A. Orsino
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Jeanne F. Ott
Jesse R. Pagliaro
Michael L. Parga
Patricia A. Parker
Amy J. Parr
Glenda M. Patrick
Antero S. Pe
Alfred R. Peabody
Joe Perez
Curtis E. Perkins
William J. Peterson
Lynn A. Phelps
Derrick L. Phillips
Helen M. Phillips
Jones R. Pierce
Jesse S. Pineda
William R. Pitts
Marvin Polk
Myles E. Pomeroy
Steve Pond
Jacqueline M. Poole
Wayne J. Pratt
Terry C. Price
Cathy L. Proscelle
Garrett A. Pryor
Rhonda L. Pryor
Duane D. Pudgil
Ronald Purcell
Sharon E. Quintana
Ronald W. Raddetz
Randolph S. Raines
Domenic C. Rea
J. Jesus Reyes
Belinda D. Rhodes
Thomas M. Rhodes
Julian M. Rico
Andres H. Rios
Juan Rivera
Maria D. Rivera
Steve R. Robinson
Anthony L. Robles
Donald E. Rock
Paul L. Rodriguez
Delia G. Roemer
Robert D. Rohde
A. David Roman

Edward L. Rosenbloom
Shirley L. Rowoldt
Ricky G. Roy
Douglas A. Ruff
Linda Rushing
John S. Russell
Alexander Samaniego
Charles R. Samples
Lorna J. Samuel
Luis A. Sandoval
Mary S. A. Sandoval
Olivya Sardinha
Marilyn A. Saunders
Cheryl J. Schlack
Lawrence G. Schweihls
Edmund T. Scott
Jacqueline R. Scott
Susan C. Scott
Charles J. Sefkow
Cheryl N. Segawa
Robert E. Seifert
Patricia J. Sexton
Jeffrey S. Sferra
Duane W. Shaw
Raymond A. Shay
Lawrence T. Sherry
Stacy L. Silverwood
Darwin R. Sinram
Gregory P. Sloan
Steve A. Sloan
Corinne T. Smith
Deborah T. Smith
Joseph Smith
Neil A. Smith
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