

*Government of Guam Retirement
Fund*

***MEMBERS' AND BENEFITS
COMMITTEE***

MARCH, 2009 - REPORT



George A. Santos
Members' & Benefits Committee, Chairman

Katherine T.E. Taitano
Members' & Benefits Committee, Vice-Chairperson

Antolina S. Leon Guerrero
Trustee

March 27, 2009

MEMORANDUM

TO: Chairman, Board of Trustees
Government of Guam Retirement Fund

FROM: Chairperson, Members' & Benefits Committee,
Government of Guam Retirement Fund

SUBJECT: March, 2009- Report

Please find attached the Members' and Benefits Committee's March, 2009 Report. This report accurately highlights the significant activities and action items reviewed and administered to during the March period.

Should you require further information concerning this report, feel free to contact me at your earliest convenience.


GEORGE A. SANTOS

Committee Summary
August '08 to July '09

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July
MEMBERS' & BENEFITS DIVISION STAFF	16	16*	16	16	16	16	16	16				
No. of Active Members												
Defined Benefits	3,797	3,797*	3,862	3,854	3,821	3,821	3,817	3,788				
Defined Contributions	5,906	5,906*	6,763	6,854	6,875	6,875	6,709	7,032				
No. of Retirees												
Defined Benefits	6,883	6,883*	6,902	6,906	6,911	6,904	6,891	6,896				
Defined Contributions	222	222*	231	230	232	232	236	237				
No. of Cases Pending	63	0	79	63	63	41	39	38	0	0	0	0
8119, 8120 a Age Retirement	1	1*	0	0	5	4	0	3				
and 8120.1 b Age Retirement (ERIP)	0	8*	0	0	0	0	2	0				
c Optional Retirement	2	2*	4	1	1	3	0	1				
d Service Retirement	2	2*	10	12	25	12	4	4				
e Service Retirement (ERIP)	0	0*	1	0	0	1	0	0				
f Medical Disability Applicants	6	6*	0	9	7	0	4	5				
g Medical Disability - Appeals	5	5*	0	2	3	0	1	0				
h Deferred Age (W/o Survivor Benefits)	0	0*	2	0	2	2	3	2				
8130 Par 3 i Deferred Age (W/ Survivor Benefits)	0	0	0	0	0	1	0	0				
8134 (a) j Survivor Annuity Benefits	15	15*	20	3	4	5	8	9				
8134(a).3 k Minor Children Survivor Benefits	0	0*	1	0	0	1	2	0				
8134(a).4C l Disabled Adult Survivor Benefits	0	0*	1	1	1	0	0	1				
m New Retirees	32	32*	40	35	15	12	15	13				
No. of Cases Acted On	59	0	79	52	53	41	34	33	0	0	0	0
8119, 8120 a Age Retirement	1	1*	0	0	5	4	0	3				
and 8120.1 b Age Retirement (ERIP)	0	0*	0	0	0	0	2	0				
c Optional Retirement	2	2*	4	1	1	3	0	1				
d Service Retirement	2	2*	10	12	25	12	4	4				
e Service Retirement (ERIP)	0	0*	1	0	0	1	0	0				
f Medical Disability Applicants	6	6*	0	0	0	0	0	0				
g Medical Disability - Appeals	1	1*	0	0	0	0	0	0				
8130 h Deferred Age (W/o Survivor Benefits)	0	0*	2	0	2	2	3	2				
8130 Par 3 i Deferred Age (W/ Survivor Benefits)	0	0	0	0	0	1	0	0				
8134 (a) j Survivor Annuity Benefits	15	15*	20	3	4	5	8	9				
8134(a).3 k Minor Children Survivor Benefits	0	0*	1	0	0	1	2	0				
8134(a).4C l Disabled Adult Survivor Benefits	0	0*	1	1	1	0	0	1				
New Retirees	32	32*	40	35	15	12	15	13				
No. of Committee Meetings Held	2	0*	1	1	1	1	1	1				
Communications Received	0	0*	0	0	0	0	0	0				
Communication Acted On	0	0*	0	0	0	0	0	0				

* No scheduled meeting held during the month of September, 2008



I. TOTAL MEMBERS SERVED:

A. No. of Active Members

1.	Defined Benefits	3,788
2.	Defined Contributions	<u>7,032</u>

10,820

B. No. of Retirees

1.	Defined Benefits	6,896
2.	Defined Contributions	<u>237</u>

7,133

17,953

II. TOTAL STAFFING:

A. Benefit Services Department

1.	Budget 2009	13
	Actual	

10

B. Members' Services Division

1.	Budget 2009	9
	Actual	

6

IV. REVIEW AND FINDINGS

Based on our review and findings during our meeting of March 11, 2009, the following applications are recommended for **APPROVAL** to the Board of Trustees:

MEMBERS AND BENEFITS RETIREMENT APPLICANTS

A. SECTION 8119, 8120, 8120.1

1. Optional Retirement Applicant (§8120. after 10/01/81)

a. Name: John C. Leon Guerrero
Date of Birth:
Department: Mental Health & Substance Abuse
Length of Service: 28 Years 04 Months 00 Days
Service Factor: 28.333
Average Annual Salary: \$30,449.04
Annual Annuity: \$13,831.20
Percentage Earned: 45.424092
Effective Date: October 01, 2008

1(b) Age Retirement Applicant (§8119. prior to 10/1/81)

a. Name: Dolores .Q. Aguon
Date of Birth:
Department: Guam Public School System
Length of Service: 21 Years 03 Months 15 Days
Service Factor: 21.291
Average Annual Salary: \$36,062.65
Annual Annuity: \$17,392.08
Percentage Earned: 48.227404
Effective Date: March 08, 2008

1(c) Age Retirement Applicant (§8120. after 10/1/81)

a. Name: Custodio L. Alvarez, Jr.
Date of Birth:
Department: Guam Power Authority
Length of Service: 26 Years 06 Months 15 Days
Service Factor: 26.541
Average Annual Salary: \$56,259.78
Annual Annuity: \$34,516.80
Percentage Earned: 61.352532
Effective Date: January 01, 2009

1(c) Age Retirement Applicant (§8120.1 after 08/22/84)

a. Name: Maria B. Meno
Date of Birth:
Department: Guam Public School System
Length of Service: 18 Years 11 Months 00 Days
Service Factor: 18.916
Average Annual Salary: \$44,735.83
Annual Annuity: \$18,918.72
Percentage Earned: 42.289860
Effective Date: December 26, 2008

2. Service Retirement Applicants (§8119. Prior to 10/01/81)

a. Name: Rebecca F. Ganzon
Date of Birth:
Department: Guam Memorial Hospital Authority
Length of Service: 28 Years 05 Months 15 Days
Service Factor: 28.458
Average Annual Salary: \$50,786.61
Annual Annuity: \$33,592.80
Percentage Earned: 66.144993
Effective Date: July 26, 2002

- b. Name: Michael P. Murphy
Date of Birth: -
Department: Guam Public School System
Length of Service: 28 Years 07 Months 15 Days
Service Factor: 28.625
Average Annual Salary: \$55,018.62
Annual Annuity: \$36,621.84
Percentage Earned: 66.562629
Effective Date: February 18, 2009
- c. Name: Lillian T. Sanchez
Date of Birth:
Department: Guam Public School System
Length of Service: 25 Years 06 Months 00 Days
Service Factor: 25.500
Average Annual Salary: \$27,207.40
Annual Annuity: \$15,984.24
Percentage Earned: 58.749604
Effective Date: September 13, 2008
- d. Name: George SN Treltas
Date of Birth:
Department: Guam Fire Department
Length of Service: 35 Years 11 Months 00 Days
Service Factor: 35.916
Average Annual Salary: \$65,838.69
Annual Annuity: \$55,824.72
Percentage Earned: 84.790143
Effective Date: May 31, 2008

B. SECTION 8130 RETIREMENT APPLICANTS without SURVIVOR'S BENEFITS

- a. Name: Ofelia P. Muniz
Date of Birth:
Department: Agency for Human Resource Development
Length of Service: 23 Years 01 Month 00 Days
Service Factor: 23.083
Average Annual Salary: \$47,716.09
Annual Annuity: \$25,149.84
Percentage Earned: 52.707252
Effective Date: October 27, 2007

- b. Name: Bernadette V.C. Taitague
Date of Birth:
Department: Department of Land Management
Length of Service: 17 Years 08 Months 00 Days
Service Factor: 17.666
Average Annual Salary: \$52,168.76
Annual Annuity: \$20,431.92
Percentage Earned: 39.165048
Effective Date: December 06, 2008

C. SECTION 8134 SURVIVOR'S ANNUITY APPLICANTS

1. (a) Surviving Spouse Annuity (a) (§8119. Prior to 10/10/81)

- a. Name: Nicanor B. Carino
Date of Death: February 18, 2009
Annuity due Decease: \$54,516.24
Surviving Spouse: Thelma S. Carino
Survivor's Annuity: \$27,258.24
Percentage Earned: 50%
Effective Date: February 18, 2009

- b. Name: Alfred B. Crisostomo
Date of Death: January 23, 2009
Annuity due Decease: \$15,216.24
Surviving Spouse: Florencia G. Crisostomo
Survivor's Annuity: \$ 7,608.24
Percentage Earned: 50%
Effective Date: January 23, 2009
- c. Name: Joseph P. Cruz
Date of Death: February 03, 2009
Annuity due Decease: \$24,444.96
Surviving Spouse: Concepcion C. Cruz
Survivor's Annuity: \$12,222.48
Percentage Earned: 50%
Effective Date: February 03, 2009
- d. Name: Alfred SN Flores
Date of Death: February 06, 2009
Annuity due Decease: \$12,848.88
Surviving Spouse: Ester D. Flores
Survivor's Annuity: \$ 6,424.56
Percentage Earned: 50%
Effective Date: February 06, 2009
- e. Name: Ricaredo H. Hautea
Date of Death: February 17, 2009
Annuity due Decease: \$20,104.32
Surviving Spouse: Consejo B. Hautea
Survivor's Annuity: \$10,052.16
Percentage Earned: 50%
Effective Date: February 17, 2009
- f. Name: Damaso M. Lagman
Date of Death: November 13, 2008
Annuity due Decease: \$ 8,630.88
Surviving Spouse: Felomena O. Lagman
Survivor's Annuity: \$ 4,315.44
Percentage Earned: 50%
Effective Date: November 13, 2008

- g. Name: Gregory A. Matanane
 Date of Death: January 03, 2009
 Annuity due Decease: \$32,837.76
 Surviving Spouse: Gloria C. Matanane
 Survivor's Annuity: \$16,418.88
 Percentage Earned: 50%
 Effective Date: January 03, 2009
- h. Name: Charles S. Taitano
 Date of Death: January 19, 2009
 Annuity due Decease: \$17,028.96
 Surviving Spouse: Dorothea A. Taitano
 Survivor's Annuity: \$ 8,514.48
 Percentage Earned: 50%
 Effective Date: January 19, 2009
- i. Name: Alvin J. Ulloa
 Date of Death: February 03, 2009
 Annuity due Decease: \$16,884.72
 Surviving Spouse: Lisa A. Ulloa
 Survivor's Annuity: \$ 8,442.48
 Percentage Earned: 50%
 Effective Date: February 03, 2009

2. (a).(3) Disabled Adult Survivor Benefits

1. Ian Carl S. Carino

D. SUPPLEMENTAL LISTING OF NEW RETIREES AND FINALIZED RETIREMENT ANNUITIES

1525 Name Felomena O. Lagman
 Surviving Spouse of Damaso M. Lagman
 Agency Governor's Office
 Effective Date November 13, 2008

1526 Name Lorraine Aguilar
 Date of Birth
 Agency Guam Public School System
 Effective Date November 14, 2008

1527	Name	Carolyn M. Kanter
	Date of Birth	
	Agency	Guam Public School System
	Effective Date	December 23, 2008
1528	Name	Nonito C. Blas
	Date of Birth	
	Department	Mayor's Council
	Effective Date	January 06, 2009
1529	Name	Richard Q. Calamba
	Date of Birth	
	Department	Mental Health & Substance Abuse
	Effective Date	January 17, 2009
1530	Name	Dorothea A. Taitano
	Surviving Spouse of	Charles S. Taitano
	Department	Department of Public Works
	Effective Date	January 19, 2009
1531	Name	Florencio G. Crisostomo
	Surviving Spouse of	Alfred B. Crisostomo
	Department	Department of Revenue & Taxation
	Effective Date	January 23, 2009
1532	Name	Concepcion C. Cruz
	Surviving Spouse of	Joseph P. Cruz
	Department	Guam Water Works Authority
	Effective Date	February 03, 2009
1533	Name	Lisa A. Ulloa
	Surviving Spouse of	Alvin J. Ulloa
	Department	Port Authority of Guam
	Effective Date	February 03, 2009
1534	Name	Ester D. Flores
	Surviving Spouse of	Alfred SN Flores
	Department	Guam Legislature
	Effective Date	February 06, 2009

1535	Name	Harold R. Wood
	Date of Birth	
	Agency	University of Guam
	Effective Date	February 07, 2009
1536	Name	Consejo B. Hautea
	Surviving Spouse of	Ricaredo H. Hautea
	Agency	Guam Water Works Authority
	Effective Date	February 17, 2009
1537	Name	Thelma S. Carino
	Surviving Spouse of	Nicanor B. Carino
	Agency	Department of Land Management
	Effective Date	February 18, 2009

V. ALTERNATIVE TO DISABILITY RETIREMENT PROCEDURES

As a result of the Board of Trustee's meeting of February 26 and February 27, 2009, the Members' and Benefits Committee members met to discuss the procedures currently in place for the application of disability retirement benefits.

To ensure that there is consistency and clarity, the Members' and Benefits Committee recommends revising the Recommendation for Disability Form (which is completed by the applicant's primary physician) and the medical evaluation form utilized by the independent physicians.

The Members' and Benefits Committee recommended creating a medical review team to consist of two independent licensed and practicing physicians to conduct the independent examinations and evaluations, and the Government of Guam Retirement Fund's medical consultant.

The Medical Review Team will review all disability applications and provide their recommendation to the GGRF Board.

The committee members have agreed to make amendments to the procedures as follows.

PROCEDURES FOR APPLICATION FOR DISABILITY RETIREMENT BENEFITS:

1. Applicant makes an inquiry. Personal information is obtained (Name and social security number).
2. Specialist retrieves file for review to determine eligibility requirements and statistical data.
3. Applicant is interviewed and advised of qualifications and procedures in the applications for Disability benefits.
4. The Recommendation for Disability form is provided to the applicant. This form is to be completed and submitted by the applicant's primary physician.
5. Upon receipt of the Recommendation for Disability form from the primary physician recommending that the applicant is disabled, an Application for Disability Retirement and a Department Head Statement is provided to the applicant.

The Application Form is then completed by the applicant - this form should be accompanied by personal documents (check stubs, birth certificates - the applicants, spouse and minor children - if applicable) as well as a marriage certificate.

Department Head Statement is to be completed by the immediate supervisor and signed by the Director of the employing agency with a request memo attached.

All medical records from physicians and specialists must be turned in.

6. Upon completion and submission, the applicant is then referred to two (2) licensed and practicing physicians selected by the Fund for independent medical examinations and evaluations. Under special circumstances, the board may refer the applicant to additional physicians.
7. Upon receipt of the two independent physician's medical examination and evaluations, along with all other pertinent medical records of the applicant, it is then submitted to the fund's medical consultant for review.
8. The medical consultant meets with the two independent doctors to discuss and review all the information provided. A recommendation is then decided upon.
9. The medical consultant's summary and recommendation is then presented at the Members' & Benefits Committee meeting. The committee will then review and ensure that all required documents are provided before a recommendation is made to forward the application to the Board of Trustees at their next regular meeting.
10. At the Board meeting, Members' & Benefits committee member - Ms. Antolina S. Leon Guerrero will introduce the applicant's application and provide a summary to the board members for their discussion, review and action.
11. The applicant is then advised of the board of trustee's decision regarding their disability application.