

# Table 1

## Development of Contribution Rate (State Police)

	June 30, 2020	June 30, 2019	
	(1)	New Assumptions* (2)	Valuation Result (3)
1. Base Pay from prior fiscal year supplied by ERSRI	\$ 26,418,793	\$ 24,216,376	\$ 24,216,376
2. Compensation projected to next fiscal year	27,211,356	26,687,842	26,687,842
3. Actuarial accrued liability	187,510,891	175,894,929	174,511,310
4. Actuarial value of assets	158,212,175	148,085,853	148,085,853
5. Unfunded actuarial accrued liability (UAAL) (3 - 4)	29,298,716	27,809,076	26,425,457
6. Remaining amortization period at valuation date	20	20	20
7. Contribution effective for fiscal year ending:	June 30, 2023	June 30, 2022	June 30, 2022
8. Total pay projected for two-year delay	28,868,528	28,313,131	28,313,131
9. Amortization of UAAL	2,189,521	1,835,547	1,720,677
10. Normal cost			
(a) Total normal cost rate	22.04%	22.13%	21.91%
(b) Employee contribution rate	8.75%	8.75%	8.75%
(c) Employer normal cost rate ( a - b )	13.29%	13.38%	13.16%
11. Employer contribution rate as percent of payroll			
(a) Employer normal cost rate	13.29%	13.38%	13.16%
(b) Amortization payments ( 9 / 8 )	7.58%	6.31%	6.08%
(c) Total ( a + b )	20.87%	19.69%	19.24%
12. Estimated employer contribution amount (8 * 11(c))	\$ 6,024,862	\$ 5,622,988	\$ 5,447,446

## Table 2

### Summary of Unfunded Liability

Purpose	Remaining Balance as of June 30, 2020	Fiscal Year 2021 Amortization Payment *	Fiscal Year 2022 Amortization Payment *	Fiscal Year 2023 Amortization Payment *	Years Remaining Beginning with Fiscal Year 2023
Original 2011 RIRSA Base	8,904,755	791,008	814,738	839,179	13
2014 Experience Base	(5,131,155)	(434,719)	(447,761)	(461,194)	14
2014 Mediation Settlement	(1,400,713)	(118,670)	(122,230)	(125,897)	14
2015 Experience Base	(1,766,156)	(143,254)	(147,552)	(151,979)	15
2016 Experience Base	12,236,300	953,375	981,976	1,011,435	16
2016 Assumption Change - FY21 Stagger **	3,025,161	227,086	233,899	240,916	17
2016 Assumption Change - FY22 Stagger **	3,025,161	-	252,201	259,767	17
2016 Assumption Change - FY23 Stagger **	3,025,161	-	-	280,927	17
2016 Assumption Change - FY24 Stagger **	3,025,161	-	-	-	17
2017 Experience Base	2,898,525	217,580	224,107	230,830	17
2018 Experience Base	1,277,276	92,621	95,400	98,262	18
2019 Experience Base	(2,114,970)	-	(164,101)	(169,024)	19
2019 Assumption Change - FY23 Stagger**	740,236	-	-	68,741	17
2019 Assumption Change - FY24 Stagger**	740,236	-	-	-	17
New Experience Base This Fiscal Year	813,738	-	-	67,558	20
Unfunded Actuarial Accrued Liability	\$ 29,298,716	\$ 1,585,027	\$ 1,720,677	\$ 2,189,521	

## Table 3

### Actuarial Present Value of Future Benefits

	June 30, 2020 (1)	June 30, 2019 (2)
1. Active members		
a. Service retirement benefits	\$ 139,714,654	\$ 134,845,580
b. Deferred termination benefits	0	0
c. Refunds	373,180	397,612
d. Pre-retirement death benefits	956,282	1,598,444
e. Disability retirement benefits	14,025,208	13,072,966
f. Total	<u>\$ 155,069,324</u>	<u>\$ 149,914,602</u>
2. Retired members		
a. Service retirements	\$ 80,269,615	\$ 74,261,614
b. Disability retirements	5,347,675	5,040,775
c. Beneficiaries	3,157,876	2,910,356
d. Post-retirement death benefits	0	0
e. Total	<u>\$ 88,775,166</u>	<u>\$ 82,212,745</u>
3. Inactive members	\$ 207,138	\$ 97,057
4. Total actuarial present value of future benefits	\$ 244,051,628	\$ 232,224,404
5. Determination of actuarial accrued liability		
a. Total actuarial present value of future benefits	\$ 244,051,628	\$ 232,224,404
b. Less present value of future normal costs	<u>(56,540,737)</u>	<u>(57,713,094)</u>
c. Actuarial accrued liability (a + b)	<u>\$ 187,510,891</u>	<u>\$ 174,511,310</u>

## Table 4

### Schedule of Funding Progress

Valuation Date (1)	Actuarial Value of Assets (AVA) (2)	Actuarial Accrued Liability (3)	Unfunded Actuarial Accrued Liability (UAAL) (3)-(2) (4)	Funded Ratio (2)/(3) (5)	Annual Covered Payroll (6)	UAAL as % of Payroll (4)/(6) (7)
June 30, 2004	\$ 24,767,014	\$ 32,689,173	\$ 7,922,160	75.8%	\$ 11,421,880	69.4%
June 30, 2005	29,616,896	37,510,992	7,894,096	79.0%	13,225,400	59.7%
June 30, 2006	36,314,689	42,216,142	5,901,453	86.0%	13,474,588	43.8%
June 30, 2007 <sup>1</sup>	45,996,910	60,427,947	14,431,037	76.1%	15,836,354	91.1%
June 30, 2008	54,927,390	69,029,513	14,102,123	79.6%	16,698,764	84.5%
June 30, 2009	60,232,045	75,480,005	15,247,960	79.8%	17,096,202	89.2%
June 30, 2010	65,760,284	94,300,302	28,540,018	69.7%	19,715,070	144.8%
June 30, 2010 <sup>2</sup>	65,760,284	73,048,680	7,288,396	90.0%	19,715,070	37.0%
June 30, 2011	73,151,768	74,185,705	1,033,937	98.6%	19,711,694	5.2%
June 30, 2012	84,293,968	94,031,687	9,737,719	89.6%	23,669,619	41.1%
June 30, 2013	92,916,758	102,259,438	9,342,680	90.9%	19,904,363	46.9%
June 30, 2014 <sup>3</sup>	104,781,384	108,363,537	3,582,153	96.7%	20,814,621	17.2%
June 30, 2015	115,585,013	117,056,727	1,471,714	98.7%	19,940,052	7.4%
June 30, 2016	123,788,498	135,505,152	11,716,654	91.4%	22,555,315	51.9%
June 30, 2017	131,320,263	156,060,856	24,740,593	84.1%	22,612,234	109.4%
June 30, 2018	139,008,754	166,507,483	27,498,729	83.5%	23,455,654	117.2%
June 30, 2019	148,085,853	174,511,310	26,425,457	84.9%	26,467,266	99.8%
June 30, 2019 <sup>4</sup>	148,085,853	175,894,929	27,809,076	84.2%	26,467,266	105.1%
June 30, 2020	158,212,175	187,510,891	29,298,716	84.4%	26,805,499	109.3%

<sup>1</sup> Restated for Article 22 (2008).

<sup>2</sup> Restated after reflecting the Rhode Island Retirement Security Act of 2011.

<sup>3</sup> Restated after reflecting impact of Article 21.

<sup>4</sup> June 30, 2019 actuarial value after changes of actuarial assumptions.



## Table 5

### Notes to Required Supplementary Information

Valuation date	June 30, 2020
Actuarial cost method	Entry Age Normal
Amortization method	Level percentage, closed
Remaining amortization period	21 years
Asset valuation method	5-Year smoothed market
Actuarial assumptions:	
Investment rate of return *	7.00%
Projected salary increase *	3.75% to 11.75%
Cost of living adjustment **	2.10%

\* Includes inflation at 2.50%.

\*\* COLAs are currently suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%. It is assumed that the COLAs will be suspended for 7 years due to the current funding level of the plans; however, an interim COLA may be granted in four-year intervals while the COLA is suspended.

**Table 6**

**Plan Net Assets**  
**(Assets at Market or Fair Value)**

Item	June 30, 2020	June 30, 2019
(1)	(2)	(3)
1. Cash and cash equivalents	\$ 969,070	\$ 103,896
2. Receivables:		
a. Employer and member contributions	\$ 259	\$ 2,933
b. Transfers receivable	0	0
c. Miscellaneous	38,155	47,620
d. Total receivables	\$ 38,414	\$ 50,553
3. Investments		
a. Pooled trust	\$ 153,010,098	\$ 147,327,063
b. Plan specific investments	0	0
c. Total	\$ 153,010,098	\$ 147,327,063
4. Invested securities lending collateral	\$ 0	\$ 0
5. Property and equipment (net of depreciation)	\$ 0	\$ 0
6. Total assets	\$ 154,017,582	\$ 147,481,512
7. Liabilities		
a. Other post-employment benefit liability, net	\$ 0	\$ 0
b. Securities lending liability	0	0
c. Other reserves and payables	108,982	76,140
d. Total liabilities	\$ 108,982	\$ 76,140
8. Total market value of assets available for benefits		
Total (Item 6 - Item 7)	\$ 153,908,600	\$ 147,405,372

**Table 7****Reconciliation of Plan Net Assets**

	<u>June 30, 2020</u>	<u>June 30, 2019</u>
1. Market value of assets as of beginning of year		
a. Market value of assets as of beginning of year	\$ 147,405,372	\$ 138,733,969
b. Adjustment for market value of assets	<u>0</u>	<u>0</u>
c. Adjusted market value of assets as of beginning of year	\$ 147,405,372	\$ 138,733,969
2. Contributions		
a. Members	\$ 2,309,020	\$ 2,120,185
b. State	4,877,630	3,566,922
c. Service purchases	57,476	11,043
d. Miscellaneous revenue	<u>4,291</u>	<u>166</u>
e. Total	\$ 7,248,417	\$ 5,698,316
3. Investment earnings, net of investment and administrative expenses	\$ 5,483,735	\$ 9,020,305
4. Expenditures for the year		
a. Benefit payments	\$ (6,132,911)	\$ (5,963,698)
b. Cost-of-living adjustments	(41,477)	(41,477)
c. Death benefits	0	0
d. Social security supplements	0	0
e. Supplemental pensions	0	0
f. Refunds	<u>(54,536)</u>	<u>(42,043)</u>
g. Total expenditures	\$ (6,228,924)	\$ (6,047,218)
5. Transfers and other adjustments	\$ 0	\$ 0
6. Market value of assets at end of year	\$ 153,908,600	\$ 147,405,372

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## Table 8

### Development of Actuarial Value of Assets

	<u>Year Ending June 30, 2020</u>	
1. Market value of assets at beginning of year	\$	147,405,372
2. Net new investments		
a. Contributions	\$	7,248,417
b. Benefits paid		(6,174,388)
c. Refunds		(54,536)
e. Subtotal		<u>1,019,493</u>
3. Market value of assets at end of year	\$	153,908,600
4. Net earnings (3-1-2) (includes misc revenues)	\$	5,483,735
5. Assumed investment return rate for fiscal year		7.00%
6. Expected return	\$	10,354,058
7. Excess return (4-6)	\$	(4,870,323)
8. Development of amounts to be recognized as of June 30, 2020:		
	Remaining Deferrals	
Fiscal Year End	of Excess (Shortfall) of Investment Income*	Offsetting of Gains/(Losses)
	(1)	(2)
		Net Deferrals Remaining
		(3) = (1) + (2)
		Years Remaining
		(4)
		Recognized for this valuation
		(5) = (3) / (4)
		Remaining after this valuation
		(6) = (3) - (5)
2016	\$ (137,392)	\$ 0
2017	0	0
2018	0	0
2019	(543,089)	0
2020	(4,870,323)	0
Total	\$ (5,550,804)	\$ 0
		\$ (137,392)
		1
		\$ (137,392)
		2
		0
		3
		0
		4
		(135,772)
		(407,317)
		5
		(974,065)
		(3,896,258)
		\$ (1,247,229)
		\$ (4,303,575)
9. Actuarial value of assets as of June 30, 2020 (Item 3 - Item 8)	\$	158,212,175
10. Ratio of actuarial value to market value		102.8%

\*Values of \$0 result from the beginning balance being offset by future gains or losses in the opposite direction.



## Table 9

### Distribution of Assets at Market Value (Percentage of Total Investments)

Item (1)	June 30, 2020 (2)
US Equity	23.0%
International Developed Equity	12.1%
Emerging Markets Equity	4.9%
Private Equity	11.3%
Non-Core Real Estate	2.2%
Opportunistic Private Credit	1.5%
High Yield Infrastructure	1.0%
REITS	1.0%
Liquid Credit	2.8%
Private Credit	3.2%
Treasury Duration	5.0%
Systematic Trend	5.0%
Core Real Estate	3.6%
Private Infrastructure	2.4%
TIPs	2.0%
IG Corp Credit	3.2%
Equity Options	2.0%
EMD (50/50 Blend)	2.0%
Securitized Credit	3.3%
Absolute Return	6.5%
Cash	2.0%
Total investments	100.0%

## Table 10

### History of Investment Return Rates

Year Ending June 30 of (1)	Market (2)	Actuarial (3)
1995	17.0%	10.2%
1996	13.7%	13.7%
1997	19.1%	19.1%
1998	16.1%	16.5%
1999	10.1%	14.7%
2000	9.1%	8.8%
2001	-11.0%	4.9%
2002	-8.4%	0.9%
2003	4.5%	1.5%
2004	18.0%	4.2%
2005	10.2%	5.9%
2006	11.6%	8.8%
2007	18.1%	12.2%
2008	-5.9%	9.0%
2009	-19.1%	2.0%
2010	12.8%	1.6%
2011	19.0%	3.8%
2012	1.8%	5.9%
2013	10.7%	6.8%
2014	15.0%	8.7%
2015	2.2%	7.7%
2016	0.0%	5.8%
2017	11.7%	6.2%
2018	7.9%	6.8%
2019	6.5%	6.8%
2020	3.7%	6.1%
Average Returns:		
Last 5 Years	5.9%	6.3%
Last 10 Years	7.7%	6.5%
Since 1995	7.0%	7.5%



## Table 11a

### Analysis of Change in Employer Cost

Basis	Employer Cost
1. Employer contribution rates from prior valuation	19.24%
2. Impact of changes, gains and losses	
a. Non-salary liability experience (gain)/loss	-0.47%
b. Salary (gain)/loss	0.24%
c. Total payroll growth (gain)/loss	0.07%
d. Investment experience (gain)/loss	0.37%
e. Phase In of 2017 Assumption Changes	0.97%
f. Changes in assumptions	0.45%
g. Changes in plan provisions	0.00%
i. Total	1.63%
3. Employer contribution rates from current valuation	20.87%

**Table 11b****History of Employer Contribution Rates**

Valuation Date as of June 30, (1)	Effective for Fiscal Year Ending June 30, (2)	Employer Contribution Rate (3)
1999	2002	27.67%
2000	2003	27.48%
2001	2004	26.77%
2002	2005	28.87%
2003	2006	31.35%
2004	2007	31.78%
2005	2008	31.00%
2006	2009	26.03% <sup>1</sup>
2007	2010	26.03% <sup>1</sup>
2008	2011	24.58%
2009	2012	25.39%
2010	2013	11.07% <sup>2</sup>
2011	2014	14.45%
2012	2015	17.24%
2013	2016	17.22%
2014	2017	12.66% <sup>3</sup>
2015	2018	12.22%
2016	2019	14.74%
2017	2020	18.48%
2018	2021	19.82%
2019	2022	19.24%
2020	2023	20.87%

<sup>1</sup> Revised pursuant to Article 22 (2008).

<sup>2</sup> Restated after reflecting the Rhode Island Retirement Security Act of 2011.

<sup>3</sup> Restated to reflect impact of Article 21.



## Table 11c

### Analysis of Change in UAAL

Basis (1)	June 30, 2020 (2)
1. UAAL as of June 30, 2019	\$ 26,425
2. Impact of changes, gains and losses	
a. Interest at 7.00% for one year	1,808
b. Expected amortization payments	(1,228)
c. Investment experience (gain)/loss	1,295
d. Salary (gain)/loss	849
e. Non-salary liability experience (gain)/loss	(1,330)
f. Changes in assumptions	1,480
g. Changes in plan provisions	0
i. Total	\$ 2,874
3. UAAL as of June 30, 2020	\$ 29,299

Note: All dollar figures are shown in thousands.

## Table 12

### Membership Data (State Police)

	June 30, 2020 (1)	June 30, 2019 (2)
1. Active members		
a. Number	251	260
b. Number eligible to retire	53	56
c. Total payroll supplied by State (for benefits)	\$ 26,805,499	\$ 26,467,266
d. Average salary	\$ 106,795	\$ 101,797
e. Average age	39.5	38.7
f. Average service	12.2	11.4
2. Inactive members		
a. Number	53	56
3. Service retirees		
a. Number	68	63
b. Total annual benefits	\$ 5,952,490	\$ 5,504,175
c. Average annual benefit	87,537	87,368
d. Average age	55.7	54.9
4. Disabled retirees		
a. Number	5	5
b. Total annual benefits	\$ 383,036	\$ 383,036
c. Average annual benefit	76,607	76,607
d. Average age	55.0	54.0
5. Beneficiaries and spouses		
a. Number	6	5
b. Total annual benefits	\$ 229,474	\$ 211,690
c. Average annual benefit	38,246	42,338
d. Average age	55.5	54.4

## Table 13

### Historical Summary of Active Member Data

Valuation as of June 30,	Active Members		Covered Payroll*		Average Salary*		Average Age	Average Service
	Number	Percent Increase	Amount	Percent Increase	Amount	Percent Increase		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1998	130	35.4%	\$7,211,874	34.3%	\$55,476	-0.8%	32.3	4.4
1999	130	0.0%	\$7,502,433	4.0%	\$57,711	4.0%	33.3	5.4
2000	152	16.9%	\$8,916,914	18.9%	\$58,664	1.7%	33.7	5.5
2001	151	-0.7%	\$9,139,418	2.5%	\$60,526	3.2%	34.7	6.6
2002	150	-0.7%	\$10,933,360	19.6%	\$72,889	20.4%	35.5	7.5
2003	150	0.0%	\$11,286,365	3.2%	\$75,242	3.2%	36.6	8.4
2004	148	-1.3%	\$11,421,880	1.2%	\$77,175	2.6%	37.6	9.5
2005	181	22.3%	\$13,225,400	15.8%	\$73,069	-5.3%	36.9	8.6
2006	179	-1.1%	\$13,474,588	1.9%	\$75,277	3.0%	37.9	9.6
2007	179	0.0%	\$15,836,354	17.5%	\$88,471	17.5%	38.9	10.6
2008	177	-1.1%	\$16,698,764	5.4%	\$94,343	6.6%	39.9	11.6
2009	176	-0.6%	\$17,096,202	2.4%	\$97,138	3.0%	40.9	12.6
2010	211	19.9%	\$19,715,070	15.3%	\$93,436	-3.8%	39.5	11.5
2011	206	-2.4%	\$19,711,694	0.0%	\$95,688	2.4%	40.7	12.6
2012	231	12.1%	\$23,669,619	20.1%	\$102,466	7.1%	39.6	12.0
2013	222	-3.9%	\$19,904,363	-15.9%	\$89,659	-12.5%	40.3	12.6
2014	250	12.6%	\$20,814,621	4.6%	\$83,258	-7.1%	39.1	11.6
2015	237	-5.2%	\$19,940,052	-4.2%	\$84,135	1.1%	39.5	12.0
2016	246	3.8%	\$22,555,315	13.1%	\$91,688	9.0%	38.2	10.9
2017	232	-5.7%	\$22,612,234	0.3%	\$97,467	6.3%	38.5	11.1
2018	226	-2.6%	\$23,455,654	3.7%	\$103,786	6.5%	39.5	12.1
2019	260	15.0%	\$26,467,266	12.8%	\$101,797	-1.9%	38.7	11.4
2020	251	-3.5%	\$26,805,499	1.3%	\$106,795	4.9%	39.5	12.2

\*Based on salary used for benefits prior to year 2012. Effective 2013, only base salary, holiday pay and clothing allowance are recorded in salary.

## Table 14

### Distribution of Active Members by Age and by Years of Service As of June 30, 2020

Attained Age	Years of Credited Service												Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	
Under 25	0 \$0	7 \$73,392	0 \$0	0 \$0	1 \$82,573	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	8 \$74,539
25-29	0 \$0	20 \$76,519	0 \$0	0 \$0	12 \$86,239	7 \$93,084	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	39 \$82,483
30-34	0 \$0	7 \$83,279	0 \$0	0 \$0	9 \$82,931	30 \$93,229	5 \$90,684	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	51 \$89,797
35-39	0 \$0	2 \$73,375	0 \$0	0 \$0	2 \$82,573	17 \$91,600	18 \$91,533	6 \$104,660	0 \$0	0 \$0	0 \$0	0 \$0	45 \$92,103
40-44	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	4 \$95,761	5 \$96,194	7 \$110,037	2 \$114,498	0 \$0	0 \$0	0 \$0	18 \$103,515
45-49	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	15 \$106,045	15 \$140,527	0 \$0	0 \$0	0 \$0	30 \$123,286
50-54	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	5 \$107,143	25 \$145,261	14 \$160,985	0 \$0	0 \$0	44 \$145,933
55-59	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$106,388	6 \$146,040	4 \$142,355	0 \$0	0 \$0	11 \$141,095
60-64	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	3 \$134,667	2 \$0	0 \$0	0 \$0	5 \$146,630
65 & Over	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
Total	0 \$0	36 \$77,051	0 \$0	0 \$0	24 \$84,540	58 \$92,909	28 \$92,214	34 \$106,794	51 \$142,131	20 \$157,618	0 \$0	0 \$0	251 \$106,795

## APPENDIX A

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### SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS

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# SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

## I. Valuation Date

The valuation date is June 30th of each plan year. This is the date as of which the actuarial present value of future benefits and the actuarial value of assets are determined.

## II. Actuarial Cost Method

The actuarial valuation uses the Entry Age Normal actuarial cost method. Under this method, the employer contribution rate is the sum of (i) the employer normal cost rate, and (ii) a rate that will amortize the unfunded actuarial accrued liability (UAAL).

1. First, the actuarial present value of future benefits is determined by discounting the projected benefits for each member back to the valuation date using the assumed investment return rate as the discount rate. For active members, the projected benefits are based on the member's age, service, sex and compensation, and based on the actuarial assumptions. The calculations take into account the probability of the member's death, disability, or termination of employment prior to becoming eligible for a retirement benefit, as well as the possibility of the member will remain in service and receive a service retirement benefit. Future salary increases are anticipated. The present value of the expected benefits payable to all active members is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits. Liabilities for future members are not included.
2. The employer contributions required to support the benefits are determined as a level percentage of salary, and consist of a normal contribution and an amortization contribution.
3. The normal contribution is determined using the Entry Age Normal method. Under this method, a calculation is made to determine the rate of contribution which, if applied to the compensation of each individual member during the entire period of anticipated covered service, would be required to meet the cost of all benefits payable on his behalf. The salary-weighted average of these rates is the normal cost rate. This calculation reflects the plan provisions that apply to each individual member.
4. The employer normal cost rate is equal to (i) the normal cost rate, minus (ii) the member contribution rate.
5. The actuarial accrued liability is equal to the present value of all benefits less the present value of future normal costs. The unfunded actuarial accrued liability (UAAL) is then determined as (i) the actuarial accrued liability, minus (ii) the actuarial value of assets.
6. The amortization contribution rate is the level percentage of payroll required to reduce the UAAL to zero over the remaining amortization period. The employer contribution rate determined by this valuation will not be effective until two years after the valuation date. The determination of the contribution rate reflects this deferral. The amortization payment for the applicable fiscal year is first determined based on the individual



amortization bases. The covered payroll is projected forward for two years, and we then determine the amortization rate by dividing the amortization payment by the projected payroll. Contributions are assumed to be made monthly throughout the year.

- (a) In conjunction with The Rhode Island Retirement Security Act of 2011, the amortization period was reset to 25 years as of June 30, 2010 for the UAAL that existed at that time. New gains and losses each year will be amortized over individual 20 year periods. At any time that the System is in an overfunded status, the amortization schedule will be a rolling 20 year amortization of any surplus.

### III. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses.

### IV. Actuarial Assumptions

#### A. Economic Assumptions

1. Investment return: 7.00% per year, compounded annually, composed of an assumed 2.50% inflation rate and a 4.50% net real rate of return. This rate represents the assumed return, net of all investment and administrative expenses.



2. Salary increase rate: The sum of (i) a 3.00% wage inflation assumption (composed of a 2.50% price inflation assumption and a 0.50% additional general increase), and (ii) a service-related component as shown below:

Years of Service	Service-Related Component	Total Increase
0	5.00%	8.00%
1	4.75	7.75
2	4.75	7.75
3	8.75	11.75
4	5.75	8.75
5	4.00	7.00
6	2.00	5.00
7	2.00	5.00
8	1.75	4.75
9	1.50	4.50
10-14	1.50	4.50
15-19	1.25	4.25
20-24	1.00	4.00
25&up	0.75	3.75

Salary increases are assumed to occur once a year, on July 1. Therefore the pay used for the period between the valuation date and the first anniversary of the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption.

3. Payroll growth rate: In the amortization of the unfunded frozen liability, payroll is assumed to increase 3.00% per year. This assumption includes no allowance for future membership growth.
4. Post-retirement Benefit Increase: Post-retirement benefit increases are assumed to be 2.15%, per annum, while the plan has a funding level that exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The second such COLA will be applicable in Calendar Year 2021. As of June 30, 2019, it is assumed that the COLAs will be suspended for 8 years due to the current funding level of the plans. The actual COLA will be determined based on the plan's five-year average investment rate of return (return on actuarial assets) minus 5.0% and will range from zero to 4.0.



## B. Demographic Assumptions

### 1. Post-termination mortality rates

- a. Healthy males – PUB(10) Median Table for Healthy General Employee Males, loaded by 115%, projected with Scale Ultimate MP16.
- b. Healthy females - PUB(10) Median Table for Healthy General Employee Females, loaded by 111%, projected with Scale Ultimate MP16.
- c. Disabled males – PUB(10) Tables for Disabled Retirees by Occupation for males, projected with Scale Ultimate MP16.
- d. Disabled females – PUB(10) Tables for Disabled Retirees by Occupation for females, projected with Scale Ultimate MP16.

### 2. Pre-retirement mortality

- a. Males – PUB(10) Tables for Employees by Occupation for males, projected with Scale Ultimate MP16.
- b.. Females - PUB(10) Tables for Employees by Occupation for females, projected with Scale Ultimate MP16.

- ### 3. Disability rates – Rates are applied, with 75% of disabilities considered work related, and no recoveries assumed once disabled:

Age	Rate
20	0.12%
25	0.17
30	0.22
35	0.29
40	0.44
45	0.72
50	1.21

Disabilities that are not work-related are assumed to result in a refund. The disability rates for non work-related causes stop once the member is eligible for retirement.

- ### 4. Termination rates – None

5. Retirement rates – State police are assumed to retire in accordance with the probabilities as shown below. Any member of the State police, other than the superintendent of State police may retire at any time subsequent to the date the member's retirement allowance equals or exceeds 50% of average compensation, provided that a member may retire at or after the date of the attainment of a 50% benefit multiplier. 100% are assumed to retire upon the first to occur of (i) the date the member's retirement allowance equals 65%; or (ii) the age 70 if still active.

State Police Employed Before July 1, 2007	
Service	Ret. Rate
20	5.0%
21	8.0%
22	11.0%
23	14.0%
24	17.0%
25+	45.0%

State Police Employed On or After July 1, 2007	
Service	Ret. Rate
25	35.0%
26	25.0%
27	20.0%
28	30.0%
29+	40.0%

### C. Other Assumptions

1. Percent married: 85% of employees are assumed to be married.
2. Age difference: Male members are assumed to be three years older than their spouses, and female members are assumed to be three years younger than their spouses.
3. Remarriage: It is assumed that no surviving spouse will remarry and there will be no children's benefit.
4. Investment and administrative expenses: The assumed investment return rate represents the anticipated net return after payment of all investment and administrative expenses.
5. Overtime: Members eligible for overtime are assumed to work and contribute on 400 hours of overtime during their final averaging period.

### V. Participant Data

Participant data was supplied in electronic files for active and retired members. The data for active members included birth date, sex, service, salary and employee contribution account balance. For retired members and beneficiaries, the data included date of birth, sex, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and a form of payment code.

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## **APPENDIX B**

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### **SUMMARY OF BENEFIT PROVISIONS**

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## Summary of Benefit Provisions

1. Effective Date and Authority: The State Police Retirement Benefits Trust (SPRBT) became effective on July 1, 1989 for State police officers originally hired on or after July 1, 1987. Benefits are described in Rhode Island General Laws, Title 42, Chapter 28.
2. Plan Year: A twelve-month period ending June 30th.
3. Administration: The State Police Retirement Benefits Trust is administered by the State of Rhode Island Retirement Board. However, the State Treasurer is responsible for the investment of the trust assets, including the establishment of the asset allocation policy. Assets are commingled for investment purposes with those of the Employees' Retirement System of Rhode Island and various other plans and programs.
4. Type of Plan: The State Police Retirement Benefits Trust is a qualified governmental defined benefit retirement plan. For Governmental Accounting Standards Board purposes, it is a single-employer plan.
5. Eligibility: All State police officers, and the Superintendent of State Police, hired on or after July 1, 1987, participate in this plan. Benefits for State police officers hired before July 1, 1987 are being paid by the State from the general assets of the State, on a pay-as-you-go basis. Eligible employees become members at their date of employment.
6. Salary for Contribution Purposes: Salary includes the member's base earnings plus any payments under a regular longevity or incentive plan. Salary excludes, unused sick and vacation leave, severance pay, and other extraordinary compensation. Members may contribute on up to 400 hours of overtime during their final averaging period to be included in the determination of their benefit. Certain amounts that are excluded from taxable wages, such as amounts sheltered under a Section 125 plan or amounts picked up by the employer under IRC Section 414(h), are not excluded from salary.
7. Employee Contributions: State police officers contribute 8.75% of their salary per year. The State "picks up" the members' contributions for its employees under the provisions of Internal Revenue Code (IRC) Section 414(h).
8. Employer Contributions: The State contributes an actuarially determined percentage of the member's annual salary. Contributions determined in a given actuarial valuation go into effect two years after the actuarial valuation.
9. Service: Employees receive credit for service while a member. In addition, a member may purchase credit for certain periods by making an additional contribution to purchase the additional service. Special rules and limits govern the purchase of additional service and the contribution required.
10. Final Salary (Salary for Benefit Purposes): Final Salary includes base pay, longevity increases, up to 400 hours of overtime pay, holiday pay and the member's clothing allowance. For members who work more than 25 years, their Final Salary shall not be more than the Final Salary in the 25<sup>th</sup> year.



11. Final Average Compensation (FAC): For members eligible to retire after June 30, 2012, their FAC will be based on the average of the highest five consecutive years of compensation, which includes base pay, longevity, up to 400 hours of overtime pay and holiday pay.

12. Retirement

a. Eligibility:

- (i) Members other than Superintendent of State Police can retire on or after the attainment of a 50% benefit multiplier.
- (ii) The Superintendent of State Police may retire on or after age 60 if he has credit for 10 years of service.

b. Monthly Benefit:

- (i) For members hired before June 30, 2007:
  - (1) For members eligible to retire as of June 30, 2012, their benefit multiplier will be two and one half percent (2.5%) for a member's first twenty (20) total years, plus three percent (3%) for years after 20. Their monthly benefit will be Final Salary times the benefit multiplier divided by 12.
  - (2) For members who become eligible to retire after July 1, 2012, their benefit multiplier will be two and one half percent (2.5%) for a member's years of service prior to July 1, 2012, plus two percent (2%) for years thereafter. Their monthly benefit will be FAC times the benefit multiplier divided by 12.
- (ii) For members hired after June 30, 2007: Their benefit multiplier is two percent (2.0%) for all years of service. Their monthly benefit will be FAC times the benefit multiplier divided by 12.
- (iii) The Superintendent of State Police receives a minimum benefit of 50% of FAC. The member also earns an additional 3% of FAC for each year of service in excess of 25.
- (iv) In no event shall a member's original retirement allowance exceed sixty-five percent (65%) of FAC.
- (v) Benefits accrued as of June 30, 2012 are protected.

c. Payment Form: Benefits are paid as a monthly life annuity. There are no optional forms of payment available.

d. Death benefit: After the death of a retired member, if the member was married, a benefit will be paid to the spouse equal to 2.00% of the member's Final Salary for each year of service. There is a minimum benefit of 25% of Final Salary. Benefits are increased one-third for each dependent child. The maximum benefit is 50% of Final Salary. Benefits may not begin before the spouse is age 40, and benefits stop upon the spouse's death or remarriage. Effective July 1, 2012, death benefits will be based on FAC, and not Final Salary.

13. Disability Retirement

a. Eligibility: A member is eligible if the disability is work-related. (Non work-related disabilities result in a refund.)

b. Occupational Disability Benefit: 75% of Final Salary.



- c. Payment Form: The disability benefit commences immediately upon the member's retirement. Benefits cease upon recovery or reemployment. Disability benefits are payable as a monthly life annuity. The same provisions that apply upon the death of a retired member apply upon the death of a disabled member.

#### 14. Refunds

- a. Eligibility: All members leaving covered employment prior to eligibility for other benefits.
- b. Benefit: A lump-sum payment equal to the sum of his/her employee contributions. No interest is credited on these contributions.

#### 15. Death Benefit of Active Members

- a. Eligibility: Death must have occurred from a service-related cause, or the member must have 10 or more years of service.
- b. Ordinary Benefit: After the death of an active member, if the member was married, a benefit will be paid to the spouse equal to 2.00% of the member's Final Salary for each year of service. There is a minimum benefit of 25% of Final Salary. Benefits are increased one-third for each dependent child. The maximum benefit is 50% of Final Salary. Benefits may not begin before the spouse is age 40 without a dependent child, and benefits stop upon the spouse's death or remarriage. Effective July 1, 2012, death benefits will be based on FAC, and not Final Salary.
- c. Duty-related Death Benefit: 75% of Final Salary, paid to the spouse or other dependent relative. Benefits cease when the spouse or other relatives die or are no longer dependent.



16. Post-retirement Benefit Increase:

- a. The first COLA will be granted at the later of age 55 and the member's third anniversary of retirement for retirees as of June 30, 2012 and the later of SSNRA and the member's third anniversary of retirement for all other current and future retirees.
- b. Effective July 1, 2012, the following provisions will apply to all members:
  - (i) The COLA will be suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The first interim COLA may begin January 1, 2017.
  - (ii) Effective July 1, 2015, the COLA is determined based on 50% of the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%, plus 50% of the lesser of 3.0% or last year's CPI-U increase for a total maximum increase of 3.50%. Previously, it was the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%
  - (iii) The COLA will be limited to the first \$25,000 of the member's annual pension benefit. For retirees and beneficiaries who retired on or before July 1, 2015, years in which a COLA is payable based on the every fourth year provision described in (i) above will be limited to the first \$30,000. These limits will be indexed annually to increase in the same manner as COLAs, with the known values of \$25,000 for 2013, \$25,000 for 2014, \$25,168 for 2015, \$25,855 for 2016, \$26,098 for 2017, \$26,291 for 2018, \$26,687 for 2019, \$27,184 for 2020, \$27,608 for 2021, and \$27,472 for 2022.
- c. In addition to the increases described in section (b) above, there will be a one-time 2% COLA paid in FY2016 on the first \$25,000 of pension benefit for all retirees and beneficiaries who retired on or before June 30, 2012. There will also be two one-time stipends of \$500 payable in FY2016 and FY2017 to retirees and beneficiaries who retired on or before June 30, 2015.



## APPENDIX C

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### **RISKS ASSOCIATED WITH MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION**

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## APPENDIX C

### Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Asset/Liability mismatch – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
6. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

## APPENDIX C (Continued)

The effects of certain trends in experience can generally be anticipated. For example if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

The computed contribution rate shown on page 9 may be considered as a minimum contribution rate that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

### PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	<u>June 30, 2020</u>	<u>June 30, 2019</u>	<u>June 30, 2018</u>
Ratio of the market value of assets to total payroll	5.7	5.6	5.9
Ratio of actuarial accrued liability to payroll	7.0	6.6	7.1
Ratio of actives to retirees and beneficiaries	2.1	2.1	2.3
Ratio of net cash flows to market value of assets	0.7%	-0.3%	-0.9%
Duration of the actuarial accrued liability	11.3	11.4	11.4

### RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 4.0 times the payroll, a return on assets 5% different than assumed would equal 20% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

### RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 5.5 times the payroll, a change in liability 2% other than assumed would equal 11% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.



## APPENDIX C (Continued)

### **RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES**

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

### **RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS**

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

### **DURATION OF ACTUARIAL ACCRUED LIABILITY**

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, duration of 10 indicates that the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

### **ADDITIONAL RISK ASSESSMENT**

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability

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## GLOSSARY

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## Glossary

**Actuarial Accrued Liability (AAL):** That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of Future Plan Benefits which is not provided for by future Normal Costs. It is equal to the Actuarial Present Value of Future Plan Benefits minus the actuarial present value of future Normal Costs.

**Actuarial Assumptions:** Assumptions as to future experience under the Fund. These include assumptions about the occurrence of future events affecting costs or liabilities, such as:

- mortality, withdrawal, disablement, and retirement;
- future increases in salary;
- future rates of investment earnings and future investment and administrative expenses;
- characteristics of members not specified in the data, such as marital status;
- characteristics of future members;
- future elections made by members; and
- other relevant items.

**Actuarial Cost Method or Funding Method:** A procedure for allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability. These items are used to determine the ARC.

**Actuarial Gain or Actuarial Loss:** A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. Through the actuarial assumptions, rates of decrements, rates of salary increases, and rates of fund earnings have been forecasted. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted, or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., the Fund's assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results that produce actuarial liabilities which are larger than projected. Actuarial gains will shorten the time required for funding of the actuarial balance sheet deficiency while actuarial losses will lengthen the funding period.

**Actuarially Equivalent:** Of equal actuarial present value, determined as of a given date and based on a given set of Actuarial Assumptions.

**Actuarial Present Value (APV):** The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:

- a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)
- b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned, and
- c. discounted according to an assumed rate (or rates) of return to reflect the time value of money.



**Actuarial Present Value of Future Plan Benefits:** The Actuarial Present Value of those benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits. The Actuarial Present Value of Future Plan Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members either entitled to a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would be provide sufficient assets to pay all projected benefits and expenses when due.

**Actuarial Valuation:** The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB 67, such as the funded ratio and the ADC.

**Actuarial Value of Assets or Valuation Assets:** The value of the Fund's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly actuaries use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the ADC.

**Actuarially Determined:** Values which have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the law.

**Amortization Method:** A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.

**Amortization Payment:** That portion of the pension plan contribution or ARC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

**Actuarially Determined Contribution (ADC):** The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, calculated to systematically fund the Plan following the funding policy adopted by the Plan. The ADC consists of the Employer Normal Cost and the Amortization Payment.

**Closed Amortization Period:** A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc. See Funding Period and Open Amortization Period.

**Decrements:** Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or termination.



**Defined Benefit Plan:** A retirement plan that is not a Defined Contribution Plan. Typically a defined benefit plan is one in which benefits are defined by a formula applied to the member's compensation and/or years of service.

**Defined Contribution Plan:** A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, and the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.

**Employer Normal Cost:** The portion of the Normal Cost to be paid by the employers. This is equal to the Normal Cost less expected member contributions.

**Experience Study:** A periodic review and analysis of the actual experience of the Fund which may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified as deemed appropriate by the Actuary.

**Funded Ratio:** The ratio of the actuarial value of assets (AVA) to the actuarial accrued liability (AAL). Plans sometimes calculate a market funded ratio, using the market value of assets (MVA), rather than the AVA.

**Funding Period or Amortization Period:** The term "Funding Period" is used in two ways. In the first sense, it is the period used in calculating the Amortization Payment as a component of the ARC. This funding period is chosen by the Board of Trustees. In the second sense, it is a calculated item: the number of years in the future that will theoretically be required to amortize (i.e., pay off or eliminate) the Unfunded Actuarial Accrued Liability, based on the statutory employer contribution rate, and assuming no future actuarial gains or losses.

**GASB:** Governmental Accounting Standards Board.

**GASB 67 and GASB 68:** Governmental Accounting Standards Board Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

**Normal Cost:** That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method. Any payment in respect of an Unfunded Actuarial Accrued Liability is not part of Normal Cost (see Amortization Payment). For pension plan benefits which are provided in part by employee contributions, Normal Cost refers to the total of employee contributions and employer Normal Cost unless otherwise specifically stated. Under the entry age normal cost method, the Normal Cost is intended to be the level cost (when expressed as a percentage of pay) needed to fund the benefits of a member from hire until ultimate termination, death, disability or retirement.

**Open Amortization Period:** An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.





**Unfunded Actuarial Accrued Liability:** The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus.

**Valuation Date or Actuarial Valuation Date:** The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Plan Benefits is determined. The expected benefits to be paid in the future are discounted to this date.

Draft



# Rhode Island Teachers' Survivors Benefit Plan

ACTUARIAL VALUATION REPORT

As of June 30, 2020

DRAFT





December 8, 2020

Retirement Board  
40 Fountain Street, First Floor  
Providence, RI 02903-1854

Dear Members of the Board:

**Subject: Teachers' Survivors Benefit Plan as of June 30, 2020**

This is the June 30, 2020 actuarial valuation of the Rhode Island Teachers' Survivors Benefit Plan (TSB). The TSB provides survivor benefits for teachers who do not participate in Social Security. This report describes the current actuarial condition of TSB. The last valuation was prepared as of June 30, 2019.

**Current Actuarial Conditions**

As of June 30, 2020, the market value of TSB assets was \$342,259,317. The actuarial present value of future benefits under the plan, measured at this same date, is \$234,860,888. Therefore, the plan has an asset surplus of \$107,398,429. This surplus ignores the present value of future member and employer contributions. These results are summarized in Table 1.

Therefore, if future plan experience followed exactly the expected experience based on the actuarial assumptions, the plan would have more than enough funds to continue paying benefits for the current membership, even if no further contributions were made. The actuarial present value of future member and employer contributions for the current active membership is \$11.9 million, and these contributions will serve to increase this surplus.

Contributions to the Fund now cover only about 13.5% of the benefit payments and refunds. This implies that the funds needed to cover the rest of the benefit payments are coming from investment earnings. This is not necessarily a problem, however, since the intent of prefunding is to use investment earnings to pay part of the cost of the benefit.

**Progress toward realization of financing objectives**

The actuarial accrued liability (AAL) is \$222,970,421. With \$342,259,317 in assets, the plan has a funded surplus of \$119,288,896, and a funded ratio of 153%. As shown, the plan is very well funded. Please note that the funded status alone is not appropriate for assessing the need for future contributions. The funded status is also not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

The normal cost under the entry age normal method is \$1,506,774. Because the plan is over-funded (assets are greater than the liabilities), the 30 year amortization payment is a credit of \$9,317,770. Therefore, the Actuarially Determined Employer Contribution (ADEC) is \$0 because the sum of the normal cost and the amortization credit is less than zero.

## **Assets**

Exhibit 4 summarizes the TSB assets for the last ten years. All assets are shown at fair market value. The TSB is commingled with the assets of ERSRI for investment purposes. It shows a reconciliation of the assets between years, and it shows the funds net rate of return and the ratio of contributions to benefit payments and refunds.

## **Benefit Provisions**

The plan's provisions are summarized in Appendix B. There were no changes to the benefit provisions since the prior report.

## **Assumptions and Methods**

Assumptions and methods are described in Appendix A. Except for the assumptions specific to this plan, they are the same as the assumptions used for the teachers in the Employees' Retirement System of Rhode Island (ERSRI). In particular, a 7.00% investment return assumption is used.

The assumptions have been updated from the last actuarial valuation based on the 2019 Actuarial Experience Investigation Study approved by the Board on May 22, 2020. Below is a summary of the changes made to the assumptions:

1. Separate Correctional Officers from State Employees for all assumptions.
2. Update the underlying mortality tables from the RP-2014 set of tables to the public sector based PUB(10) tables. As adjustments are made based on the actual experience of ERSRI, this had no material impact to the liabilities or contributions.
3. Slightly increase probabilities of turnover.
4. Slightly decrease probabilities of retirement.
5. Slight modifications to the probabilities of disability, including adding material incidence of disability for members in the age ranges that historically have been eligible to retire but under prospective provisions are not.

We believe the assumptions are internally consistent and are reasonable, based on the actual experience of ERSRI.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities and the calculated contribution rates.

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.



We should note that, unlike ERSRI, we used the level-dollar version of the entry age normal actuarial cost method, because the spouse's benefit is \$1,375/month for almost all active members, and determining a level dollar normal cost seemed more appropriate for a plan with an essentially level benefit and an essentially fixed \$115/year employer contribution. The market value of assets was used as the actuarial value, in part because of the fixed nature of the TSB contributions and the significantly overfunded position of the plan. In determining the ADEC (actuarially determined employer contribution) the UAAL, which is actually a surplus, was amortized as a level dollar amount over 30 years. Because the plan is overfunded, the use of a 30-year amortization period is conservative. Appendix A is a summary of the actuarial assumptions and methods used in this valuation report.

#### Data

The System's staff supplied member data for covered active members, covered retirees and beneficiaries receiving benefits. This data was prepared as of June 30, 2020. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent. The System's staff also supplied asset data as of June 30, 2020. Exhibits 5 and 6 summarize the member data.

#### Certification

All of our work conforms with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of Rhode Island law, and, where applicable, with the Statements of the Governmental Accounting Standards Board.

The undersigned are independent actuaries. All three are Enrolled Actuaries and/or Members of the American Academy of Actuaries. They all meet the Qualification Standards of the American Academy of Actuaries and they are experienced in performing valuations for large public retirement systems.

Respectfully submitted,



Joseph P. Newton, FSA, MAAA, EA  
Pension Market Leader and Actuary



Paul T. Wood, ASA, MAAA, FCA  
Consultant



Bradley E. Stewart, ASA, MAAA, EA  
Consultant

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## EXHIBITS

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# Summary of Actuarial Valuation Results

## Summary of Actuarial Valuation Results

### Exhibit 1

	06/30/2020	06/30/2019	
		New Assumptions	Valuation Report
1. Actuarial present value of future benefits			
a. Current covered active members	\$ 53,456,653	\$ 53,370,375	\$ 58,872,932
b. Current covered retired teachers	85,357,323	83,439,255	85,417,769
c. Beneficiaries receiving benefits	95,151,267	92,360,129	94,846,898
d. Deferred members	624,222	547,301	547,301
e. NonVested Inactive members	271,423	274,388	274,388
f. Totals	\$ 234,860,888	\$ 229,991,448	\$ 239,959,288
2. Actuarial Accrued Liability			
a. Present value of benefits for active members ( Item 1a)	\$ 53,456,653	\$ 53,370,375	\$ 58,872,932
b. Less: Present value of future normal costs	(11,890,467)	(11,907,587)	(13,280,611)
c. Actuarial accrued liability for active members	\$ 41,566,186	\$ 41,462,788	\$ 45,592,321
d. Actuarial accrued liability for all other members (Sum of Items 1b, 1c, 1d, and 1e)	181,404,235	176,621,073	181,086,356
e. Total (Item 2c + Item 2d)	222,970,421	218,083,861	226,678,677
3. Market value of assets	\$ 342,259,317	\$ 339,417,231	\$ 339,417,231
4. Unfunded actuarial accrued liability (UAAL) (Item 2.e. - Item 3.)	\$ (119,288,896)	\$ (121,333,370)	\$ (112,738,554)
5. Funded Ratio	153%	156%	150%
6. Actuarially determined employer contribution			
a. Normal Cost	\$ 1,506,774	\$ 1,508,748	\$ 1,673,864
b. Amortization of UAAL	(9,317,770)	(9,477,465)	(8,806,116)
c. Total (a + b)	\$ (7,810,996)	\$ (7,968,717)	\$ (7,132,252)
d. Employer Contribution (Item 6c, not less than zero)	\$ 0	\$ 0	\$ 0





## Schedule of Funding Progress

### Schedule of Funding Progress Exhibit 2

Date	Actuarial Value of Assets (AVA)	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL) (3) - (2)	Funded Ratio (2)/(3)	Annual Covered Payroll	UAAL as a Percent of Payroll (4)/(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
July 1, 2002	\$ 159,723,350	\$ 83,399,488	\$ (76,323,862)	192%	\$ 327,658,099	-23%
July 1, 2005	204,844,810	126,416,468	(78,428,342)	162%	432,219,020	-18%
July 1, 2007	259,851,904	116,599,601	(143,252,303)	223%	466,208,437	-31%
July 1, 2009	186,737,083	129,110,000	(57,627,083)	145%	509,416,780	-11%
July 1, 2011	242,885,805	133,569,376	(109,316,429)	182%	537,264,193	-20%
July 1, 2013	261,365,155	175,233,723	(86,131,432)	149%	544,090,898	-16%
July 1, 2014	293,921,803	192,124,126	(101,797,677)	153%	542,756,917	-19%
July 1, 2016	286,485,057	186,913,175	(99,571,882)	153%	522,968,886	-19%
July 1, 2017	311,960,433	230,838,179	(81,122,254)	135%	544,320,446	-15%
July 1, 2018	327,793,239	219,909,971	(107,883,268)	149%	562,365,576	-19%
July 1, 2019	339,417,231	226,678,677	(112,738,554)	150%	575,889,277	-20%
July 1, 2019 <sup>1</sup>	339,417,231	218,083,861	(121,333,370)	156%	575,889,277	-21%
July 1, 2020	342,259,317	222,970,421	(119,288,896)	153%	588,439,146	-20%

<sup>1</sup>June 30, 2019 actuarial value after changes of actuarial assumptions



# Notes for Financing Statements

## Exhibit 3

Valuation Date	June 30, 2020
Actuarial cost method	Entry Age Normal
Amortization method	Level dollar, open
Remaining amortization period	30 Years
Asset valuation method	Market
Actuarial assumptions:	
Investment rate of return *	7.00%
Projected salary increase *	3.00% to 13.00%
* Includes inflation at:	2.50%
Cost-of-living adjustment:	2.50%

# Exhibit 4

Fiscal Year Ended June 30:		2012	2013	2014	2015	2016	2017	
		(1)	(2)	(3)	(4)	(5)	(6)	
<b>Fund Assets</b>								
Market value (beginning of year)		\$ 242,885,805	\$ 240,635,808	\$ 261,365,155	\$ 293,921,803	\$ 293,811,653	\$ 286,485,057	\$ 311,960,433
Current year prior period adjustments		-	<b>Fund Assets</b>	(435,451)	-	-	-	-
Adjusted market value of assets at BOY		\$ 242,885,805	\$ 240,635,808	\$ 260,929,704	\$ 293,921,803	\$ 293,811,653	\$ 286,485,057	\$ 311,960,433
Fiscal Year Ended June 30:		2012	2013	2014	2015	2016	2017	
<b>Member contributions</b>		(1)	(2)	(3)	(4)	(5)	(6)	
Employer contributions		664,900	664,899	654,781	609,168	603,388	642,276	589,883
Misc.		35	-	-	-	-	-	4
Total contributions		1,329,834	1,285,003	1,218,336	1,206,776	1,284,552	1,179,770	
Fiscal Year Ended June 30:		2012	2013	2014	2015	2016	2017	
<b>Benefits paid</b>		(1)	(2)	(3)	(4)	(5)	(6)	
Employer contributions		664,900	664,899	654,781	609,168	603,388	642,276	589,883
Misc.		35	-	-	-	-	-	4
Total benefits and refunds		1,329,834	1,285,003	1,218,336	1,206,776	1,284,552	1,179,770	
Fiscal Year Ended June 30:		2012	2013	2014	2015	2016	2017	
<b>Net investment income</b>		(1)	(2)	(3)	(4)	(5)	(6)	
Refunds		(369,108)	(341,232)	(74,619)	(241,426)	(195,600)	(266,523)	
Total benefits and refunds		(7,077,598)	(7,469,088)	(7,495,623)	(7,992,381)	(8,292,668)	(8,672,171)	
Market value (end of year)		\$ 240,635,808	\$ 261,365,155	\$ 293,921,803	\$ 293,811,653	\$ 286,485,057	\$ 311,960,433	\$ 342,259,317
Net investment income		3,497,767	26,913,432	39,269,386	6,675,455	(318,480)	32,967,777	24,222,050
Net return		1.5%	11.3%	15.2%	2.3%	-0.1%	11.7%	
Market value (end of year)		\$ 240,635,808	\$ 261,365,155	\$ 293,921,803	\$ 286,485,057	\$ 311,960,433	\$ 327,793,239	\$ 339,417,231
Ratio of contributions to disbursements		18.8%	17.2%	16.3%	15.1%	15.5%	13.6%	



# Distribution of Covered Active Members by Age and by Years of Service

As of 06/30/2019

## Exhibit 5

Attained Age	Years of Credited Service												Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
Under 25	11	35	15	0	0	0	0	0	0	0	0	0	61
25-29	26	76	94	83	59	86	0	0	0	0	0	0	424
30-34	20	37	42	54	69	358	59	0	0	0	0	0	639
35-39	14	31	37	29	31	222	339	100	0	0	0	0	803
40-44	13	21	18	19	31	139	218	540	120	0	0	0	1,119
45-49	6	15	17	20	19	107	124	321	495	66	0	0	1,190
50-54	8	6	18	6	18	96	107	211	359	280	86	0	1,195
55-59	2	4	8	5	6	44	84	148	196	164	203	18	882
60-64	2	4	2	4	2	13	39	131	190	112	99	29	627
65 & Over	3	2	2	2	0	9	24	51	68	51	45	20	277
Total	105	231	253	222	235	1,074	994	1,502	1,428	673	433	67	7,217
Average: Age				46.56	Number of employees:				Males	1,545			
Service				15.92					Females	5,672			



# Membership Data

## Exhibit 6

	06/30/2020	06/30/2019
1. Covered active members		
a. Number	7,217	7,208
b. Total payroll	\$ 588,439,146	\$ 575,889,277
c. Average salary	\$ 81,535	\$ 79,896
d. Average age	46.56	46.52
e. Average service	15.92	15.74
f. Total of member contribution accounts	\$ 10,036,857	\$ 9,862,849
g. Average contributions	\$ 1,391	\$ 1,368
2. Covered retired members		
a. Number	3,460	3,366
b. Average age	72.20	71.47
c. Total annual benefits	\$ 56,547,150	\$ 54,999,450
d. Average annual benefit	\$ 16,343	\$ 16,340
3. Survivors receiving benefits		
a. Number	611	594
b. Average age	78.30	78.20
c. Total benefits	\$ 11,328,225	\$ 10,882,622
d. Average benefit	\$ 18,540	\$ 18,321
4. Inactive, nonretired vested members		
a. Number	568	499
b. Average age	50.69	50.46
c. Total of member contribution accounts	\$ 624,222	\$ 547,301
d. Average contributions	\$ 1,099	\$ 1,097
5. Inactive, nonretired nonvested members		
a. Number	1,271	1,281
b. Average age	48.36	47.53
c. Total of member contribution accounts	\$ 271,423	\$ 274,388
d. Average contributions	\$ 214	\$ 214

## **APPENDIX A**

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### **SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

# Summary of Actuarial Methods and Assumptions

## A. Basic Actuarial Assumptions

Except for special assumptions that are specific to the Teachers' Survivors Benefit Plan, described below, the actuarial assumptions used in this valuation are the same as the ones used for Teachers in the June 30, 2020 actuarial valuation of the Employees' Retirement System of Rhode Island (ERSRI). I.e., this valuation uses the same 7.00% investment return rate, the same salary increase rates, the same mortality, disability, and retirement rates used in that valuation.

## B. Special TSB Assumptions

1. Family Makeup: The following schedule shows the assumptions about the makeup of the member's family at the time of death:

Family Makeup	Probability (By Attained Age)								
	20	25	30	35	40	45	50	60	65
Spouse Only	5%	14%	14%	10%	11%	15%	32%	75%	70%
Spouse and 1 Child	5%	12%	20%	17%	22%	23%	18%	0%	0%
Spouse and 2 or More Children	4%	13%	36%	46%	41%	35%	24%	0%	0%
One Child Alone	5%	6%	3%	7%	8%	10%	6%	0%	0%
Two Children Alone	3%	7%	4%	7%	6%	3%	1%	0%	0%
Three or More Children Alone	1%	4%	4%	5%	4%	1%	1%	0%	0%
Dependent Parent Alone	0%	0%	0%	0%	0%	0%	0%	0%	0%
No Dependents	77%	44%	19%	8%	8%	13%	18%	25%	30%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

2. Ages: Male members are assumed to be three years older than their spouses, and female members are assumed to be three years younger than their spouses. Parents are assumed to be 30 years older than the member, and children are assumed to be 30 years younger than the member. All children are assumed to remain in school until age 23.
3. Remarriage: It was assumed that no spouses would remarry after the member's death.
4. Refunds at Retirement: Please refer to the Family Makeup grid above for the assumed percentage of members will elect a refund at retirement. (it is the proportion of the membership assumed to be without an eligible dependent.)

5. Deferred beneficiaries: No specific data was available for deferred beneficiaries—those spouses of deceased members who are not yet age 60 and who are not receiving family benefits. They will be entitled to receive a spouse's benefit upon reaching age 60. To estimate this liability, we assumed that these members would receive an immediate refund of their TSB contributions.
6. Inactive members with contributions on deposit: It was assumed that 100% of members who are inactive, nonretired, and nonvested would receive an immediate refund of their TSB contributions.
7. Cost-of-living adjustment (COLA): COLAs are assumed to be 2.50% per year, since that is the ERSRI inflation assumption.

#### C. Actuarial Methods

1. Valuation date: The TSB plan is valued as of June 30, the last day of the plan's fiscal year. Valuations in the future will be done biennially, in every odd year.
2. Actuarial cost method: The Entry Age Normal actuarial cost method is used to determine the normal cost and actuarial accrued liability. The normal cost is the level dollar amount (not the level percentage of pay used for ERSRI) required to fund a members benefit from entry age to ultimate retirement. The level-dollar version of the Entry Age Normal method was used for consistency with the current contribution requirement of \$115.00/year for almost all members.
3. Actuarial asset method: The market value of fund assets is used as the actuarial value, rather than using a smoothed value.

#### D. Participant Data

Participant data was supplied on electronic files. There were separate files for (i) covered active and inactive, nonretired members, (ii) retirees who had left their contributions on deposit, and (iii) survivors receiving benefits. For active and inactive/nonretired members, we used the same participant data that we used for the valuation of ERSRI, but excluded members not covered under the TSB. For covered retirees, we received a file showing each member's date of birth, sex, TSB contribution account balance (without interest), and final average salary. For beneficiaries receiving benefits, we received a file that included for each deceased member the spouse's (or child's) date of birth, sex, the amount of the monthly benefit, and a code indicating the kind of benefit being paid (e.g., spouse's benefit, family benefit with two or more children, child's benefit, etc.).



## **APPENDIX B**

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### **SUMMARY OF BENEFIT PROVISIONS**

## Summary of Benefit Provisions (Continued)

1. Plan: The Teachers' Survivors Benefit Plan (TSB) is a qualified governmental plan designed to provide death benefits in the form of a monthly annuity to survivors of covered employees and retirees.
2. Authority: Benefits under the TSB are established by the Rhode Island General Laws, Sections 16-16-25 through 16-16-38
3. Administration: The TSB is administered by the Retirement Board for the Employees' Retirement System of Rhode Island (ERSRI). However, the State investment commission is responsible for the investment of the trust assets, including the establishment of the asset allocation policy.
4. Trust Fund: All contributions are credited to the Teachers' Survivors Benefits Fund, and all benefit payments and refunds are paid from this fund. The fund is commingled with ERSRI for investment purposes.
5. Plan Year: A twelve-month period ending June 30.
6. Coverage and Eligibility: The TSB covers Rhode Island teachers who are (i) covered by the Employees' Retirement System of Rhode Island (ERSRI) but (ii) are not covered under Social Security. State employees, school support personnel, and teachers whose employment is covered by Social Security may not participate. Participation is mandatory for eligible teachers, and all teachers covered by the plan must make contributions. Survivors are eligible for benefits if the member has made contributions for at least six months prior to death or retirement. A covered teacher remains covered after retirement unless the teacher withdraws his or her contributions.
7. Districts Covered: The following school districts are not covered under Social Security, so all of their teachers participate in this plan:

Barrington  
Bristol/Warren Regional  
Burrillville  
Central Falls Collaborative  
Coventry  
Cranston  
Cumberland  
East Greenwich  
East Providence  
Foster  
Foster-Glocester  
Glocester

Johnston  
Lincoln  
Little Compton  
Middletown  
Newport  
North Smithfield  
Northern RI Collaborative  
Portsmouth  
Scituate  
Smithfield  
Tiverton  
Westerly

In addition, there are a number of active teachers who teach for districts that are now covered by Social Security, but at one time were not covered. When the district elected to be covered by Social Security, some teachers opted to remain outside that system. These teachers continue to participate in the TSB.



8. Contributions: An annual contribution of 2% of salary, up to \$230 per year, is required. This contribution is divided equally between members and their employers. I.e., members contribute 1.00% of salary, up to \$115 per year.
9. Salary: For TSB, the salary used for contribution purposes and to determine the amount of the survivor benefit is the same salary used for ERSRI.
10. Benefit Schedule: Benefits are paid as a monthly annuity to survivors upon the death of a covered active teacher or a covered retiree. To determine the benefit payable in any situation, the basic monthly spouse's benefit must first be determined. The basic monthly spouse's benefit is a function of the member's highest annual salary, as shown in the following schedule:

Highest Annual Salary	Basic Monthly Spouse's Benefit
\$17,000 or less	\$ 825.00
\$17,001 - \$25,000	\$ 962.50
\$25,001 - \$33,000	\$ 1,100.00
\$33,001 - \$40,000	\$ 1,237.50
More than \$40,000	\$ 1,375.00

If the member is retired at the time of death, the salary used is the highest annual salary that the member earned while teaching.

11. Spouse's benefit: If a covered, married, active or retired member dies, the spouse is entitled to receive the basic monthly spouse's benefit. If there are other survivors entitled to benefits, as described below, this benefit may be increased. The benefit paid to the spouse may not begin prior to age 60, unless family benefits are payable. Benefits to the spouse cease if the spouse remarries.
12. Family Benefit: If at the time of the member's death, the member is married and there are one or more eligible children, then a monthly benefit is payable to the spouse, even if younger than age 60. An eligible child is one under age 18, or under age 23 if a full-time student, or any age, if disabled prior to age 18. The family benefit is a multiple of the basic monthly spouse's benefit. If there is only one eligible child, then the multiple is 150%. If there are two or more eligible children, the multiple is 175%. The benefit continues as long as the spouse is alive and there is at least one eligible child. If the spouse remarries, benefits cease, although children's benefits will be due if there are still eligible children. If family benefits cease because there are no children who remain eligible, spouse's benefits will be paid when the spouse reaches age 60, if he or she has not remarried.
13. Children's Benefits: If a covered member dies, and there is no eligible spouse but there are one or more eligible children, then a child's benefit is payable. The amount payable by the plan is a multiple of the basic monthly spouse's benefit: 75% if there is only one eligible child, 150% if there are two eligible children, and 175% if there are three or more eligible children. Benefits cease when there are no children eligible.

14. Dependent Parent's Benefits: If a member dies with no surviving spouse and no eligible children, but the member has a dependent parent, a benefit equal to the basic monthly spouse's benefit is paid to the dependent parent for life. For this purpose, a dependent parent is one who:
- Is at least 60 years of age,
  - Was dependent on the member for at least half his or her support,
  - Has not remarried since the member's death, and
  - Is not entitled to Social Security benefit from his or her own earnings equal to or greater the TSB benefit
15. Summary of benefits: The following table summarizes the benefit multiples that apply in the different family situations:

Recipients	Multiple of Basic Spouse's Benefit
Spouse alone	100%
Spouse and 1 Child	150%
Spouse and 2 or More Children	175%
One Child Alone	75%
Two Children Alone	150%
Three or More Children Alone	175%
Dependent Parent	100%

16. Refunds: If, prior to retirement, a member terminates service in ERSRI or ceases to be covered under TSB for any other reason, a refund equal to the sum of the member's TSB contributions will be paid to him or her. No interest is credited on these contributions.

If a covered, active teacher dies without an eligible spouse, eligible child or dependent parent, the accumulated member contribution balance, with interest credited at 5.00%, is refunded to the member's beneficiary or estate.

At the time a member retires, the member must choose whether or not to remain covered under the TSB during retirement. If the member chooses not to remain covered, then a refund of the member's contributions, accumulated with interest at 5.00%, is paid to the member. If the member chooses to remain covered, no action is necessary. Retired members who do not elect a refund at the time of retirement may not later elect a refund.

If a covered retired teacher dies without an eligible spouse, eligible child or dependent parent, no benefit is payable, and the member's contribution account remains in the fund.

17. Post-retirement Benefit Increases: Spouses over age 60 receive a cost-of-living adjustment (COLA), each year, in January. The COLA is expressed as a percentage increase in the benefit, equal to the percentage cost-of-living increase provided to Social Security recipients. This increase is a function of increases in the Consumer Price Index. No COLA is paid on children's or family benefits.

DRAFT

## **APPENDIX C**

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### **RISKS ASSOCIATED WITH MEASURING THE ACCRUED LIABILITY AND ACTUARIALLY DETERMINED CONTRIBUTION**

## APPENDIX C

### Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Asset/Liability mismatch – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
6. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

## APPENDIX C (Continued)

The effects of certain trends in experience can generally be anticipated. For example if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

The computed contribution rate shown on page 9 may be considered as a minimum contribution rate that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

### PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	<u>June 30, 2020</u>	<u>June 30, 2019</u>	<u>June 30, 2018</u>
Ratio of the market value of assets to total payroll	0.6	0.6	0.6
Ratio of actuarial accrued liability to payroll	0.4	0.4	0.4
Ratio of actives to retirees and beneficiaries	1.8	1.8	1.8
Ratio of net cash flows to market value of assets	-2.8%	-2.8%	-2.7%
Duration of the actuarial accrued liability	11.3	11.5	11.4

### RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 4.0 times the payroll, a return on assets 5% different than assumed would equal 20% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

### RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 5.5 times the payroll, a change in liability 2% other than assumed would equal 11% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.



## APPENDIX C (Continued)

### **RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES**

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

### **RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS**

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

### **DURATION OF ACTUARIAL ACCRUED LIABILITY**

The duration of the actuarial accrued liability may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, duration of 10 indicates that the liability would increase approximately 10% if the assumed rate of return were lowered 1%.

### **ADDITIONAL RISK ASSESSMENT**

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability

# GLOSSARY

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## Glossary

**Actuarial Accrued Liability (AAL):** That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of Future Plan Benefits which is not provided for by future Normal Costs. It is equal to the Actuarial Present Value of Future Plan Benefits minus the actuarial present value of future Normal Costs.

**Actuarial Assumptions:** Assumptions as to future experience under the Fund. These include assumptions about the occurrence of future events affecting costs or liabilities, such as:

- mortality, withdrawal, disablement, and retirement;
- future increases in salary;
- future rates of investment earnings and future investment and administrative expenses;
- characteristics of members not specified in the data, such as marital status;
- characteristics of future members;
- future elections made by members; and
- other relevant items.

**Actuarial Cost Method or Funding Method:** A procedure for allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability. These items are used to determine the ARC.

**Actuarial Gain or Actuarial Loss:** A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. Through the actuarial assumptions, rates of decrements, rates of salary increases, and rates of fund earnings have been forecasted. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted, or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., the Fund's assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results that produce actuarial liabilities which are larger than projected. Actuarial gains will shorten the time required for funding of the actuarial balance sheet deficiency while actuarial losses will lengthen the funding period.

**Actuarially Equivalent:** Of equal actuarial present value, determined as of a given date and based on a given set of Actuarial Assumptions.

## Glossary (Continued)

**Actuarial Present Value (APV):** The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:

- a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)
- b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned, and
- c. discounted according to an assumed rate (or rates) of return to reflect the time value of money.

**Actuarial Present Value of Future Plan Benefits:** The Actuarial Present Value of those benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits. The Actuarial Present Value of Future Plan Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members either entitled to a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would be provide sufficient assets to pay all projected benefits and expenses when due.

**Actuarial Valuation:** The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial valuation for a governmental retirement system typically also includes calculations of items needed reporting purposes, such as the funded ratio and the ADEC.

**Actuarial Value of Assets or Valuation Assets:** The value of the Fund's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly actuaries use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the ARC.

**Actuarially Determined:** Values which have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the law.

**Amortization Method:** A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.

## Glossary (Continued)

**Amortization Payment:** That portion of the pension plan contribution or ARC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

**Actuarially Determined Employer Contribution (ADEC):** The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation. The ADEC consists of the Employer Normal Cost and the Amortization Payment

**Closed Amortization Period:** A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc. See Funding Period and Open Amortization Period.

**Decrements:** Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or termination.

**Defined Benefit Plan:** A retirement plan that is not a Defined Contribution Plan. Typically a defined benefit plan is one in which benefits are defined by a formula applied to the member's compensation and/or years of service.

**Defined Contribution Plan:** A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, and the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.

**Employer Normal Cost:** The portion of the Normal Cost to be paid by the employers. This is equal to the Normal Cost less expected member contributions.

**Experience Study:** A periodic review and analysis of the actual experience of the Fund which may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified as deemed appropriate by the Actuary.

**Funded Ratio:** The ratio of the actuarial value of assets (AVA) to the actuarial accrued liability (AAL). Plans sometimes calculate a market funded ratio, using the market value of assets (MVA), rather than the AVA.

**Funding Period or Amortization Period:** The term "Funding Period" is used in two ways. In the first sense, it is the period used in calculating the Amortization Payment as a component of the ARC. This funding period is chosen by the Board of Trustees. In the second sense, it is a calculated item: the number of years in the future that will theoretically be required to amortize (i.e., pay off or eliminate) the Unfunded Actuarial Accrued Liability, based on the statutory employer contribution rate, and assuming no future actuarial gains or losses.

## Glossary (Continued)

**GASB:** Governmental Accounting Standards Board.

**GASB 67** and **GASB 68:** Governmental Accounting Standards Board Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

**Normal Cost:** That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method. Any payment in respect of an Unfunded Actuarial Accrued Liability is not part of Normal Cost (see Amortization Payment). For pension plan benefits which are provided in part by employee contributions, Normal Cost refers to the total of employee contributions and employer Normal Cost unless otherwise specifically stated. Under the entry age normal cost method, the Normal Cost is intended to be the level cost (when expressed as a percentage of pay) needed to fund the benefits of a member from hire until ultimate termination, death, disability or retirement.

**Open Amortization Period:** An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

**Unfunded Actuarial Accrued Liability:** The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus.

**Valuation Date or Actuarial Valuation Date:** The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Plan Benefits is determined. The expected benefits to be paid in the future are discounted to this date.



December 10, 2020

Retirement Board  
50 Service Avenue, 2nd Floor  
Warwick, RI 02886-1021

**Re: Actuarial Valuation for Non-contributing Judges as of June 30, 2020**

Dear Members of the Board:

This is the June 30, 2020 actuarial valuation of judges hired before January 1, 1990 who are currently employed or retired from employment by the State of Rhode Island. This report provides the calculation of the Actuarial Determined Contribution for fiscal year beginning July 1, 2020 assuming the State begins to advance fund the benefits. This valuation was performed as of June 30, 2020.

### **Financing Objectives**

Currently, Judges who do not participate in the Judicial Retirement Benefits Trust (JRBT) whose benefits are financed by annual contributions equal to the annual benefit payments of current retirees, also known as pay-as-you-go, are included in this valuation.

For the purpose of this valuation, the expected rate of return on pension plan investments is 2.45%; the municipal bond rate is 2.45% (based on fixed-income municipal bonds with 20 years to maturity that include only federally tax-exempt municipal bonds as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2020). Based on the pay-as-you-go nature of the financing for these benefits, we have used the 2.45% discount rate for all liabilities.

This report also develops the contribution requirement assuming the State begins to advance fund the benefits. This measurement is based on a higher discount rate of 7.00%.

### **Progress Towards Realization of Financing Objectives**

The funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability) is a standard measure of a plan's funded status. There has been minimal advanced funding for this closed group of seven Judges (two of which are now retired), so the funded ratio based on the 2.45% discount rate as of June 30, 2020 is 5.1%. As of June 30, 2020, the market value of assets is \$1,113,364 and the actuarial accrued liability is \$21,806,903, resulting in an unfunded actuarial accrued liability of \$20,693,539.

If the State were to advance fund the benefits over a period of 20 years beginning in fiscal year end 2021, then the actuarial determined contribution as a level dollar amount would be equal to \$1,242,086. Based on this contribution policy, if all actuarial assumptions are met (including the assumption of the plan earning 7.00% on the actuarial valuation of assets), it is expected that:

1. The employer contribution for fiscal years 2021 and beyond will remain level as a dollar amount,
2. The unfunded actuarial accrued liability will be fully amortized by 2040, and
3. In the absence of benefit improvements, the funded ratio should increase over time, until it reaches 100%.

### **Benefit provisions**

The benefit provisions reflected in this valuation are those which were in effect on June 30, 2020. The benefit provisions are summarized in Appendix B in the June 30, 2020 actuarial valuation of the JRBT dated December 10, 2020.

### **Assumptions and methods**

The assumptions used in this valuation, with the exception of the 2.45% discount rate, are the same as those summarized in Appendix A in the June 30, 2020 actuarial valuation of the JRBT dated December 10, 2020. We believe the assumptions are internally consistent and are reasonable.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities and the calculated contribution rates.





## Data

Data for the five active members and two retirees as of June 30, 2020 for this valuation was provided by the Staff at the Employees Retirement System of Rhode Island. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the data from the JRBT valuation

## Certification

All of our work conforms with generally accepted actuarial principles and practices and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of Rhode Island state law and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.

The undersigned are independent actuaries. All are Members of the American Academy of Actuaries. They all meet the Qualification Standards of the American Academy of Actuaries, and they are experienced in performing valuations for large public retirement systems.

Respectfully submitted,



Joseph P. Newton, FSA, MAAA, EA  
Pension Market Leader and Actuary



Paul T. Wood, ASA, MAAA, FCA  
Senior Consultant



December 10, 2020

Retirement Board  
50 Service Avenue, 2nd Floor  
Warwick, RI 02886-1021

**Re: Actuarial Valuation for State Police Hired Before July 1, 1987 as of June 30, 2020**

Dear Members of the Board:

This is the June 30, 2020 actuarial valuation of the State police hired before July 1, 1987 and who have all retired from employment by the State of Rhode Island. This report provides disclosure information for fiscal year beginning July 1, 2022 according to 42-28-22.2 of the Rhode Island General Laws. This valuation was performed as of June 30, 2020.

### **Financing Objectives**

Currently, State police who do not participate in the State Police Retirement Benefits Trust (SPRBT) whose benefits were previously financed by annual contributions equal to the annual benefit payment of current retirees are included in this valuation. The original legislation stipulated an actuarially appropriate contribution amount of \$16,387,092 based on an eighteen (18) year funding period beginning July 1, 2015, plus an initial supplemental contribution from the State to start the Trust. The initial supplemental contribution was \$15.0 million. It is our understanding that the amount determined above was to remain level until the UAAL was fully amortized. Subsequent to the original statute the Board lowered the assumed investment return from 7.5% to 7.0% and that has pushed the anticipated year the UAAL will be fully amortized out slightly more than 2 years, with a small required payment expected in 2036. However, the actual experience over the remaining amortization period will ultimately determine when the UAAL is amortized and contributions can cease.

### **Progress Towards Realization of Financing Objectives**

The funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability) is a standard measure of a plan's funded status. There has been three years of advanced funding for this closed group of retirees, so the funded ratio as of June 30, 2020 is 10.0% and the unfunded actuarial accrued liability for this group as of June 30, 2020, is \$155,894,757.

Given the plan's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the plan earning 7.00% on the actuarial valuation of assets), it is expected that:

1. The employer contribution for fiscal years 2021 and beyond will remain level as a dollar amount at \$16,387,092,
2. The unfunded actuarial accrued liability will be fully amortized by 2036, and
3. In the absence of benefit improvements, the funded ratio should increase over time, until it reaches 100%.

### **Benefit provisions**

The benefit provisions reflected in this valuation are those which were in effect on June 30, 2020. The benefit provisions are summarized in Appendix B in the June 30, 2020 actuarial valuation of the SPRBT dated December 10, 2020.

### **Assumptions and methods**

The assumptions used in this valuation, including the 7.00% discount rate, are the same as those summarized in Appendix A in the June 30, 2020 actuarial valuation of the SPRBT dated December 10, 2020. We believe the assumptions are internally consistent and are reasonable.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities and the calculated contribution rates.

### **Data**

Data for the 257 retirees as of June 30, 2020 for this valuation was provided by the Staff at the Employees Retirement System of Rhode Island. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the data from the SPRBT valuation.



### Certification

All of our work conforms with generally accepted actuarial principles and practices and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of Rhode Island state law and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.

The undersigned are independent actuaries. All are Members of the American Academy of Actuaries. They all meet the Qualification Standards of the American Academy of Actuaries, and they are experienced in performing valuations for large public retirement systems.

Respectfully submitted,



Joseph P. Newton, FSA, MAAA, EA  
Pension Market Leader and Actuary



Paul T. Wood, ASA, MAAA, FCA  
Senior Consultant

# Employees' Retirement System of Rhode Island



## 4.1. Administration, Audit, Risk & Compliance Committee Recommendation on Actuarial Valuations as of June 30, 2020

For Discussion and Recommendation to the Full  
Board

Presented by Thomas Mullaney

# Employees' Retirement System of Rhode Island



## 5. Approval of the September, October and November Pensions as Presented by ERSRI

For Approval

Presented by Treasurer Seth Magaziner

**SEPTEMBER 2020 NEW RETIREE REPORT**

NAME	RTMT TYPE	RTMT OPTION	RTMT DATE	PLAN CODE	PLAN	EMPLOYER	AGE	MONTHLY PENSION	ANNUAL PENSION	CREDITED SERVICE
ACETO, JEFFREY	Service	Option1	08/01/20	ERS	Correctional Officer	DOC	58	\$ 7,144.55	\$ 85,734.60	35.93
BONNEAU, MICHAEL	Service	Option2	08/15/20	ERS	Correctional Officer	DOC	66	\$ 6,267.10	\$ 75,205.20	44.48
HILL, JOANNE	Service	SRAP	07/01/20	ERS	Correctional Officer	DOC	60	\$ 10,308.58	\$ 123,702.99	35.81
HUBBARD, MICHAEL	Service	SRA	06/27/20	ERS	Correctional Officer	DOC	63	\$ 3,893.30	\$ 46,719.60	31.38
LEWIS, ERIC	Disability	Option1	02/02/20	ERS	Correctional Officer	DOC	49	\$ 1,545.05	\$ 18,540.60	12.21
MALONEY, PATRICIA	Service	SRA	08/01/20	ERS	Correctional Officer	DOC	69	\$ 1,736.54	\$ 20,838.48	12.97
RENZI, JEFFREY	Service	SRA	07/01/20	ERS	Correctional Officer	DOC	66	\$ 5,412.02	\$ 64,944.25	32.31
NWANNA, JUNE	Service	SRA	06/27/20	ERS	Nurse	BHDDH	73	\$ 1,442.08	\$ 17,304.96	14.61
ANANE, PETER	Service	Option1	08/02/20	ERS	State Employee	BHDDH	72	\$ 301.08	\$ 3,612.96	10.83
ANTOS, WINIFRED	Service	SRA	07/21/20	ERS	State Employee	DOA	65	\$ 2,495.82	\$ 29,949.84	32.45
ARRUDA, DENISE	Service	Option1	09/09/20	ERS	State Employee	URI	65	\$ 624.06	\$ 7,488.72	13.06
BAGLINI, RENEE	Service	SRA	07/02/20	ERS	State Employee	DOR	64	\$ 4,198.53	\$ 50,382.36	39.60
BAKER, KATHLEEN	Service	Option1	08/01/20	ERS	State Employee	OHHS	66	\$ 3,508.23	\$ 42,098.76	27.54
BEUTEL, DAVID	Service	Option1	06/30/20	ERS	State Employee	DEM (Coastal Resources)	68	\$ 1,363.67	\$ 16,364.04	15.97
BITZKO JR., JOHN	Disability	Option2	07/09/20	ERS	State Employee	DEM	59	\$ 2,195.86	\$ 26,350.32	30.06
BOYAJIAN, MARY	Service	SRA	08/17/20	ERS	State Employee	Davies	65	\$ 2,188.00	\$ 26,256.00	21.95
BRAYMAN, JOAN	Service	SRA	08/30/20	ERS	State Employee	Probation & Parole	59	\$ 5,017.29	\$ 60,207.48	35.19
BROOKS, DAVID	Service	SRA	07/18/20	ERS	State Employee	DBR	67	\$ 1,674.69	\$ 20,096.28	20.01
BUTLER, JANET	Service	Option1	08/17/20	ERS	State Employee	Davies	59	\$ 3,985.95	\$ 47,831.40	31.74
CATELLI, ROBERT	Service	Option1	08/01/20	ERS	State Employee	URI	68	\$ 3,049.94	\$ 36,599.28	41.66
COONEY, RAYMOND	Service	SRA	08/29/20	ERS	State Employee	DHS	65	\$ 779.75	\$ 9,357.00	13.14
DELPRETE, WILLIAM	Service	Option1	05/02/20	ERS	State Employee	DOA	66	\$ 2,330.77	\$ 27,969.24	22.29
DI PADUA, GARY	Service	SRA	08/18/20	ERS	State Employee	Sheriff	64	\$ 3,366.90	\$ 40,402.80	30.18
DISAIA JR, ROBERT	Service	SRA	07/19/20	ERS	State Employee	DEM	65	\$ 2,672.89	\$ 32,074.68	25.86
DUSZA, DEBRA	Service	Option2	08/01/20	ERS	State Employee	DOA	64	\$ 3,122.55	\$ 37,470.60	30.06
EGERTON, CHRISTINE	Service	SRA	08/01/20	ERS	State Employee	Judiciary	62	\$ 3,704.48	\$ 44,453.76	34.15
FERGUSON, ROBERT	Disability	Option1	10/15/16	ERS	State Employee	BHDDH-ESH	65	\$ 2,083.77	\$ 25,005.24	32.16
FLEET, ALISA	Disability	SRA	07/23/16	ERS	State Employee	URI	62	\$ 1,705.45	\$ 20,465.40	16.65
GATES, MARGARET	Service	SRA	05/31/20	ERS	State Employee	DHS	69	\$ 186.62	\$ 2,239.44	5.06
GEABER, ROSEMARY	Service	Option1	08/01/20	ERS	State Employee	URI	67	\$ 1,653.67	\$ 19,844.04	28.58
GOLOMB, DARLENE	Service	Option1	08/29/20	ERS	State Employee	URI	69	\$ 2,471.54	\$ 29,658.48	31.78
JALETTE, MARIA	Service	SRA	07/14/20	ERS	State Employee	BHDDH	65	\$ 578.42	\$ 6,941.04	12.56
KENNEDY, JENNIFER	Disability	SRA	08/01/20	ERS	State Employee	DOR	52	\$ 3,059.56	\$ 36,714.72	17.72
KLICK, LUANN	Service	Option2	08/31/20	ERS	State Employee	DOC	66	\$ 755.56	\$ 9,066.72	17.33
LEMONT, JAMIE	Disability	SRA	12/09/18	ERS	State Employee	BHDDH	51	\$ 1,968.13	\$ 23,617.56	17.35
MACDOUGALL, ANN	Service	Option2	06/01/20	ERS	State Employee	DCYF	63	\$ 3,086.31	\$ 37,035.72	27.27
MANZOLILLO, ROBERT	Disability	SRA	08/30/20	ERS	State Employee	DPS (Sheriffs)	52	\$ 3,068.83	\$ 36,825.96	29.89
MAYERHOFER, MARILYN	Service	Option1	08/06/20	ERS	State Employee	URI	65	\$ 627.02	\$ 7,524.24	20.56
O'BRIEN, MICHELLE	Service	Option1	08/01/20	ERS	State Employee	CCRI	59	\$ 3,510.56	\$ 42,126.72	28.36
O'CONNOR, DIANE	Service	Option2	07/31/20	ERS	State Employee	URI	65	\$ 1,097.50	\$ 13,170.00	24.16
PALOMBO, JOSEPH	Disability	SRA	07/19/20	ERS	State Employee	Rhode Island College	59	\$ 2,905.45	\$ 34,865.40	26.57
PAQUIN JR., ROBERT	Service	SRA	05/05/20	ERS	State Employee	DHS	62	\$ 1,534.15	\$ 18,409.80	21.17
PERRINO, MAUREEN	Service	SRA	07/01/20	ERS	State Employee	BHDDH	66	\$ 3,389.61	\$ 40,675.32	40.08
PETERSEN, KAREN	Service	SRA	08/01/20	ERS	State Employee	DEM	67	\$ 1,320.13	\$ 15,841.56	21.76
PRICE, DANNY	Disability	Option2	08/16/20	ERS	State Employee	Medical Examiner	46	\$ 2,455.83	\$ 29,469.96	7.80
RAYMOND-MANGAN, PATRICIA	Service	SRA	06/27/20	ERS	State Employee	DOH	65	\$ 5,030.06	\$ 60,360.72	30.26
REPOSA, MARYANN	Service	SRA	06/30/20	ERS	State Employee	URI	68	\$ 865.65	\$ 10,387.80	20.30
RINALDI, JEANNE	Service	SRA	08/29/20	ERS	State Employee	Judiciary	64	\$ 2,705.12	\$ 32,461.44	28.65
ROSE, MARGARET	Service	SRA	08/08/20	ERS	State Employee	RI Lottery	65	\$ 6,735.26	\$ 80,823.12	31.70
SANBORN, BARBARA	Service	SRA	08/01/20	ERS	State Employee	CCRI	62	\$ 2,603.91	\$ 31,246.92	31.68
SCOWCROFT, KRISTIN	Service	SRA	08/01/20	ERS	State Employee	URI	66	\$ 1,248.25	\$ 14,979.00	21.81
SILLER, THOMAS	Service	Option2	05/16/20	ERS	State Employee	DOR (Taxation)	65	\$ 2,693.64	\$ 32,323.68	34.67
SMITH, TERESA	Service	Option2	08/01/20	ERS	State Employee	DOC	63	\$ 6,058.75	\$ 72,705.00	36.18
SOARES, KEVIN	Disability	Option2	08/20/17	ERS	State Employee	DOT	61	\$ 1,962.14	\$ 23,545.68	25.70
STRAVATO, JULIE	Service	SRA	06/28/20	ERS	State Employee	DHS	62	\$ 1,999.51	\$ 23,994.12	26.97
SUITS, ERNEST	Disability	Option2	08/02/20	ERS	State Employee	DPS (Sheriffs)	53	\$ 2,851.03	\$ 34,212.36	19.96
TAMBURRINO, ANTHONY	Service	SRAP	08/01/20	ERS	State Employee	NBC	59	\$ 6,387.15	\$ 76,645.80	36.29
TAYLOR III, EDWARD	Service	SRA	07/01/20	ERS	State Employee	NBC	59	\$ 3,526.02	\$ 42,312.24	32.91

**SEPTEMBER 2020 NEW RETIREE REPORT**

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TESSIER, LINDA	Service	SRA	05/31/20	ERS	State Employee	DHS	67	\$ 752.29	\$ 9,027.48	16.77
THREATS, PATRICIA	Service	SRA	08/01/20	ERS	State Employee	DOC	65	\$ 5,111.61	\$ 61,339.32	34.58
VELOZ, ILUMINADA	Service	SRA	05/30/20	ERS	State Employee	BHDDH	62	\$ 2,668.94	\$ 32,027.28	29.95
ALLEN, DEBORAH	Service	SRA	07/01/20	ERS	Teacher	Bristol Warren Reg. School Dist.	68	\$ 1,757.04	\$ 21,084.48	18.00
ASPINWALL, BETHANY	Service	SRA	08/02/20	ERS	Teacher	Cranston School Dept.	67	\$ 2,672.48	\$ 32,069.76	25.48
AUXIER, CHRISTINE	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	64	\$ 3,556.59	\$ 42,679.08	29.50
BALLAH, G. KONAH	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	69	\$ 2,957.61	\$ 35,491.32	27.00
BERGSTROM, DAWN	Service	Option2	07/01/20	ERS	Teacher	Foster School Dist.	63	\$ 1,239.96	\$ 14,879.52	20.88
BURKE, LYNNE	Disability	Option2	07/23/20	ERS	Teacher	Coventry Public Schools	55	\$ 4,901.70	\$ 58,820.40	31.50
BURNS, ROSEMARY	Service	SRA	07/01/20	ERS	Teacher	Bristol Warren Reg. School Dist.	64	\$ 4,558.15	\$ 54,697.80	34.41
CANNADY, JOHN	Service	Option1	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 813.07	\$ 9,756.84	13.00
CARREIRO, NANCY	Service	Option2	07/01/20	ERS	Teacher	Tiverton School Dept.	70	\$ 3,191.81	\$ 38,301.72	28.00
CAVANAUGH, JUDITH	Service	SRA	07/01/20	ERS	Teacher	East Greenwich School Dept.	70	\$ 4,052.96	\$ 48,635.52	32.25
CAYA, JERILYN	Service	SRA	07/14/20	ERS	Teacher	Burrillville School Dept.	59	\$ 4,580.26	\$ 54,963.12	35.00
CISSOKO, ROBERTA	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	68	\$ 2,852.71	\$ 34,232.52	27.00
COELHO, ANTHONY	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	62	\$ 3,627.83	\$ 43,533.96	30.00
COHEN, LINDA	Service	Option2	07/01/20	ERS	Teacher	Coventry Public Schools	64	\$ 3,551.44	\$ 42,617.28	28.00
COLA, FRANCES	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	67	\$ 3,330.27	\$ 39,963.24	28.00
COMBES, MARIANNE	Service	SRA	08/02/20	ERS	Teacher	Barrington Public Schools	66	\$ 6,937.33	\$ 83,247.96	43.50
CORRY, BRIAN	Service	SRA	08/25/20	ERS	Teacher	Lincoln School Dept.	63	\$ 3,959.59	\$ 47,515.08	28.75
COULOMBE, LINDA	Service	Option2	07/01/20	ERS	Teacher	Providence School Dept.	68	\$ 3,585.90	\$ 43,030.80	29.75
COX, CATHY	Service	SRA	08/12/20	ERS	Teacher	Cranston School Dept.	65	\$ 3,470.96	\$ 41,651.52	29.00
CURRAN, DENNIS	Service	Option1	08/31/20	ERS	Teacher	Cranston School Dept.	70	\$ 1,359.20	\$ 16,310.40	14.00
DECURTIS, DONNA	Service	SRA	07/01/20	ERS	Teacher	North Providence School Dept.	62	\$ 6,024.17	\$ 72,290.04	39.50
DIFOLCO, VICTORIA	Service	SRA	07/01/20	ERS	Teacher	Barrington Public Schools	65	\$ 2,512.27	\$ 30,147.19	23.75
DIMARTINO, ROBERT	Service	Option2	07/01/20	ERS	Teacher	Cumberland School Dept.	67	\$ 848.25	\$ 10,179.00	11.88
DISANTO, MARY	Service	Option1	07/01/20	ERS	Teacher	Warwick School Dept.	63	\$ 1,431.64	\$ 17,179.68	20.00
DUBOIS, PATRICIA	Service	SRA	08/01/20	ERS	Teacher	Woonsocket School Dept.	62	\$ 3,305.56	\$ 39,666.72	29.98
ELKIN, DAVID	Service	SRA	07/01/20	ERS	Teacher	Providence Long Term Subs	68	\$ 2,100.13	\$ 25,201.56	22.00
FARRELL, MAUREEN	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	64	\$ 3,266.84	\$ 39,202.08	28.00
FELLER, LORRAINE	Service	Option1	07/01/20	ERS	Teacher	Central Falls Collaborative	65	\$ 2,300.42	\$ 27,605.04	24.00
FERAGNE, MARIE	Service	Option1	07/01/20	ERS	Teacher	Providence School Dept.	67	\$ 2,660.12	\$ 31,921.44	27.75
FINN, MARIBETH	Service	SRA	07/01/20	ERS	Teacher	East Providence Schools	68	\$ 1,194.12	\$ 14,329.44	15.00
FLYNN, SUSAN	Service	Option1	05/30/20	ERS	Teacher	Glocester School Dist.	62	\$ 2,473.41	\$ 29,680.92	24.50
FOUNTAIN, NANCY	Service	Option2	08/22/20	ERS	Teacher	Warwick School Dept.	62	\$ 1,829.07	\$ 21,948.84	25.19
GAIEWSKI, NANCY	Service	SRA	08/04/20	ERS	Teacher	Cranston School Dept.	66	\$ 2,078.63	\$ 24,943.56	21.38
HAJJAR, ETOILE	Service	Option1	07/01/20	ERS	Teacher	Providence School Dept.	57	\$ 3,071.06	\$ 36,852.72	31.50
HYNES, ALISON	Service	Option1	07/01/20	ERS	Teacher	Providence School Dept.	61	\$ 3,892.04	\$ 46,704.48	33.00
INZER, NANCY	Service	SRA	08/01/20	ERS	Teacher	Burrillville School Dept.	67	\$ 4,663.51	\$ 55,962.12	35.25
KASPARIAN, JANET	Service	Option1	07/01/20	ERS	Teacher	Portsmouth School Dept.	69	\$ 1,571.11	\$ 18,853.32	18.75
KING, PATRICIA	Service	Option2	07/01/20	ERS	Teacher	Middletown Public Schools	67	\$ 3,617.69	\$ 43,412.28	30.48
KOWAL, MAUREEN	Service	Option1	07/01/20	ERS	Teacher	East Greenwich School Dept.	62	\$ 4,392.75	\$ 52,713.00	35.25
KOZIOL, MARY	Service	SRA	07/01/20	ERS	Teacher	Warwick School Dept.	66	\$ 2,218.23	\$ 26,618.76	22.00
KROUS, DEBORAH	Disability	SRA	06/21/17	ERS	Teacher	Providence School Dept.	65	\$ 1,402.25	\$ 16,827.00	15.98
LAMOUNTAIN, EILEEN	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	63	\$ 1,886.96	\$ 22,643.52	25.23
LESTER, ALLAN	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 1,794.47	\$ 21,533.64	19.00
LIEBOWITZ, TOBY	Service	Option1	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 1,943.19	\$ 23,318.28	22.12
MACOMBER, JOHN	Service	SRA	07/01/20	ERS	Teacher	East Providence Schools	66	\$ 3,840.31	\$ 46,083.72	32.75
MAHONEY, MARY	Service	SRA	07/01/20	ERS	Teacher	East Providence Schools	71	\$ 2,254.63	\$ 27,055.56	24.50
MANNIX, ANTONIETTA	Service	SRA	07/01/20	ERS	Teacher	West Warwick School Dept.	68	\$ 2,107.06	\$ 25,284.72	22.75
MANZI, MARIANNE	Service	SRA	07/01/20	ERS	Teacher	Narragansett School Dept.	63	\$ 2,740.25	\$ 32,883.00	24.75
MARSHALL, LORI	Service	Option1	07/01/20	ERS	Teacher	South Kingstown School Dept.	60	\$ 5,093.65	\$ 61,123.80	36.25
MARTI, UBALDO	Service	Option1	07/01/20	ERS	Teacher	Pawtucket School Dept.	69	\$ 1,225.26	\$ 14,703.12	16.00
MATHER, HOLLY	Disability	Option1	06/16/20	ERS	Teacher	North Kingstown School Dept.	44	\$ 1,049.03	\$ 12,588.36	13.31
MCCAFFREY, ANN	Service	Option1	07/01/20	ERS	Teacher	Cumberland School Dept.	62	\$ 4,084.30	\$ 49,011.60	34.25
MCDOWELL, BERNADETTE	Service	Option2	07/01/20	ERS	Teacher	Warwick School Dept.	65	\$ 2,670.55	\$ 32,046.60	25.50
MCGHEE, THOMAS	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 3,131.29	\$ 37,575.48	27.50
MCKAY, PATRICIA	Service	SRA	08/01/20	ERS	Teacher	Lincoln School Dept.	59	\$ 5,108.44	\$ 61,301.28	35.25



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MCKEEN, PAMELA	Service	SRA	08/18/20	ERS	Teacher	Chariho Regional School Dist.	66	\$ 2,559.48	\$ 30,713.76	24.50
MELLEKAS, MERCEDES	Service	SRA	07/01/20	ERS	Teacher	Newport School Dept.	60	\$ 4,399.14	\$ 52,789.68	33.00
MELLO, DIANE	Service	SRA	08/15/20	ERS	Teacher	Warwick School Dept.	65	\$ 2,104.97	\$ 25,259.64	21.00
MITCHELL, SALLY	Service	SRA	08/08/20	ERS	Teacher	Johnston School Dept.	62	\$ 5,228.27	\$ 62,739.24	32.00
MONAHAN, PATRICIA	Service	SRAP	08/02/20	ERS	Teacher	Cumberland School Dept.	60	\$ 5,903.01	\$ 70,836.12	32.00
MONTELLA, RALPH	Service	Option1	09/02/20	ERS	Teacher	North Providence School Dept.	70	\$ 5,967.58	\$ 71,610.96	40.00
MOORE, CYNTHIA	Service	Option1	08/19/20	ERS	Teacher	Glocester School Dist.	62	\$ 1,874.51	\$ 22,494.12	20.00
MOORE, SUSAN	Service	Option2	07/01/20	ERS	Teacher	Newport School Dept.	65	\$ 2,406.78	\$ 28,881.36	23.50
MORSE, LORI	Service	SRA	07/16/20	ERS	Teacher	Cranston School Dept.	59	\$ 4,337.63	\$ 52,051.56	33.50
O'CONNELL, PATRICK	Service	SRA	07/01/20	ERS	Teacher	Newport School Dept.	59	\$ 4,257.30	\$ 51,087.60	32.00
O'ROURKE, DOLORES	Service	SRA	08/02/20	ERS	Teacher	Coventry Public Schools	68	\$ 5,169.41	\$ 62,032.92	34.90
OSMANSKI, COLLEEN	Service	Option2	07/30/20	ERS	Teacher	East Greenwich School Dept.	59	\$ 4,621.74	\$ 55,460.88	35.75
PAQUET, JANE	Service	Option1	08/10/20	ERS	Teacher	Cumberland School Dept.	65	\$ 1,869.92	\$ 22,439.04	21.00
PERRY, KATHLEEN	Service	Option1	08/31/20	ERS	Teacher	Cranston School Dept.	71	\$ 5,207.96	\$ 62,495.52	48.50
PETRONELLI, DONNA	Service	Option2	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 1,830.10	\$ 21,961.20	20.00
PETTERUTI, DEBOURAH	Disability	Option1	06/19/20	ERS	Teacher	Cranston School Dept.	62	\$ 2,323.97	\$ 27,887.64	24.69
PROCACCINI, ALBERTA	Service	SRA	07/01/20	ERS	Teacher	Central Falls Collaborative	70	\$ 2,338.84	\$ 28,066.08	24.00
QUILLEN, BEVERLY	Service	SRA	07/01/20	ERS	Teacher	Warwick School Dept.	63	\$ 4,037.13	\$ 48,445.56	31.00
REARICK, PAULA	Service	Option1	07/01/20	ERS	Teacher	Middletown Public Schools	69	\$ 3,674.60	\$ 44,095.20	31.25
REAVEY, SUSAN	Service	SRA	07/01/20	ERS	Teacher	East Providence Schools	68	\$ 2,379.11	\$ 28,549.32	25.50
RODERICK, DONNA	Service	SRA	07/01/20	ERS	Teacher	Burrillville School Dept.	63	\$ 4,462.76	\$ 53,553.12	34.50
ROGERS, SHERRY	Service	SRA	08/15/20	ERS	Teacher	South Kingstown School Dept.	61	\$ 3,842.17	\$ 46,106.04	30.50
RYAN, CYNTHIA	Service	SRA	07/01/20	ERS	Teacher	Barrington Public Schools	71	\$ 2,913.66	\$ 34,963.92	24.00
SCANLON, BARBARA	Service	SRA	07/01/20	ERS	Teacher	Coventry Public Schools	67	\$ 2,137.55	\$ 25,650.60	21.50
SCANLON, JOHN	Service	Option2	08/31/20	ERS	Teacher	Cranston School Dept.	67	\$ 3,410.66	\$ 40,927.92	30.00
SCHART, ELIZABETH	Service	SRA	08/28/20	ERS	Teacher	Coventry Public Schools	60	\$ 2,788.85	\$ 33,466.20	23.00
SCOTT-PUOPOLO, NANCY	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 1,778.61	\$ 21,343.32	19.25
SHANLEY, PATRICIA	Service	SRA	09/01/20	ERS	Teacher	Warwick School Dept.	62	\$ 1,922.18	\$ 23,066.16	24.75
SIMON, LUANNE	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	59	\$ 4,500.14	\$ 54,001.68	34.50
SIODLAK-RUBINO, AMY	Service	SRA	06/09/20	ERS	Teacher	Little Compton School Dept.	66	\$ 480.47	\$ 5,765.64	6.00
SMITH, WILLIAM	Service	Option1	07/01/20	ERS	Teacher	Coventry Public Schools	64	\$ 5,536.66	\$ 66,439.92	37.50
SPRAGUE, SUSAN	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	65	\$ 1,854.64	\$ 22,255.68	20.00
STELLMACH, DEBORAH	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	61	\$ 3,359.15	\$ 40,309.80	29.75
TAMBOE, ROBERT	Service	Option1	07/01/20	ERS	Teacher	Chariho Regional School Dist.	65	\$ 3,522.64	\$ 42,271.68	31.95
TAYLOR CROUSE, SALLY	Service	SRA	07/01/20	ERS	Teacher	South Kingstown School Dept.	67	\$ 2,205.20	\$ 26,462.40	21.69
VANDERVELDE, MARY	Service	Option1	07/01/20	ERS	Teacher	Coventry Public Schools	62	\$ 4,184.09	\$ 50,209.08	33.00
WALL, GAIL	Service	Option2	08/12/20	ERS	Teacher	Cranston School Dept.	68	\$ 1,744.53	\$ 20,934.36	19.50
ADLER, DEBORAH	Service	Option1	06/01/20	MERS	General Municipal	Tiverton School Dept. (NC)	61	\$ 285.10	\$ 3,421.20	12.85
AUBIN, DEBRA	Service	SRAP	07/01/20	MERS	General Municipal	City of Woonsocket	60	\$ 3,632.79	\$ 43,593.48	31.34
BIBEAULT, ELAINE	Service	SRA	07/01/20	MERS	General Municipal	Burrillville School Dept. (NC)	66	\$ 1,499.61	\$ 17,995.32	32.97
BOURGEOIS, JAMES	Service	Option1	07/01/20	MERS	General Municipal	Pawtucket Housing Auth.	66	\$ 508.10	\$ 6,097.20	10.10
BOYD, ARLENE	Service	SRA	07/01/20	MERS	General Municipal	East Providence Schools (NC)	68	\$ 1,071.57	\$ 12,858.84	17.38
BRADSHAW, PAULA	Disability	Option1	01/01/20	MERS	General Municipal	Pawtucket School Dept. (NC)	56	\$ 692.17	\$ 8,306.04	19.71
BRENNAN, DIANE	Service	Option1	07/11/20	MERS	General Municipal	Town of Glocester	66	\$ 409.39	\$ 4,912.68	6.44
CONNELL, DENISE	Service	SRA	09/01/20	MERS	General Municipal	Smithfield School Dept. (NC)	64	\$ 1,328.63	\$ 15,943.56	23.82
COPPOLA, MARILYN	Service	SRA	07/01/20	MERS	General Municipal	Cranston School Dept. (NC)	66	\$ 2,911.57	\$ 34,938.84	22.90
COURNOYER, DENIS	Service	SRA	08/01/20	MERS	General Municipal	Burrillville School Dept. (NC)	67	\$ 370.70	\$ 4,448.40	8.86
DISCIULLO, LISA	Service	Option1	08/02/20	MERS	General Municipal	Town of Smithfield (COLA)	62	\$ 1,732.65	\$ 20,791.80	21.94
EKELUND, CHARLAYNE	Service	Option1	07/01/20	MERS	General Municipal	Cranston School Dept. (NC)	70	\$ 900.76	\$ 10,809.12	22.42
EMERY, BERNADETTE	Service	SRA	07/01/20	MERS	General Municipal	Bristol Warren Reg. School Dist. (NC)	66	\$ 1,389.95	\$ 16,679.40	19.71
FALLONE, ASSUNTA	Service	SRA	07/11/20	MERS	General Municipal	North Providence School Dept. (NC)	62	\$ 1,139.07	\$ 13,668.84	24.17
LAMBERT, YVETTE	Service	Option1	07/01/20	MERS	General Municipal	Cumberland School Dept. (NC)	65	\$ 518.27	\$ 6,219.24	17.80
LAMOUNTAIN, ROBERT	Service	Option2	08/08/20	MERS	General Municipal	Barrington COLA Group	63	\$ 2,374.98	\$ 28,499.76	30.85
LITTLE, GARY	Service	Option1	07/07/20	MERS	General Municipal	Tiverton School Dept. (NC)	67	\$ 605.56	\$ 7,266.72	13.03
LUCAS, PAMELA	Service	SRA	07/01/20	MERS	General Municipal	East Providence Schools (NC)	70	\$ 941.54	\$ 11,298.47	23.17
LYONS, EILEEN	Service	Option1	07/01/20	MERS	General Municipal	EAST GREENWICH-COLA-NC	64	\$ 582.53	\$ 6,990.36	20.76
MANIGAN, JAMES	Service	SRA	08/11/20	MERS	General Municipal	Woonsocket School Dept. (NC)	76	\$ 1,082.93	\$ 12,995.16	21.37
MASSE, PAUL	Service	Option1	08/01/20	MERS	General Municipal	City of Pawtucket	63	\$ 1,380.66	\$ 16,567.92	20.20

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MATTERA, PATRICIA	Service	Option2	06/20/20	MERS	General Municipal	Town of South Kingstown	69	\$ 405.08	\$ 4,860.96	11.70
MISUNAS, PAULA	Service	Option1	07/09/20	MERS	General Municipal	Town of North Kingstown	66	\$ 1,367.18	\$ 16,406.16	23.00
MOTTA, SANDRA	Service	Option1	07/01/20	MERS	General Municipal	East Providence Schools (NC)	77	\$ 780.60	\$ 9,367.20	22.72
NADEAU, ANN-MARIE	Service	Option1	03/01/20	MERS	General Municipal	Foster/Glocester Reg. School Dist. (NC)	62	\$ 397.78	\$ 4,773.36	12.73
NERI, BARBARA	Service	SRA	08/01/20	MERS	General Municipal	Town of North Providence	72	\$ 1,711.19	\$ 20,534.28	26.54
NEUBAUER, MAUREEN	Service	SRA	07/01/20	MERS	General Municipal	Barrington COLA NonCertifieds	68	\$ 888.87	\$ 10,666.44	23.11
PALUMBO, GAIL	Service	Option1	07/01/20	MERS	General Municipal	Smithfield School Dept. (NC)	65	\$ 1,486.26	\$ 17,835.12	24.50
PARTRIDGE, ELAINE	Service	SRA	07/01/20	MERS	General Municipal	City of Central Falls	65	\$ 2,787.80	\$ 33,453.60	26.25
ROBERTS, SHARON	Service	Option1	07/01/20	MERS	General Municipal	Exeter/West Greenwich Reg. Schools (NC)	66	\$ 1,546.80	\$ 18,561.60	26.69
RODRIGUES, THERESE	Disability	SRA	04/25/20	MERS	General Municipal	Central Falls School Dist. (NC)	56	\$ 968.31	\$ 11,619.72	23.84
RYAN, BONNY	Service	Option1	08/05/20	MERS	General Municipal	Town of New Shoreham	69	\$ 1,358.94	\$ 16,307.28	23.84
SICKINGER, LYNNE	Service	Option1	08/01/20	MERS	General Municipal	South Kingstown School Dept. (NC)	62	\$ 853.22	\$ 10,238.64	26.22
STERPIS, STEPHANY	Service	Option1	07/01/20	MERS	General Municipal	Cranston School Dept. (NC)	66	\$ 548.66	\$ 6,583.92	20.00
TUTTLE, ROSE	Service	SRA	07/01/20	MERS	General Municipal	Woonsocket School Dept. (NC)	65	\$ 908.59	\$ 10,903.08	26.30
YOUNG, DARLENE	Service	SRA	07/01/20	MERS	General Municipal	Cumberland School Dept. (NC)	66	\$ 300.61	\$ 3,607.32	11.65
CLEGG, DAVID	Service	SRA	08/08/20	MERS	Police and Fire	Barrington Police Dept.	53	\$ 3,699.47	\$ 44,393.64	27.36
LAFFERTY, SEAN	Disability	Option2	08/02/20	MERS	Police and Fire	Woonsocket Fire Dept.	51	\$ 2,925.61	\$ 35,107.32	19.96
READ, PAMELA	Service	SRA	07/01/20	MERS	Police and Fire	Hopkins Hill Fire Dept.	67	\$ 1,031.64	\$ 12,379.68	11.58
ACCARDI, WILLIAM	Service	SRA	06/14/20	SPRBT	State Police	State Police	53	\$ 6,766.18	\$ 81,194.16	23.00

# OCTOBER 2020 NEW RETIREE REPORT

NAME	RTMT TYPE	RTMT OPTION	RTMT DATE	PLAN CODE	PLAN	EMPLOYER	AGE	MONTHLY PENSION	ANNUAL PENSION	CREDITED SERVICE
FIGUERO, PAMELA	Service	SRA	03/01/20	ERS	Correctional Officer	DOC	70	\$ 1,314.48	\$ 15,773.76	10.50
LANGLEY, SILMA-DEL	Service	SRA	06/06/20	ERS	Correctional Officer	DOC	66	\$ 6,155.18	\$ 73,862.16	32.46
BACCUS, RICK	Service	Option2	08/16/20	ERS	State Employee	Veterans Home	68	\$ 2,129.89	\$ 25,558.68	17.95
BLAKELY, RICHARD	Service	Option1	08/01/20	ERS	State Employee	Judiciary	66	\$ 858.33	\$ 10,299.96	13.80
CALNER, MARY	Service	SRA	08/01/20	ERS	State Employee	OHHS	69	\$ 5,552.92	\$ 66,635.04	32.32
CANNATA, DENISE	Service	Option2	09/26/20	ERS	State Employee	DLT	59	\$ 3,785.60	\$ 45,427.20	37.69
CURRAN, DAVID	Service	Option1	09/01/20	ERS	State Employee	DBR	63	\$ 2,401.40	\$ 28,816.80	30.52
DEANDRADE, LISA	Service	SRA	09/22/20	ERS	State Employee	RICLAS	62	\$ 1,591.17	\$ 19,094.04	26.80
HARRIS, ROSSIE	Service	SRA	09/01/20	ERS	State Employee	Judiciary	70	\$ 10,168.21	\$ 122,018.52	33.93
HOPKINS, JULIA	Service	SRA	08/01/20	ERS	State Employee	OHHS	65	\$ 4,994.42	\$ 59,933.04	30.60
ICART, RUSSELL	Service	SRA	08/02/20	ERS	State Employee	DPS (Sheriffs)	64	\$ 3,299.94	\$ 39,599.28	31.20
KAKELA, JEANNINE	Disability	SRA	10/19/19	ERS	State Employee	DBR	51	\$ 2,095.87	\$ 25,150.44	30.28
LEVESQUE, CHARLES	Service	SRA	09/01/20	ERS	State Employee	Judicial	66	\$ 1,207.88	\$ 14,494.56	8.23
NORTH, LEE G	Service	Option1	09/26/20	ERS	State Employee	RI Airport Corporation	62	\$ 3,953.12	\$ 47,437.44	37.02
REZENDES, DEBORAH	Service	SRA	08/22/20	ERS	State Employee	DOC	66	\$ 1,408.82	\$ 16,905.84	16.67
SCHULZE, BRIAN	Service	SRA	08/01/20	ERS	State Employee	DPS (Sheriffs)	62	\$ 3,197.27	\$ 38,367.24	30.88
SECURO, JOANN	Service	SRA	08/16/20	ERS	State Employee	DOT	66	\$ 444.90	\$ 5,338.80	8.07
SIMAS SR, JOSEPH	Disability	Option1	08/30/20	ERS	State Employee	DPS	75	\$ 3,294.34	\$ 39,532.08	20.46
A VANT, ELIZABETH	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	62	\$ 5,104.48	\$ 61,253.76	34.50
AIELLO, SANDRA	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	68	\$ 2,969.89	\$ 35,638.68	26.37
ARENA-ZANGHI, SHARON	Service	Option1	08/21/20	ERS	Teacher	Providence School Dept.	59	\$ 4,398.61	\$ 52,783.32	33.75
BARCLAY DE TOLLY, MICHAEL	Service	SRA	07/01/20	ERS	Teacher	Portsmouth School Dept.	65	\$ 2,645.29	\$ 31,743.48	25.00
BLANCHETTE, CAROL	Service	Option2	08/01/20	ERS	Teacher	Scituate School Dept.	66	\$ 4,776.21	\$ 57,314.52	26.00
BURKE, EILEEN	Service	SRA	07/01/20	ERS	Teacher	Coventry Public Schools	66	\$ 3,777.83	\$ 45,333.96	28.25
BURNS, JUDY	Disability	Option2	08/01/20	ERS	Teacher	Providence School Dept.	53	\$ 3,429.03	\$ 41,148.36	29.99
CACCHIOTTI, ROSE	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 2,124.08	\$ 25,488.96	22.00
CANNAVARO, ANNAMARIA	Service	Option1	09/18/20	ERS	Teacher	Providence School Dept.	61	\$ 3,518.01	\$ 42,216.12	30.00
CHENARD, NANCY	Service	SRA	08/03/20	ERS	Teacher	Central Falls Collaborative	62	\$ 3,454.19	\$ 41,450.28	28.75
CONTI JR, CRESCENZO	Service	SRA	08/25/20	ERS	Teacher	Lincoln School Dept.	63	\$ 3,709.84	\$ 44,518.08	28.54
COTTELL, GRETA	Service	SRA	07/01/20	ERS	Teacher	Glocester School Dist.	60	\$ 3,039.80	\$ 36,477.60	29.50
COYNE, DANIEL	Service	Option1	07/01/20	ERS	Teacher	Foster/Glocester Reg. School Dist.	66	\$ 4,262.97	\$ 51,155.64	32.00
D AMBROSIO, ANN-MARIE	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	60	\$ 4,986.19	\$ 59,834.28	35.50
DECONTE, SUSAN	Service	SRA	08/01/20	ERS	Teacher	Johnston School Dept.	72	\$ 4,500.36	\$ 54,004.28	32.79
DUFFY-GOLEC, COLLEEN	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	63	\$ 1,456.52	\$ 17,478.24	20.00
DUQUETTE, DEBORAH	Service	SRA	07/01/20	ERS	Teacher	Woonsocket School Dept.	63	\$ 4,114.76	\$ 49,377.12	33.75
ENGSTROM, MARGARET	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	68	\$ 3,538.50	\$ 42,462.00	29.50
GEARY, PATRICIA	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 2,752.91	\$ 33,034.92	26.56
GONZALEZ, HUGO	Service	SRA	07/01/20	ERS	Teacher	Providence Long Term Subs	64	\$ 1,625.77	\$ 19,509.24	20.28
HOOPER, LEEANN	Service	Option1	08/02/20	ERS	Teacher	Chariho Regional School Dist.	66	\$ 2,595.81	\$ 31,149.72	25.06
HYDE, PATRICIA	Service	SRA	07/17/20	ERS	Teacher	Central Falls Collaborative	65	\$ 1,212.44	\$ 14,549.28	13.75
JAVIER, ANDRES	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	67	\$ 2,824.61	\$ 33,895.32	26.73
KELLEY-GUERNON, ELIZABETH	Service	SRA	09/04/20	ERS	Teacher	Scituate School Dept.	67	\$ 2,415.98	\$ 28,991.76	23.50
KOLANKO, PATRICIA	Service	Option1	09/01/20	ERS	Teacher	North Smithfield School Dept.	62	\$ 5,363.65	\$ 64,363.80	40.00
KOSEGARTEN, MICHELLE	Service	SRA	07/01/20	ERS	Teacher	Newport School Dept.	63	\$ 1,756.54	\$ 21,078.48	22.73
MAINI, JENNIFER	Service	SRA	09/30/20	ERS	Teacher	Warwick School Dept.	72	\$ 5,035.85	\$ 60,430.20	34.83
MCBRIDE, SHIRLEY	Service	SRA	09/01/20	ERS	Teacher	Providence School Dept.	63	\$ 3,462.65	\$ 41,551.80	28.98
MCKANNA, STEPHEN	Service	SRA	07/01/20	ERS	Teacher	Coventry Public Schools	65	\$ 4,252.02	\$ 51,024.24	31.50
MEDEIROS, DIETRA	Service	SRA	09/01/20	ERS	Teacher	Little Compton School Dept.	67	\$ 1,982.98	\$ 23,795.76	21.00
MELIN, SARA	Service	SRA	08/31/20	ERS	Teacher	Providence School Dept.	62	\$ 3,345.01	\$ 40,140.12	28.00
MIGNACCA, MARY ANNE	Service	SRA	08/18/20	ERS	Teacher	Lincoln School Dept.	65	\$ 3,285.49	\$ 39,425.88	26.50
MILLETTE, ROBERTA	Service	SRA	07/01/20	ERS	Teacher	Coventry Public Schools	65	\$ 3,668.95	\$ 44,027.40	28.00
MOORE, JOHN	Service	SRA	09/19/20	ERS	Teacher	Providence School Dept.	65	\$ 2,432.60	\$ 29,191.20	24.50
O BRIEN, CYNTHIA	Service	Option2	07/01/20	ERS	Teacher	Providence School Dept.	62	\$ 3,327.72	\$ 39,932.64	29.25
O ROURKE, ELIZABETH	Service	Option2	07/01/20	ERS	Teacher	Providence School Dept.	68	\$ 3,634.81	\$ 43,617.72	31.00
OLAGBEGI-FAKUNLE, GLADYS	Service	Option2	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 1,700.43	\$ 20,405.16	19.72
PANDOZZI, RAYMOND	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	67	\$ 2,305.71	\$ 27,668.52	23.00

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PROVOST, JANET	Service	SRA	09/08/20	ERS	Teacher	Barrington Public Schools	65	\$ 1,694.15	\$ 20,329.80	17.04
RAPOZA, DONNA	Service	SRA	08/16/20	ERS	Teacher	East Providence Schools	66	\$ 5,229.22	\$ 62,750.64	41.50
RAULINO, DOREEN	Service	Option1	07/01/20	ERS	Teacher	Providence School Dept.	61	\$ 3,889.85	\$ 46,678.20	34.50
RIPLEY, CYNTHIA	Service	Option2	07/01/20	ERS	Teacher	Smithfield School Dept.	63	\$ 2,770.76	\$ 33,249.12	26.75
ROBERTS, SUSAN	Disability	SRA	04/25/20	ERS	Teacher	Providence School Dept.	53	\$ 2,463.98	\$ 29,567.76	24.70
SABO, SONIA	Disability	Option1	05/19/20	ERS	Teacher	Providence School Dept.	62	\$ 1,392.16	\$ 16,705.92	17.57
SANGERMANO, TERESA	Service	Option1	07/01/20	ERS	Teacher	Providence School Dept.	69	\$ 2,201.80	\$ 26,421.60	24.48
SCOTT, NIKKI	Service	Option1	07/01/20	ERS	Teacher	Chariho Regional School Dist.	59	\$ 4,714.72	\$ 56,576.64	35.25
SPROULS, TIMOTHY	Service	SRA	07/01/20	ERS	Teacher	Johnston School Dept.	70	\$ 2,353.63	\$ 28,243.56	30.00
TARTER, RITA	Service	SRA	07/01/20	ERS	Teacher	Tiverton School Dept.	67	\$ 1,284.09	\$ 15,409.08	16.56
VALENTINO, DEBORAH	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	67	\$ 2,044.85	\$ 24,538.20	21.57
VENTRONE, PAULA	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	66	\$ 2,228.38	\$ 26,740.56	21.00
VILLANIS, KERRY	Disability	Option2	07/01/20	ERS	Teacher	Providence School Dept.	54	\$ 1,639.42	\$ 19,673.04	19.81
WHITFORD, TIMOTHY	Service	SRA	09/28/20	ERS	Teacher	Middletown Public Schools	65	\$ 946.10	\$ 11,353.20	12.00
AMARAL, KENNETH	Service	SRA	07/01/20	MERS	General Municipal	Town of Bristol EE Highway	62	\$ 1,246.92	\$ 14,963.04	24.51
ANDREW, LINDA	Service	Option2	08/22/20	MERS	General Municipal	North Kingstown School Dept. (NC)	66	\$ 2,630.02	\$ 31,560.24	33.96
BARON, MICHAEL	Service	Option1	07/08/20	MERS	General Municipal	Smithfield School Dept. (NC)	69	\$ 260.87	\$ 3,130.44	7.73
BOUCHARD, JOAN	Service	Option1	07/11/20	MERS	General Municipal	Town of South Kingstown	62	\$ 1,622.72	\$ 19,472.64	24.81
DE FUSCO JR, WILLIAM	Service	SRA	09/01/20	MERS	General Municipal	Town of North Providence	78	\$ 1,417.23	\$ 17,006.76	23.45
DEMELO, SUZANA	Service	SRA	09/19/20	MERS	General Municipal	City of Pawtucket	58	\$ 3,158.86	\$ 37,906.32	38.58
DESROSIER, ELIZABETH	Service	SRA	07/01/20	MERS	General Municipal	Newport School Dept. (NC)	64	\$ 417.90	\$ 5,014.80	14.23
DOWNING III, GERARD	Disability	Option1	09/03/20	MERS	General Municipal	Newport School Dept. (NC)	59	\$ 1,761.52	\$ 21,138.24	25.88
DROLET, MARY LOU	Service	SRA	08/01/20	MERS	General Municipal	Town of Bristol	65	\$ 1,002.07	\$ 12,024.84	18.04
DUMAS, LINDA	Service	SRA	07/01/20	MERS	General Municipal	Burrillville School Dept. (NC)	66	\$ 829.89	\$ 9,958.68	21.57
FALCONE, FRANCINE	Service	SRA	09/26/20	MERS	General Municipal	City of Cranston	66	\$ 1,614.81	\$ 19,377.72	21.36
IMONDI, BARBARA	Service	Option1	08/04/20	MERS	General Municipal	Cranston School Dept. (NC)	72	\$ 524.86	\$ 6,298.32	19.53
KILMARTIN, MARIA	Service	Option1	08/27/20	MERS	General Municipal	Pawtucket School Dept. (NC)	62	\$ 724.66	\$ 8,695.92	19.83
LANOUE, FRANCIS	Service	Option1	08/29/20	MERS	General Municipal	Woonsocket School Dept. (NC)	68	\$ 845.42	\$ 10,145.04	19.36
MASSON, LUCIEN	Service	Option1	07/25/20	MERS	General Municipal	Town of South Kingstown	62	\$ 3,697.44	\$ 44,369.28	34.16
MONAGHAN, DONNA	Service	Option1	08/02/20	MERS	General Municipal	City of East Providence	63	\$ 897.05	\$ 10,764.60	18.85
MORIN, KATHLEEN	Service	SRA	09/01/20	MERS	General Municipal	North Kingstown School Dept. (NC)	62	\$ 1,200.19	\$ 14,402.28	20.01
PHILBIN, ROSEMARIE	Service	SRA	08/31/20	MERS	General Municipal	Cumberland School Dept. (NC)	62	\$ 619.88	\$ 7,438.56	18.93
PIMENTAL, WAYNE	Service	Option2	09/12/20	MERS	General Municipal	Town of South Kingstown	60	\$ 3,850.88	\$ 46,210.56	30.86
POIRIER, PAMELA	Service	Option2	07/01/20	MERS	General Municipal	Woonsocket School Dept. (NC)	66	\$ 817.20	\$ 9,806.40	26.95
PRESCOTT, JOAN	Service	Option2	09/01/20	MERS	General Municipal	Town of Bristol	80	\$ 3,147.31	\$ 37,767.72	30.30
ROLLINSON, JOANNE	Service	Option1	07/01/20	MERS	General Municipal	North Kingstown School Dept. (NC)	65	\$ 1,121.99	\$ 13,463.88	33.00
SAFFORD, EMILY	Service	Option2	09/02/20	MERS	General Municipal	Barrington COLA NonCertifieds	67	\$ 838.71	\$ 10,064.52	22.85
SHAKAN, FATIMA	Service	SRA	08/01/20	MERS	General Municipal	Johnston School Dept. (NC)	62	\$ 891.82	\$ 10,701.84	20.44
SIMMONS, GEORGE	Service	SRA	08/01/20	MERS	General Municipal	Bristol Warren Reg. School Dist. (NC)	56	\$ 3,463.85	\$ 41,566.20	32.23
SOCCIO, RAYMOND	Service	Option1	09/11/20	MERS	General Municipal	Cranston School Dept. (NC)	66	\$ 1,438.78	\$ 17,265.36	27.16
VARRECCHIONE, MARGARET	Service	SRA	09/01/20	MERS	General Municipal	North Providence School Dept. (NC)	66	\$ 989.92	\$ 11,879.04	29.66
WOODS, RONALD	Service	Option2	08/01/20	MERS	General Municipal	Town of Burrillville	64	\$ 2,689.35	\$ 32,272.20	32.70
GEABER, JOSEPH	Service	Option2	07/11/20	MERS	Police and Fire	South Kingstown Police	70	\$ 6,352.80	\$ 76,233.60	46.74
SHEPHERD, STACI	Service	SRA	08/29/20	SPRBT	State Police	State Police	52	\$ 7,879.39	\$ 94,552.67	26.24

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NAME	RTMT TYPE	RTMT OPTION	RTMT DATE	PLAN CODE	PLAN	EMPLOYER	AGE	MONTHLY PENSION	ANNUAL PENSION	CREDITED SERVICE
FERRO JR, ARTHUR	Service	Option1	08/17/20	ERS	Correctional Officer	DOC	68.00	\$ 3,263.56	\$ 39,162.72	29.88
KETTLE, MATTHEW	Service	Option1	10/04/20	ERS	Correctional Officer	DOC	56.00	\$ 7,010.47	\$ 84,125.64	31.25
LAMPMAN, JOHN	Service	Option1	09/01/20	ERS	Correctional Officer	DOC	65.00	\$ 3,359.20	\$ 40,310.40	30.07
MARTEL, CHRISTOPHER	Service	Option1	09/01/20	ERS	Correctional Officer	DOC	64.00	\$ 4,378.45	\$ 52,541.40	33.20
MELUCCI, MICHAEL	Service	SRA	08/01/20	ERS	Correctional Officer	DOC	67.00	\$ 1,624.20	\$ 19,490.40	18.16
SHARP, DAVID	Service	SRA	09/02/20	ERS	Correctional Officer	DOC	58.00	\$ 3,561.79	\$ 42,741.48	28.77
DUNNING, DEBORAH	Service	SRA	09/01/20	ERS	Nurse	BHDDH	66.00	\$ 4,684.97	\$ 56,219.64	32.54
LAMOUREUX, DONNA	Service	Option2	09/01/20	ERS	Nurse	BHDDH	59.00	\$ 6,555.67	\$ 78,668.00	35.91
ALARDI, DIANE	Service	SRA	09/01/20	ERS	State Employee	DEM	62.00	\$ 3,217.13	\$ 38,605.56	30.55
ALBEE, ROBERT	Service	SRA	10/03/20	ERS	State Employee	DOA	70.00	\$ 568.63	\$ 6,823.56	9.79
AMADO, MICHELLE	Service	SRA	09/01/20	ERS	State Employee	OHHS	60.00	\$ 5,113.68	\$ 61,364.16	31.86
ANDERSON, JANE	Service	SRA	09/01/20	ERS	State Employee	URI	66.00	\$ 768.95	\$ 9,227.40	17.52
ARTHURS, MICHAELA	Service	SRA	09/08/20	ERS	State Employee	DOC	71.00	\$ 4,586.63	\$ 55,039.56	29.98
BEDARD, EUGENE	Disability	Option1	11/28/18	ERS	State Employee	URI	57.00	\$ 1,489.41	\$ 17,872.92	5.22
BEDRICK, GERALD	Service	Option1	09/19/20	ERS	State Employee	OHHS	77.00	\$ 992.50	\$ 11,910.00	13.13
BROOKS, SUSANA	Disability	SRA	08/12/18	ERS	State Employee	Veterans Home	56.00	\$ 2,952.38	\$ 35,428.56	21.88
BYRNE, SUSAN	Service	Option1	10/01/20	ERS	State Employee	School for the Deaf	59.00	\$ 4,340.13	\$ 52,081.56	33.08
DAY, MILAGROS	Disability	Option2	11/05/19	ERS	State Employee	School for the Deaf	38.00	\$ 1,815.29	\$ 21,783.48	4.92
DECRISTOFARO, GUY A	Service	Option1	10/01/20	ERS	State Employee	RI Airport Corporation	68.00	\$ 2,615.47	\$ 31,385.64	27.54
DELNIGRO, JAMES	Service	SRA	08/29/20	ERS	State Employee	DMV	72.00	\$ 2,324.98	\$ 27,899.76	28.83
DISANO, MARIA	Service	SRA	08/21/20	ERS	State Employee	URI	62.00	\$ 4,520.19	\$ 54,242.28	28.53
DUGGAN-BALL, SUSANNE	Service	Option1	08/01/20	ERS	State Employee	DOH	68.00	\$ 1,790.89	\$ 21,490.68	20.01
GEORGE, HEIDI	Service	SRA	10/20/20	ERS	State Employee	URI	62.00	\$ 397.00	\$ 4,764.00	11.00
HALL II, CHARLES	Service	SRA	09/27/20	ERS	State Employee	DCYF	65.00	\$ 1,682.33	\$ 20,187.96	21.16
KATZ, BRUCE	Service	Option1	09/01/20	ERS	State Employee	Judiciary	67.00	\$ 1,835.83	\$ 22,029.96	19.27
KELLY, ANDREA	Service	Option1	08/16/20	ERS	State Employee	Davies	57.00	\$ 3,733.35	\$ 44,800.20	33.96
LEONARD, LORI	Disability	SRA	09/17/20	ERS	State Employee	DHS	54.00	\$ 1,220.56	\$ 14,646.72	19.18
MATTESON, JOHN	Service	SRAP	10/01/20	ERS	State Employee	RICLAS - BHDDH	61.00	\$ 4,314.24	\$ 51,770.88	32.66
MILLER, LUISA	Disability	SRA	04/11/20	ERS	State Employee	BHDDH--ESH	61.00	\$ 2,669.88	\$ 32,038.56	16.41
NIKOLAIDIS, KIMBERLY	Service	SRAP	09/19/20	ERS	State Employee	DHS	59.00	\$ 7,311.42	\$ 87,737.04	34.63
PETRUCCI, EILEEN	Service	SRA	10/01/20	ERS	State Employee	DOA	66.00	\$ 239.65	\$ 2,875.80	5.68
RICHARDSON, MICHAEL	Service	Option1	08/01/20	ERS	State Employee	DCYF	65.00	\$ 1,185.43	\$ 14,225.16	17.32
RODRIGUES, ANTONIO	Service	Option1	09/01/20	ERS	State Employee	DOC	71.00	\$ 2,123.24	\$ 25,478.88	30.90
SAUNDERS, MARK	Service	Option2	06/06/20	ERS	State Employee	DEM	60.00	\$ 4,438.58	\$ 53,262.96	36.98
SHIPPEE, RALPH	Disability	SRA	01/05/03	ERS	State Employee	Business Regulation	70.00	\$ 2,200.43	\$ 26,405.16	26.07
SWALLOW, JUNE	Service	Option2	10/01/20	ERS	State Employee	DOH	61.00	\$ 5,157.35	\$ 61,888.20	31.37
THERIAULT, GAIL	Service	SRA	09/08/20	ERS	State Employee	OHHS	61.00	\$ 6,847.18	\$ 82,166.16	30.78
WICKERSHEIM, GARY	Disability	SRA	10/25/20	ERS	State Employee	DPS (Executive-Dept.)	63.00	\$ 3,299.02	\$ 39,588.24	34.59
CAMPUTARO, DEANNA	Service	SRA	08/08/20	ERS	Teacher	Central Falls Collaborative	62.00	\$ 3,704.08	\$ 44,448.96	29.96
CONNORS, PAMELA	Disability	SRA	09/02/20	ERS	Teacher	Burrillville School Dept.	52.00	\$ 3,428.77	\$ 41,145.24	29.62
CULL, BEVERLY	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	73.00	\$ 2,481.92	\$ 29,783.04	24.15
DANIELS, KEITH	Service	Option1	07/01/20	ERS	Teacher	Warwick School Dept.	64.00	\$ 1,468.74	\$ 17,624.88	20.00
DUFFY-DEADY, CAROL	Disability	SRA	07/01/20	ERS	Teacher	Providence School Dept.	65.00	\$ 3,595.96	\$ 43,151.52	31.68
EVANS, DAVID	Service	SRA	08/03/20	ERS	Teacher	Providence School Dept.	62.00	\$ 3,941.45	\$ 47,297.40	30.00
FITZGERALD, MICHELLE	Service	Option2	07/01/20	ERS	Teacher	Providence School Dept.	64.00	\$ 3,154.34	\$ 37,852.08	29.00
HENAU, DIANE	Service	SRA	08/01/20	ERS	Teacher	North Kingstown School Dept.	64.00	\$ 1,916.57	\$ 22,998.84	22.50
HORNE, REBECCA	Service	SRA	08/21/20	ERS	Teacher	Foster/Glocester Reg. School Dist.	65.00	\$ 1,668.38	\$ 20,020.56	18.00
JARVAIS, DAVID	Disability	SRA	10/02/20	ERS	Teacher	East Providence Schools	58.00	\$ 537.40	\$ 6,448.80	7.34
KELLEY JR, ARTHUR	Service	Option2	10/21/20	ERS	Teacher	Lincoln School Dept.	61.00	\$ 3,777.32	\$ 45,327.84	30.10
KNIGHT, FRANCOISE	Service	Option1	08/27/20	ERS	Teacher	Pawtucket School Dept.	65.00	\$ 1,438.75	\$ 17,265.00	18.29
MAWHINEY, ALLAN	Service	SRA	08/01/20	ERS	Teacher	Providence School Dept.	66.00	\$ 3,773.14	\$ 45,277.68	28.00
MESSORE, PAULA	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	65.00	\$ 3,592.61	\$ 43,111.32	30.00
MROZOWSKI, ANNE	Service	Option2	09/01/20	ERS	Teacher	Providence School Dept.	66.00	\$ 1,626.76	\$ 19,521.12	19.73
MULLICAN, DIANE	Service	Option2	06/01/20	ERS	Teacher	Providence School Dept.	66.00	\$ 1,015.20	\$ 12,182.40	12.92
MURPHY, MAUREEN	Disability	Option1	07/01/20	ERS	Teacher	Providence School Dept.	59.00	\$ 4,082.45	\$ 48,989.40	35.48
PESCARINO, SANDRA	Service	Option2	09/13/20	ERS	Teacher	West Warwick School Dept.	60.00	\$ 4,930.87	\$ 59,170.44	37.76
POLANCO, FRANCIA	Service	SRA	10/01/20	ERS	Teacher	Providence School Dept.	67.00	\$ 1,443.33	\$ 17,319.96	16.25
RAINONE, MARGARET	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	63.00	\$ 4,827.19	\$ 57,926.28	36.00
SCHULBAUM, CATHERINE	Service	Option1	08/01/20	ERS	Teacher	Johnston School Dept.	63.00	\$ 1,145.45	\$ 13,745.40	14.85

# NOVEMBER 2020 NEW RETIREE REPORT

NAME	RTMT TYPE	RTMT OPTION	RTMT DATE	PLAN CODE	PLAN	EMPLOYER	AGE	MONTHLY PENSION	ANNUAL PENSION	CREDITED SERVICE
SMITH, PETER	Service	Option1	07/01/20	ERS	Teacher	Newport School Dept.	70.00	\$ 2,277.61	\$ 27,331.32	26.00
STANLEY, JOANNE	Service	SRA	09/02/20	ERS	Teacher	Pawtucket School Dept.	66.00	\$ 1,664.75	\$ 19,977.00	19.03
TAVARES-TURNER, PAMELA	Service	Option1	07/20/20	ERS	Teacher	West Warwick School Dept.	66.00	\$ 641.71	\$ 7,700.52	9.00
TOWHILL, LYNDA	Service	SRA	07/01/20	ERS	Teacher	Providence School Dept.	65.00	\$ 2,777.19	\$ 33,326.28	26.00
BARRON, JANET	Service	SRA	10/07/20	MERS	General Municipal	Cranston School Dept. (NC)	73.00	\$ 606.38	\$ 7,276.56	20.45
BUDLONG, MARIBETH	Service	SRA	09/19/20	MERS	General Municipal	North Kingstown School Dept. (NC)	67.00	\$ 1,983.22	\$ 23,798.64	31.73
CHABOT, KATHRYN	Service	SRA	09/10/20	MERS	General Municipal	Woonsocket School Dept. (NC)	64.00	\$ 732.81	\$ 8,793.72	22.59
DIVERS, LOUIS	Service	SRA	09/04/20	MERS	General Municipal	Cranston School Dept. (NC)	70.00	\$ 453.91	\$ 5,446.92	14.78
DUKE, CHARLOTTE	Service	SRA	09/02/20	MERS	General Municipal	Northern Rhode Island Collaborative (NC)	60.00	\$ 1,137.11	\$ 13,645.32	27.98
FOWLER, LORI	Service	SRA	10/01/20	MERS	General Municipal	Johnston School Dept. (NC)	63.00	\$ 1,138.47	\$ 13,661.64	19.07
KANE JR, JOHN	Service	Option1	10/01/20	MERS	General Municipal	Town of Middletown	61.00	\$ 2,513.83	\$ 30,165.96	24.58
KILEY, KATHLEEN	Service	SRA	08/04/20	MERS	General Municipal	Central Falls School Dist. (NC)	65.00	\$ 883.56	\$ 10,602.72	21.46
MACAULAY, CHRISTINE	Service	Option1	09/05/20	MERS	General Municipal	Woonsocket School Dept. (NC)	65.00	\$ 1,197.85	\$ 14,374.20	24.88
MCINTOSH, SUSAN	Service	SRA	10/01/20	MERS	General Municipal	Middletown Public Schools (NC)	61.00	\$ 572.14	\$ 6,865.68	14.80
NOONAN, KENNETH	Service	Option1	06/02/20	MERS	General Municipal	Town of North Providence	71.00	\$ 1,909.38	\$ 22,912.56	29.93
OAKLAND, EILEEN	Service	SRA	09/02/20	MERS	General Municipal	Barrington COLA NonCertifieds	59.00	\$ 713.36	\$ 8,560.32	22.56
PARRILLO, CHRISTOPHER	Service	SRA	08/16/20	MERS	General Municipal	Johnston School Dept. (NC)	63.00	\$ 1,073.77	\$ 12,885.24	20.05
PEREIRA, JOSEPH	Service	SRAP	10/08/20	MERS	General Municipal	City of Pawtucket	59.00	\$ 4,723.54	\$ 56,682.48	34.70
TRACEY, KATHLEEN	Service	Option1	08/24/20	MERS	General Municipal	Cumberland School Dept. (NC)	66.00	\$ 1,131.74	\$ 13,580.88	21.85
WILLIAMS, DEBORAH	Service	Option2	08/28/20	MERS	General Municipal	Chariho Regional School Dist. (NC)	62.00	\$ 810.51	\$ 9,726.12	20.95
WINDLEY, ROBERT	Service	SRA	10/01/20	MERS	General Municipal	Barrington COLA NonCertifieds	62.00	\$ 901.12	\$ 10,813.44	15.74
YOST JR, WILLIAM	Service	Option2	08/15/20	MERS	General Municipal	City of Newport	70.00	\$ 483.57	\$ 5,802.84	6.07
ENCARNATION, STEVEN	Service	SRA	08/24/20	MERS	Police and Fire	Woonsocket Fire Dept.	50.00	\$ 4,267.19	\$ 51,206.28	28.02
FREEBORN, MARK	Service	SRA	09/26/20	MERS	Police and Fire	Cranston Police	54.00	\$ 4,723.54	\$ 56,682.48	24.86
LANGLAIS, TODD	Service	Option1	09/26/20	MERS	Police and Fire	Cranston Fire	48.00	\$ 4,419.43	\$ 53,033.16	29.94

# Employees' Retirement System of Rhode Island



## 6. Committee Reports



# Employees' Retirement System of Rhode Island



## 6.1. Disability Subcommittee

For Vote

Presented by Dr. Laura Shawhughes



# Employees' Retirement System of Rhode Island



## October 2, 2020 Disability Subcommittee Recommendations

For Vote

Presented by Dr. Laura Shawhughes

## Disability Subcommittee

### Recommendations October 2, 2020

#### Hearings

Union  
Affiliation

**Karen Bachus**

Clinical Social Worker, BHDDH – Eleanor Slater Hospital (estimated service credits 24 years, 5 months, 3 days) (66 2/3% or 50%) Accidental Reconsideration.

Council 94

**NO RECOMMENDATION**

**Postponed  
VOTE: 5-0**

**David Souza**

Retired Firefighter, City of Woonsocket (estimated service credits 30 years, 3 days) Accidental Reconsideration.

Police & Fire

**NO RECOMMENDATION**

**The Board's May 22, 2020, decision to deny Mr. Souza an accidental disability pension was upheld.  
VOTE: 5-0**

#### Accidental-New

**1. Mirna Deramirez**

**Employment and Training Interviewer and Interpreter, Department of Labor and Training/ TDI (estimated service credits 1 year, 10 months, 19 days)  
Approved at 66 2/3%  
VOTE: 5-0**

RIESA/SEIU

**Dyanne Gibree**

Animal Control Supervisor, Town of Bristol Animal Shelter (estimated service credits 34 years, 10 months, 2 days)

Non-Union

**NO RECOMMENDATION**

**Postponed  
VOTE: 5-0**

**Deborah Tuirok**

Institution Attendant Psychiatric, BHDDH-ESH (estimated service credits 11 years, 4 months, 1 day) (66 2/3% or 50%).

**Postponed  
VOTE: 5-0**

**NO RECOMMENDATION**

<b>2. Ronald Audet</b>	<b>Driver/Operator, Town of Johnston</b> (estimated service credits 12 years, 8 months, 26 days) <b>Approved</b> <b>VOTE: 5-0</b>	Council 94
<b>3. Michael Bergeron</b>	<b>Maintenance, Woonsocket Education</b> Department (estimated service credits 21 years, 10 months, 6 days) <b>Approved</b> <b>VOTE: 4-0</b> <b>1 recusal</b>	Council 94
<u>Ordinary-New</u>		
<b>4. Susan Stambler</b>	<b>School Principal, Providence School</b> Department (estimated service credits 6 years, 10 months, 19 days) <b>Approved</b> <b>VOTE: 5-0</b>	PTU
<b>5. Gina Ranucci</b>	<b>Teacher, Providence School Department</b> (estimated service credits 23 years, 10 months, 21 days) <b>Approved</b> <b>VOTE: 5-0</b>	PTU
<b>6. Susan Niles</b>	<b>Special Education Teacher Assistant,</b> Woonsocket Education Department (estimated service credits 9 years, 3 months, 13 days) <b>Approved</b> <b>VOTE: 3-1</b> <b>1 recusal</b>	AFT
<b>7. Helen Egerton</b>	<b>Special Education Teacher, Providence</b> School Department (estimated service credits 22 years, 11 months) <b>Approved</b> <b>VOTE: 5-0</b>	PTU
<b>8. Erik Silva</b>	<b>Senior Administrative Aide, State of RI</b> Judicial/Supreme Court (estimated service credits 10 years, 6 months, 14 days) <b>Approved</b> <b>VOTE: 5-0</b>	LIUNA

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Consideration and Approval of Decision – **Approved/\*Approved with revisions**

<b>9. Helen Reardon</b>	<b>Guidance Counselor (6 – 8), Town of Burrillville (estimated service credits 29 years, 11 months, 4 days)</b> <b>Accidental Denied</b> <b>VOTE: 4-0</b>	Council 94
<b>10. John Bitzko</b>	<b>Park Manager, RI Department of Environmental Management (estimated service credits 30 years, 25 days)</b> <b>The Board's previous decision on July 29, 2020, to approve Mr. Bitzko's application for Accidental disability retirement at 50% was overturned and approved for 66 2/3%</b> <b>VOTE: 5-0</b>	Council 94
<b>11. Joseph Conway Jr.</b>	<b>Cemetery Specialist, RI Veteran's Cemetery (estimated service credits 10 years, 9 months, 21 days)</b> <b>The Board's May 22, 2020, decision to deny Mr. Conway an accidental disability pension was upheld.</b> <b>VOTE: 5-0</b>	Council 94
<b>12. Keith McElroy*</b>	<b>Community Living Aide, RI BHDDH - RICLAS (estimated service credits 8 years, 11 months)</b> <b>Accidental Denied</b> <b>VOTE: 4-0</b> <b>1 recusal</b>	Council 94
<b>13. Robert Hargis</b>	<b>Fire Inspector, Town of Middletown (estimated service credits 13 years, 2 months)</b> <b>Accidental Denied</b> <b>VOTE: 5-0</b>	Police & Fire

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# Employees' Retirement System of Rhode Island



## November 6, 2020 Disability Subcommittee Recommendations

For Vote

Presented by Dr. Laura Shawhughes

## Disability Subcommittee

### Recommendations November 6, 2020

#### Hearings

#### Union Affiliation

**Karen Bachus**

Clinical Social Worker, BHDDH – Eleanor Slater Hospital (estimated service credits 24 years, 5 months, 3 days)  
Accidental Reconsideration

Council 94

**NO RECOMMENDATION**

**The Board's January 15, 2020 decision to deny Ms. Bachus' application for an accidental disability was overturned and approved for 50%  
VOTE: 5-0**

**1. Dyanne Gibree**

**Animal Control Supervisor, Town of Bristol**  
Animal Shelter (estimated service credits 34 years, 10 months, 2 days)

**Questions**

**Approved Accidental**

**VOTE: 5-0**

Non-Union

#### Accidental-New

**2. Eddidson Vicente**

**High School Teacher, Providence School**  
Department (estimated service credits 16 years, 8 months, 26 days)

PTU

**NO RECOMMENDATION**

**Accidental Denied**

**VOTE: 5-0**

**Ordinary Approved**

**VOTE: 5-0**

**3. Julius Adeeko**

**Technical Support Specialist I, DOA/DOiT**  
(estimated service credits 16 years, 8 months, 26 days)

Council 94

**NO RECOMMENDATION**

**Accidental Denied**

**VOTE: 5-0**

**Ordinary Approved**

**VOTE: 5-0**

**4. Cheryl Bailey**

**NO RECOMMENDATION**

**Correctional Officer – Hospital II (RN),**  
Department of Corrections (estimated  
service credits 14 years, 9 months, 12 days)

RIBCO

**Accidental Denied**

**VOTE: 5-0**

**Ordinary Approved**

**VOTE: 5-0**

**5. Becky Ogbemudia**

**Community Living Aide, RI BHDDH -**  
RICLAS (estimated service credits 2 years,  
3 months, 4)

Council 94

**Approved at 50%**

**VOTE: 5-0**

**6. Debra Walker**

**Customer Service Clerk, RI Traffic Tribunal**  
(estimated service credits 21 years, 9  
months, 6 days)

Council 94

**Approved at 50%**

**VOTE: 5-0**

**Joan DiMaio**

Teacher Assistant Special Education,  
Cranston Public Schools (estimated service  
credits 9 years, 9 months, 9 days)

CTA

**NO RECOMMENDATION**

**Approved at 66 2/3%**

**VOTE: 5-0**

Ordinary - New

**7. Louise Bello**

**Teacher, North Providence School**  
Department (estimated service credits 20  
years, 7 months, 20 days)

NPFT

**Approved**

**VOTE: 5-0**

Consideration and Approval of Decision – **Approved**

**8. David Souza**

**Retired Firefighter, City of Woonsocket**  
(estimated service credits 30 years, 3 days)  
Accidental Reconsideration.

Police & Fire

**The Board's May 22, 2020, decision to  
deny Mr. Souza an accidental disability  
pension was upheld.**

**VOTE: 5-0**



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# Employees' Retirement System of Rhode Island



December 4, 2020 Disability  
Subcommittee Recommendations

## Disability Subcommittee

### Recommendations

December 4, 2020

#### Hearings

#### Union Affiliation

**Pamela Connors**

Guidance Counselor (6 – 8), Town of Burrillville (estimated service credits 29 years, 11 months, 4 days)  
Accidental Reconsideration

NEARI

**NO RECOMMENDATION**

**The Board's September 16, 2020 decision to deny Ms. Connors' application for an accidental disability was upheld**  
**VOTE: 3-0**

**Timothy Gaskin**

Laundry Worker, BHDDH - ESH (estimated service credits 4 years, 7 months, 5 days)  
Appealing 50%

Council 94

**NO RECOMMENDATION**

**Postponed**  
**VOTE: 3-0**

**Vito Martinelli**

Deputy Sheriff, Department of Public Safety division of Sheriffs (estimated service credits 18 years, 9 months, 18 days)  
Accidental Reconsideration

Council 94

**NO RECOMMENDATION**

**Postponed**  
**VOTE: 3-0**

#### Accidental-New

**1. Matthew Dyman**

**Retired Firefighter, City of Central Falls**  
**Approved**  
**VOTE: 3-0**

Police & Fire

**Gerald Dion**

Retired Firefighter, City of Central Falls  
**Postponed**  
**VOTE: 3-0**

Police & Fire

**2. Susan Mischler**

Housekeeper, URI (estimated service credits 21 years, 9 months, 15 day) (66 2/3% or 50%).

**Approved at 66 2/3%**

**VOTE: 3-0**

Council 94

**3. David Mangum**

Engineering Technician I, RI Department of Transportation (estimated service credits 6 years, 5 months, 12 days)

**Approved at 50%**

**VOTE: 3-0**

IFPTE

**Braden Leonard**

Firefighter, Johnston Fire Department (estimated service credits 13 years, 9 months, 8 days)

Police & Fire

**NO RECOMMENDATION**

**Postponed**

**VOTE: 3-0**

Ordinary-New

**4. Brenda Dibiase**

Housekeeper, RI College (estimated service credits 33 years, 8 months, 27days)

**Approved**

**VOTE: 3-0**

Council 94

**5. Beth Hannafin**

Teacher, South Kingstown School Department (estimated service credits 23 years, 1 month, 20 days).

**Approved**

**VOTE: 3-0**

NEA

Consideration and Approval of Decisions – **Approved.**

**6. Karen Bachus**

Clinical Social Worker, BHDDH – Eleanor Slater Hospital (estimated service credits 24 years, 5 months, 3 days)

Accidental Reconsideration

**The Board's January 15, 2020 decision to deny Ms. Bachus' application for an accidental disability was overturned and approved for 50%**

**VOTE: 5-0**

Council 94

**7. Edidson Vicente**

High School Teacher, Providence School  
Department (estimated service credits 16  
years, 8 months, 26 days)

**Accidental Denied**

**VOTE: 5-0**

PTU

**8. Julius Adeeko**

Technical Support Specialist I, DOA/DOiT  
(estimated service credits 16 years, 8  
months, 26 days)

**Accidental Denied**

**VOTE: 5-0**

Council 94

Consideration and Approval of Decision – **No Action Taken**

**Cheryl Bailey**

Correctional Officer – Hospital II (RN),  
Department of Corrections (estimated  
service credits 14 years, 9 months, 12 days)

RIBCO

**NO RECOMMENDATION**

**Accidental Denied**

**VOTE: 5-0**

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# Employees' Retirement System of Rhode Island



## 7. Legal Counsel Report

For Report

Presented by Michael P. Robinson

**EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF RHODE ISLAND  
REPORT AS OF DECEMBER 2020  
ON LITIGATED MATTERS FILED BY OR AGAINST ERSRI**

**I. MATTERS WITH PROCEDURAL OR SUBSTANTIVE CHANGES**

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**Adele Goss v. Frank J. Karpinski, in his official Capacity as Executive Director of the Employees' Retirement System of Rhode Island**

**Providence County Superior Court; C.A. No. PC-2019-4844**

**Change.** Plaintiff challenges the Retirement Board's denial of her application for an accidental disability pension pursuant to R.I.G.L. § 36-10-14. Oral arguments took place via Zoom on June 19, 2020. On August 5, 2020, Judge Montalbano issued a decision affirming the Retirement Board's denial of Ms. Goss' application for an accidental disability pension. **On September 11, 2020, Plaintiff filed a petition for writ of certiorari with the Rhode Island Supreme Court. ERSRI subsequently filed its opposition. The Rhode Island Supreme Court has not yet ruled on the petition for writ of certiorari.**

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**Kevin Lang v. ERSRI**

**Workers' Compensation Court; WCC No. 201504163**

**Change.** Kevin Lang, a Cranston firefighter, appeals the denial of his application for an accidental disability pension pursuant to R.I.G.L. §45-21.2-9. On September 9, 2016, the Workers' Compensation Court issued a decree and decision overturning the Retirement Board, and awarding accidental disability benefits to Mr. Lang, and a counsel fee to his attorney. The Retirement Board filed a notice of appeal to the Appellate Division of the Workers' Compensation Court. On July 21, 2017, the Workers' Compensation Court Appellate Division issued a decision affirming the trial court, and awarding Mr. Lang an accidental disability pension. ERSRI filed a petition for a writ of certiorari with the Rhode Island Supreme Court, which was granted. The Supreme Court issued a decision on December 18, 2019, reversing in part the decision of the Appellate Division, and holding that there exists no presumption that a firefighter who contracts cancer is entitled to an accidental disability pension in the absence of evidence of occupational exposure to hazardous substances, and remanding the matter to the Workers' Compensation Court. **Following the passage of legislation creating a conclusive presumption that cancer in a firefighter is work related, the court entered a consent decree dismissing the litigation. This matter will be removed from future litigation reports.**

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**Sandra Tiernan v. Frank Caprio *et al.***

**Providence County Superior Court; CA No. PC-2009-7242**

**Supreme Court C.A. No. SU-2019-101-M.P., consolidated with SU-2019-306-A**

**Change.** This declaratory judgment action arises out of the setoff of workers compensation benefits from disability pension benefits. A Stipulation was filed on January 27, 2010 in the administrative appeal prematurely filed with the Superior Court, postponing the filing of an Answer and the Administrative Record pending the conclusion of the administrative proceedings. The Retirement Board has affirmed the administrative actions taken by the Executive Director. Ms. Tiernan filed a motion to amend her complaint to include a claim based on an administrative appeal under the Administrative Procedures Act. The motion to amend was granted, and the Retirement Board filed an answer to the amended complaint. Ms. Tiernan subsequently was allowed to amend her complaint a second time, to include a claim based on estoppel. The issues were fully briefed, and the matter was assigned to Ms. Justice Keough for decision. On July 10, 2018, the Court issued a decision on the agency appeal fully affirming the Retirement Board's decision. The parties then asked the Court to issue a supplemental decision addressing all of the counts of the complaint, in order for an appeal to be properly taken on a complete record. On November 26, 2018, the Court issued a supplemental decision ruling in favor of the Retirement Board on all counts. Ms. Tiernan filed a petition for writ of certiorari and an appeal with the Rhode Island Supreme Court. A pre-briefing conference was held on March 5, 2020. On April 10, 2020 The Court granted the writ and consolidated the actions. The parties filed Rule 12A Statements and the Court has set a schedule for full briefing. **After multiple extensions, Ms. Tiernan filed her Brief with the Rhode Island Supreme Court on October 25, 2020. ERSRI's brief is due January 2, 2021.**

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**Rhode Island Troopers Association and James Donnelly-Taylor v. State of Rhode Island, Division of the State Police, James Manni, Colonel of the State Police, Governor Gina Raimondo, Employees' Retirement System of Rhode Island, by and through the General Treasurer, Seth Magaziner, and the Retirement Board**

**Providence County Superior Court; C.A. No. PC-2019-11054**

**Change.** Plaintiffs seek a declaratory judgment and bring an administrative appeal challenging a decision of the Colonel of the Division of State Police concerning disability pension benefits. Plaintiff Donnelly-Taylor's application for a work-related disability pension was denied by the Colonel, and the Plaintiffs seek a declaratory judgment concerning the authority of the Superintendent of the State Police to make determinations on disability applications. Plaintiffs also seek reversal of the Superintendent's decision. An Answer to the Complaint has been filed. **All parties have moved for summary judgment, which is scheduled for hearing on December 9, 2020 before Judge McGuirl.**

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**Damon Borrelli v. Employees' Retirement System of Rhode Island (ERSRI).**

**Providence Superior Court; C.A. No. PC-2016-2817; PC-2019-4972**

**Change.** Plaintiff, a South Kingstown Police Officer, appeals the denial of his application for an accidental disability pension. ERSRI has filed an Answer to Mr. Borelli's First Amended Complaint, and the Designation of Record of Administrative Appeal with the court. The Town of South Kingstown filed a motion to intervene in the action, which motion was granted. On August 9, 2018, the Court (Lanphear, J.) issued a decision vacating the Retirement Board's decision and remanding the matter to ERSRI for further proceedings. Following remand, the Retirement Board again denied Mr. Borrelli's application. Mr. Borrelli filed a new appeal to the Superior Court. On August 17, 2020, Judge McGuirl issued a Decision sustaining Mr. Borrelli's appeal, vacating the decision of the Board, and remanding the case to the Board for further proceedings consistent with the Decision. **Final judgment has not yet entered for purposes of seeking issuance of a writ of certiorari from the Rhode Island Supreme Court.**

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**Timothy Koback v. Employees' Retirement System of Rhode Island**

**Workers' Compensation Court; No. 201607082**

**Supreme Court C.A. No. SU-2019-0423-MP**

**Change.** Timothy Koback, a Woonsocket firefighter, appeals the denial of his application for an accidental disability pension pursuant to R.I.G.L. §45-21.2-9 to the Workers' Compensation Court. ERSRI has filed the designation of record with the court. The Woonsocket Human Resources Director was deposed. The applicant's initial petition for benefits was denied, and a claim for trial taken. Trial was conducted on August 2, 2017, at which Mr. Koback testified. On February 8, 2018 the Court issued a decision granting Mr. Koback an accidental disability pension, and indicating that a counsel fee would be awarded to Mr. Koback's counsel. On May 4, 2018, the Court issued a decree awarding a counsel fee to Mr. Koback's counsel. MERS objected to the awarding of a counsel fee, and filed an appeal with the Appellate Division of the Workers' Compensation Court. In October of 2019 the Appellate Division issued a decision affirming the trial court, and awarded an additional attorneys' fee to Mr. Koback's counsel for successful prosecution of the appeal at the Appellate Division. MERS filed a petition for certiorari with the Rhode Island Supreme Court and requested an emergency stay of the order awarding a counsel fee. On November 18, 2019, the Supreme Court granted a stay and granted the petition for writ of certiorari. Both parties filed their 12A Statements. **A prebriefing conference was held on October 20, 2020 and the matter was assigned to the full briefing calendar. MERS' Brief is due December 30, 2020.**

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**Daniel Nuey v. ERSRI**

**Workers' Compensation Court No. 201805861**

**Change.** Appellant is a Cranston Patrol Sergeant who appealed the denial of his accidental disability application to the Workers' Compensation Court for *de novo* review pursuant to R.I.G.L. §45-21.2-9. The parties submitted post-trial memoranda. On October 2, 2020, Judge Conti of the Workers' Compensation Court issued a decision and decree overturning the Board's decision and granting Nuey an accidental disability pension. **ERSRI filed a Claim of Appeal to the Appellate Division on October 5, 2020.**

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**Ralph N. Shippee v. Kyle Adamonis, in his official capacity as Personnel Administrator for the State of Rhode Island, Liz Tanner, in her official capacity as Director of the Department of Business Regulations, State of Rhode Island, and Frank Karpinski, in his official capacity as Executive Director of the Employees' Retirement System of Rhode Island**

**Providence County Superior Court; C.A. No. PC-2019-10585**

**Change.** Plaintiff seeks a declaration from the Court that the effective date of his resignation from State employment was on or before January 4, 2001, for purposes of determining his eligibility date for receipt of an ordinary disability pension. An Answer has been filed on behalf of the Executive Director. **The State defendants have reached agreement with the Plaintiff as to his termination date, and his pension is being processed. A dismissal stipulation will enter and this matter will be removed from future litigation reports.**

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**Debra Bourgoïn v. ERSRI**

**Workers' Compensation Court No. 201806287**

**Change.** Appellant is a Cranston police officer who appealed the denial of her application for an accidental disability pension to the Workers' Compensation Court for *de novo* review pursuant to R.I.G.L. §45-21.2-9. ERSRI filed a Motion for Summary Judgment on the timeliness of the application, and the Plaintiff has filed an opposition. On June 11, 2020, the Court denied ERSRI's Motion for Summary Judgment. The trial previously scheduled on June 5, 2020 was cancelled. **A judicial conference was held with Judge Hardman on October 13, 2020 and a trial has been set for February 25, 2021.**

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## **Retirement Board v. Fred Randall**

**Providence County Superior Court; C.A. No. PC-2015-0203**

**Supreme Court C.A. No. SU-2018-0212-A**

**Change.** This is an action to revoke or reduce Mr. Randall's pension pursuant to the Public Employee Pension Revocation and Reduction Act. Mr. Randall, a former employee of the University of Rhode Island, pled *nolo contendere* to a charge of conversion by a state employee. A hearing wherein Mr. Randall was required to appear and show cause why his pension benefits should not be suspended pending adjudication of the merits of the action took place on March 2, 2014. The Court determined that cause was not shown by Mr. Randall, and ordered that his pension benefits be immediately suspended pending adjudication of the action on the merits. An evidentiary hearing was conducted on July 7, 2016. The court issued a decision revoking Mr. Randall's pension in full, and awarding Mrs. Randall \$350.00 per month from the date of trial through December 31, 2016, and \$1,667.00 per month from January 1, 2017 until December 31, 2026 as an innocent spouse, conditioned upon her paying said sums over to URI to satisfy Mr. Randall's restitution payments. The Court ruled that thereafter, once the restitution obligations have been satisfied, she should receive \$500.00 per month. The Court also ruled that no contributions shall be returned until the order of restitution has been satisfied. Mr. Randall has filed an appeal with the Rhode Island Supreme Court. The parties filed a joint motion to stay enforcement of the judgment pending resolution of the issues on appeal, which motion was granted. The Supreme Court issued an Order remanding the case to the Superior Court for further development of the record related to the entry of Judgment and the timeliness of Defendant's appeal. After further proceedings in the Superior Court related to the entry of Judgment and the timeliness of Defendant's appeal, the matter has been returned to the Rhode Island Supreme Court. The parties filed 12A statements and the Supreme Court ordered full briefing. Appellant has filed his Brief. ERSRI filed its Brief on May 29, 2020. **The Supreme Court is in the process of scheduling oral argument.**

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## **Frank Andre, et al. v. Employees' Retirement System of Rhode Island**

**Providence County Superior Court; PC-2019-7971**

**Change.** Appellants are retired North Providence Firefighters whose pension payments were overpaid because the city had included amounts paid for longevity for overtime in the calculation of their compensation. The Appellants contest the exclusion of the amounts paid for longevity for overtime and the Retirement System's plan to recoup the overpayments. Appellants' Brief was filed on February 12, 2020. The Retirement System's Brief was filed on April 27, 2020. **On November 18, 2020, the matter was assigned to Judge McGuirl for decision.**

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## **II. MATTERS WITH NO PROCEDURAL OR SUBSTANTIVE CHANGES**

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### **Richard P. D’Addario v. Employees’ Retirement System of Rhode Island and Rhode Island State Employee’s Retirement Board**

#### **Providence Superior Court; C.A. No. PC-2019-10351**

No Change. Plaintiff, a probate judge in the Town of Tiverton, appeals from the Retirement Board’s determination that he is not eligible for membership in the Retirement System. The parties are in the process of coordinating service of process. The Designation of Record and Answer have been filed with the Court.

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### **Jean-Paul Slaughter v. ERSRI**

#### **Workers’ Compensation Court No. 201706485**

No Change. Appellant is a Cranston police detective that appealed the denial of his application for an accidental disability pension to the Workers’ Compensation Court for *de novo* review pursuant to R.I.G.L. §45-21.2-9. On November 12, 2019, Judge Feeney rendered a bench decision awarding Mr. Slaughter an accidental disability pension and a fee to his counsel. The Decree effectuating this decision was entered on February 20, 2020, and held in abeyance as to the portion granting a counsel fee, subject to resolution by the Supreme Court of the issues raised in *Koback v. Employees’ Retirement System of Rhode Island*.

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### **Paula McVeigh v. Employees’ Retirement System of Rhode Island, By and through its Executive Director, Frank Karpinski**

#### **Providence Superior Court; C.A. No. PC-2019-10719**

No Change. Plaintiff, a Corrections Officer with the Rhode Island Department of Corrections, appeals from the denial of her application for an accidental disability pension. The Designation of Record and an Answer have been filed with the Court.

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**Kellie Wallace v. Employees' Retirement System of Rhode Island**

**Providence County Superior Court; C.A. No. KC-2018-0677**

No Change. Plaintiff was an employee of the State of Rhode Island and challenges the Retirement Board's denial of her application for an accidental disability pension pursuant to R.I.G.L. § 36-10-14. The matter has been fully briefed.

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**Retirement Board v. Ambulai Sheku**

**Providence County Superior Court; C.A. No. PC-2017-3146**

No Change. This is an action to revoke or reduce Mr. Sheku's pension pursuant to the Public Employee Pension Revocation and Reduction Act. Mr. Sheku, a former employee of the Rhode Island Department of Labor and Training, pled guilty to charges of conspiracy to commit mail fraud, theft of government funds, and accessing a protected computer to commit fraud, all in connection with his public employment. Mr. Sheku has been defaulted for failure to respond to the complaint.

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**Wayne Cushman v. Employees' Retirement System of Rhode Island and the City of Cranston**

**Providence County Superior Court; C.A. No. PC-2017-1727**

No Change. Plaintiff, a Cranston police officer, is challenging a decision of the Retirement Board to deny his application for an accidental disability pension. ERSRI has filed an Answer and the Designation of Record with the Court.

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**Margaret Provoyeur v. Employees' Retirement System of the State of Rhode Island.**

**Providence Superior Court; C.A. No. PC-2015-2609**

No Change. Plaintiff, a Providence schoolteacher, appeals the denial of her application for an accidental disability pension. On August 24, 2016, Plaintiff filed a motion to remand the matter to the Disability Subcommittee for the consideration of additional evidence. ERSRI filed an objection, and on October 28, 2016, the Superior Court denied the motion to remand.

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**Albert DelMastro, Jr. v. Employee's Retirement System of Rhode Island**

**Providence County Superior Court; C.A. No. PC-2014-1850**

No Change. Plaintiff, an electrician with the Community College of Rhode Island, appeals the denial of his application for an accidental disability pension. The Retirement System has filed an Answer and the Designation of Record of Administrative Appeal with the Court.

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**Retirement Board v. Rachel Arruda**

**Providence County Superior Court; C.A. No. PC-2014-6174**

No Change. This is an action to revoke or reduce Ms. Arruda's pension pursuant to the Public Employee Pension Revocation and Reduction Act. Ms. Arruda, a former employee of the City of Woonsocket, pled *nolo contendere* to a felony charge related to conversion of funds in connection with her municipal employment. At a hearing on January 29, 2015, Arruda stipulated to the suspension of her pension pending adjudication of the action.

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**The Retirement Board of the Employees' Retirement System of the State of Rhode Island v. Gerard M. Martineau**

**Providence County Superior Court; C.A. No. PC-2015-1268**

No Change. This is an action to revoke or reduce Mr. Martineau's pension pursuant to the Public Employee Pension Revocation and Reduction Act. Mr. Martineau, a former elected official of the State of Rhode Island, pled *nolo contendere* to charges of Honest Services Mail Fraud in connection with his public employment. Mr. Martineau was served with the Complaint on April 2, 2015. Mr. Martineau has agreed to voluntarily relinquish any entitlement to a pension or other benefit he might otherwise have been entitled to, and documents necessary to obtain court approval of revocation of his pension have been sent to him for review.

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**Robert E. Falvey v. Seth Magaziner, et al.**

**Providence County Superior Court; C.A. No. PC-2016-0232**

No Change. Plaintiff is a disability retiree who brought this action against the Retirement Board, the General Treasurer in his capacity as chair of the Board, the Executive Director, and the State of Rhode Island, seeking, *inter alia*, damages, and a determination that the Retirement System cannot make adjustments to his disability allowance based on earned income. The parties have stipulated that no Answer or other response shall be required to be filed until 30 days after Plaintiff's counsel states in writing that an Answer or other response is being requested.

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**Benita Fernandez v. Employee's Retirement System of Rhode Island**

**Providence County Superior Court ; C.A. No. PC-2015-5489**

No Change. Plaintiff, a Social Caseworker II with DCYF, appeals the denial of her application for an accidental disability pension. The Retirement System has filed an Answer and the Designation of Record of Administrative Appeal with the Court.

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**Employees' Retirement System of Rhode Island v. Thomas McSoley, Marlene A. Palumbo, and Michael E. McSoley.**

**Providence Superior Court; C.A. No. PC-2016-1144**

No Change. ERSRI brought suit to recover monies overpaid to a direct deposit account of Thomas McSoley, following his death in 2011. The defendants are believed to be joint account holders with the decedent. ERSRI effectuated service of process, and sought an injunction preventing the defendants from accessing or withdrawing the funds. On March 18, 2016, the parties entered into a Consent Order that restrains the defendants from accessing, withdrawing, encumbering, or otherwise spending or disposing of the funds on account until further order of the Court.

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**Alfred Benjamin v. Seth Magaziner, et al.**

**Providence County Superior Court; C.A. No. PC-2016-4467**

No Change. Plaintiff is a disability retiree who brought this action against the Retirement Board, the General Treasurer in his capacity as chair of the Board, the Executive Director, and the State of Rhode Island, seeking, *inter alia*, damages, and a determination that the Retirement System cannot make adjustments to his disability allowance based on earned income. The parties have stipulated that no Answer or other response shall be required to be filed until 30 days after Plaintiff's counsel states in writing that an Answer or other response is being requested.

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**The Retirement Board of the Employees' Retirement System of the State of Rhode Island v. Paul LaFrance**

**Providence County Superior Court; C.A. No. PC-2016-1524**

No Change. This is an action to revoke or reduce Mr. LaFrance's pension pursuant to the Public Employee Pension Revocation and Reduction Act. Mr. LaFrance, a former teacher for the Warwick School Department, pled *nolo contendere* to felony charges related to third degree sexual assault of a student. An Answer to the Complaint has been filed.



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**The Retirement Board of the Employees' Retirement System of the State of Rhode Island  
v. Shanice In**

**Providence County Superior Court; C.A. No. PC-2020-07704**

No Change. This is an action to revoke or reduce Ms. In's pension pursuant to the Public Employee Pension Revocation and Reduction Act. Ms. In, a former Clerk for the Bureau of Criminal Identification Department for the State of Rhode Island, pled *nolo contendere* to felony charges related to illegally tampering with records at the Attorney General's BCI Office for the purpose of fraudulently clearing the criminal records of other individuals, including her boyfriend. ERSRI is in the process of effectuating service of process.

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**The Retirement Board of the Employees' Retirement System of the State of Rhode Island  
v. Lynda Proietti**

**Providence County Superior Court; C.A. No. PC-2020-07877**

No Change. This is an action to revoke or reduce Ms. Proietti's pension pursuant to the Public Employee Pension Revocation and Reduction Act. Ms. Proietti, a former Certified Nursing Assistant at the Zambarano Unit of Eleanor Slater Hospital, was found guilty by jury of a felony count of patient abuse. ERSRI is in the process of effectuating service of process.

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**Jennifer Leyden v. Employees' Retirement System of Rhode Island**

**Providence County Superior Court; CA No. PC-2012-1867**

No Change. This Administrative Appeal arises from Jennifer Leyden's claims that ERSRI wrongfully denied her application for an accidental disability pension. Ms. Leyden was a teacher for the Providence Public School System. The Retirement System's Answer was filed on June 4, 2012. The Designation of Record of Administrative Appeal was filed on June 5, 2012. The matter was fully briefed and assigned to Mr. Justice Lanphear for decision. On June 5, 2013, Judge Lanphear issued a decision remanding the matter to the Retirement Board for further proceedings. On July 17, 2013, ERSRI filed a petition for issuance of a writ of certiorari with the Rhode Island Supreme Court. On June 11, 2014, the Rhode Island Supreme Court issued an order denying the petition for certiorari as a final judgment had not yet entered. Ms. Leyden filed a motion with the Superior Court attempting to restrict the system's ability to obtain an additional independent medical examination. On October 17, 2014, the Superior Court denied Ms. Leyden's motion. On February 14, 2015, the Subcommittee again denied Leyden's application for accidental disability retirement. She did not appeal this decision.

# Employees' Retirement System of Rhode Island



Discussion and Consideration of litigation  
regarding Daniel Nuey vs. Employees'  
Retirement System of Rhode Island  
W.C.C. NO. 2018-05861

\* Board members may seek to convene in  
Executive Session pursuant to Rhode  
Island General Laws §42-46-5 (a) (2) to  
discuss pending and potential litigation  
For Discussion and Consideration in Executive  
Session

STATE OF RHODE ISLAND

PROVIDENCE, SC.

WORKERS' COMPENSATION COURT

DANIEL NUEY )

)

VS. )

W.C.C. NO. 2018-05861

)

EMPLOYEE'S RETIREMENT SYSTEM )

OF RHODE ISLAND )

DECISION

CONTE, J. This matter comes before this Court by way of an employee's appeal of an adverse decision made by the Retirement Board denying the employee's application seeking accidental disability retirement benefits. The Petitioner, Mr. Daniel Nuey, filed an application for an accidental disability retirement (hereafter referred to as "ADR") pension benefits pursuant to R.I.G.L. §45-21.2-9 on December 8, 2014, alleging an injury date of June 25, 2013, and describing his disability as Post Traumatic Stress Disorder (PTSD), Depression, and Acute Anxiety. (See EE's Court Exhibit #2). He noted that "panic attacks, hypervigilance, fear, social anxiety, isolation, tension headaches, pins and needles and more" prevented him from continuing to serve as a patrol sergeant for the City of Cranston. At the time of his application, Mr. Nuey indicated that he was receiving injury on duty (hereafter referred to as "IOD") pay. In support of his application, Mr. Nuey filed an incident report with the Cranston Police Department dated June 26, 2013, along with a detailed three (3) page typed statement, essentially citing uncontrollable levels of stress and anxiety due to a persistent negative and hostile work

environment and conflict caused by a fellow officer, namely, Sergeant Ralph Palmieri. (See EE's Exhibit #1). In addition to, and also made part of EE's Exhibit #1, is: "Appendix D" entitled "Cranston Police Department Initial IOD Justification Form" signed by Mr. Nuey's physician, Dr. B.J. Thomas D.O., and dated June 27, 2013. Lastly, and also made part of EE's Exhibit #1, is Mr. Nuey's Injured on Duty Report, which describes the incident as follows: "stress and anxiety due to a hostile work environment caused by Sgt. Ralph Palmieri". This document also names two (2) witnesses to the incident, identifying "Denise DeBlasio and Lt. Russell Henry". In this IOD report, Lt. Russell Henry is listed as a supervisor, and he acknowledges that there was a specific incident/accident and that he witnessed the incident/accident. Moreover, this report specifically asks the supervisor to provide a step-by-step description of what happened.

Lt. Henry's report states as follows:

"Sgt. Nuey called to inform me that he was experiencing high levels of anxiety due to stress being caused to him by Sgt. Ralph Palmieri. Sgt. Palmieri has been becoming more and more confrontational and the history that Sgt. Nuey has with Sgt. Palmieri, causes Sgt. Nuey to experience extremely high levels of stress. Sgt. Nuey indicated that he suffers from tension headaches and heart palpitations when anticipating working with Sgt. Palmieri in addition to working with him."

As required by the statute in R.I.G.L. §45-21.2-9, Mr. Nuey was examined at the request of the Retirement Board by three (3) psychiatric physicians, namely, Dr. James K. Sullivan on May 22, 2015; Dr. Cristina Toba on June 8, 2015; and by Dr. John Ruggiano on June 16, 2015.

On March 3, 2017, the Retirement Board denied Mr. Nuey's ADR application concluding that the employee failed to prove that he sustained an "accident" thereby disqualifying him for ADR pension benefits. Mr. Nuey appealed the adverse decision made by the Retirement Board to the Workers' Compensation Court, in accordance with R.I.G.L. §45-21.2-9(f). On January 7, 2019, this Court held a pretrial conference and entered a Pretrial Order denying Mr. Nuey's

claim for ADR pension benefits. Mr. Nuey filed a timely claim for trial in accordance with the practices and procedures of the Workers' Compensation Court, as well as R.I.G.L. §§28-35-20(c)(d) and (e), and this matter proceeded to a de novo and full trial. However, prior to the trial of this matter, each party filed a motion in limine. MERS filed a motion in limine seeking a ruling from this Court requiring that Mr. Nuey introduces into evidence the entire administrative record from the Retirement Board as part of his burden of proof in the pursuit of his claim for accidental disability retirement benefits. MERS contends that statute requires that within twenty (20) days of receipt of the notice of appeal, the Retirement Board must transmit the entire record of proceedings before it, together with its order, to the Worker's Compensation Court. See R.I.G.L. §45-21.2-9(g). MERS further argues that the trial record must include statutorily required materials that are necessary to establish eligibility for a pension benefit at issue and that the de novo standard of review as it relates to the record cannot take place unless the entire transmitted record is submitted into evidence as an exhibit. While the Court agrees with MERS that the administrative record is a necessary and integral part of the trial before this Court, there is no statutory language suggesting that the aggrieved employee must bear the burden of introducing the entire administrative record as part of his case in chief. Moreover, §45-21.2-9(g) statutorily and intentionally directs the Retirement Board -- and not the employee -- with the obligation to transmit the entire record of the proceedings to the Workers' Compensation Court. Furthermore, as counsel for Mr. Nuey has accurately pointed out, there is a clear distinction between the transmission of the record to the Workers' Compensation Court and the admissibility of the record to the Workers' Compensation Court. By way of legislative background, before the year 2011, an appeal from a decision made by the Retirement Board denying an application for an accidental disability pension was governed by the Rhode Island

Administrative Procedures Act. See R.I.G.L. §45-35-15. The Superior Court was vested with the jurisdiction to hear all appeals from the Retirement Board and sat as an appellate court with a limited scope of review. The Superior Court's review was limited to the examination of the Retirement Board's already established transmitted record to determine whether or not there was any basis for a reversal under the Administrative Procedures Act. Accordingly, the Superior Court's mandate was to review the transmitted record from the Retirement Board and also consider oral and written arguments made by counsel. Pre-2011, the Legislature did not convey to the Superior Court the ability to offer litigants the process of conducting a trial on the merits, with the opportunity to present witnesses, expert testimony, or to introduce any additional evidence separate and apart from the transmitted record of the Retirement Board. Post-2011, the Legislature conveyed to the Workers' Compensation Court the explicit authority and jurisdiction to hear all appeals from the Retirement Board for any injury or illness occurring on or after July 1, 2011. See §45-21.2-9(f). The Legislature mandated that "all proceedings filed with the Workers' Compensation Court pursuant to this section shall be de novo and shall be subject to the provisions of chapters 29-38 of title 28 for all case management procedures and dispute resolution processes, as provided under the rules of the workers' compensation court". See §45-21.2-9(j). Hence post 2011, the Legislature intended for the litigants to be offered all of the benefits and tools of the trial process including the process of discovery, the use of subpoenas, depositions, medical affidavits, and the ability to present the testimony of lay and expert witnesses at trial.

At the outset of every matter filed with the Workers' Compensation Court, the practices and procedures of the Court require that a Pretrial Conference take place pursuant to mandates of R.I.G.L. §28-35-20(c). In this process, a pretrial order is entered by the Court and any aggrieved

party may file a “claim for trial” within five (5) days of the entry of the pretrial order. See §28-35-20(d). The filing of a claim for trial triggers a de novo, and a full trial on the merits, concerning the matter before the Court. [See §28-35-20(e)]. Black’s Law Dictionary defines trial de novo as a “new trial on the entire case – that is, on both questions of fact and issues of law – conducted as if there had been no trial in the first instance”. *Id.*, at 789, 1645 (9<sup>th</sup> Edition 2009). It is clear that the Legislature intended that any appeal of a decision made by the Retirement Board to the worker’s compensation court are to be handled using the very same trial practices and procedures as provided for under the rules of the workers’ compensation court. See §45-21.2-9(j). A de novo trial on the merits is a necessary process of the practices and procedures at the worker’s compensation court and as part of those practices procedures the worker’s compensation court adheres to and follows the Rhode Island Rules of Evidence for trial purposes. Here, the transmitted record from the Retirement Board contains voluminous pages of various documents many of which are replete with irrelevant and immaterial information including many instances of hearsay statements. In the instant matter, this Court saw fit to mark the entire record, as transmitted by the Retirement Board to the Workers’ Compensation Court, as Court’s Exhibit #1 for identification purposes only. Marking the transmitted record for “identification purposes only” protects the trial process and it complies with the statutory mandate that the Court acknowledges receipt of the entire transmitted record from the Retirement Board. To summarily accept the entire record from the Retirement Board and mark all of the documents contained therein as one, full, admissible, exhibit would do violence to our practices and procedures at the workers’ compensation court and to the rules of evidence. As previously mentioned there is a distinct difference between the transmission of the record and the admissibility of the record. It is incumbent upon counsel for each party to cull through the

transmitted and voluminous Retirement Board record and determine which specific statutorily required documents are needed to be introduced into evidence at trial in order to present or defend their respective legal positions. The judicial resources of the court are its most valued commodity and the court must be vigilant in deterring the introduction of any evidence which is deemed to be irrelevant, immaterial, cumulative, and inadmissible hearsay. Additionally, our Supreme Court gives great deference to the trial judge in assessing the admissibility of evidence.

In DePetrillo vs. Dow Chemical Co., 729 A. 2d 677 (1999), our Supreme Court stated:

“It is well established that the admissibility of evidence is within the sound discretion of the trial justice, and this Court will not interfere with the trial justice's decision unless a clear abuse of that discretion is apparent. citing Soares v. Nationwide Mutual Fire Insurance Company, 692 A.2d 701, 701-02 (R.I.1997) (mem.).” Bourdon's, Inc. v. Ecin Industries, Inc., 704 A.2d 747,758 (R.I.1997)

In line with all of the above, this Court used its judicially granted discretionary powers in declining to accept into evidence the entire transmitted record from the Retirement Board as one full and admissible exhibit, and, as such, denied the motion in limine filed by MERS. This Court did, however, allow for the parties to introduce into evidence -- on an exhibit by exhibit basis -- relevant material and admissible evidence culled from the transmitted record of the Retirement Board as full exhibits.

Mr. Nuey also filed a motion in limine seeking an advanced ruling on whether this Court shall apply the “proximate cause” standard set forth in the case of Pierce v. Providence Retirement Board, 15 A.3d 957 (R.I. 2011) versus the causation standard used for workers’ compensation claims as set forth in the case of Seitz v. L & R Industries, Inc., 437 A. 2d 1345 (R.I. 1981), as well as R.I.G.L. §28-34-2(36). The Pierce standard would impose upon Mr. Nuey the obligation to prove that “but for” the alleged hostile workplace harassment he would not have become permanently disabled; and that his permanent disability was the “natural and probable



consequence” of the alleged hostile workplace harassment. On the other hand, the Seitz standard, along with §28-34-2(36), requires a more heightened obligation, which requires Mr. Nuey to prove that his emotional injury is not only related to his work but also that his resulting disability was “caused by emotional stress resulting from a situation of greater dimensions than the day-to-day emotional strain and tension which all employees encounter daily without serious mental injury...” The Court in Seitz put into place an objective standard stating that “if psychic injury is to be compensable, a more dramatically stressful stimulus must be established”, and it must also exceed the intensity of stimuli normally encountered by thousands of other employees and management personnel every day. Seitz, at 1351. In short, an employee must show that his or her emotional stress was due to conditions or situations at the workplace that are of such great dimensions that a typical employee in like circumstances would also become disabled. After review of the applicable statute(s), cases, and the memorandum of law submitted by the parties in this matter, this Court finds that the proper choice of law to be used in this matter is the “but for” proximate cause standard as enunciated in the Pierce case. Imposing upon Mr. Nuey the additional, objective, and more demanding hurdle standard of proof as used in the Seitz case and §28-34-2(36) would be contrary to and inconsistent with the legal mandates of the ADR statute, namely §45-21.2-9. Accordingly, this Court will decline to use the standards as mandated by the Seitz case, and will instead implement the “but for” standard as directed by the Pierce decision.

Having addressed the motions filed in this matter, the matter proceeded on a trial de novo basis. As previously discussed at length, post-2011, the Legislature has provided the litigants with valuable discovery and trial tools to be used in a de novo trial. However, neither party elected to use these tools. No witnesses were presented by either party to testify before this Court. Furthermore, neither party presented the deposition testimony of any of the expert

medical physicians in this matter. Accordingly, this Court is constrained to weigh and review the only evidence it has before it, which are the documentary exhibits submitted into evidence by each party consisting of Mr. Nuey's EE's Exhibits numbers (1) through (23); and MERS' Exhibits "A" through "D". This Court has also reviewed the post-trial memorandum of law submitted by both parties.

The following documentation was reviewed by this Court and was also submitted as part of Mr. Nuey's application in support of his accidental disability retirement pension:

- Mr. Nuey's filed incident/accident report with the Cranston Police Department dated June 26, 2013, along with a detailed three (3) page typed statement; an "Appendix D" entitled "Cranston Police Department Initial IOD Justification Form"; and Mr. Nuey's Injured On Duty Report. (See EE's Exhibit #1)
- Mr. Nuey's application seeking accidental disability retirement pension benefits pursuant to R.I.G.L. §45-21.2-9 filed on December 8, 2014, and alleging an injury date of June 25, 2013, describing his disability as Post Traumatic Stress Disorder (PTSD), Depression, and Acute Anxiety. (See EE's Exhibit #2)
- Mr. Nuey's "Summary of Work History" was signed by Stacy Gist from the City of Cranston and dated January 22, 2015. (See EE's Exhibit #3)
- The "Employer's Disability Statement Accidental Disability Retirement" signed by Captain Karen Guilbault from the Cranston Police Department and dated January 15, 2015, certifying that all of the information provided on this form is true and accurate and that in her opinion Mr. Nuey was physically or mentally incapacitated from continuing in his present position; and also certifying that Mr.

Nuey's disability was the natural and proximate cause of an accident that occurred during the performance of his duties. (See EE's Exhibit #4)

- A job description consisting of two (2) pages entitled "SERGEANT'S JOB DESCRIPTION" submitted by Captain Karen Guilbault from the Cranston Police Department and dated February 11, 2015. (See EE's Exhibit #5)
- Mr. Nuey's "APPLICANT'S PHYSICIAN'S STATEMENT FOR ACCIDENTAL DISABILITY" prepared by medical professionals at Integrated Psychiatry, Inc., dated January 16, 2015, certifying that based upon an examination date of November 14, 2014, Mr. Nuey's disability resulted from the reported accident sustained in the performance of the applicant's job and not as a result of age or length of service; and certifying that the applicant is physically or mentally incapacitated from the performance of his service; and that Mr. Nuey has reached maximum medical improvement (MMI) concerning the reported injury. (See EE's Exhibit #6)
- Mr. Nuey's "THREE YEARS OF PRIOR MEDICAL" consisting of 134 pages. (See EE's Exhibit #7)
- Additional medical records submitted with the application consisting of 48 pages. (See EE's Exhibit #8)
- A medical report prepared by Dr. James K. Sullivan, psychiatrist, who was engaged by the Retirement Board to perform an independent medical examination relative to this matter consisting of seven (7) pages, certifying that based upon his examination date of May 22, 2015, Mr. Nuey's disability resulted from the reported accident sustained in the performance of the applicant's job and not as a

result of age or length of service; and certifying that the applicant is physically or mentally incapacitated from the performance of his service; and that Mr. Nuey has reached maximum medical improvement (MMI) concerning the reported injury. (See EE's Exhibit #9)

- A medical report prepared by Dr. Cristina Toba, a psychiatrist from the Rhode Island Hospital Department of Psychiatry, who was engaged by the Retirement Board to perform an independent medical examination relative to this matter, consisting of twelve (12) pages, certifying that based upon her examination date of June 8, 2015, Mr. Nuey's disability resulted from the reported accident sustained in the performance of the applicant's job and not as a result of age or length of service; and certifying that the applicant is physically or mentally incapacitated from the performance of his service; and that Mr. Nuey has not reached maximum medical improvement (MMI) concerning the reported injury. (See EE's Exhibit #10)
- A medical report prepared by Dr. John Ruggiano, psychiatrist, who was engaged by the Retirement Board to perform an independent medical examination relative to this matter, consisting of five (5) pages, certifying that based upon his examination date of June 11, 2015, Mr. Nuey's disability did not result from the reported accident sustained in the performance of the applicant's job nor as a result of age or length of service; and certifying that the applicant is not physically or mentally incapacitated from the performance of his service; and that Mr. Nuey has not reached maximum medical improvement (MMI) concerning the reported injury. (See EE's Exhibit #11)

- A one (1) page letter dated October 19, 2015, from Gayle C. Mambro-Martin, legal counsel for the Employees' Retirement System of Rhode Island, addressed to Dr. Cristina Toba, psychiatrist, requesting an addendum opinion. (See EE's Exhibit #12)
- A one (1) page letter dated October 19, 2015, from Gayle C. Mambro-Martin, legal counsel for the Employees' Retirement System of Rhode Island, addressed to Dr. James K. Sullivan, psychiatrist, requesting an addendum opinion. (See EE's Exhibit #13)
- Two (2) pages of correspondence between Gayle C. Mambro-Martin, legal counsel for the Employees' Retirement System of Rhode Island, and Dr. Naureen Attiullah, Clinical Assistant Professor from the Brown Alpert Medical School Department of Psychiatry, indicating Dr. Cristina Toba has moved to New York City and "no longer works for us" and that she may need to see the applicant again. (See EE's Exhibit #14)
- A one (1) page medical report dated May 13, 2016, from Integrated Psychiatry Inc./ Nancy M. Shea ARPRN-BC. (See EE's Exhibit #15)
- A one (1) page addendum medical report dated June 2, 2016, from Dr. James K. Sullivan indicating that Mr. Nuey's symptoms and psychiatric diagnosis would continue to persist and be fully disabling even if the particular offending officer was not present in the workplace. (See EE's Exhibit #16)
- The adverse decision made by the Disability Subcommittee and Chairman William B. Finelli, Chairman dated June 3, 2016, along with a letter dated July 14, 2016, from Gayle C. Mambro-Martin, legal counsel for the Employees'

Retirement System of Rhode Island, addressed to Mark B. Morse, Esq., consisting of nine (9) pages. (See EE's Exhibit #17)

- A one (1) page medical report dated August 5, 2016, from Integrated Psychiatry Inc. -- Nancy M. Shea, ARPRN-BC, and Maria T. Gonzalez, M.D. (See EE's Exhibit #18)
- A two (2) page medical affidavit offered pursuant to R.I.G.L. 9-19-29 dated November 4, 2016, from Nancy M. Shea ARPRN-BC, from Integrated Psychiatry Inc., with attached medical reports dated January 26, 2016; May 13, 2016; August 5, 2016; August 26, 2016; September 23, 2016; along with handwritten medical notes totaling twenty-eight (28) pages. (See EE's Exhibit #19)
- Medical records from the Butler Hospital consisting of fifty-eight (58) pages. (See EE's Exhibit #20)
- A medical report prepared by Dr. Patricia R. Recupero, J.D., M.D. from Butler Hospital, who was engaged by Claims Strategies on behalf of the City of Cranston Police Department to perform a psychiatric medical examination of Mr. Nuey consisting of nine (9) pages. (See EE's Exhibit #21)
- The adverse decision made by the Disability Subcommittee and Chairman William B. Finelli, Chairman dated March 3, 2017, consisting of six (6) pages. (See EE's Exhibit #22)
- The City of Cranston, Rhode Island and the International Brotherhood of Police Officer's Local 301 Contract Agreement, July 1, 2017, to June 30, 2020, consisting of 70 pages. (See EE's Exhibit #23)

- Two (2) medical reports prepared by Dr. Ronald M. Stewart, from Human Services Consultants, Ltd., dated August 30, 2016, and August 30, 2016, who was engaged by Claims Strategies on behalf of the City of Cranston Police Department to perform a psychiatric medical examination of Mr. Nuey consisting of six (6) pages. (See MERS' Exhibit "A")
- The deposition transcript testimony of Mr. Nuey, dated June 3, 2016, consisting of thirty-two (32) pages. (See MERS' Exhibit "B")
- The deposition transcript testimony of Mr. Nuey dated January 6, 2017, consisting of fourteen (14) pages. (See MERS' Exhibit "C")
- The deposition transcript testimony of Mr. Nuey dated September 12, 2018, consisting of fifty-five (55) pages. (See MERS' Exhibit "D")

The facts and the difficulties, in this case, began on August 15, 2006, when a physical altercation involving Mr. Nuey and his supervisor, Sargent Ralph Palmieri, took place. A review of Mr. Nuey's application, as well as a review of all of the medical reports inclusive of the medical histories provided by Mr. Nuey to all of the physicians in this matter, reveals an unfortunate reported series of events. On August 15, 2006, Mr. Nuey stated that he was ordered by Sgt. Palmieri to report to the training academy. He stated that after arriving at the training academy, Sgt. Palmieri expressed combative behavior toward him. Sgt. Palmieri made accusations and claimed Mr. Nuey "had an attitude problem". Sgt. Palmieri "pointed his finger" and "pushed [Mr. Nuey] in the chest". Mr. Nuey contends that the encounter became heated and escalated to the point that Sgt. Palmieri "punched him in the mouth". An investigation ensued, and Mr. Nuey reported that he was involved in a physical altercation with Sgt. Palmieri. Mr. Nuey alleges that Sgt. Palmieri was "not being truthful" to the investigating officers and that he

had “answered questions deceptively” by falsely accusing Mr. Nuey of throwing a “sucker punch”. Furthermore, Mr. Nuey also stated that other officers who were present at the scene indicated that they too witnessed Sgt. Palmieri’s aggressive behavior towards him and that other officers were also “called out” by Sgt. Palmieri to the “back lot” as well. Mr. Nuey contends that a BCI investigation supported his version of the events that occurred on the day in question and not Sgt. Palmieri’s. Both officers were charged with one count of simple assault and one count of disorderly conduct. The simple assault charge was later dropped, and both officers pled no contest to the disorderly conduct charge. Mr. Nuey also reports “I suffered the most humiliating day of my life in being arraigned for a crime in front of my peers for which I did not commit.” Administratively, the Chief of Police imposed a ninety (90) day suspension for both officers. Sgt. Palmieri accepted his penalty without any challenges or appeals. Mr. Nuey, however, did appeal, and a settlement offer was later reached whereby Mr. Nuey would serve a reduced 20-day suspension, broken up every other week, and allowing for Mr. Nuey the opportunity for overtime and detail work. The discord between the two officers cooled off for a while, as Mr. Nuey was assigned to the 2<sup>nd</sup> shift, and Sgt. Palmieri worked the day shift. Later, Sgt. Palmieri and Mr. Nuey were eventually returned to work with both officers assigned to work the day shift. Soon thereafter, Mr. Nuey began experiencing tension headaches and heart palpitations due to the increased stress he felt working with Sgt. Palmieri. Mr. Nuey reported that Sgt. Palmieri was giving him the “evil eye” and “staring” at him as he drove by Mr. Nuey in the rear parking lot of the police station. Mr. Nuey reported this behavior made him “very uncomfortable”. He also reported his concerns about Sgt. Palmieri exhibiting “passive-aggressive behavior” made by the Sargent to “intimidate” him. He reported his concerns to Lt. Brothers, Captain Patalano, and Lt. Quirk; however, “nothing happened from that investigation”. Sgt. Palmieri continued to exhibit



“confrontational” and aggressive behavior with officers “on the scenes of calls”. Mr. Nuey personally saw Sgt. Palmieri treat officers with disrespect and speak to them “in inappropriate and a demeaning manner”. On June 25, 2013, things came to a full boil when Mr. Nuey witnessed Sgt. Palmieri in a dialogue exchange with Officer Skodras that made everyone present at the roll call feel very uncomfortable. Witnessing this behavior by Sgt. Palmieri made Mr. Nuey’s anxiety level increase because he did not want to confront Sgt. Palmieri about his inconsiderate and disrespectful behavior. Mr. Nuey’s “anxiety level was so high that [he] began pacing back and forth and [his] hands began to shake”. He walked into Denise DeBlasio’s office and asked her “to cover the phones because [he] had to leave because [he] did not want to confront Sgt. Palmieri regarding his inconsiderate treatment of a fellow co-worker because of the history that [he had] with him”. Mr. Nuey went to lunch for a salad, and while there he found himself suffering from a near anxiety attack, pacing back and forth with his hands continuing to shake. Although the confrontation with Sgt. Palmieri did not take place, Mr. Nuey contends that the absolute fear and anxiety he suffered in dreading to confront Sgt. Palmieri about his abhorrent behavior resulted in his emotional and mental distress and disability. Mr. Nuey stated also that if Sgt. Palmieri “was confronted by anyone of equal or lesser rank, he has proven to react negatively and with aggression, and I have a family to think of and I cannot afford, nor do I want to go through what I went through with him in 2006 through 2008 because the trauma was just too great”. He further stated, “I feel at this point that I can no longer work with Sgt. Palmieri for fear that a confrontation between he and I is looming. My anxiety level is so high that it has begun to affect my health and how I relate to my subordinate officers”. Mr. Nuey also expanded on his claims of workplace harassment per his June 3, 2016, testimony before the disability subcommittee of the State Retirement Board. He testified as follows:

MR. BEARDSLEY: According to this, again, psychological report by Dr. Toba, you still continued to work together. Did you ask for a transfer?

MR. MORSE: They were not working together from 2006 to 2012, November 2012, was when Sgt. Palmieri returned, and they began to work together.

THE APPLICANT: Well, we did work together, and I was under my same shift, working the same schedule as him. And, yes, the bullying continued. And again, I just ignored it, because having a history with him, I knew what he was capable of, so I could not afford to have another altercation with him in any way, shape, or form, because I would have been fired. We both probably would have been fired. And rather than go through all of that all over again, I chose to just take it. I took it. And like I said, I have a family that I have to watch over and provide for, and obligations. And I couldn't put that at risk because somebody wants to bully his subordinate. It didn't weigh out to me. So rather than put that in jeopardy, I just decided I will just deal with it. I was getting tension headaches at the time, heart palpitations. I had to weigh everything that was going on, because he was such a volatile person that he could have snapped on me at any time, and I couldn't afford to have that happen".

(See Deposition Pg. 21, Line 10 to Pg. 22, Line 14)

The statements made by Mr. Nuey were introduced into evidence without objection, and no witnesses were presented to testify to contradict any of his statements alleging a persistently negative and hostile work environment.

MERS contends that any member/employee filing an application for an accidental disability retirement is required to show that the member/employee suffered an "accident", and absent the showing of an "'accident' the member/employee is precluded from receiving an accidental disability retirement pension. MERS asserts that "no 'accident' within the meaning of the statute was identified as the cause of Nuey's alleged disability and, accordingly, in absence of having met that statutory requirement, Nuey was properly denied an accidental disability pension". (See Post-Trial Memorandum Pg. 16).

This Court disagrees.

The following is the statute in question in this matter:

§ 45-21.2-9. Retirement for accidental disability.

“(a) Any member in active service, regardless of length of service, is entitled to an accidental disability retirement allowance. Application for the allowance is made by the member or on the member's behalf, stating that the member is physically or mentally incapacitated for further service as the result of an injury or illness sustained while in the performance of duty and certifying to the time, place, and conditions of the duty performed by the member that resulted in the alleged disability and that the alleged disability was not the result of the willful negligence or misconduct on the part of the member, and was not the result of age or length of service, and that the member has not attained the age of sixty-five (65). The application shall be made within eighteen (18) months of the alleged accident from which the injury has resulted in the member's present disability and shall be accompanied by an accident report and a physician's report certifying to the disability. If the member was able to return to his or her employment and subsequently reinjures or aggravates the same injury or illness, the member shall make another application within eighteen (18) months of the reinjury or aggravation that shall be accompanied by a physician's report certifying to the reinjury or aggravation causing the disability. If a medical examination made by three (3) physicians engaged by the retirement board, and other investigations as the board may make, confirms the statements made by the member, the board may grant the member an accidental disability retirement allowance.

(b) For the purposes of subsection (a), ‘aggravation’ shall mean an intervening work-related trauma that independently contributes to a member's original injury or illness that amounts to more than the natural progression of the preexisting disease or condition and is not the result of age or length of service. The intervening independent trauma causing the aggravation must be an identifiable event or series of work-related events that are the proximate cause of the member's present condition of disability.”

It is clear from the plain and ordinary meaning of the words in § 45-21.2-9 that a member/employee may be entitled to receive ADR benefits based on a physical or *mental* incapacity as a result of an *injury* or *illness* sustained while in the performance of his or her duty as a police officer. MERS’ application and interpretation of the term “accident” to the instant

matter is narrow and oversimplified. While some instances of mental incapacity resulting from an injury/illness may come from a single episodic accident, that often is not the general rule. In many instances, a mental incapacity does not manifest itself immediately and usually is developed over a cumulative series of events or circumstances which escalate over time to develop into a realized and suffered disability. In Pierce v. Providence Retirement Board, 15 A.3d 957 (R.I. 2001), our Supreme Court held that an accident need not arise out of a single specific incident and allowed for ADR benefits to be awarded based upon a mental or physical injury/illness that results from the “cumulative effect of all work-related accidents”. Pierce, at 966.

In the instant case, Mr. Nuey suffered from and endured identifiable events of harassment in the workplace which began in the year 2006, when he was physically assaulted by a supervising officer, and, as a result, he was compelled to partake in a protracted and extensive legal imbroglio. Sometime after he had returned to work, he was once again placed to work on the same shift and at the same roll call where he was subjected to sitting side by side with the offending officer. The harassment also included intimidating evil eye stares, and overall aggressive and intimidating behavior by the offending officer which continued through and up to June 25, 2013, when the pot finally boiled over when Mr. Nuey was dreadfully panicked about confronting Sgt. Palmieri about his aggressive and belligerent behavior he exhibited toward the rank and file police force at the roll call meeting on June 25, 2013. Although this confrontational meeting never took place, Mr. Nuey was in such a severe state of mental stress that he experienced extreme anxiety causing his hands to shake and calling his wife, crying. Mr. Nuey was then relieved of his duties and sent home. Of significance, Mr. Nuey’s statement of harassment in the workplace (See IOD Report filed in this matter EE’s Exhibit #2) was

supported by two witnesses, namely, Denise DeBlasio and Lt. Russell Henry. Furthermore, the IOD Report requires a supervisor (in this case Lt. Russell Henry) to answer the following questions:

“WAS THERE A SPECIFIC INCIDENT/ACCIDENT? Y x N \_\_ UNKNOWN \_\_ ;

DID YOU WITNESS THE INCIDENT/ACCIDENT? Y x N \_\_.”

Of note, Lt. Henry answered both questions in the affirmative.

The case of Rivera v. Employees Retirement System of Rhode Island, C.A. No. PC 08-4409, is instructive to the instant matter. Both cases are ADR claims, and both cases involve a member/employee subjected to repeated stressful events or incidents in the workplace causing severe emotional disability. In Rivera, the Superior Court defined the term “harassment” and stated:

“A word on the nature of harassment is in order here. ‘Harassment’ is generally used to define multiple or repeated instances of disturbing or troubling conduct. See *The Random House Dictionary* (2013) (‘the act or instance of harassing or disturbing, pestering or troubling repeatedly; persecution’). The verb ‘harass’ means ‘to trouble, torment or confuse by continual persistent attacks, questions, etc.’ See *Collins English Dictionary* (10<sup>th</sup> ed. 2009)”

The Court in Rivera also defined a “hostile environment” as meaning “a series of events which mount over time to create a poisonous atmosphere....” (citing O’Rourke v. City of Providence, 235 F. 3d 713, 727 (1<sup>st</sup> Cir. 2001)).

Furthermore, in the case of General Accident Insurance Company of America v. Richard R. Olivier, our Supreme Court addressed the meaning of the term “accident” and looked to the Florida case of Government Employees Insurance Co. v. Novak, 453 So. 2d 1116 (Fla 1984).

Our Supreme Court interpreted the holding in Novak as follows:

“The Court held that viewed from the perspective of the decedent, the occurrence was a most unexpected, and unfortunate accident. The court noted the definition of accident as ‘an unusual, fortuitous, unexpected, unforeseen, or unlooked for event, happening, or occurrence\*\*\*.’ citing Novak at 1118 (quoting *Black’s Law Dictionary* 30 (rev. 4<sup>th</sup> ed.1968)).

Hence, in Olivier, our Supreme Court adopted the definition of the term “accident” as defined in Novak and held:

“It is, of course, most significant that viewed from the perspective of the decedent in the case at bar, the shooting ... was certainly an unusual, unexpected, and unforeseen occurrence. We therefore conclude that the decedent’s death, from her perspective, was caused by an accident.”

Olivier, at 1242.

In applying the term “accident”, as defined by the Supreme Court in Olivier, it is clear that the hostile work environment due to the workplace harassment -- consisting of physical violence, death stares, intimidation, and the constant dread of engaging with the offending officer for fear of sparking another explosive, physical, and violent altercation -- which he endured over a lengthy period of time, can certainly be classified as “unusual, unexpected, or unlooked for” circumstances or occurrences in the workplace. A harassing and hostile work environment can never be permitted or defined as an occurrence that is “usual, expected, or looked for” behavior in the workplace. Accordingly, this Court finds the hostile workplace and harassment Mr. Nuey endured over a period of years, from August 15, 2006, to June 25, 2013, and while in the performance of his duties, must be classified as an “accident” as defined by our Supreme Court in the Olivier case.

Next, MERS contends that Mr. Nuey’s ADR application was not timely filed. Mr. Nuey objects to this defense being raised now, as it was never raised before the Retirement Board, and, as such, Mr. Nuey asserts that this defense is deemed to be waived. However, MERS correctly points to § 45-21.2-9(j), which states “all proceedings filed with the Workers’ Compensation

Court pursuant to this section shall be de novo”. MERS also looks to *Black’s Law Dictionary* for the definition of “hearing de novo” which states as follows:

“Generally a new hearing or a hearing for the second time contemplating an entire trial in the same manner in which the matter was originally heard and a review of previous hearing. On hearing de novo, court hears matter as a court of original and not appellate jurisdiction.” (citing, *Collier and Wallis v. Aster*, 9 Cal. 2d 202; 70 P. 2d, 171, 173. *Black’s Law Dictionary*, 649 (5<sup>th</sup> ed. 1979).

This Court finds MERS’ interpretation of the term “de novo” is legally correct. Whether an issue is raised or not raised at the retirement board is of no consequence to either party. The legislature intended for all issues relative to an ADR application filed per § 45-21.2-9 to be heard anew and allowing for either party to present any and all evidence, claims or defenses at trial before the Workers’ Compensation Court. This Court, therefore, rejects Mr. Nuey’s assertion that MERS’ defense citing an untimely filing is waived.

Having ruled that MERS’ defense of untimeliness is not waived, MERS contends that Mr. Nuey’s physical assault took place on August 15, 2006, and to the extent that constituted an “accident”, his ADR application filed on December 8, 2014, is untimely, as it should have been statutorily filed by February 15, 2008 (within eighteen (18) months). Hence, MERS asserts that the filing was late by well over six (6) years. This narrowing reading of the statute would produce an absurd result, as it would impose upon Mr. Nuey a duty to perform an act that was a legal impossibility. The trial record is totally devoid of any medical evidence indicating that Mr. Nuey was disabled from performing his duties between the period of August 15, 2006, and February 15, 2008. Hence, it would have been legally impossible for Mr. Nuey to even file an application for ADR benefits without medical evidence certifying him as disabled. The workplace harassment suffered by Mr. Nuey commenced on August 15, 2006, combined with a series of other stressful events that finally ripened and came to fruition on June 25, 2013, when he was no longer capable of working. Mr. Nuey filed his ADR pension application on December

8, 2014, which is seventeen (17) months, and thirteen (13) days from his June 25, 2013 “accident”. Accordingly, Mr. Nuey’s application for ADR pension benefits is found to be timely and properly filed within 18 months, and within the meaning of the definition of the term “accident” as defined in the Olivier case, and by the applicable statute in § 45-21.2-9.

This Court next turns to evaluate the medical evidence submitted by the parties in this matter. It is well settled that where the trial judge is presented with conflicting, competent medical testimony of probative value, it is the prerogative of the trial judge to accept the opinions of one health care provider over another. Parenteau v. Zimmerman Engineering, Inc., 111 R.I. 68, 78, 299A.2d 168 (RI) 1973.

Dr. John Ruggiano examined Mr. Nuey as an independent medical examiner engaged by the Retirement Board pursuant to the statute in § 45-21.2-9(a). Dr. Ruggiano opined that Mr. Nuey was not physically or mentally incapacitated from the performance of his duties and that Mr. Nuey’s disability was not as a result of an on-the-job accident. Dr. Ruggiano’s report dated June 16, 2015, can best be described as sparse, consisting of less than one and a half (1 ½) pages and, frankly, is not impressive. His mental status examination consists of one line, and he makes a diagnosis of “Adjustment Disorder” without any explanation supporting that diagnosis. He then prepares a one (1) page addendum report dated June 20, 2015, which emphasizes “there has been no discernable injury or accident” and “there is no history of an accident or incident”. The issue of whether Mr. Nuey sustained an “accident” is a legal question and not a medical question. Dr. Ruggiano does go on to state that “there was a *cumulative type stress* in the form of a personal conflict and the person in conflict is no longer at the workplace”. Despite Mr. Nuey alleging a “hostile work environment” in the workplace, Dr. Ruggiano fails to use or mention the



words “harassment” or “hostile work environment” in his report. Moreover, Dr. Ruggiano engages in speculation and conjecture by stating:

“There *may* be secondary gain as a factor here. There *may* even be primary gain present. These factors would have to be ruled out.”

Dr. Ruggiano’s speculation of primary or secondary gain is not supported by any other evidence contained in the trial record, and, further, this same speculative statement made against Mr. Nuey could equally be made against any other member/employee who applies for ADR benefits. Based upon the lack of depth and the sparsity of his report, along with his speculative opinions of primary and secondary gain, this Court chooses to use its judicial discretion in rejecting the opinions expressed by Dr. Ruggiano as being non-persuasive.

Dr. Ronald Mark Stewart examined Mr. Nuey as an independent medical examiner engaged by Claims Strategies, the third-party administrator for the Cranston Police Department. Dr. Stewart’s report is dated August 30, 2016, and he also prepared an addendum report dated August 31, 2016. Dr. Stewart’s report states that he does not find Mr. Nuey disabled nor does he place any mental restrictions on Mr. Nuey. He then states that Mr. Nuey “has reached MMI but could still benefit from some counseling”. This Court is left to wonder how Mr. Nuey can at the same time be at MMI, and yet he still may benefit from some counseling? Dr. Stewart goes on to opine that “at the present time he has no objective psychiatric condition as a result of his duties as a member of the Cranston Police Department. He *no longer* suffers from any *condition* resulting from a situation of greater dimension than the day-to-day emotional strain and tension which all employees in his position encounter daily without serious mental injury”. He states that Mr. Nuey “no longer suffers from any *condition*”, which implies that at some point Mr. Nuey did suffer from an emotional *condition* from which he has recovered. The Court is again left to wonder what was the emotional *condition or diagnosis* that Mr. Nuey supposedly recovered

from? Of significance, this Court also notes that Dr. Stewart never provided nor made a specific diagnosis in his report concerning Mr. Nuey. This Court chooses to use its judicial discretion in rejecting the opinions expressed by Dr. Stewart as also lacking and consequently less than convincing and persuasive.

This Court also reviewed the medical reports and opinions expressed by Dr. Patricia K. Recupero, who examined Mr. Nuey as an independent medical examiner engaged by Claims Strategies, the third-party administrator for the Cranston Police Department. In her report Dr. Recupero opined as follows:

“...to a reasonable degree of medical certainty, Daniel W. Nuey Sr. suffers from Posttraumatic Stress Disorder and Major Depressive Disorder as a result of his employment as a Cranston police officer. His psychiatric disability is directly related to the events that occurred when he was ordered to go to the training academy by the Sergeant and the physical confrontation that resulted. These feelings were exacerbated when he was placed on the same shift with the Sergeant and the Sergeant was not responsive to the usual routines of the shift, Officer Nuey felt forced into conflict with his fellow officer. In order to avoid that conflict, he exited the police department building. He became unable to perform the duties of a Police Officer because of the Posttraumatic Stress Disorder and Major Depressive Disorder as a result of the occurrences of that day. He requires ongoing treatment, both psychotherapy and psychiatric medical management, in order to treat these conditions. *He is currently totally disabled from his job as a police officer.*” (Emphasis added)

(See EE’s Exhibit #21)

This Court has also reviewed the medical opinions and reports provided by Dr. James K. Sullivan and Dr. Cristina Toba, who both examined Mr. Nuey as an independent medical examiner engaged by the Retirement Board pursuant to the statute in § 45-21.2-9(a). Unlike the medical opinions and reports offered by Drs. Ruggiano and Stewart, the medical opinions and reports of Drs. Sullivan, Toba, and Recupero are clear, comprehensive, consistent, and thorough. Each of the three physicians recorded a detailed medical history from Mr. Nuey, and they all arrived at

the same diagnosis of Post-Traumatic Stress Disorder (PTSD) and Major Depression Disorder. Furthermore, and most importantly, both Drs. Sullivan and Toba certify that Mr. Nuey is mentally incapacitated from the performance of his service and that his disability is as a result of the reported accident sustained in the performance of his job and is not the result of age or length of service. (See EE's Exhibits #9 and #10).

After a thorough review of all of the medical evidence presented in this matter, this Court concludes that the great weight of the medical evidence lies in favor of Mr. Nuey. This Court chooses to exercise its judicial discretion in specifically accepting the medical opinions of the two doctors engaged by the Retirement Board, namely, Drs. Stewart and Toba. Both Drs. Sullivan and Toba certify that Mr. Nuey is mentally incapacitated from the performance of his service and that his disability is as a result of the reported accident sustained in the performance of his job and is not the result of age or length of service. This Court also specifically finds that "but for" the harassment and negative hostile work environment suffered by Mr. Nuey while in the performance of his duties as a police officer, he would not have become permanently disabled; and, further, that his permanent disability is a natural and probable consequence of the persistent harassment and negative hostile work environment he encountered in the workplace with the Cranston Police Department commencing on August 15, 2006, and ending on June 25, 2013.

As a last note, this Court is troubled by the inquiry made by a Retirement Board member to Mr. Nuey in the June 3, 2016 transcript. The inquiry reads as follows:

"Q. MR. BEARDSLEY: Well, if you're under so much stress, why didn't you quit?

A. THE APPLICANT: I had a family to support. I have obligations. I can't just quit my job.

Q. MR. BEARDSLEY: Why?

A. THE APPLICANT: Because that's not what responsible people do, sir."

This line of questioning by a member of the Retirement Board suggesting that the solution to this matter is for Mr. Nuey to simply quit his job is deeply troubling to this Court. This Court is mindful that while the everyday workplace will always encompass a certain acceptable amount of civil discord, disagreement, and disharmony, there can be no tolerance in the workplace for physical acts of violence, intimidation, threats and fear. Such egregious behavior constitutes clear acts of workplace harassment that must always be emphatically and swiftly condemned. Unfortunately, such was not the case here for Mr. Nuey. Furthermore, there is certainly no room whatsoever for physical acts of violence, intimidation, threats, and fear, especially in our police departments, whose sworn duty is to uphold our laws and enforce against such nefarious behavior.

Accordingly, this Court makes the following findings of fact:

1. That Mr. Nuey has proven by a fair preponderance of the credible evidence that he is entitled to receive accidental disability retirement pension benefits based upon his claim of his mental incapacity consisting of Post-Traumatic Stress Disorder (PTSD) and Major Depressive Disorder as a result of the persistent harassment and a hostile work environment he encountered in the workplace occurring from the period between August 15, 2006, and continuing through to June 25, 2013.

2. That, consistent with our Supreme Court's opinion in the Olivier case, this Court finds that Mr. Nuey sustained an "accident" defined as "unusual, unexpected and unlooked for" behavior in the workplace as a result of persistent harassment and hostile work environment he encountered as a police officer in the performance of his duties from August 15, 2006, and continuing through to June 25, 2013.

3. That Mr. Nuey has proven by a fair preponderance of the credible evidence that “bur for” the “accident” described in paragraph #2 above, he would not have become permanently disabled; and, furthermore, that his disability is as a result of his reported “accident” sustained in the performance of his job, and is not the result of age or length of service.

It is, therefore, ordered as follows:

1. That Mr. Nuey’s application seeking an accidental disability retirement pension is hereby granted per R.I.G.L. §45-21.2-9 and that Mr. Nuey shall be paid accidental disability retirement benefits pursuant to the application he filed in this matter.

2. That this Court shall reserve ruling on any potential issues concerning counsel fees and costs in this matter, as counsel for Mr. Nuey has not made a request for counsel fees or costs, nor has a fee affidavit been offered to this Court. However, this Court will retain jurisdiction, if necessary, to entertain a motion for counsel fees and costs, provided that MERS is given adequate notice, and said motion is filed pursuant to our court rules.

In accordance with Sec. 2.20 of the Rules of Practice of the Workers’ Compensation Court, a decree, copy of which is enclosed, shall be entered on **October 5, 2020.**

STATE OF RHODE ISLAND

PROVIDENCE, SC.

WORKERS' COMPENSATION COURT

DANIEL NUEY

)

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VS.

)

W.C.C. NO. 2018-05861

)

EMPLOYEE'S RETIREMENT SYSTEM )

OF RHODE ISLAND

)

PROPOSED DECREE

This cause came on for trial and upon trial thereon and in consideration thereof, the following findings of fact are made:

1. That Mr. Nuey has proven by a fair preponderance of the credible evidence that he is entitled to receive accidental disability retirement pension benefits based upon his claim of his mental incapacity consisting of Post-Traumatic Stress Disorder (PTSD) and Major Depressive Disorder as a result of the persistent harassment and a hostile work environment he encountered in the workplace occurring from the period between August 15, 2006, and continuing through to June 25, 2013.

2. That, consistent with our Supreme Court's opinion in the Olivier case, this Court finds that Mr. Nuey sustained an "accident" defined as "unusual, unexpected and unlooked for" behavior in the workplace as a result of persistent harassment and hostile work environment he encountered as a police officer in the performance of his duties from August 15, 2006, and continuing through to June 25, 2013.

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Entered as the decree of this Court this                      day of

ENTER:

PER ORDER:

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Conte, J.

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Nicholas DiFilippo, Administrator

I hereby certify that copies of the Decision and Proposed Decree were mailed to Michael P. Robinson, Esq. and Carly Beauvais Iafrate, Esq. on *September 28, 2020.*

*Ann M. Lator*



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS  
 PROVIDENCE, SC.                                      WORKERS' COMPENSATION  
    COURT

DANIEL NUEY

)

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VS.

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W.C.C. 2018-05861

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EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND

HEARD BEFORE JUDGE ALFREDO T. CONTE ON:

MARCH 19, 2019

MAY 13, 2019

MAY 30, 2019

JUNE 12, 2019

JULY 29, 2019

OCTOBER 16, 2019

JANUARY 30, 2020

MARCH 4, 2020

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APPEARANCES:

CARLY BEAUVAIS IAFRATE, ESQ...COUNSEL FOR THE PETITIONER

MICHAEL P. ROBINSON, ESQ.....COUNSEL FOR THE RESPONDENT

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1 (MARCH 19, 2019)

2 THE COURT: This is the matter of Daniel Nuey  
3 vs. Employees' Retirement System of Rhode Island, W.C.C.  
4 Number 2018-05861. Can the attorneys please identify  
5 themselves for the record and the parties they  
6 represent, please.

7 MS. IAFRATE: Carly Iafrate on behalf of  
8 Daniel Nuey.

9 MR. ROBINSON: Michael Robinson for the  
10 Employees' Retirement System.

11 THE COURT: Now, Mr. Robinson, it looks like  
12 in some of the other cases that have been filed, a few  
13 cases that have been filed with this Court, there is  
14 always a notation indicating that the Employees'  
15 Retirement System of Rhode Island is basically  
16 inaccurately listed, and it should be MERS.

17 MR. ROBINSON: Because the number of the  
18 appellants repeatedly misidentify the proper party in  
19 interest, in my opinion, Judge. I don't think it makes  
20 a big --

21 THE COURT: Well, I want to get it right, and  
22 I think in the future, I think if we want to have the  
23 proper parties, I guess we can continue citing  
24 Employees' Retirement System of Rhode Island than saying  
25 it's mis-listed, and it should be MERS. We can continue

1 to do that, or we can --

2 MR. ROBINSON: They're separate organizations.  
3 They're governed by the same retirement board, but they  
4 are separate and distinct legal entities, and so the  
5 proper party in interest in all of these police and fire  
6 appeals should be the Municipal Employees' Retirement  
7 System of Rhode Island or the State Retirement Board of  
8 the Municipal Employees' Retirement System, either way  
9 would be fine, but it's not the Employees' Retirement  
10 System of Rhode Island.

11 MS. IAFRATE: I'm confused, because isn't the  
12 board, the Retirement Board of the Employees' Retirement  
13 System of Rhode Island, which is the board that is  
14 making the decision to deny the application?

15 MR. ROBINSON: The legal entity is the  
16 Municipal Employees' Retirement System of Rhode Island.

17 MS. IAFRATE: When it's sitting there on a  
18 MERS application versus when it's sitting there on an  
19 ERS application --

20 MR. ROBINSON: It doesn't matter, either  
21 way --

22 THE STENOGRAPHER: Excuse me, one at a time,  
23 please.

24 THE COURT: One at a time.

25 MS. IAFRATE: I guess, Judge, this might be

1     wasting your time. In my mind, I have always, whenever  
2     Mike says this, I have a question, because I think to  
3     myself, it's the same board, the same people that sit  
4     there if you are there on an application on an applicant  
5     whose benefit is going to come from the MERS system, or  
6     if their benefit is going to come from ERS, or if their  
7     benefit is going to come from the teacher system, it is  
8     the same board that is making the decision.

9             MR. ROBINSON: And I would probably agree.  
10     Either way, it's been misclassified in the appeal.

11            THE COURT: So I didn't mean to open another  
12     can of worms. We are opening lots of cans of worms on  
13     these cases, but I was hoping that we could come to some  
14     agreement as to what the caption matter should be, and I  
15     leave it up to the attorneys to decide that. I'm happy  
16     to continue the way we've been going, citing it as  
17     Employees' Retirement System of Rhode Island, and then  
18     indicating that it should be MERS if you want to do  
19     that, I'm happy to do that, but I just thought maybe for  
20     clarification if we could fix that problem once and for  
21     all, because I have seen this on multiple --

22            MR. ROBINSON: And I haven't raised it as a  
23     challenge, Judge, jurisdictionally, nor do I intend to,  
24     but I think we can clean it up as a housekeeping matter.

25            THE COURT: It's just a housekeeping matter.

1 I just thought that maybe we should take the time to  
2 continue to misname the parties and then correcting it  
3 in the documents, it just doesn't look right, but I just  
4 throw that out for you, folks, if you can come to an  
5 agreement as to how you want the respondent listed in  
6 this matter, that's fine.

7 The other thing, folks, so we're here today  
8 this morning on two motions. One was filed, and I will  
9 take them -- they were both actually filed on March 14,  
10 so, okay. There's a motion filed by employee's counsel,  
11 and another motion filed by counsel for MERS. So our  
12 practice here at the Workers' Comp Court on motions is  
13 to go on record, and so if you'd like, I will entertain  
14 brief argument this morning on the motion, if you like;  
15 and then what I intend to do is after hearing the  
16 argument, and I'd like to further read the motions and  
17 the supporting case law that's been cited, and I will  
18 issue a written decision on each one of the two.

19 MR. ROBINSON: Judge, we had conferred after  
20 conferencing the case with you, we conferred fairly  
21 extensively, and so the motions were a surprise to  
22 neither of us. I think, and Carly can correct me if I'm  
23 wrong, we were contemplating an opportunity to respond  
24 to each other's motions.

25 MS. IAFRATE: In writing.

1 MR. ROBINSON: In writing.

2 THE COURT: That's fine. So you wish an  
3 opportunity to respond to her motion, and you want to  
4 respond to his. Okay, I think that's appropriate, and I  
5 certainly think that's fine, and I would like to read  
6 the pillars of wisdom from both sides, because again  
7 these types of cases are cases of first impression here  
8 at the Workers' Comp Court, how we apply our rules and  
9 regulations and procedures to these types of cases. So  
10 I think it's important that both sides get a chance to  
11 give their positions by waiving the motions, and then I  
12 will take everything under advisement and issue a  
13 written decision on both.

14 MR. ROBINSON: So these issues relate,  
15 obviously, Judge, to the applicable standard of law to  
16 be applied and the scope of the record and review of  
17 that record, so our thought was that these would  
18 significantly narrow the issues.

19 THE COURT: And I agree. I think it's a great  
20 idea, and I briefly read both. I haven't gone in depth  
21 in the motions of the supporting memorandum that was  
22 filed with the Court, but I think they're well done by  
23 both sides, so I commend both counsel in these cases. I  
24 do think that it's right to give both sides an  
25 opportunity to respond to each other's motion. So, that



1 in line, I know that we want to move this case along,  
2 and I want to move this case along, but there are issues  
3 that need to be addressed before we can get to any kind  
4 of a trial on this case. So tell me, folks, where do  
5 you want to be as far as time to respond to each others  
6 motion? I am happy to assist you.

7 MS. IAFRATE: Your Honor, I think my ability  
8 to respond to Mike might be simpler, because I think the  
9 subject matter is a little bit simpler, so I probably  
10 only need a couple of weeks, and not to throw another  
11 topic into the mix, but I guess that's why we're here, I  
12 am contemplating one other one, one other memo or  
13 motion.

14 THE COURT: Okay, and what is the subject of  
15 that? Have you alerted your brother counsel?

16 MS. IAFRATE: I have. We actually met last  
17 week and went over all this stuff. It's going to relate  
18 to how the Court interprets the word accident or the  
19 requirement that there be an accident or not be an  
20 accident. So, just as a preview, the Retirement Board  
21 interprets the accidental disability retirement statute  
22 to require an accident, and it has defined that term a  
23 certain way. It's been my feeling for some time that  
24 the statute doesn't actually require an accident in the  
25 way that the Retirement Board contemplates it. Just by

1 looking at other statutory schemes on disability  
2 pensions outside of Rhode Island, and that even if there  
3 is an accident requirement, it's not quite the same  
4 definition that the Retirement Board would assign to it,  
5 and it's particularly important in this type of a case,  
6 because we have a mental injury versus a physical  
7 injury. So I do intend to get that. Mike already  
8 knows -- I keep saying Mike, but Mr. Robinson already  
9 knows what I'm contemplating. I just need probably a  
10 couple of weeks to get something good done, because I  
11 actually think that is a very hot topic here and at the  
12 board and in other cases.

13 MR. ROBINSON: I will most certainly want to  
14 respond to that one.

15 THE COURT: I figured you would.

16 MR. ROBINSON: I expect my reply on the  
17 present motion my sister has filed to be fairly pointed  
18 and short, but I'll want to address that one.

19 THE COURT: Certainly. All right. So I think  
20 there are a lot of issues for us to take a look at here,  
21 and for me to ultimately decide on these important  
22 issues, and I do agree that I'm encouraged by counsel  
23 that you folks are discussing this case before coming to  
24 court so to narrow the issues. That's what the whole  
25 initial hearing process here at the Workers' Comp Court

1 is about. It's about narrowing the issues so we can get  
2 to the meat of the potatoes as far as what needs to be  
3 decided in this case.

4 So, again, I'm very happy that counsel are  
5 working together to try and accomplish the goals of  
6 narrowing the issues in this case. With that said, I  
7 will, again, I'm open to assisting both counsel to  
8 making sure that you have the time you need to present  
9 whatever information you need to the Court so that I can  
10 consider them. So tell me where you want to be,  
11 counsel?

12 MS. IAFRATE: I can do two weeks for my  
13 response, which would get us to April 2nd.

14 THE COURT: Now I'm just going to caution you,  
15 because the workers comp attorneys that practice before  
16 me will say, yeah, two weeks would be more than enough,  
17 Judge, and come back in two weeks and it's not, and they  
18 need a continuance. I'm happy to give you more time if  
19 you need it. I know you want to present your case, and  
20 you're doing a great job for your client, and you want  
21 to move this along, but I want to give you the time so  
22 that we can have things filed, and I know attorneys have  
23 busy schedules. I think it would be a good idea if we  
24 could address all motions at the same time, that way I  
25 can make a decision on all of them. I would like to

1 have oral argument on both sides in addition to the  
2 motion. I think that makes sense.

3 MS. IAFRATE: Maybe an idea would be if I can  
4 get the accidental motion filed within a couple of  
5 weeks, but then we set a date after that for all the  
6 responses to be in and to have an oral argument.

7 MR. ROBINSON: I think that makes sense.

8 THE COURT: Okay. So two weeks, or how much  
9 time do you need?

10 MS. IAFRATE: Yes, two weeks.

11 THE COURT: So two weeks for the motion on the  
12 term accident, right?

13 MS. IAFRATE: Yes.

14 THE COURT: And then the responses on the  
15 motions would be -- when do you want to come back for  
16 that?

17 (COUNSEL CONVERSING AMONGST THEMSELVES)

18 THE COURT: Why don't we do the 29th for all  
19 responses, and that will be at 10:00. They'll be filed  
20 with the Court. All right, so we'll have the responses  
21 by the 29th, and then the additional motions on the term  
22 accident.

23 MS. IAFRATE: April 2 I'll get that in.

24 THE COURT: So, 4/2.

25 MR. ROBINSON: So 4/29 for responses to all

1 motions, and then we'll need a hearing date sometime in  
2 May.

3 THE COURT: All right, so we will tackle the  
4 hearing date when we get there because just in case, I  
5 don't want to give a date now, in case there are other  
6 motions that creep up. Actually, no, because you won't  
7 have a date. We should give it a date in May. How  
8 about May 13th or the 20th, or the 17th at 10?

9 MR. ROBINSON: The 17th is no good. The 13th  
10 is okay. The 20th is okay.

11 MS. IAFRATE: Same.

12 THE COURT: Why don't we go with the 13th.  
13 We'll put this on May 13th at 10:00, and that's for oral  
14 argument on all motions.

15 MS. IAFRATE: Your Honor, one of the other  
16 things that you had asked us to talk about, and which we  
17 did, is witnesses and exhibits. Obviously, the exhibits  
18 we've got now for this motion that we're going to have,  
19 but the witnesses, just sort of to give you a preview,  
20 we did discuss, obviously, we will have my client at  
21 some point along the way, his healthcare providers,  
22 somebody from the office of Dr. Maria Gonzalez, although  
23 I don't know if it would be her, or if they have a  
24 therapist or other people there that have been treating  
25 him. Perhaps one other healthcare provider that he is

1 currently seeing, and I don't have the name, and  
2 Mr. Robinson indicated that he most likely would not  
3 have a witness, but I said if you change your mind and  
4 you decide you want to, then feel free, but I am  
5 anticipating two or three.

6 THE COURT: So you're looking for the  
7 employee, and then you're saying -- who are the other  
8 witnesses? Can you identify them?

9 MS. IAFRATE: So, his healthcare provider that  
10 diagnosed him with the PTSD, it's a psychiatrist, Maria  
11 Gonzalez.

12 THE COURT: She's a psychiatrist?

13 MS. IAFRATE: She is an MD. In her office she  
14 has, I want to say, like, a nurse practitioner and,  
15 like, a PhD therapist. The names are escaping me. He  
16 would go in and do talk therapy with one of those two  
17 women, and then get the meds from Dr. Gonzalez. So  
18 somebody in that practice needs to come in. He's not  
19 treating there anymore. He's somewhere else. So  
20 depending upon what I can get here and whether I think I  
21 need the current person, I may need one other person,  
22 but we are talking maximum two.

23 THE COURT: All right, so you anticipate two  
24 witnesses from the healthcare provider and the employee  
25 at this point, anyway.

1 MS. IAFRATE: That's correct.

2 THE COURT: Now, and again, I don't want to  
3 get into the -- I think we need to file our motions and  
4 I need to look at it, but since you brought it up with  
5 regard to the three doctors that were appointed by the  
6 Retirement Board, are those reports going to come in by  
7 agreement of the parties, or do the parties wish to  
8 cross-examine? How do the parties wish to present these  
9 witnesses?

10 MR. ROBINSON: Judge, the subject matter of  
11 the motion that I filed is to require the appellant to  
12 introduce all of these records below. I think as part  
13 and parcel of resolution of that motion I've made the  
14 argument in my papers that there are certain portions of  
15 that record that are statutorily required including the  
16 independent medical examination reports. If they don't  
17 come in, or if they're not introduced, I do not believe  
18 the appellant can be successful in this as a matter of  
19 law, and that's the argument I will be making.

20 THE COURT: These are important issues for the  
21 Court to decide is how this evidence comes, or how these  
22 medical opinions come into evidence, and is it strictly  
23 by way of the parties agreeing, or is it, do witnesses  
24 have to be deposed? So I will get into that in my  
25 decision. I will have to decide that.

1 MS. IAFRATE: Your Honor, when we had a  
2 discussion about what exhibits I would want to put in,  
3 so when I looked at the records, I went through it as I  
4 normally would in what helps my client establish that he  
5 has a disability that is permanently disabling and that  
6 it was caused by work. Two of the IMEs helped my  
7 client, and that would be the IME of Dr. Sullivan and  
8 the IME of Dr. Toba.

9 THE COURT: How do you spell the other one?

10 MS. IAFRATE: T-o-b-a. So I will offer those  
11 as exhibits ultimately, even if the Court decides that  
12 the whole administrative record does not come in. If  
13 the third IME helps the respondent, then --

14 THE COURT: And who is the third IME?

15 MS. IAFRATE: The third one is Ruggiano. I  
16 think it is, yes.

17 MR. ROBINSON: Ruggiano.

18 MS. IAFRATE: So we are here on a de novo  
19 trial. If Dr. Ruggiano helps my brother, he can put  
20 that IME in, in support of his case, or he can depose  
21 him if he'd like, but I don't see the value to my case  
22 to offer an opinion from someone who doesn't support the  
23 claim.

24 THE COURT: The Court's concerned about, I  
25 mean, certainly if the parties agree to submit medical



1 as is as full exhibits, then I think I'm constrained to  
2 review that evidence, but the question of how it comes  
3 in is a different question. My concern is, if there is  
4 no agreement by counsel, then I'm going to have to  
5 decide how that evidence is coming in. The Workers'  
6 Compensation Court is a court of law. We do follow the  
7 Rules of Evidence, and so we have all of the  
8 requirements of -- we have §28-35-20, I believe the  
9 section is, dealing with affidavits. That's part of the  
10 practice and procedure here at the Workers' Compensation  
11 Court. So there are ways to get medical evidence,  
12 medical opinions into evidence by way of our practices  
13 and procedures here at the Workers' Compensation Court.  
14 I can tell you, I think I misstated that statute, I'm  
15 sorry, §28-35-21 is the section, and that's our statute  
16 that piggybacks or makes reference to §9-19-27 in the  
17 Rhode Island Rules of Evidence. So, again, I think  
18 because these are uncharted waters, I mean, typically  
19 here at the Workers' Compensation Court depositions are  
20 taken of the doctors from either side. They present  
21 that evidence to the Court for consideration. On rare  
22 occasions, doctors will come in live to testify, but  
23 because of time constraints and doctors being so busy,  
24 very few are willing to come anymore to the Workers'  
25 Compensation Court, which is a disappointment, but

1 that's just the way it is, and the other way is by  
2 affidavit which I mentioned, §28-35-21 is a vehicle for  
3 the parties to use to introduce medical evidence. Then  
4 also again, like I mentioned, there is the agreement.  
5 If the parties both agree by stipulation, then it comes  
6 in.

7 MR. ROBINSON: There will be agreement, Judge,  
8 as to the truncated list my sister has prepared, and  
9 which is already -- I think you filed it.

10 MS. IAFRATE: I didn't.

11 MR. ROBINSON: You did not?

12 MS. IAFRATE: I just have it ready to go or  
13 ready to file, but, in other words, what I cherry picked  
14 out --

15 MR. ROBINSON: I have no problem with. The  
16 issue, Judge, is whether or not the delta between what  
17 she has cherry picked out and what constitutes the  
18 entire administrative record comes in either  
19 presumptively or because the petitioner is required to  
20 do it, and if they don't present the documents that are  
21 statutorily required, I understand that this is a court  
22 of evidence and a court of rules, but it's still an  
23 appeal, and it's different than a typical workers'  
24 compensation case, and if the appellant does not present  
25 those documents that are statutorily required in order

1 to be eligible for a disability pension, I'm going to  
2 move to dismiss the case, and I'm going to want to be  
3 heard on that.

4 THE COURT: Hold on. I understand that,  
5 because frankly there is a burden of proof that each  
6 party bears a burden of proof in this case and a sense  
7 of what the ultimate goal in the case is for each side.  
8 So, again, we are a rule of -- we follow the Rhode  
9 Island Rules of Evidence, and we are a court of law, and  
10 I'm just trying to, educate is the wrong word, I am  
11 trying to advise counsel, both counsel, as to how we try  
12 cases here at the Workers' Comp Court. The General  
13 Assembly has decided in their wisdom to take the  
14 retirement cases and now bring them here, and so we have  
15 to now deal with these cases, and we have to deal with  
16 these cases in line with the mandates of the General  
17 Assembly, and we will par through this.

18 MS. IAFRATE: Your Honor, I have one more on  
19 my list.

20 THE COURT: Not that we don't have enough.  
21 Add another one.

22 (LAUGHTER)

23 MS. IAFRATE: I know. In this particular  
24 case, the Retirement Board, in their wisdom, granted to  
25 the applicant an ordinary disability pension. In order

1 to do that, they had to find that he was disabled, and  
2 his claimed injury was PTSD.

3 THE COURT: So he was granted a posttraumatic  
4 stress disorder ordinary disability pension?

5 MS. IAFRATE: That's correct.

6 MR. ROBINSON: I don't know if there was a  
7 specific finding as to the nature of the disability,  
8 Judge, just that he was approved for an ordinary.

9 THE COURT: Well, what was the finding?

10 MR. ROBINSON: Not a specific finding.

11 MS. IAFRATE: I don't how you do that then.  
12 You have to conclude that he has a disability --

13 MR. ROBINSON: Classified as --

14 (ATTORNEYS CONVERSING SIMULTANEOUSLY,  
15 INAUDIBLE)

16 THE STENOGRAPHER: Excuse me.

17 THE COURT: Another thing, folks, Merri is a  
18 very experienced stenographer. As an attorney, I have  
19 the same problem that you folks are having right now  
20 because you end up engaging in conversation, and the  
21 worst thing you can do, as I found out as a practicing  
22 attorney for many years, is to not get your statements  
23 on the record, because she's human, she can only take  
24 one at a time. So I would ask that if there's going to  
25 be discussion on the record, that please, please, please

1 one at a time. I know it's hard because I was the worst  
2 one, and there are many judges that told me, Mr. Conte,  
3 show down, Mr. Conte, she can only take one at a time.  
4 So let me hear from you, Ms. Iafrate, first, and then I  
5 will hear from you, Mr. Robinson.

6 MS. IAFRATE: Sure, and I'm sorry, we actually  
7 know better than this. So we're slacking. There's a  
8 written opinion by the Retirement Board, and I believe  
9 that based on the opinion that's written, I think it's a  
10 singular opinion that was written that essentially says,  
11 here's why we're not going to give you the accidental  
12 but we are going to give you the ordinary, and I could  
13 be wrong, it could be two separate ones, but either way,  
14 in that opinion it would recite that the application was  
15 filed based on PTSD, and that it was granted, and so the  
16 elements for the ordinary are that you have the injury  
17 or the illness and that is permanently disabling. So I  
18 have mentioned to my brother that either one would be  
19 interested in stipulating that number one, he has PTSD,  
20 he has a disability; and number two, that it's  
21 permanent. I don't think there's really any dispute in  
22 the record about it or in the decision. I'm putting it  
23 out there so that you know, Judge, that, a, there may be  
24 a stipulation; and if there isn't a stipulation at some  
25 point, that argument is going to be made. So one of

1 those things that either by an estoppel that the  
2 Retirement Board can't sort of argue that he's not  
3 disabled or it's not permanent, and that really would be  
4 the only issue for the court is causation.

5 THE COURT: Well, that goes to the issue of  
6 the purposes of the initial hearing, and that's  
7 something that Mr. Robinson will have to decide whether  
8 you agree or not agree on that.

9 MR. ROBINSON: And I don't want to make more  
10 of it than is necessary, Judge. I agree that he was  
11 approved for an ordinary disability pension.

12 THE COURT: You're not quite sure why.

13 MR. ROBINSON: Correct, and I'm not sure the  
14 board articulated the basis of approving him. All I can  
15 say at this point, and I'll be happy to look at it  
16 certainly by our next conference, is that the issue of  
17 whether or not he's disabled is not going to be in  
18 dispute in this case. We're fighting about causation,  
19 and whether there was an accident, not about whether or  
20 not he's disabled at this point.

21 THE COURT: So that's why I'm very happy that  
22 you folks have spoken on these cases and on these  
23 important issues, because we want to get to what the  
24 real dispute is on this case, and if you're able to  
25 stipulate that, yes, he does have a posttraumatic stress

1 disorder disability, that's one less thing that we have  
2 to worry about, and I think the most important things we  
3 have to decide is whether it's causation or if this is  
4 an accident as defined under the statute and that the  
5 causation issue obviously is a big issue. That's the  
6 biggest issue in workers comp cases, as well, the issue  
7 of causation.

8           Again, not to delve into the workers  
9 compensation in the Seitz matter, but usually when you  
10 have a significant, or you have a history of preexisting  
11 psychological issues, that makes a difference in the  
12 comp forum. Whether or not it makes a difference here,  
13 time will tell, you have to wait and see if there is any  
14 other causes other than what happened at work. I think  
15 that's always relevant. I think counsel for MERS and  
16 counsel for the insurers and employers can always  
17 divulge into preexisting conditions that may be  
18 contributing to a person's psychological disability.  
19 There are cases, Appellate Division cases, that talk  
20 about that. So we're trying to wrap our arms around  
21 again this difficult topic of psychological disability  
22 and how it meddles with our workers compensation  
23 practices and procedures as well as the statute, the  
24 retirement statute. So I look forward to reading the  
25 wisdom by both counsel, and we'll see where we go. I

1 think that's a good idea, if there's a way,  
2 Mr. Robinson, you can take a look at your file to  
3 determine whether or not the Retirement Board did, in  
4 fact, make a specific finding that he was granted an  
5 ordinary disability retirement based on the condition or  
6 the diagnosis of posttraumatic stress disorder. I think  
7 that could --

8 MR. ROBINSON: I believe -- I'm almost certain  
9 that the answer is no.

10 THE COURT: That's fair then.

11 MR. ROBINSON: They approved him for an  
12 ordinary. They did not articulate the basis -- in the  
13 application, I believe, Judge, is beyond the PTSD. It's  
14 PTSD, depression, anxiety, so I don't know that the  
15 board may -- I'm perfectly confident that they didn't  
16 make any specific findings as to the nature of that  
17 disability.

18 THE COURT: So that would go back to you,  
19 Ms. Iafrate, as far as your burden of proof, as far as  
20 what the condition is, and how that's related to this  
21 gentleman's employment. So we'll tackle the issues one  
22 at a time.

23 MR. ROBINSON: Very good.

24 THE COURT: Anything else that you want to put  
25 on the record today?



1 MS. IAFRATE: No.

2 THE COURT: All right, folks, we have a lot of  
3 work to do. So I look forward to more memorandum filed  
4 by both sides, and we will see you folks on May 13th.  
5 Hopefully by then I'll hear the oral argument, and after  
6 that point in time it's my intent to issue, judges are  
7 different, but I like to put things in writing, so I  
8 will probably respond to each of the motions in writing  
9 so you would have a written decision. I think it's  
10 important for the attorneys to be able to sit down and  
11 look at the decision from the Court. I would appreciate  
12 a written decision as opposed to verbal. The bench  
13 decisions you have to go and order a copy of the trial  
14 transcript and all of that. I think because these are  
15 points of laws, I think both sides need to sit down and  
16 review my decision in this matter, because I'm confident  
17 that I am not going to be having the final say on this.  
18 I think this is a case that's probably going to go  
19 upwards to the Appellate and maybe to the Supreme Court,  
20 but we shall see. Thank you, folks.

21 MS. IAFRATE: Thank you, Your Honor.

22 MR. ROBINSON: Thank you.

23 (HEARING ADJOURNED)

24

25

1 (MONDAY, MAY 13, 2019)

2 THE COURT: This is the matter Daniel Nuey  
3 vs. The Employees' Retirement System of Rhode Island, aka  
4 MERS, M-E-R-S, WCC. No. 2018-05861. The matter is before  
5 me this morning on a couple of motions and also for  
6 initial hearing; but, first, for the record, can the  
7 attorneys identify themselves for the record and the  
8 party they represent, please.

9 MS. IAFRATE: Carly Iafrate on behalf of the  
10 petitioner.

11 MR. ROBINSON: Michael Robinson for the  
12 Employee's Retirement System of Rhode Island, and I would  
13 just note at the outset, for the reasons articulated in  
14 the footnote to my motion in limine, which is going to be  
15 heard before you this morning, the Retirement System  
16 opposes Mr. Nuey's self identification as a petitioner in  
17 these proceedings and reserves all of its rights to argue  
18 that this is not a petition with various legal  
19 connotations associated with under the Workers'  
20 Compensation Act.

21 THE COURT: I understand your position well,  
22 and I certainly understand that you are making that  
23 argument before the Court. All right. So with that,  
24 there are two motions filed before me. One was by the  
25 petitioner with regard to the proper standard to be used

1 in this matter. There is a question before this Court as  
2 to whether or not the workers' compensation standard  
3 under Beulah Seitz case should be used versus the  
4 statutory language in the disability retirement system.  
5 I have had a chance to review the memorandum of law in  
6 this case, but the Court wants to reflect on this further  
7 and before making a final decision on that issue. So I  
8 am going continue that to a later date, and I certainly  
9 will let the parties know before trial what my  
10 inclination is with regard to the standard to be applied.  
11 Next is a -- do you wish to be heard at all, Ms. Iafrate,  
12 on that motion?

13 MS. IAFRATE: I think I am fine, Your Honor.  
14 I think the Court understands the argument which is  
15 essentially that we think that the Seitz standard poses  
16 an additional burden on the petitioner beyond that which  
17 is required under the retirement system, so it is  
18 detailed in the memo, and we are happy to rely on that.

19 THE COURT: You have made it clear you  
20 oppose the use of the Seitz standard being used on behalf  
21 of your client; is that right?

22 MS. IAFRATE: That's right, as I believe  
23 that it is substantively inconsistent with the Retirement  
24 Board law.

25 THE COURT: Mr. Robinson, I have reviewed

1 your memo, and, apparently, you seem to agree with Ms.  
2 Iafrate with regard to that?

3 MR. ROBINSON: Judge, on the very narrow  
4 question of whether the Seitz standard is applicable to  
5 this particular case, I agree with my sister's position,  
6 and I point out in our legal papers that we reserve all  
7 rights regarding arguments to be made under the  
8 applicable legal framework, but the Retirement System  
9 does take the position that the substantive law of the  
10 Workers' Compensation Court that has arisen under the  
11 Workers' Compensation Act does not apply to this case.  
12 The procedures and dispute resolution processes are what  
13 apply, not the substantive law. The substantive law that  
14 does apply is the statute under which Mr. Nuey has  
15 applied, that is 45-21.2-9, the regulations that have  
16 been duly promulgated by the Retirement System and the  
17 relevant Supreme Court authority related to those sources  
18 of law.

19 MS. IAFRATE: Judge, just so we are all  
20 understanding, the petitioner has taken the position that  
21 the substantive workers' comp law for purposes of the  
22 Seitz standard doesn't apply to this case because it is  
23 inconsistent with the proximate cause standard. That  
24 does not mean that the petitioner agrees that there was  
25 no workers' comp substantive law that may apply to this

1 case on other issues, and I know it is my brother's  
2 perspective probably that none of it does, but just so we  
3 are clear, the petitioner's argument that the Seitz  
4 standard does not apply is not an indication of what  
5 other potential substantive workers' comp laws may apply  
6 to these appeals.

7 THE COURT: Understood. Anything further?

8 MR. ROBINSON: No, Your Honor.

9 THE COURT: So I am going to defer my ruling  
10 on which law to apply, and I will notify the parties once  
11 I make a decision on that. Next up is the Retirement  
12 Board's motion in limine. I will hear you, Mr. Robinson,  
13 if you wish to be heard on that.

14 MR. ROBINSON: I will, and I don't want to  
15 regurgitate unnecessarily all of the arguments I have  
16 made in my motion in limine, but just very briefly; the  
17 Retirement System is arguing to you that Mr. Nuey should  
18 be required to introduce the entirety of the  
19 administrative record below. As the Court is aware, the  
20 statute that authorizes appeals to this court requires  
21 transmission of the record. That would be a meaningless  
22 exercise if it was not also required to be admitted into  
23 evidence. We believe the failure to introduce the  
24 entirety of the administrative record would be fatal to  
25 an appeal in this court. Many portions of the underlying

1 administrative record are statutorily required for the  
2 successful prosecution of a disability pension  
3 application under the statute. And so for the reasons  
4 that are more fully set forth in our papers, we are  
5 asking this Court to require that the administrative  
6 record be admitted into evidence as a full exhibit as a  
7 necessary condition of Mr. Nuey's successful prosecution  
8 of this appeal.

9 THE COURT: So are you asking that it be  
10 marked as a joint exhibit, as a full joint exhibit?

11 MR. ROBINSON: Well, I would have no  
12 objection to it being a joint exhibit, Judge, but I do  
13 believe it is Mr. Nuey's burden as the appellant to take  
14 the lead. We would not oppose it. We would not oppose  
15 it. We would be happy for it to be marked as a joint  
16 exhibit, but as a practical matter, or as a technical  
17 matter, it is his burden of proof, so.

18 THE COURT: Ms. Iafrate.

19 MS. IAFRATE: Your Honor, I object to the  
20 System's motion concerning the automatic admissibility of  
21 the entire administrative record, and here is why: I  
22 don't think that there is a statutory requirement for the  
23 admissibility. There is certainly a statutory  
24 requirement that it be transmitted, but I don't know that  
25 that automatically translates into admissibility as a

1 piece of evidence or as a series of documents that will  
2 have evidentiary value. I think that when the General  
3 Assembly made the change to provide for what I call a de  
4 novo hearing, or de novo trial, and I will explain what I  
5 mean by that in a minute, that there is a difference  
6 between what used to exist under the APA, what the  
7 statutory language said, in fact, that the record would  
8 be transmitted to the superior court and the review by  
9 the superior court would be confined to the record. Once  
10 that legislative change was made, I think what that means  
11 is that we start fresh here, and that means that before  
12 the Court both parties would have an opportunity to  
13 present whatever evidence that they wanted to, whether it  
14 be what was before the Board or whether it be new  
15 evidence, and that could essentially include some of what  
16 was below but not necessarily all of it. My brother  
17 makes the argument that it is a jurisdictional attachment  
18 to the record, but I think what that is is really  
19 connected to the notice of appeal, sort of like in the  
20 Supreme Court. Once the notice of appeal is filed,  
21 that's really what gives the Court jurisdiction, not  
22 what's in the administrative record. So I think so long  
23 as it is transmitted, the statute is satisfied, and we go  
24 from there. One point on the de novo concept; by  
25 providing that all proceedings shall be de novo, I think

1        what the General Assembly means is that this is a trial  
2        de novo or a hearing de novo. And if you look at *Black's*  
3        *Law Dictionary*, that's not the same as de novo standard  
4        of review, okay. So if you look at Rhode Island Supreme  
5        Court, they have maybe a de novo standard of review on  
6        summary judgment appeal. That doesn't mean they accept  
7        new evidence. It is just they are applying the same  
8        standard anew. Here, I think what the General Assembly  
9        meant, because this is a trial court, because this is a  
10       court where judges make findings of fact and conclusions  
11       of law, they meant specifically a new trial on the entire  
12       case; that is on both questions of fact and issues of law  
13       conducted as if there had been no trial in the first  
14       instance. In this particular case, although that's my  
15       understanding of the law, or my position on the law,  
16       there are documents within the record below that the  
17       petitioner has specifically gone through the entire, you  
18       know, 700 pages or whatever it is, and identified an  
19       exhibit list, and the exhibits list identifies the  
20       document, as well as the Bates stamp number that has been  
21       transmitted to the Court, and there are about 19  
22       different documents that the petitioner would move for  
23       admission, and my understanding is my brother would not  
24       object because he believes the entire thing should come  
25       in. So our position for this case is that these 19



1 exhibits could come in as either petitioner's exhibits  
2 without objection or joint exhibits, whatever the Court  
3 prefers, and then as to the remaining exhibits, the  
4 petitioner has no intention of putting them in at this  
5 time. If during the course of the hearing I identify  
6 another document that I might want to put in front of the  
7 Court, I would move for its admission at that time in  
8 connection with testimony, and that would be my position  
9 as to what my burden is or what my obligation is or what  
10 my plan is.

11 MR. ROBINSON: Couple of responses, Judge,  
12 if I may. My sister alluded to the, several times, to  
13 the notion of a trial de novo as having somehow being  
14 required by the statute. The statute did not refer to a  
15 trial de novo. The statute refers, and in repeated  
16 instances, to an appeal. This is, at bottom, an appeal.  
17 It is not a new case. It is not a new workers'  
18 compensation case where someone's coming to this Court  
19 seeking workers' compensation benefits. They're seeking  
20 benefits pursuant to Rhode Island General Laws 45-21.2-9.  
21 That statutes gives an aggrieved member of the retirement  
22 system the opportunity to take an appeal to this court.  
23 The proceedings, is the term used by the statute, shall  
24 be de novo. It does not say that the trial shall be de  
25 novo, did not stay it should start from ground zero. In

1 fact, the statute requires you to transmit the entirety  
2 of the administrative record to this Court. That would  
3 be a meaningless exercise if this Court were then  
4 required somehow to require authentication or proof in  
5 order for that record -- what would be the point of  
6 requiring transmission of the record if the Court was  
7 free to disregard all of it if the petitioner had no  
8 obligation to introduce any of it. There would be no  
9 point. And the General Assembly does not do things that  
10 have no point. This Court is not permitted to read  
11 statutory intent in that manner. I would also suggest,  
12 Judge, that when we talk about certain underlying  
13 jurisdictional documents, I use that term because the  
14 statute says in order to obtain accidental disability  
15 benefits, certain things are statutorily required. An  
16 application for said benefits, have to have that. If you  
17 don't have the application, you can't get the benefits.  
18 An accident report, same thing; independent medical  
19 examinations, three independent medical examinations; if  
20 you don't have them, you can't get the disability  
21 pension, whether you're in this court or before the  
22 Retirement System. So for my sister to suggest that  
23 somehow you're writing on a completely blank slate, it is  
24 just inaccurate. I would suggest, again, Judge, these --  
25 a notice of appeal is what is required by the statute.

1       It's an appellate hearing at the end of day. This Court  
2       may be allowed to expand that record and allow new  
3       depositions and new affidavits and new material to be  
4       submitted. That's sort of the point of this de novo  
5       process, but it is not to disregard the entirety of the  
6       what happened below. The reason that the Retirement  
7       System is required to transmit the record is so you know  
8       and understand what happened below. So for those  
9       reasons, Judge, we are standing on the position that the  
10      prosecution of this case requires the introduction of the  
11      entire administrative record. The parties are thereafter  
12      free as they see fit to expand that record or pursue  
13      expansion of that record as may be appropriate, but the  
14      narrow issue that's before you today is what to do with  
15      the administrative record that was created at the  
16      Retirement System.

17               THE COURT: What do you say with regard  
18      to -- in this matter I did a pretrial order on January 7,  
19      2019, from which the employee filed what's called a claim  
20      for trial. Now, the General Assembly must have intended,  
21      by having the practices and procedures of the Workers'  
22      Compensation Court be used, that a claim for trial,  
23      meaning that the employee now seeks a full trial de novo  
24      on the merits, based on an adverse ruling that I had done  
25      on a pretrial order; so what is the significance legally,

1 if there is any, with regard to a claim for trial being  
2 filed by the employee in this matter?

3 MR. ROBINSON: Once -- the statute 45-21.2-9  
4 (J), refers to the case management, procedures and  
5 dispute resolution processes of the Workers' Compensation  
6 Court. This Court, in reaction to the amendment of that  
7 statute in 2011, I believe, promulgated a new rule of  
8 practice that requires the Retirement System, again, to  
9 transmit the administrative record. It requires a member  
10 aggrieved by an adverse decision of the Retirement Board  
11 to file a notice of appeal. That is the document that  
12 Mr. Nuey filed in this case. It is a statutorily  
13 required document to trigger the initiation of these  
14 proceedings before the Workers' Compensation Court. I  
15 realize this is a longwinded answer to your question, but  
16 I am building up to it. The notice of appeal was the  
17 instrument that initiates these proceedings. Once the  
18 proceedings have been initiated, we're subject to the  
19 case management procedures and dispute resolution  
20 processes of the Workers' Compensation Court. That  
21 means, we are coming to your courtroom; we are adhering  
22 to your rules; we are filing documents such as  
23 stipulations and/or claims for trial from initial  
24 hearings, or from pretrial orders that may have entered.  
25 Those are the dispute resolution processes that apply

1 here. It doesn't change the nature of the action itself,  
2 which is different fundamentally from a typical workers'  
3 compensation case. This is an appeal; it is an appellate  
4 proceeding. It may have different connotations that go  
5 along with that in terms of how the appeal is  
6 adjudicated. We may be dealing with a trial de novo; we  
7 may be dealing with initial hearings and pretrial  
8 conferences, but at the end of the day what the vehicle  
9 that is present in this Court is an appeal. It has to be  
10 an appeal of something, by the way. It can't just be an  
11 appeal of nothing. It has to be appeal of something; and  
12 the of something is the administrative record, and that's  
13 why you need to have it, and that's why Mr. Nuey needs to  
14 present it, and that's why it needs to be part of his  
15 case.

16 THE COURT: Isn't the employee, actually,  
17 the petitioner, asking this Court for relief instead of  
18 appealing?

19 MR. ROBINSON: No. The statute very clearly  
20 uses the term notice of appeal, and the Workers' Comp  
21 Rules of Practice uses the term appeal. It's an appeal.  
22 You could not bypass the Retirement System and come here  
23 seeking statutory benefits.

24 THE COURT: But he can come here and do what  
25 he could not do at the Retirement Board. In other words,

1 he could testify on his own behalf; he could present  
2 medical experts to come in and testify live or by way of  
3 deposition using our court rules and procedures.

4 MR. ROBINSON: I agree.

5 THE COURT: You also, representing the  
6 Retirement Board, could also take advantage of those  
7 practices and procedures. You could present witnesses to  
8 contest the employee's actual live testimony, if you  
9 chose to do that. You also can cross-examine and  
10 subpoena doctors to come to court and cross-examine them  
11 here live, or you could also schedule depositions of  
12 doctors and submit deposition testimony of the doctors,  
13 so...

14 MR. ROBINSON: I agree with all that.

15 THE COURT: So in my mind that basically has  
16 all the elements of a trial, and so I do think it is a de  
17 novo trial that we have here, and so -- and I do believe,  
18 you know, there is statutory requirement to transmit the  
19 record, but on the issue of admissibility, it is an  
20 entirely different animal. I think both parties have  
21 burdens of proof to submit documentary evidence using our  
22 court rules and the rules of evidence. And so what I am  
23 going to do, for today's purposes anyway, is, if the  
24 parties wish, I will take the 600 some odd pages as the  
25 record, the transmission of the record, I will mark that

1 as a joint exhibit for identification only. That will be  
2 Joint Exhibit No. 1, if there is any objection from  
3 either side. Do you have any objection to that, to mark  
4 it for identification only?

5 MR. ROBINSON: I object to that, Your Honor,  
6 for the reasons set forth in my memorandum and I have  
7 argued here today, I would ask my objection be noted.

8 MS. IAFRATE: I think I am okay with that,  
9 Your Honor. That means that --

10 THE COURT: -- it means it's been properly  
11 transmitted to the Court, and it is acknowledged by the  
12 Court this is the record that was transmitted from the  
13 Retirement Board and everything in it has been properly  
14 transmitted according to the statute. The question of  
15 whether or not all of those documents are admissible and  
16 coming into evidence is another story, so what I would  
17 like do is I will mark the entire record, the  
18 transmission of the record, as Joint Exhibit No. 1 for  
19 identification purposes only, just so that we satisfy the  
20 transmission of the entire record to this Court.

21 (JOINT EXHIBIT 1 SUBSEQUENTLY MARKED FOR  
22 IDENTIFICATION)

23 THE COURT: Now, with regard admissibility  
24 of those documents --

25 MR. ROBINSON: -- Your Honor, I will

1 withdraw my objection. For the reasons you just  
2 indicated as to why you're doing it, I will withdraw my  
3 objection to the marking of it.

4 THE COURT: So noted. Thank you. So with  
5 regard to the admissibility of the documents, there are  
6 numerous documents, and you have referred to an Exhibit  
7 A, Ms. Iafrate; is that right?

8 MS. IAFRATE: Yes.

9 THE COURT: The Court has not had an  
10 opportunity to review that, and it has been filed with  
11 us. So I will leave it up to you fine folks as to how  
12 you would like to get that information to me as far as  
13 what can the parties agree upon as full exhibits. I  
14 agree with Mr. Robinson; there are certain basic  
15 documents that absolutely positively need to be submitted  
16 to this Court so that the Court can make an informed  
17 decision with regard to the evidence that took place down  
18 below. By the same token, because this is a claim for  
19 trial, I think the General Assembly intended for an  
20 expansion of a hearing in this matter; and the expansion  
21 could be, again, as we discussed, by way of depositions;  
22 we can have live testimony of individuals, the employee  
23 or whoever that may give relevant testimony. Medical  
24 doctors could come in to testify before me or we can  
25 present that by deposition, or we also can use the



1 affidavit form for the 28-35-21, I believe is the section  
2 that we use, and that's akin to 9-19-27, the affidavits  
3 of the medical information. But I will leave it up to  
4 you fine folks to decide what can come in by agreement,  
5 and then if there are points to be argued with regard to  
6 other evidence, then I can take that on a case-by-case  
7 basis. So that's how I intend to proceed. I think I am  
8 going to deny your motion, Mr. Robinson, for this  
9 morning's purposes, and that's how we are going to  
10 proceed with this case.

11 MS. IAFRATE: Thank you, Your Honor.

12 THE COURT: With regard to the exhibit, do  
13 you folks need time to present that to me? Do you want  
14 to come back, or do you have it here today? How do you  
15 want to...

16 MS. IAFRATE: I would like to take another  
17 look at what I originally drafted as the documents that I  
18 agreed could be full, or that I wanted to put in or  
19 offer, and make sure that given Mr. Robinson's memo of  
20 what the system terms to be as one of those critical  
21 jurisdictional documents, although I don't like that  
22 term, are on that list; and then I will circulate it to  
23 Mr. Robinson so he can take a look at it. Once we have  
24 that list, I don't know if you want us to physically come  
25 in with the list and documents.

1           THE COURT: If you can get that list, and if  
2           you can at least file it so I can -- give the Court a  
3           heads up so I can review those documents, and then -- but  
4           what I also would like is -- these documents have to come  
5           into evidence, so I am going mark the entire record as an  
6           Joint Exhibit No. 1, but it is not -- no one has formally  
7           introduced it, so someone has to formally introduce that  
8           pile of information so that I can physically have it,  
9           because it has been electronically filed, but I need an  
10          actual copy to be submitted to the Court.

11          MR. ROBINSON: I am a little confused. If  
12          the document is for identification only, then you are not  
13          going to consider it.

14          THE COURT: No, that's not entirely true. I  
15          mean, I will consider it with regard to if there is a  
16          discrepancy with regard to any additional ruling I have  
17          to make in the future as to what you have agreed to and  
18          what you haven't agreed to. So I am going to use it as  
19          templet to figure out -- there are 59 exhibits, I  
20          believe, and they may all come into evidence; I don't  
21          know; I haven't ruled on it.

22          MR. ROBINSON: My understanding of what  
23          you're asking us to do is identify those documents that  
24          can come into evidence.

25          THE COURT: By agreement.

1 MR. ROBINSON: Correct. But I would be  
2 happy to give you hard copies of those. But if you can't  
3 consider the administrative record because it is not in  
4 evidence, then --

5 MS. IAFRATE: -- but he can have it for  
6 identification purposes.

7 THE COURT: I want it for identification  
8 purposes; I would like that, just so the record is clear,  
9 because I want to have it physically marked so that if  
10 this case gets appealed, I want the appellate courts to  
11 realize that the Court took, did consider the medical  
12 evidence and all of the documents considered by the  
13 Retirement Board, and that it will be marked as -- it was  
14 marked by the Court as an exhibit, although not a full  
15 exhibit.

16 MR. ROBINSON: Okay.

17 THE COURT: Do you understand?

18 MS. IAFRATE: I do.

19 THE COURT: Do you understand, Mr. Robinson?

20 MR. ROBINSON: I do, Judge.

21 THE COURT: So with that, folks, as far as  
22 timeframe to get the Joint Exhibit 1, as well as the list  
23 of documents the parties can agree to, where do you want  
24 to be as far as time?

25 MS. IAFRATE: I can get you my revised list

1 today. It is just a question of -- maybe a week, filed  
2 within a week?

3 THE COURT: Why don't we -- I am trying to  
4 look at my schedule. How about either the 20th or 28th at  
5 10 o'clock, whichever you prefer.

6 MS. IAFRATE: If we are physically coming  
7 here, it would have to be the 28th.

8 THE COURT: You have to come here, because,  
9 again, when we -- the mere filing of documents in our  
10 system does not make it an exhibit for the Court. It has  
11 to be physically submitted to the Court. So if you  
12 transmit it electronically, I can look at it, but then I  
13 think you as the proponent of the evidence, some of the  
14 evidence, are going to have to physically hand them to me  
15 so I can mark them as an exhibit.

16 MS. IAFRATE: Could we pick a different  
17 date? I have a deposition on the 28th that may be a long  
18 one.

19 THE COURT: Do you want to do the 30th of  
20 May at 10 o'clock?

21 MR. ROBINSON: That's fine with me.

22 THE COURT: Is that all right?

23 MS. IAFRATE: Yes.

24 THE COURT: So we will continue this for  
25 initial hearing, continued initial hearing, May 30th.

1        Hopefully by then we will have an exhibit list of all of  
2        the documents the parties can agree upon, and then with  
3        the remaining documents, we will have a discussion on the  
4        record as to the relevancy and the admissibility of those  
5        documents, okay. Anything further this morning?

6                    MS. IAFRATE: That's it.

7                    THE COURT: All right. We will see you  
8        then. Thank you.

9                    (HEARING ADJOURNED)

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(THURSDAY, MAY 30, 2019)

THE COURT: This is the matter of Daniel Nuey vs. The Employees' Retirement System of Rhode Island, also known as MERS. The matter is scheduled again today for an initial hearing before me, and we had a conversation off the record with regard to the marking of specific documents. So I think in those discussions, Mr. Robinson is requesting for more time to take a look at some of the exhibits so the parties can hopefully come to an agreement as to what documents can be marked into evidence as full exhibits. I have been handed a transmission of the record, and the Court has received that record; it has been put into our system, but the record has not been marked as an exhibit at this point, and we have 59 separate exhibits. And so out of those 59 exhibits, the parties are going to decide which of those will come in by agreement and which cannot come in by agreement. Additionally, Mr. Robinson is going to be providing to the Court a complete copy of the record so that the Court can mark it as a joint exhibit, or a court exhibit, for identification only. And the Court is concerned, just wants to make sure the entire record that was provided by the Retirement Board gets marked as an exhibit in this case. I am going to leave it up to the parties, once again, to decide which of those exhibits by

1 agreement can be put into evidence, and if there is an  
2 objection as to other exhibits that can't be agreed upon,  
3 then I will rule on them accordingly. So given it is  
4 going to take some time, I am going to continue this case  
5 for Mr. Robinson to take care of that. In the meantime,  
6 the last time we were here, I want to note on the record  
7 both parties did a very good job with regard to outlining  
8 which standard to be applied in this case, as far as the  
9 Seitz standard, which is the workers' comp standard on a  
10 psychological claim, or whether to apply the Pierce  
11 standard and the statutory language in the accidental  
12 disability retirement statute. I have read both memos,  
13 and both attorneys agree that the standard, as set forth  
14 in the statute, and the standard as set forth in Pierce,  
15 should be applied in this case, and that the Seitz  
16 standard should not be applied. And I think that is the  
17 correct interpretation of the law to be applied, and I  
18 say that because I don't think the General Assembly  
19 intended for there to be an expansion or additional  
20 hurdle for the injured employee to meet. And so with  
21 that, I am going to -- I am going to apply the standard  
22 as set forth in the Pierce case, and as well as the  
23 statutory language in the accidental disability  
24 retirement statute. And so I have ruled in that regard.  
25 Any comments?

1 MR. ROBINSON: Not as to that, Your Honor,  
2 but I did briefly, when we were off the record, address  
3 the issue with you regarding the other motion in limine  
4 that was filed by me related to whether or not the  
5 applicant, or the appellant, should be required to  
6 introduce the entirety of the administrative record. I  
7 realize we argued that, and my recollection, based on our  
8 conversation, is that we argued that on the record when  
9 we were last before you, and I understand the motion has  
10 been denied, but I wanted to put a punctuation mark on it  
11 so I have some clarity as to your actual ruling.

12 THE COURT: Yes. I think it is important to  
13 make sure that my ruling is clear on that issue, as well.  
14 Again, I don't -- I think there is a distinction that Ms.  
15 Iafrate has made that I agree with. I think there is a  
16 distinction between the transmissibility of the record to  
17 the Workers' Compensation Court and the admissibility of  
18 that information before the Workers' Compensation Court.  
19 I think, again, the record has been transmitted. The  
20 Court is going to mark that as an exhibit for  
21 identification only, and then I am going to leave it to  
22 you fine folks to decide what gets admitted into evidence  
23 as full exhibits. I know you folks are working on that,  
24 and you have an agreement in principle on certain  
25 documents, but there are certain exhibits and documents



1 that you folks don't agree upon. And with regard to  
2 that, those documents and exhibits that you don't agree  
3 upon, I will have to rule on those on a case-by-case  
4 basis. So that's my ruling. I hope it is clear to both  
5 of you, and I am going to continue this case to a new  
6 date. How much time do you think you need on this, Mr.  
7 Robinson?

8 MR. ROBINSON: Your Honor, I just note my  
9 objection to the record with regard to that ruling.

10 THE COURT: Certainly.

11 MR. ROBINSON: I don't anticipate needing a  
12 lot of time, maybe two weeks. I just really think the  
13 conversation between myself and my sister would probably,  
14 will probably be helpful.

15 THE COURT: Okay.

16 MR. ROBINSON: Either June 6 or June 20 are  
17 both open for me.

18 THE COURT: The week of the 20th, I can't do  
19 that.

20 MS. IAFRATE: I cannot do the 20th.

21 THE COURT: The 6th you said?

22 MR. ROBINSON: Yes, the 6th is okay.

23 THE COURT: At ten.

24 THE CLERK: That's a big day for us.

25 THE COURT: I can't do that, sorry. I can

1 do Friday, the 7th.

2 MR. ROBINSON: Nope, that won't work for me.

3 THE COURT: How about --

4 MR. ROBINSON: -- unless we did the  
5 afternoon.

6 THE COURT: How about unless -- is that okay  
7 with you?

8 MS. IAFRATE: In the afternoon? Is it just  
9 me, in June?

10 THE COURT: How about we can do June 12 in  
11 the afternoon?

12 MR. ROBINSON: That would work.

13 MS. IAFRATE: That's fine with me.

14 THE COURT: That's at 2 o'clock.

15 (HEARING ADJOURNED)

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1 (WEDNESDAY, JUNE 12, 2019)

2 THE COURT: This is Daniel Nuey vs.

3 Employees' Retirement System of Rhode Island, W.C.C. No.  
4 2018-5861, also known as MERS. The matter is before me  
5 this afternoon for initial hearing. Can the attorneys  
6 please identify themselves for the record and the party  
7 they represent, please.

8 MS. IAFRATE: Carly Iafrate on behalf of  
9 Daniel Nuey.

10 MR. ROBINSON: Michael Robinson for the  
11 Municipal Employees' Retirement System of the State of  
12 Rhode Island.

13 THE COURT: The last time we were here we  
14 were hoping to get a handle on this case with regard to  
15 the evidence in this matter and how it is going to be  
16 presented. So, we talked about having the record as  
17 transmitted by the Retirement Board submitted to this  
18 Court, which I will mark a court exhibit this afternoon.  
19 Do you have that for me, Mr. Robinson?

20 MR. ROBINSON: I do, Your Honor.

21 THE COURT: Thank you. I have been handed  
22 the administrative record, and it is voluminous. There  
23 are two packages, so to speak, and I am going to mark  
24 both of these as Court's Exhibit No. 1.

25 THE CLERK: There are tabs. They have to

1       come out. I can't scan tabs.

2               THE COURT: Okay, well maybe if counsel can  
3       withdraw the tabs. I prefer to have the tabs, which is  
4       handy, but...

5               THE CLERK: I can put them back in. I just  
6       can't scan them with the tabs.

7               THE COURT: Why don't we scan it and put the  
8       tabs back.

9               MR. ROBINSON: You know, the document is  
10      already scanned as an electronic PDF in the portal.

11              THE COURT: It's not in evidence though.

12              MR. ROBINSON: But there is a reason, I am  
13      assuming, that we can't just simply mark the binders as  
14      an exhibit?

15              THE COURT: We are going to, yeah. We are  
16      going to mark it, and if it is identical and it has  
17      already been transmitted, I think I would want to have it  
18      in the record the exact -- what was marked as a --

19              MR. ROBINSON: -- they're Bates labeled, so  
20      it is exactly the same as what was transmitted  
21      electronically. There is already a scanned version in  
22      the court file. Various judges have looked at this  
23      different ways. I will defer to you, obviously, as to  
24      how you want to do it.

25              THE COURT: We do have numbered pages, also,

1 so it would be a matter of maybe taking it and replacing  
2 them, if you don't mind.

3 THE CLERK: No.

4 THE COURT: Collectively they are going to  
5 be marked as Court's Exhibit No. 1 for identification  
6 only. That is not a full exhibit. Again, the Court's  
7 ruling on this case was that those documents are  
8 transmitted to the Workers Compensation Court, and they  
9 are not in evidence as full exhibits, unless and until  
10 the attorneys decide which of those exhibits get put into  
11 evidence.

12 (COURT'S EXHIBIT 1 MARKED FOR I.D.)

13 THE COURT: So with that, are there any  
14 additional documents that the parties would like to mark  
15 this afternoon?

16 MS. IAFRATE: There are no additional  
17 documents that we want to be marked outside of that  
18 record today. There may be additional documents as we  
19 move forward. Your Honor, may I approach and give you a  
20 copy of the document I have, which is the appellant's  
21 proposed exhibits?

22 THE COURT: Yes.

23 MS. IAFRATE: Or Mr. Nuey's proposed  
24 exhibits. This a document that Mr. Robinson has a copy  
25 of, as we sit here, and I have a copy of. These are the

1 specific documents noted by the Bates stamp labels that  
2 are on them before you that the appellant, or petitioner,  
3 would offer as full exhibits.

4 THE COURT: Do you have those as full  
5 exhibits today?

6 MS. IAFRATE: Separate from what you have?

7 THE COURT: Yes.

8 MS. IAFRATE: No. I didn't know you wanted  
9 a second copy of those.

10 THE COURT: I am going to try to explain  
11 this again. What's been marked is for identification  
12 only, as a court exhibit. Right now you have handed me  
13 an appellant's proposed list of exhibits, but there is  
14 nothing attached to it. I don't have these exhibits.

15 MS. IAFRATE: I'm sorry, Your Honor. Maybe  
16 I misunderstood. I thought as long as you knew what the  
17 numbers were, those exhibits could be marked full in your  
18 binder.

19 THE COURT: No. That's how we do  
20 things here. I tried to explain it to you the last time  
21 we were here. We need to have these exhibits marked  
22 separately, and they have to come into evidence on its  
23 own merit. So do you have the 19 exhibits that you  
24 propose to enter this afternoon with you?

25 MS. IAFRATE: I have my own copy of the

1 entire record. I did not know you required more than one  
2 copy, Your Honor. I'm sorry.

3 THE COURT: Well, the problem is, it's not  
4 that I require more than one copy. What I just marked is  
5 a court exhibit, for identification only, and now it is  
6 up to you to put in, out of that, out of what's been  
7 marked for identification only, you need to pull or cull  
8 out of there and put into evidence what you would like to  
9 put into evidence by agreement of the parties. If there  
10 is not an agreement of the parties on any other  
11 documents, then we can go ahead and have an evidentiary  
12 hearing with regard to those other items. So that -- and  
13 I thought I made that clear the last time we were here,  
14 but evidently not; so how would you like to proceed this  
15 afternoon? Do you want more time to bring those  
16 documents to me? I understand that there may be some  
17 proposed exhibits that are not agreed to by the parties,  
18 and I know Mr. Robinson's position in this matter is that  
19 he thinks the entire record should come in as a full  
20 exhibit, all of the documents, and there are 59 exhibits,  
21 correct?

22 MR. ROBINSON: In the transmission, Your  
23 Honor.

24 THE COURT: And I have ruled on this case  
25 that unless it is by agreement of the parties, I can't

1 let -- I can't allow all 59 documents to be put into  
2 evidence unless it is by agreement, and we will deal with  
3 each and every contested exhibit on a case-by-case basis,  
4 but for today's purposes I have a list of exhibits that  
5 you have provided, Ms. Iafrate, and do you have -- you  
6 don't have a copy of these that you can submit into  
7 evidence today?

8 MS. IAFRATE: Not for the Court, Your Honor.  
9 I just have my copy.

10 THE COURT: Okay. Mr. Robinson, do you have  
11 any exhibits you would like to offer today?

12 MR. ROBINSON: Well, I am -- I was prepared  
13 to argue -- I do not have an objection to probably 90  
14 percent of the exhibits that my sister is proposing.

15 THE COURT: Of the 19?

16 MR. ROBINSON: When she does have the formal  
17 actual hard copies of the exhibits, we can talk about  
18 them. I don't have objection to the vast majority of it.  
19 I do have a couple of objections that I want to put on  
20 the record. In addition to that --

21 THE COURT: -- and that's your right, by the  
22 way.

23 MR. ROBINSON: In addition to that, above  
24 and beyond the 19 appellant's proposed exhibits, there  
25 are probably four or five respondent's, or appellee's



1 proposed exhibits. Again, it seems to make sense we do  
2 it all in one day, Judge, rather than try and do it  
3 piecemeal.

4 THE COURT: You know, I really want to get  
5 this case moving along, and I don't understand the  
6 disconnect. Maybe it's my fault. I don't know. It must  
7 be. But I am trying to get the parties to -- I thought  
8 the last time we were here that you were going to bring,  
9 which you did, you brought the entire exhibit, which I  
10 thank you for, Mr. Robinson, and now that's been marked  
11 as a court exhibit, and those are the documents that have  
12 been transmitted from the Retirement Board. And I am  
13 going to say this again, on the record, to both counsel:  
14 It is now incumbent upon each party to cull through the  
15 record that was transmitted from the Retirement Board,  
16 and I am hopeful that the parties can come to agreement  
17 as to which of those 59 exhibits can be agreed to be put  
18 into evidence by agreement of the parties. If there is a  
19 disagreement as to any exhibit, then I ask both counsel  
20 to be prepared to argue why it is relevant, why you want  
21 it admissible, and/or why you don't want it admissible  
22 into evidence. So this is where we are today, and,  
23 unfortunately, we are going to have to continue this case  
24 again, but I really want to get this case moving, and  
25 besides for that, besides for the exhibits, counsel, Ms.

1 Iafrate, since this is your appeal, your petition, so to  
2 speak, other than the documentary evidence, you mentioned  
3 the last time you were here of a deposition; which doctor  
4 or doctors do you intend on deposing by way of  
5 deposition?

6 MS. IAFRATE: I have not decided, Your  
7 Honor.

8 THE COURT: I'm sorry?

9 MS. IAFRATE: I have not decided. I have  
10 one doctor's office that I am waiting for the complete  
11 set of their medical records to decide. There are three  
12 providers at the same office: The psychiatrist, which is  
13 Gonzales, and there are two, I'll call them therapists,  
14 and my understanding is one of them may have left the  
15 practice. So I just wanted to get their complete set  
16 because, Your Honor, when the application goes before the  
17 Retirement Board, the records that are supplied are the  
18 ones that exist at that time. Because that was now  
19 several years ago, there may be subsequent records, or  
20 there may be records that predate that that did not fall  
21 within the three years. So usually what I have done in  
22 the other cases is request a complete copy and then make  
23 my decision as to which one of those providers I will  
24 depose.

25 THE COURT: And I understand this is new to

1 all of us folks. You folks have been -- we have just  
2 gotten jurisdiction of these cases, but I am telling you,  
3 the practice and procedure here at the Workers'  
4 Compensation Court, and the purpose of initial hearing,  
5 is to narrow the issues. And I use, when you appear  
6 before me on this case, or any other case, I use the  
7 initial hearing procedure, or hearing, as a map or a  
8 guideline. I would like to know from counsel, very  
9 simply, one, what documents are going to be submitted  
10 into evidence by agreement; what documents are going to  
11 be -- are contested, and what is your plan for the case.  
12 Do you have witnesses that you would like to call? Is  
13 the employee going to testify? Are there witnesses that  
14 are going to testify, for both sides? And if there are  
15 going to be depositions of any doctors, I would like to  
16 have that information at the time of the initial hearing.  
17 I'd also -- one of the questions, I suppose I'd like to  
18 ask the parties, is if there were depositions that were  
19 going to take place this afternoon, whether counsel's  
20 preference as to whether or not you would like to have  
21 the employee testify first and then conduct the  
22 deposition, or would you like the depositions to go  
23 forward first and then have the employee testify. As a  
24 practitioner it made a difference to me. People come  
25 before me all the time, and they have certain preferences

1 as to how they want to put their case in, and I offer  
2 that to both sides. If you intend on doing a deposition,  
3 I think you need to decide whether or not you want the  
4 employee to testify first or if you would just like to do  
5 the deposition first. So, again, the whole purpose of  
6 the initial hearing, and I am looking at my calendar,  
7 four initial hearings we had on this case since March 19,  
8 and the purpose is to narrow the issues and to give me,  
9 the judge, a map as to where you intend on taking this  
10 case. So with that, Ms. Iafrate, I understand you don't  
11 have an idea at this point as to who you are going to  
12 depose, but do you have a preference as to whether or not  
13 the employee will testify first or if it's irrelevant and  
14 you will just continue the case and see where we go?

15 MS. IAFRATE: I do, Your Honor, and I  
16 previously informed the Court at one of the prior initial  
17 hearings, I think twice, about the fact I was only going  
18 to have one provider and my client testify, and that I  
19 would want the provider's deposition, in response to your  
20 question about order, the provider, I would like to do  
21 the deposition first and have my client testify second,  
22 but I do not anticipate any other witnesses; and the  
23 doctor's office, in terms of the medical records, as soon  
24 as I get them I will make that decision. I'm sorry if  
25 that has delayed the process in any way.

1 THE COURT: Mr. Robinson, do you have a  
2 preference to whether or not you would prefer to have the  
3 employee testify first, or do you intend on presenting  
4 any depositions in this case?

5 MR. ROBINSON: No. As I previous advised  
6 the Court, I do not, and I do not have -- I don't have  
7 any issue with regard to the order.

8 THE COURT: With that, what timeframe do you  
9 folks need so that we can address the evidentiary issues  
10 in this case and we can move past the initial hearing, we  
11 can have a deposition date of the doctor that you choose  
12 to depose, Ms. Iafrate. My schedule, I will bend like a  
13 pretzel to accommodate you with regard to having the  
14 employee testify. So first we need to complete the  
15 initial hearing process, and before we do, in order to  
16 complete the initial hearing process, we need to have an  
17 evidentiary hearing as to what is admissible and what is  
18 not admissible. So I know you have this proposal of 19  
19 documents. I would hope that counsel, between now and  
20 the next hearing, will talk about those 19 documents to  
21 see which ones you can agree to and which ones you can't.  
22 My recollection, again, there are 59 exhibits, and so if  
23 19 -- if we have about 19 that are agreed upon, that  
24 means there are 40 that maybe we can't agree upon or  
25 maybe the parties are not looking to introduce.

1 MR. ROBINSON: Just so we are clear, the 19  
2 exhibits don't necessarily correlate with numbers that  
3 are included in the administrative record. There is a  
4 lot of overlap there. There is references to Bates  
5 labeling, and that's really what the parties are focused  
6 on.

7 THE COURT: Ms. Iafrate, when I looked at  
8 your 19 exhibits here, those don't coincide with the 59  
9 that were marked.

10 MS. IAFRATE: What my brother is saying is  
11 that the 59 may contain duplicates. It may not be 59  
12 separate things. It may be repeats of the same document.  
13 So I have not offered the same document more than once.

14 THE COURT: And that's what I prefer, and I  
15 thank you for that, Attorney Iafrate, because I have no  
16 interest in looking at duplicate documents, and I think  
17 if the Retirement Board has submitted a transmitted  
18 duplicate document, that's another reason why I just do  
19 not mark the entire thing into evidence. So I would like  
20 to have the attorneys go through the documents and to  
21 make sure there are no duplicates so that we can save  
22 time on this case. So with that, again, there are --  
23 well, are there 59 separate exhibits that you have listed  
24 that I saw and that was submitted by both counsel that  
25 was transmitted into our computer system, correct, there

1 are 59 of them?

2 MR. ROBINSON: I am not sure I understand  
3 the question; in the administrative record?

4 THE COURT: Yes.

5 MR. ROBINSON: Yes, and there is a rationale  
6 for that. They correspond with the manner in which  
7 documents are compiled by the agency. If there are  
8 duplicates, it's not because of a typographical problem;  
9 it's because that is the manner in which they are  
10 compiled by the Retirement Board.

11 THE COURT: What I have just marked as a  
12 court exhibit there are 59 tabs here.

13 MR. ROBINSON: Correct.

14 THE COURT: So there are 59 tabs here.  
15 There are 59 separate exhibits that was marked in this  
16 case as Court's Exhibit No. 1. I am going to leave it up  
17 to the attorneys to cull through those 59 exhibits, and  
18 to let the Court know which, by agreement, can be  
19 submitted into evidence, and the ones that there is a  
20 disagreement on, we will take them one by one; but I  
21 would ask both attorneys to rely upon the exhibits as  
22 they are listed and as they were transmitted by the  
23 Retirement Board, because these exhibits, listed 1  
24 through 19, if they are different then this doesn't mean  
25 a hill of beans to me, because I am going to be looking

1 at that, and I would like to have them consistent. If it  
2 is marked as an exhibit No. 1, then I think we should  
3 have your exhibit coincide with that.

4 MR. ROBINSON: Judge, can I be heard on  
5 this, because I have a question about it. If it is being  
6 marked for identification only, then you are really not  
7 going to consider it at all, and you are only going to be  
8 considering the actual exhibits that are evidence in the  
9 case, so I don't really understand why it makes any  
10 difference at all why the documents that counsel is going  
11 to propose be entered, many of which will go in without  
12 my objection, have anything to with what was transmitted  
13 as the administrative record.

14 THE COURT: I understand that; however, I  
15 want to know, what I want to do, I want to make sure that  
16 if -- when we have these documents, if they are marked, I  
17 want to make sure the Court has an understanding as to  
18 which specific ones are not going to come into evidence,  
19 so...

20 MS. IAFRATE: Your Honor, also, just to add,  
21 part of my approach to this is, because it is de novo,  
22 for example, there could be Exhibit 2 in that binder, and  
23 it could consist of five pieces of paper that were part  
24 of the administrative record, two of which are a blank  
25 piece of paper with a number on it. From my perspective



1 I am not offering to the Court as part of my exhibit a  
2 blank piece of paper with a number two on it. So that's  
3 why if you take exhibit two on my list and you match it  
4 up to exhibit two in the book, it may not match up  
5 because I am only giving you the substance of the  
6 document. I am not offering a blank page or e-mail or  
7 fax cover sheet. And if the Court would like me to  
8 change the list in a sense, and instead of just having 19  
9 documents in a list, tell you from which tab it comes  
10 from, that's fine; but I think this kind of goes to my  
11 misunderstanding of not bringing copies, because when an  
12 exhibit is marked as identification only, and we are in  
13 Superior Court, you have that one piece of paper as  
14 identification only; and when it becomes full, it becomes  
15 full; it is the same document. There is no two copies.  
16 So I didn't realize that was staying intact like that. I  
17 thought it's, one, identification only, and as we make  
18 them full we are going to take them from there and put  
19 them over in the full pile, and put the next one in the  
20 full pile, until you have what's left on your left-hand  
21 side what never came in. But I understand it now, and I  
22 get it, but I am not sure about trying to correspond my  
23 list with that thing.

24 THE COURT: I understand what you're saying.

25 MR. ROBINSON: From my perspective I think

1 the Court, based on your ruling, I think you can't look  
2 at it. I think you just can't look at it. It's for  
3 identification only. It's marked to protect the record,  
4 based on the objection that I posed. It's been  
5 preserved, but we need to talk at this point about what  
6 is going to be in evidence in the case, and I don't see  
7 any reason it has to correspond with the transmission of  
8 the record, as long as the parties are on the same page.

9 THE COURT: I am not trying to make this  
10 more difficult for the parties than it has to be. My  
11 concern is to make sure that both sides put in whatever  
12 they see fit that's going to advance their respective  
13 position on this case. So, Ms. Iafrate, if you want to  
14 present it this way, then fine; we will do it this way.  
15 We will do it your way.

16 MS. IAFRATE: Thank you. I appreciate it.  
17 So I will make copies that go with my list.

18 THE COURT: With your list.

19 MS. IAFRATE: Yes. And that doesn't take a  
20 long time, so I am happy to come back and do that if  
21 there is a date. I don't know if I have a date next week  
22 or the week after.

23 MR. ROBINSON: As I indicated, Judge, above  
24 and beyond the documents that she has identified as  
25 wanting to come in, there are only another four or five

1       that I am interested in, so I don't anticipate it will be  
2       a long dispute.

3               THE COURT: I think it will give the  
4       parties, again, more time, so I really think, and I  
5       apologize for any confusion, but I would like to get as  
6       much done as possible, and I want to know what can come  
7       in by agreement, if there are specific exhibits that you  
8       folks can agree upon, and I will rule on them, and then  
9       if there are documents that were transmitted and the  
10      parties do not want to introduce at all, that's fine;  
11      but, Ms. Iafrate, if you can also have a deposition date  
12      for me for the doctor you choose by the next time we are  
13      here, I will then put this matter down on the trial  
14      calendar. We will have the employee testify, and that  
15      will be your only witness, you indicated?

16             MS. IAFRATE: Yes.

17             THE COURT: And are you presenting any  
18      witnesses, whatsoever, Mr. Robinson?

19             MR. ROBINSON: I am not, Your Honor;  
20      rebuttal perhaps, but not affirmatively.

21             THE COURT: So no witnesses and no  
22      depositions other than what's marked by agreement of the  
23      parties?

24             MR. ROBINSON: Again, Judge, it is not by  
25      agreement of the parties. There will be documents going

1 in without objection. It doesn't mean I am stipulating  
2 to their entry.

3 THE COURT: Poorly worded by me. So without  
4 objection but not by agreement. I understand that. So,  
5 where do you want to be as far as time on this case? At  
6 least we have accomplished -- we have got the entire  
7 transmitted record marked as a court exhibit at this  
8 point, so how much time do you think you need, Ms.  
9 Iafrate, to come back here with the deposition and with  
10 your proposed list of exhibits?

11 MS. IAFRATE: The exhibits I could do next  
12 week. The deposition is still contingent upon me  
13 receiving the medical records and me looking at them and  
14 me calling and getting one of those folks to agree to  
15 come in, so that's going to take me a little bit longer.

16 THE COURT: Do you want to have the employee  
17 testify first?

18 MS. IAFRATE: I do not.

19 THE COURT: Okay. So then what timeframe?  
20 I will accommodate you in any way we can. Where do you  
21 want to be as far as time?

22 MS. IAFRATE: I think I need a month for the  
23 medical records/doctor determination. Coming in and  
24 doing the full exhibits, we could do it anytime.

25 THE COURT: Why don't we do that all in one

1 day. I think it makes sense to have all the documents,  
2 you have the doctor's deposition date, and you have all  
3 the documents ready, and then we can move past the  
4 initial hearing. I will put it down for a trial date,  
5 because the only thing you are going to present at trial  
6 is the employee, and that will conclude the case?

7 MR. ROBINSON: Yes.

8 THE COURT: I will also offer both sides,  
9 you can either do, after the employee testifies and both  
10 sides rest, I offer the opportunity for both of you to  
11 either make closing statements, if you'd like to wrap up  
12 the evidence, and what you folks want to highlight, or  
13 you can put it in written form, if you'd like. I am  
14 leaving it up to you.

15 MS. IAFRATE: Our preference is post trial  
16 memorandum.

17 MR. ROBINSON: I agree with that.

18 THE COURT: That's fine. How about July  
19 15th or the 29th at 2 o'clock?

20 MR. ROBINSON: Judge, I'm away that week.

21 THE COURT: Which week?

22 MR. ROBINSON: The week of the 15th.

23 THE COURT: Is the 29th good, or July 12 at  
24 two?

25 MR. ROBINSON: The 29th is okay. The 12th I

1 am gone that day as well. The 29th is okay.

2 THE COURT: Is that all right with you, the  
3 29th?

4 MS. IAFRATE: Yes.

5 THE COURT: Is that too much time?

6 MR. ROBINSON: The 8th is also open.

7 THE COURT: All right, so 7/29, at 2  
8 o'clock, and hopefully we can finish the initial hearing  
9 process, and I will assign it to a trial date. We will  
10 have the employee testify, and then we should be done.

11 MR. ROBINSON: So there will not be  
12 testimony on that day?

13 THE COURT: No. It is not a trial day. I  
14 want to get all the documentary evidence resolved first,  
15 and we will see where go.

16 (HEARING ADJOURNED)

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1 (JULY 29, 2019)

2 THE COURT: This is the matter of Daniel Nuey  
3 vs. Employees' Retirement System of Rhode Island, also  
4 known as MERS, WCC Number 2018-05861. The matter is  
5 before me this afternoon by way of an initial hearing.  
6 Can the attorneys just please identify yourselves for  
7 the record and the parties they represent, please.

8 MS. IAFRATE: Carly Iafrate on behalf of the  
9 petitioner, Daniel Nuey.

10 MR. ROBINSON: Michael Robinson for the  
11 Employees' Retirement System of Rhode Island.

12 THE COURT: So, folks, it looks like we're  
13 here this afternoon to introduce documents, some by  
14 agreement, some may not be by agreement; is that right?

15 MS. IAFRATE: That's right, Your Honor.

16 THE COURT: And so, Ms. Iafrate, since you are  
17 the moving party, I guess you have documents you want to  
18 introduce today?

19 MS. IAFRATE: I do, Your Honor, and the last  
20 time we were here, I gave you a list, but the list has  
21 been updated, and it's new and improved, I think.

22 (DOCUMENTS HANDED TO THE COURT)

23 THE COURT: So it looks like there are 22  
24 items on this list. Do you have all of the documents,  
25 your proposed exhibits?

1 MS. IAFRATE: I do.

2 THE COURT: Then why don't we go through them  
3 one by one, and I know there's 22, so we'll try and get  
4 through this as quickly as we can. The first, it looks  
5 like an incident report and IOD paperwork.

6 MS. IAFRATE: That's right, Your Honor. I  
7 didn't know if you want me to hand you them  
8 individually, or do you want to read them first?

9 THE COURT: Why don't you just hand them to my  
10 clerk, and she will just stamp them.

11 MS. IAFRATE: And the other thing I didn't  
12 know is the stapling. I stapled the first one and  
13 stopped stapling.

14 THE COURT: Yes, no staples. So the incident  
15 report and IOD paperwork, that's going to be Employee's  
16 Number 1. No objection, Mr. Robinson, on any of these?

17 MR. ROBINSON: I have no objection to  
18 Employee's 1 subject to my earlier understanding of the  
19 Court's ruling on it, but subject to my earlier motion  
20 that the entirety of the record comes in presumptively.  
21 I won't repeat that objection throughout the course of  
22 this afternoon.

23 (EMPLOYEE'S EXHIBIT 1 MARKED)

24 THE COURT: I understand your position,  
25 Mr. Robinson. What next, Ms. Iaftrate?



1 MS. IAFRATE: We have application for  
2 accidental disability retirement.

3 THE COURT: That will be marked as Employee's  
4 Number 2.

5 (EMPLOYEE'S EXHIBIT 2 MARKED)

6 MS. IAFRATE: Three is applicant's work  
7 history.

8 MR. ROBINSON: No objection.

9 THE COURT: And the same with Number 3,  
10 Mr. Robinson, as well?

11 MR. ROBINSON: Correct, Judge.

12 (EMPLOYEE'S EXHIBIT 3 MARKED)

13 MS. IAFRATE: Four is the employer's  
14 disability statement.

15 THE COURT: That should be marked as  
16 Employee's Number 4, full exhibit.

17 MR. ROBINSON: No objection.

18 (EMPLOYEE'S EXHIBIT 4 MARKED)

19 MS. IAFRATE: Five is the job description for  
20 the position of Police Sergeant.

21 MR. ROBINSON: On this item, Your Honor, I do  
22 have an objection, not as to the substance of the --

23 THE SHERIFF: Counsel, can you stand up,  
24 please, while you're addressing the Judge.

25 MR. ROBINSON: Not as to the merits of the

1 two-page document that my sister is seeking to  
2 introduce, but as to its completeness. I have a version  
3 that has a third page indicating how the document was  
4 transmitted to the Retirement System, which is the  
5 repository for how these documents are collected and  
6 thereafter sent to the independent examiners. So I  
7 think for completeness, the version that I have should  
8 be introduced.

9 THE COURT: Do you object to that,  
10 Ms. Iafrate?

11 MS. IAFRATE: I do, Your Honor, on the basis  
12 of relevance. The third page that's being referenced is  
13 ERSRI Number 29, the administration record. It's a fax  
14 cover sheet dated February 11, 2015, and it doesn't have  
15 any substance, it is just signed by the captain who  
16 transmitted it, and it says, Attention Gloria for Dan  
17 Nuey. So from my perspective we don't need  
18 miscellaneous correspondence that has no substantive  
19 value.

20 THE COURT: Mr. Robinson.

21 MR. ROBINSON: The document is not otherwise  
22 authenticated properly, Judge. It demonstrates simply  
23 what it is, and how it was transmitted to the agency  
24 who's entrusted statutorily with collecting that  
25 information.

1 THE COURT: I'm going to allow the extra pages  
2 to be submitted. I don't really think it adds or  
3 deletes anything to the job description, but I'll take  
4 Mr. Robinson's three-page, that way, for the sake of  
5 completeness on this one. So that will be marked as  
6 Employee's Number 5. Do you have that, Mr. Robinson?

7 (EMPLOYEE'S EXHIBIT 5 MARKED)

8 MR. ROBINSON: Attorney Iafrate provided the  
9 missing third page.

10 THE COURT: Oh, okay. So you have it. All  
11 right. Next, Ms. Iafrate?

12 MS. IAFRATE: We have the applicant's  
13 physician's statement for accidental disability, which  
14 is Number 6.

15 THE COURT: And who was the physician on that?

16 MS. IAFRATE: The applicant's physician on  
17 this, I believe is Maria -- let's see here, Maria  
18 Gonzalez is the psychiatrist. The name of the practice  
19 is Integrated Psychiatry, and at that practice there  
20 were three treatment providers, and so you'll see their  
21 names on various communications, but there's a Nancy  
22 Shea, who is an APRN-BC, a nursing designation. There's  
23 a Maria Gonzalez, who is the actual psychiatrist, the  
24 MD, and then there's Deborah Doran, who's a LICSW, and  
25 so on this particular three-page document, the letter

1 with the substance is on the Integrated Psychiatry  
2 letterhead but signed by Shea and Doran.

3 THE COURT: Any objection?

4 MR. ROBINSON: No objection.

5 THE COURT: We will mark that as Employee's  
6 Number 6, full exhibit. Next, Ms. Iafrate.

7 (EMPLOYEE'S EXHIBIT 6 MARKED)

8 MS. IAFRATE: Number 7, Your Honor, is three  
9 years of medical records of the applicant. This is when  
10 the requirements for the Retirement Board has --

11 THE COURT: If I could just ask you,  
12 Ms. Iafrate, are those medicals records, are they from  
13 one provider or multiple providers?

14 MS. IAFRATE: Multiple providers.

15 THE COURT: I will just put down here from  
16 multiple providers. Any objection, Mr. Robinson?

17 MR. ROBINSON: No objection, Your Honor.

18 THE COURT: That's Employee's Number 7.

19 (EMPLOYEE'S EXHIBIT 7 MARKED)

20 THE COURT: You next have records submitted  
21 with application.

22 MS. IAFRATE: That's right, Your Honor. One  
23 of the other things is that the system allows for the  
24 applicant to submit their own sort of collection of  
25 records in support of their application, and that is

1 reflected in Number 8.

2 THE COURT: Okay. Any objection,  
3 Mr. Robinson?

4 MR. ROBINSON: Just a moment, please, Your  
5 Honor. No objection.

6 THE COURT: And, Ms. Iafrate, is that also  
7 from multiple providers with regard to that, as well?

8 MS. IAFRATE: It is, Your Honor.

9 MR. ROBINSON: Is that 8?

10 THE COURT: Yes. That will be Employee's 8,  
11 full exhibit. What next?

12 (EMPLOYEE'S EXHIBIT 8 MARKED)

13 MS. IAFRATE: Number 9 is an independent  
14 medical exam by a Dr. James Sullivan, which is one of  
15 the three IMEs that the system requires.

16 THE COURT: So Dr. Sullivan would be one of  
17 the three doctors that examined the employee at the  
18 request of the retirement board, correct?

19 MS. IAFRATE: That's correct, Your Honor.

20 THE COURT: Any objection?

21 MR. ROBINSON: The objection I have to this,  
22 Your Honor, again, is not to the merits of it, but  
23 rather to its completeness. There is a missing fax  
24 cover sheet to the Retirement System from Dr. Sullivan's  
25 office, and that in order to have a complete copy of

1 the independent medical examination report I believe  
2 should be included.

3 THE COURT: Same objection, Ms. Iafrate?

4 MS. IAFRATE: That's right.

5 THE COURT: I am going to allow the additional  
6 page to be included, and that will be Employee's Number  
7 9 full.

8 (EMPLOYEE'S EXHIBIT 9 MARKED)

9 THE COURT: Next, Ms. Iafrate.

10 MS. IAFRATE: Number 10 is the independent  
11 medical examination done by Dr. Cristina Toba.

12 MR. ROBINSON: No objection.

13 THE COURT: That will be marked as Employee's  
14 10, full exhibit. No objection.

15 (EMPLOYEE'S EXHIBIT 10 MARKED)

16 THE COURT: Number 11.

17 MS. IAFRATE: Number 11 is the independent  
18 medical exam of Dr. Ruggiano.

19 THE COURT: Any objection?

20 MR. ROBINSON: No objection.

21 THE COURT: That will be marked as a full  
22 exhibit, as well. What next?

23 (EMPLOYEE'S EXHIBIT 11 MARKED)

24 MS. IAFRATE: Number 12 is a letter from the  
25 Retirement System to Dr. Toba asking an additional

1 follow-up question.

2 THE COURT: Okay. It's an addendum letter  
3 requesting additional information?

4 MS. IAFRATE: Yes, Your Honor.

5 THE COURT: That will be Employee's Number 12.  
6 Is there any objection?

7 MR. ROBINSON: No objection.

8 THE COURT: Employee's 12 full.

9 (EMPLOYEE'S EXHIBIT 12 MARKED)

10 THE COURT: Employee's 13, is that a letter to  
11 Dr. Sullivan?

12 MS. IAFRATE: That's correct. It's the same  
13 letter.

14 THE COURT: An addendum letter?

15 MS. IAFRATE: That's correct.

16 THE COURT: So the addendum letter of  
17 Dr. Sullivan, that's Employee's 13.

18 MS. IAFRATE: Yes.

19 (EMPLOYEE'S EXHIBIT 13 MARKED)

20 THE COURT: Next.

21 MS. IAFRATE: Exhibit 14 is a response from  
22 Dr. Attiullah. Dr. Attiullah, I believe, is in the same  
23 office as Dr. Toba, and by the time the letter went out  
24 asking for the additional information, Dr. Toba was  
25 unable to respond, and you can see from the e-mail what

1 the discussion was about. Essentially, it's the  
2 response of Dr. Toba's office.

3 THE COURT: Just so I understand,  
4 Dr. Attiullah responded for Dr. Toba?

5 MS. IAFRATE: That's right.

6 THE COURT: And is that because Dr. Toba was  
7 not available?

8 MS. IAFRATE: Yes, I believe it was indicated  
9 that -- oh, she had left the practice. That's what it  
10 was.

11 THE COURT: Any objection?

12 MR. ROBINSON: No objection, Your Honor.

13 THE COURT: That will be Employee's 14 full.  
14 Next.

15 (EMPLOYEE'S EXHIBIT 14 MARKED)

16 MS. IAFRATE: Exhibit 15 is follow-up letter  
17 from Integrated Psychiatry in support of the  
18 application.

19 MR. ROBINSON: Can I have just a moment,  
20 please, Your Honor?

21 THE COURT: Sure. So this is a letter from  
22 Nancy Shea?

23 MS. IAFRATE: That's correct.

24 THE COURT: And she is from where now?

25 MS. IAFRATE: She's from Integrated



1     Psychiatry. I think she's -- I don't know if it's  
2     appropriate to call her a nurse practitioner, but I  
3     think that's what I think she is.

4             THE COURT: And from which office would that  
5     be from?

6             MS. IAFRATE: That's from his psychiatrist's  
7     office.

8             THE COURT: From the employee?

9             MS. IAFRATE: That's correct.

10            MR. ROBINSON: No objection.

11            THE COURT: All right, so that will be marked  
12     as Employee's 15 as a full exhibit.

13            (EMPLOYEE'S EXHIBIT 15 MARKED)

14            THE COURT: Next is a response from  
15     Dr. Sullivan.

16            MS. IAFRATE: That's correct, Your Honor.  
17     That is Exhibit 16.

18            THE COURT: That will be marked as Employee's  
19     16. Any objection?

20            MR. ROBINSON: No objection.

21            (EMPLOYEE'S EXHIBIT 16 MARKED)

22            THE COURT: What next?

23            MS. IAFRATE: The decision of the Disability  
24     Subcommittee dated June 3rd, 2016.

25            THE COURT: That will be marked as Employee's

1 17, full exhibit. No objection?

2 MR. ROBINSON: One moment, please. No  
3 objection, Judge.

4 THE COURT: That's Employee's 17, full  
5 exhibit. What next, Ms. Iafrate?

6 (EMPLOYEE'S EXHIBIT 17 MARKED)

7 MS. IAFRATE: Eighteen is an additional letter  
8 from the applicant's office written by Shea and Gonzalez  
9 dated August 5th, 2016.

10 THE COURT: Any objection?

11 MR. ROBINSON: No objection.

12 THE COURT: That will be Employee's 18 full.

13 MR. ROBINSON: Actually, there are two  
14 documents, I think, Judge.

15 THE COURT: Okay, August 5th and August 26?

16 MS. IAFRATE: Yes.

17 MR. ROBINSON: Right.

18 THE COURT: So both documents shall be marked  
19 as Employee's 18 full. What next, Ms. Iafrate?

20 (EMPLOYEE'S EXHIBIT 18 MARKED)

21 MS. IAFRATE: Next is the affidavit and  
22 records of Shea and Deborah Doran, both from Integrated  
23 Psychiatry.

24 THE COURT: That would be Employee's Number  
25 19. Any objection?

1 MR. ROBINSON: No objection.

2 THE COURT: No objection?

3 MR. ROBINSON: No objection.

4 THE COURT: Okay. Employee's 19 full, the  
5 affidavit and records of Nancy Shea. What next?

6 (EMPLOYEE'S EXHIBIT 19 MARKED)

7 MS. IAFRATE: Twenty, the medical records from  
8 Butler Hospital, one of the applicant's treatment  
9 providers.

10 THE COURT: Any objection?

11 MR. ROBINSON: No objection.

12 THE COURT: Employee's 20, full exhibit.

13 (EMPLOYEE'S EXHIBIT 20 MARKED)

14 THE COURT: And next, it looks like a report  
15 of Dr. Patricia Recupero. Who is this doctor,  
16 Ms. Iafrate?

17 MS. IAFRATE: She is a doctor that the City of  
18 Cranston required the applicant to be evaluated by  
19 during the time that she was on injured-on-duty status.

20 THE COURT: So that's while on IOD?

21 MS. IAFRATE: Essentially a fitness-for-duty  
22 exam.

23 THE COURT: And that was a one-time evaluation  
24 at the request of the city?

25 MS. IAFRATE: That's correct.

1 THE COURT: And that would be marked as  
2 Employee's Number 21 full. No objection, Mr. Robinson?

3 MR. ROBINSON: No objection.

4 (EMPLOYEE'S EXHIBIT 21 MARKED)

5 THE COURT: And last, but not least --

6 MS. IAFRATE: It should say decision of the  
7 Retirement Board, instead of decision, dated March 3rd,  
8 2017.

9 THE COURT: That's going to be Employee's  
10 Number 22. Any objection to that, Mr. Robinson?

11 (EMPLOYEE'S EXHIBIT 22 MARKED)

12 MR. ROBINSON: No objection to that. If I may  
13 just have a moment, Your Honor. I may want to go back  
14 to Number 17 for a moment and interpose an objection.

15 THE COURT: Okay. Take your time.

16 MR. ROBINSON: Number 17, Your Honor, is the  
17 June 3rd, 2016 decision of the Retirement Board. It's  
18 base labeled as an exhibit currently 320-24.

19 MS. IAFRATE: Can you say that again?

20 MR. ROBINSON: Sure. Number 17 as currently  
21 marked is the June 3rd, 2016 decision of the Retirement  
22 System, and it's consistent base labeling 320-24. I  
23 have no objection to that, as such, and I don't know if  
24 the Court would prefer that I move the introduction of  
25 this additional document I am about to reference as part

1 of the introduction to my own exhibits, or if you want  
2 to hear it as part of an objection, but there is an  
3 accompanying letter and certified copies of certified  
4 mailings of that June 3rd, 2016 decision that was sent  
5 by the Retirement System to Mr. Nuey's counsel at the  
6 time that I think will be helpful to the Court to  
7 understand the procedural travel of the case below.  
8 They don't address the merits of the controversy, per  
9 se, but I think given the rather unusual travel of the  
10 proceedings, such as they are before this complex  
11 administrative agency, I think would be helpful to the  
12 Court to have that.

13 THE COURT: Any objection?

14 MS. IAFRATE: Your Honor, I will just restate  
15 my original position, which is because it's a de novo  
16 hearing, I've only offered what I think is substantive  
17 and supportive of my case.

18 THE COURT: I don't think it adds or deletes,  
19 but I am going to mark it, I'm going to allow it, and we  
20 will incorporate it as part of Number 17. So why don't  
21 we replace 17 with --

22 CLERK LEFORT: So the reason why I got ahead  
23 of you is because you gave me two documents, and they  
24 both -- 11 ran on to 12, and this was handed next. So  
25 you need to take one back, and I need to correct. So

1 now we are -- we have to redo 12.

2 THE COURT: Okay, so why don't you find where  
3 you are, because I want to make sure we are correct on  
4 all of these.

5 CLERK LEFORT: So Exhibit 11 is the accidental  
6 disability application?

7 THE COURT: Number 11 would be the independent  
8 medical exam of Dr. John Ruggiano. You know what, why  
9 don't we go off the record for a minute.

10 (OFF-THE-RECORD DISCUSSION)

11 THE COURT: Let's go back on the record. Just  
12 to clarify for the record, there's been some confusion  
13 with the marking of some documents. Counsel, I believe  
14 Exhibits 1 through 11 are correct; is that right?

15 CLERK LEFORT: I need to know which one is 11.

16 MS. IAFRATE: Number 11 should be the IME.

17 THE COURT: The IME of Dr. Ruggiano.

18 MS. IAFRATE: If you give me one moment, I may  
19 have an extra one.

20 THE COURT: Okay. That would be helpful. So  
21 Exhibit Number 9, Dr. James Sullivan. Is that the one  
22 with the extra page?

23 CLERK LEFORT: That's correct.

24 THE COURT: All right, so we've added the  
25 extra page to Exhibit 9, Mr. Robinson.

1 MR. ROBINSON: And then I have a replacement  
2 copy of Number 17 when you get there.

3 THE COURT: Employee's Number 10 is the  
4 independent medical examiner, Dr. Cristina Toba, correct?

5 (OFF-THE-RECORD DISCUSSION)

6 THE COURT: Okay, so what is Exhibit 10?

7 MS. IAFRATE: The independent medical exam of  
8 Cristina Toba. Do you agree with that, Mr. Robinson?

9 MR. ROBINSON: I do, Judge.

10 THE COURT: So that will be marked as Exhibit  
11 Number 10. The next should be Exhibit 11, which is  
12 Dr. Ruggiano's independent medical exam, correct? So we  
13 have 9, 10 and 11, Sullivan, Toba and Ruggiano, correct,  
14 folks?

15 MS. IAFRATE: That's right.

16 THE COURT: And that's what you have,  
17 Mr. Robinson?

18 MR. ROBINSON: It is, Judge.

19 THE COURT: So now we are on to 12, a letter  
20 to Dr. Toba. There's an addendum letter. Do we have  
21 that?

22 MS. IAFRATE: We do, Your Honor.

23 THE COURT: So that will be marked as Exhibit  
24 12. Then the next is a letter to Dr. Sullivan that was  
25 marked as 13; is that right? Okay. Then number 14 is a

1 response from Dr. Attiullah from Dr. Toba's office  
2 because Dr. Toba was not available. Do we have that?

3 CLERK LEFORT: Yes.

4 THE COURT: Okay. That's 14. Fifteen is a  
5 letter from Nancy Shea. Do we have that?

6 CLERK LEFORT: Yes.

7 THE COURT: Sixteen is a response from  
8 Dr. Sullivan. Do we have that?

9 CLERK LEFORT: Yes.

10 THE COURT: Okay. Seventeen is the decision  
11 from the disability subcommittee which Mr. Robinson was  
12 going to add a page. Is that right, Mr. Robinson?

13 MR. ROBINSON: That's correct, Judge. I think  
14 it's approximately 3 or 4 pages, but I have a clean copy  
15 for your clerk.

16 THE COURT: Oh, wonderful. That would be  
17 marked as Employee's 17, and we'll use that one.  
18 Employee's 18 should be a letter from Nancy Shea.  
19 There's two letters, dated August 5th, 2016 and August  
20 26, 2016. Do we have that?

21 CLERK LEFORT: Yes.

22 THE COURT: And 19 is an affidavit and records  
23 of Nancy Shea dated November 2016. Do we have that, as  
24 well?

25 CLERK LEFORT: Yes.



1 THE COURT: Employee's 20, Number 20, are the  
2 medical records from Butler Hospital.

3 CLERK LEFORT: Okay.

4 THE COURT: Employee's 21 is a report from  
5 Patricia Recupero who performed an examination of the  
6 employee while on IOD; and, lastly, the decision of the  
7 Retirement Board is 22. So I believe we now have  
8 everything properly identified. Agreed, both counsel?

9 MS. IAFRATE: Yes, Your Honor.

10 MR. ROBINSON: Correct, Your Honor.

11 THE COURT: So now we have these 22 exhibits.  
12 Are there any other exhibits that you would like to  
13 submit other than these 22 at this point?

14 MS. IAFRATE: No, Your Honor.

15 THE COURT: And, Mr. Robinson, do you wish to  
16 introduce some documents here this afternoon?

17 MR. ROBINSON: I do, Judge. The first I would  
18 seek to introduce is an August 30th, 2016 Independent  
19 Medical Evaluation prepared by Dr. Ronald Stewart  
20 submitted to the Retirement System by Mr. Nuey's  
21 employer. It's relevant to the medical issues in the  
22 case.

23 THE COURT: Have you shown that to counsel?

24 MR. ROBINSON: She is aware of it, and has  
25 seen it, yes.

1           THE COURT: Do you want to introduce the  
2 report as a full exhibit?

3           MR. ROBINSON: I do.

4           THE COURT: Do you have any objection at this  
5 point, Ms. Iafrate?

6           MS. IAFRATE: I don't so long as it's a  
7 system's exhibit, not an employee.

8           THE COURT: And I know it's not being  
9 presented by way of an affidavit, but do you wish to  
10 cross-examine the doctor in any way?

11          MS. IAFRATE: I do not, Your Honor.

12          THE COURT: Mr. Robinson, maybe you can hand  
13 those up to me, and I'll give them to my clerk. I would  
14 like to take a look at them so I can mark them on my  
15 page here.

16          MR. ROBINSON: How are they going to be  
17 identified?

18          THE COURT: It's going to be Employer's A.  
19 It's going to be --

20          MR. ROBINSON: I would suggest that that is  
21 probably misleading, Your Honor, given that the  
22 Retirement System is not nor has it ever been Mr. Nuey's  
23 employer.

24          THE COURT: Well, under the statute, I'm  
25 looking at the definition, §28-29-2 (5), the statute

1 reads, "Employer includes any person, partnership,  
2 corporation, or voluntary association, and the legal  
3 representative of a deceased employer; it includes the  
4 state, and the city of Providence. It also includes  
5 each city, town, and regional school district in the  
6 state that votes or accepts the provisions of chapters  
7 29-38 of the title in the manner provided in this  
8 chapter or is a party to an appeal from an order of the  
9 retirement board filed pursuant to the provisions of  
10 Rhode Island general law §45-21.2-9." So I think under  
11 the, because it refers to the accidental disability  
12 retirement, I think the employer is the respondent, and  
13 the retirement board can be considered the employer. So  
14 I'm going to mark it as an Employer's Exhibit A.

15 MR. ROBINSON: Just note my objection, Your  
16 Honor.

17 THE COURT: Certainly. It's a report dated  
18 August 30, 2016. That's going to be a full exhibit,  
19 and, again, this is Dr. Ronald Stewart. That will be  
20 Employer's A. Next.

21 (EMPLOYER'S EXHIBIT A MARKED)

22 MR. ROBINSON: Your Honor, the last three  
23 documents I would like to introduce I will sort of  
24 address collectively, although depending on what the  
25 Court's inclined to do, they can be marked separately,

1 but the issues are the same, and I suspect my sister's  
2 objection will be the same. They are the transcripts of  
3 hearings that took place at the Retirement System on  
4 June 3rd, 2016, January 6, 2017, and September 12th of  
5 2018. A variety of things took place at those hearings,  
6 including the testimony of Mr. Nuey, arguments from  
7 various counsel that represented him at various times,  
8 questions from members of the Retirement Board,  
9 assertions from members of the administrative staff of  
10 the Retirement System. I think all of that information  
11 is relevant to the proceedings before the Court, and I  
12 would seek to have those transcripts introduced.

13 THE COURT: Can I took a look at them? Do you  
14 have any objection, Ms. Iafrate?

15 MS. IAFRATE: I do, Your Honor. I think it's  
16 the same principle, which is, this is a de novo hearing,  
17 and the Court's job will be to take testimony de novo;  
18 and if Mr. Robinson would like to present witnesses, he  
19 may do so. Of course, if he wants to use the  
20 transcripts, say, to impeach a witness, that might be  
21 appropriate under the rules, but I would say that  
22 they're not relevant to the Court's decision, and  
23 they're full of hearsay.

24 MR. ROBINSON: I would just want to respond  
25 briefly on that, Judge. We all understand that the

1 statute uses the term de novo. What exactly is meant by  
2 that statutory term is less than clear. I don't think  
3 anybody is challenging the Court's ability to review the  
4 facts and the decisions that have been made in this case  
5 to date and reach its own conclusions from the evidence  
6 and hear new evidence, if appropriate, and to make a de  
7 novo decision regarding all of the information that is  
8 properly before the Court. That doesn't mean the Court  
9 needs to wear blinders as to what actually took place in  
10 this case to date. If Mr. Nuey testified below that the  
11 light was green, and he testified differently today,  
12 that information should be before the Court. At the end  
13 of the day, it is an appeal of something. It's an  
14 appeal of a decision and the machinations of the  
15 Retirement Board. This Court may find ultimately that  
16 the procedural benefits that were given to Mr. Nuey  
17 below were not appropriate. In order to be able to  
18 review that completely, I think the Court needs to have  
19 everything in front of it, including the argument, by  
20 the way, that Mr. Nuey himself has advanced, both  
21 personally and through counsel.

22 THE COURT: Would you be able to cross-examine  
23 Mr. Nuey based on his prior testimony based on this  
24 information?

25 MR. ROBINSON: I don't know whether my sister

1 intends to call him or not.

2 THE COURT: I would assume she would, but --

3 MS. IAFRATE: Yes, I've said it a few times, I  
4 do.

5 THE COURT: You intend on presenting the  
6 employee as a witness, right?

7 MS. IAFRATE: I do.

8 THE COURT: So I think the best practice, I  
9 think, would be for you to point out to the Court any  
10 inconsistent statements, because this is clearly a  
11 hearsay document at this point. I mean, unless it's  
12 held in a regular course of business, then there's an  
13 exception to it being submitted into evidence, but I  
14 don't know how else you could get this into evidence at  
15 this point since it is hearsay.

16 MR. ROBINSON: Well, Judge, I'm not offering  
17 it for the truth of what's asserted therein, just simply  
18 for what actually transpired. It's a recording in a  
19 legal quasi legal proceeding stenographically  
20 transcribed by a certified court reporter. It certainly  
21 has all of the hallmarks of a document that would be an  
22 exception to the hearsay rule if it was hearsay to begin  
23 with, which I don't believe that it is.

24 MS. IAFRATE: Your Honor, I would just say  
25 under that circumstance, he should have a witness to

1 sponsor it.

2 THE COURT: I'm sorry?

3 MS. IAFRATE: I said I would just say under  
4 that circumstance he should have a witness to sponsor  
5 it.

6 MR. ROBINSON: It would be very easy, Judge,  
7 to call the court reporter, but it seems like an awful  
8 waste of time to have to do that, but if that's the  
9 case, I could certainly put a court reporter on to  
10 authenticate that those are valid transcripts. They  
11 also contain a notarized signature by the court  
12 reporter, I believe.

13 THE COURT: And that's on each of the three  
14 individually that you would like to submit this  
15 afternoon, Mr. Robinson?

16 MR. ROBINSON: I'm sorry, Judge?

17 THE COURT: You want to submit these  
18 separately, each of them?

19 MR. ROBINSON: I do, Judge, yes. I'm making  
20 the arguments collectively, because I think the  
21 arguments are the same; but, again, whether you allow  
22 them in or not, I think they should probably be marked  
23 separately; but, yes, I am moving admission of all  
24 three.

25 THE COURT: What I'm going to do -- first of

1 all, I want to read the information contained in each  
2 and every one of the three documents, and to make a  
3 decision as to its admissibility and relevancy to this  
4 matter. So what I'm going to do is I'm going to mark  
5 them for identification only today, and then I will make  
6 a ruling with regard to their admissibility.

7 So, let's start with the first, June 3rd, 2016  
8 transcript dated 6/3. I will mark that for  
9 identification as Employer's B for identification only.

10 (EMPLOYER'S B MARKED FOR IDENTIFICATION)

11 Next, is a January 6, 2017 transcript. That's  
12 going to be Employer's C for identification only.

13 (EMPLOYER'S C MARKED FOR IDENTIFICATION)

14 And lastly, is a September 12, 2018 transcript  
15 testimony. I am going to mark that for identification  
16 only as Employer's D, and I'll rule on those after I get  
17 a chance to read them, Mr. Robinson, and I will let you  
18 know, both parties know, what my ruling is at the next  
19 hearing. Okay.

20 MR. ROBINSON: Thank you, Your Honor.

21 (EMPLOYER'S D MARKED FOR IDENTIFICATION)

22 THE COURT: Anything else to add for today,  
23 Mr. Robinson?

24 MR. ROBINSON: No, Your Honor.

25 THE COURT: So, pending my ruling on the three



1 transcripts, are there any other documents that the  
2 parties envision on introducing at this point other than  
3 what's already been submitted?

4 MS. IAFRATE: One thing I would note, Your  
5 Honor, I mentioned last time we were here, that I had  
6 been trying to get medical records from the current  
7 treatment provider. Her name is Nancy Seravian,  
8 S-e-r-a-v-i-a-n.

9 THE COURT: S-e-r-a-v-i-a-n?

10 MS. IAFRATE: Yes.

11 THE COURT: And what is her specialty?

12 MS. IAFRATE: I believe she's a PhD,  
13 psychologist. So she's currently treating him, and I'm  
14 considering calling her, and I'm still waiting for  
15 records.

16 THE COURT: Calling Ms. Seravian as a witness  
17 here at the Workers' Comp. Court?

18 MS. IAFRATE: I'm sorry, Your Honor, I should  
19 have said, more particularly, taking her deposition.

20 THE COURT: Okay, but that is available to you  
21 if you want to present her as a witness, you can, and  
22 I'm happy to accommodate both sides with regard to any  
23 timing, so I leave that as an option for you, however  
24 you want to handle it, if you want it live or if you  
25 want to do a deposition. I will leave it to counsel's

1 discretion.

2 MS. IAFRATE: I think probably a deposition,  
3 but I'm subject to getting her records and seeing what's  
4 there. The treatment care provider that I know I will  
5 take her deposition is Deborah Doran who treated him at  
6 Integrated Psychiatry. So I'm still in the process of  
7 scheduling that.

8 THE COURT: And what are her qualifications?

9 MS. IAFRATE: She's an LICSW.

10 THE COURT: Okay. So she's not a licensed  
11 psychiatrist.

12 MS. IAFRATE: She is not, Your Honor.

13 THE COURT: Is it D-u-r-a-n?

14 MS. IAFRATE: It's D-o-r-a-n.

15 THE COURT: Okay. So you're going to have the  
16 employee testify, possibly Ms. Seravian, and definitely  
17 Ms. Doran.

18 MS. IAFRATE: That's correct.

19 THE COURT: And would that conclude your case?  
20 Do you have anything else you would like to present?

21 MS. IAFRATE: I think that's going to do it.

22 THE COURT: Mr. Robinson.

23 MR. ROBINSON: Nothing else, Judge.

24 THE COURT: So no witnesses you intend to  
25 present, Mr. Robinson?

1 MR. ROBINSON: No.

2 THE COURT: And you intend on presenting no  
3 deposition testimony of any doctors?

4 MR. ROBINSON: Correct.

5 THE COURT: Or live testimony?

6 MR. ROBINSON: Correct.

7 THE COURT: Okay. So where do you want to be,  
8 folks, as far as time? By the way, as far as today's  
9 purposes, are we concluding that there's no additional  
10 documents and nothing to be done except maybe give the  
11 employee a date to testify?

12 MS. IAFRATE: That's correct, Your Honor,  
13 looking for a date no earlier than September, just given  
14 summer.

15 THE COURT: Yes. Is that all right with you,  
16 Mr. Robinson?

17 MR. ROBINSON: Fine, Judge.

18 THE COURT: Well, I'm pretty wide open in  
19 September. When is it convenient for you, folks? I  
20 could do the 18th at 2:00, which is a Wednesday, or we  
21 could do the 17th at 2:00, which is a Tuesday.

22 MS. IAFRATE: The 17th seems like it would be  
23 okay. The 18th is one of my beautiful girls' birthdays.

24 (OFF-THE-RECORD DISCUSSION)

25 MR. ROBINSON: I can do the 17th. What is it

1 on for, though, Judge?

2 THE COURT: It will be for the employee to  
3 testify, and then at that point, hopefully I can have a  
4 ruling for you on the three documents, on the three  
5 documents you proposed to present this afternoon.

6 MR. ROBINSON: Would that be in the morning or  
7 afternoon?

8 THE COURT: Afternoon, 2:00. Is that all  
9 right? Do you want a different date? It doesn't have  
10 to be the 17th.

11 MR. ROBINSON: What else do you have, Judge?  
12 I could do it, but I'm leading into a firestorm  
13 thereafter.

14 THE COURT: That's fine. We could do the  
15 16th.

16 MR. ROBINSON: The 16th is better for me. The  
17 week of the 23rd is wide open, too.

18 (OFF-THE-RECORD DISCUSSION)

19 THE COURT: So we'll do 9/16 at 2 PM. This is  
20 the only case that will be on my calendar for 2:00, so I  
21 want to make sure you folks have enough time, and you're  
22 not interrupted by other cases. So we will see you  
23 folks on the 16th of September at 2:00, and by then I  
24 will have a ruling on those three documents that you  
25 presented, and we will hear from Mr. Nuey.

1           With regard to the deposition, Ms. Iafrate, do  
2     you think you will need more time after that to conduct  
3     the depositions, or do you think you may have the  
4     depositions done by then?

5           MS. IAFRATE: I hope to have one of them done  
6     before then.

7           MR. ROBINSON: Judge, that raises an issue,  
8     though, that I think may be important. I think it  
9     probably makes sense to have the doctors deposed before  
10    Mr. Nuey testifies.

11          THE COURT: Well, I'm going to leave that up  
12    to Ms. Iafrate as to how she wants to present her case.

13          MR. ROBINSON: I understand depositions are  
14    different than trial testimony if you're presenting the  
15    deposition for purposes of use at trial, which I  
16    certainly don't have a problem with it, but it would be  
17    nice to have an idea of what the doctors are going to  
18    say about Mr. Nuey's condition before he actually  
19    presents testimony to this court.

20          THE COURT: It's funny you say that, most  
21    attorneys would like to have the employee testify first  
22    so they can use that information to arm themselves when  
23    they point to any inconsistencies with history or  
24    consistencies with history and question the doctor on  
25    that. So our practice here at the Workers' Comp Court,

1 mostly the attorneys would recommend that the employee  
2 testify first so they can digest the information, and  
3 then go forward with the doctor, but that's up to you  
4 however you want to proceed.

5 MR. ROBINSON: It would be an unusual  
6 situation indeed in almost any other court to have a  
7 deposition not take place prior to the trial, so --

8 THE COURT: That's not how we do things here  
9 at the Workers' Comp Court.

10 MR. ROBINSON: I'm aware, Judge, and I  
11 understand, but my preference would be to have any  
12 depositions be completed before the plaintiff testifies  
13 at trial.

14 THE COURT: How do you feel about that,  
15 Ms. Iafrate?

16 MS. IAFRATE: I don't know. I think I can do  
17 whatever I want.

18 THE COURT: Well, within reason.

19 MR. ROBINSON: Depositions are discovery.

20 THE COURT: Here's the problem the Court is  
21 having, I think I need to move this case along, and it  
22 may have been because of what I've required with regard  
23 to the initial hearing and how I wanted the documents to  
24 be presented that caused a little bit of delay in this  
25 case; but in any event, I would like to try and move

1 this case along, and I don't think it's going to be  
2 prejudicial to either party to have the employee testify  
3 first. I think I'm more comfortable with that.

4 So why don't we shoot for the 16th of  
5 September, 2:00, for the employee to testify, and then  
6 at that point hopefully you can have your depositions  
7 done; and if not, then we can do them after the  
8 testimony. I don't really think there's any prejudice  
9 to you, Mr. Robinson, on that.

10 MR. ROBINSON: Just note my objection for the  
11 record, Judge.

12 THE COURT: Certainly. Are we done today?

13 MS. IAFRATE: We are done.

14 MR. ROBINSON: We are.

15 THE COURT: Thank you, folks. Have a good  
16 afternoon. We'll see you September 16th at 2:00.

17 (HEARING ADJOURNED)  
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1 (OCTOBER 16, 2019)

2 THE COURT: This is the matter of Daniel Nuey  
3 vs. Employees' Retirement System of Rhode Island, also  
4 known as MERS. Correct, Mr. Robinson? The title of  
5 this matter should be corrected to read MERS, or are we  
6 going to stick with Employees' Retirement System of  
7 Rhode Island?

8 MR. ROBINSON: The correct party in interest  
9 is the Municipal Employees' Retirement System of the  
10 State of Rhode Island.

11 THE COURT: Maybe before we rest, maybe we  
12 should correct that so that way we can have the proper  
13 party listed. I know that it's listed in our computer  
14 system as Employees' Retirement System of Rhode Island,  
15 but maybe we can do a stipulation, something that both  
16 parties can sign, just amending the respondent's name to  
17 read MERS, or the Municipal Employees' Retirement  
18 System. Okay, so we have a -- before we go on the  
19 record, why don't we have the attorneys identify  
20 themselves for the record and the parties they  
21 represent, please.

22 MS. IAFRATE: Carly Iafrate on behalf of the  
23 petitioner, Dan Nuey.

24 MR. ROBINSON: Michael Robinson for the  
25 appellee, the Municipal Employees' Retirement System of



1 the State of Rhode Island.

2 THE COURT: All right, so we had an  
3 in-conference, in-chambers conference on this case, and  
4 it looks like the parties have agreed to certain items  
5 and made some certain stipulations. So, the first was,  
6 I guess there's a Collective Bargaining Agreement that  
7 needs to come into evidence by agreement of the parties;  
8 is that right?

9 MS. IAFRATE: There is, Your Honor.

10 THE COURT: And it looks like that is not  
11 available today, but the parties are working on getting  
12 a copy, and then we can submit that as a full exhibit  
13 the next time we're here?

14 MR. ROBINSON: The only correction, Judge, is  
15 it would be that it's not by agreement, but it is  
16 without objection.

17 THE COURT: So the record will reflect that  
18 Mr. Robinson is not agreeing to it, but it is without  
19 objection, but we will mark that the next time you come  
20 back.

21 The second item we discussed was a stipulation  
22 that the employee was actually approved in this case for  
23 an ordinary disability retirement; is that right?

24 MS. IAFRATE: That's correct, Your Honor.

25 THE COURT: And both parties can stipulate to

1 that fact, that he was approved for an ordinary  
2 disability retirement?

3 MR. ROBINSON: He was approved for an ordinary  
4 disability retirement, yes, Your Honor, and that vote  
5 took place on March 15th of 2017, that the Retirement  
6 Board accepted its subcommittee's recommendation in that  
7 regard. Mr. Nuey is not retired, however, with regard  
8 to that disability pension.

9 THE COURT: Okay, but it was approved, so that  
10 fact will be stipulated to, and it will be noted by the  
11 Court. Third, there were three documents that the Court  
12 previously marked for identification only, and they  
13 consisted of Employer's B for identification, which was  
14 the testimony of Daniel Nuey taken on June 3rd, 2016.  
15 At this point, we've discussed this in chambers, and do  
16 both parties want that exhibit moved as an employer's  
17 full exhibit as opposed to by for identification only?

18 MS. IAFRATE: That's correct.

19 MR. ROBINSON: Yes, Your Honor.

20 THE COURT: So that would be so noted, as  
21 well. So Employer's B, which is the June 3rd, 2016  
22 testimony which took place at the Retirement Board, and  
23 that's the testimony of the employee, that will be  
24 marked as Employer's B, full exhibit, and that's by  
25 agreement of the parties, correct?

1 MS. IAFRATE: Yes, Your Honor.

2 MR. ROBINSON: Yes, Your Honor.

3 (EMPLOYER'S EXHIBIT B MARKED FULL)

4 THE COURT: Next, we have as Employer's C,  
5 again, that was marked for identification only, the  
6 transcript testimony of Daniel Nuey. It was dated  
7 January 6, 2017; and, once again, that was marked for  
8 identification, but we are going to mark it as a full  
9 exhibit by agreement of the parties, correct?

10 MS. IAFRATE: That's right.

11 MR. ROBINSON: Correct, Your Honor.

12 (EMPLOYER'S EXHIBIT C MARKED FULL)

13 THE COURT: And, lastly, as Employer's D we  
14 have the transcript testimony of Daniel Nuey. It's  
15 dated September 12, 2018, and again that was marked for  
16 identification only as Employer's D, but now it's going  
17 to be marked as a full exhibit D by agreement of the  
18 parties, correct?

19 MR. ROBINSON: Correct.

20 MS. IAFRATE: Yes.

21 (EMPLOYER'S EXHIBIT D MARKED FULL)

22 THE COURT: All right, with that, I assume  
23 both counsel have had the opportunity to review all of  
24 the exhibits admitted in this case, and are there any  
25 additional items or pieces of evidence that the employee

1 or the employer, strike that, that the petitioner or the  
2 respondent, wish to offer at this point?

3 MS. IAFRATE: No, Your Honor.

4 MR. ROBINSON: No, Your Honor.

5 THE COURT: All right, so what's left for  
6 today, folks?

7 MS. IAFRATE: That's it, Your Honor, for  
8 today, and I think if we get the date for the CBA, which  
9 we could do very soon, subject to your calendar, then we  
10 could have a briefing schedule, or we can set it down  
11 now, even without that. It's up to the Court.

12 THE COURT: My thinking is, we could, if you'd  
13 like, I don't know if counsel would both agree with  
14 this, but I'm thinking if I gave you folks enough time  
15 to prepare your memos and to present that Collective  
16 Bargaining Agreement, we can do it all in one day. You  
17 can submit the Collective Bargaining Agreement, we'll  
18 put that into evidence, and then both sides can rest on  
19 that day, and then you can submit your memos, if you'd  
20 like, or I can do it piecemeal, however you'd like.

21 MS. IAFRATE: That's fine, Your Honor.

22 MR. ROBINSON: That would be fine. I don't  
23 anticipate it will matter to my memo at all, but I would  
24 like to get a copy of the CBA, if possible, in advance,  
25 just in case.

1 THE COURT: So how much time are we looking  
2 for altogether on this to prepare the memos, get the  
3 documents, and to rest on this case? I can give you the  
4 end of November, if you want, early December, or I can  
5 try and squeeze you in earlier.

6 MS. IAFRATE: End of November is fine with me,  
7 Your Honor.

8 MR. ROBINSON: That's okay.

9 THE COURT: I don't want to spoil anyone's  
10 Thanksgiving. Is the 27th a bad day for you, folks?  
11 It's the day before Thanksgiving. I really don't like  
12 putting cases on, but that's an open day for me.

13 MR. ROBINSON: If we can do the afternoon, it  
14 would be better for me, Your Honor, although that's the  
15 afternoon before Thanksgiving.

16 (LAUGHTER)

17 (OFF-THE-RECORD DISCUSSION)

18 THE COURT: We can do the 5th of December at  
19 10.

20 MS. IAFRATE: That's fine.

21 MR. ROBINSON: That's fine.

22 THE COURT: So we'll do 12/5 at 10:00. We  
23 will submit the Collective Bargaining Agreement as a  
24 full exhibit, and by then you will also have the memos  
25 of law. We will rest on the same day, and then I'll

1 give you a decision.

2 MR. ROBINSON: That would be at 10 AM, Your  
3 Honor?

4 THE COURT: Yes. Is that okay? I can do 2:00  
5 if it's convenient, but 10 is fine.

6 MR. ROBINSON: Ten it fine.

7 THE COURT: All right, folks, we will see you  
8 then. Thank you.

9 MS. IAFRATE: Thank you. I appreciate it.

10 MR. ROBINSON: Thank you, Your Honor.

11 (MATTER ADJOURNED)

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1 (THURSDAY, JANUARY 30, 2020)

2 THE COURT: This is the matter of Daniel  
3 Nuey vs. Employees' Retirement System of Rhode Island,  
4 W.C.C. No. 2018-5861. Can the attorneys please identify  
5 themselves for the record and the party they represent,  
6 please.

7 MS. IAFRATE: Good Morning, Your Honor;  
8 Carly Iafrate on behalf of Daniel Nuey, the petitioner.

9 MR. ROBINSON: Michael Robinson for the  
10 appellee, the Municipal Employees' Retirement System of  
11 the State of Rhode Island.

12 THE COURT: It looks like the matter was  
13 continued for both sides to submit post-trial memorandum,  
14 and I see that the employee filed their memorandum this  
15 morning, January 30, and I see you filed yours last  
16 night, Mr. Robinson, January 29. Those are in. The case  
17 was continued to today for the parties to submit some  
18 additional evidence; is that right?

19 MS. IAFRATE: That's right, Your Honor. I  
20 have the collective bargaining agreement between the City  
21 of Cranston and the union that represents Mr. Nuey, and I  
22 have referenced it in my memo; in particular, Section 17  
23 of the collective bargaining agreement is relevant to my  
24 argument.

25 THE COURT: Do you have any objection?

1 MR. ROBINSON: No objection, Your Honor.

2 THE COURT: All right. So I have two  
3 copies.

4 MS. IAFRATE: I didn't know if you needed a  
5 separate one.

6 THE COURT: No. So there is one copy of the  
7 City of Cranston's Collective Bargaining Agreement. It  
8 was for year ending 2018 to 2020, and I believe the next  
9 exhibit in line would be Employee's No. 23; is that  
10 right, Ms. Iafrate? Do you know? I have 23 -- 22  
11 exhibits.

12 MS. IAFRATE: I will accept your recitation,  
13 Your Honor, because I do not have handy my list.

14 THE COURT: Do you agree with that, Mr.  
15 Robinson?

16 MR. ROBINSON: Just a moment, Your Honor.

17 THE COURT: I am just looking at my list of  
18 exhibits. I have last was Employee's 22; this will be  
19 Employee's 23.

20 MR. ROBINSON: The decision of the  
21 Retirement Board, March 3, is 22.

22 THE COURT: Yes.

23 MR. ROBINSON: That makes sense.

24 THE COURT: We are going to mark the  
25 contract with the City of Cranston as Employee's No. 23



1 full exhibit.

2 (EMPLOYEE'S EXHIBIT 23 MARKED)

3 THE COURT: Anything else?

4 MS. IAFRATE: That's all I have, Your Honor.

5 THE COURT: Mr. Robinson, anything?

6 MR. ROBINSON: I have nothing else, Your

7 Honor.

8 THE COURT: Do you both wish to rest at this  
9 point?

10 MS. IAFRATE: Yes, Your Honor, subject to  
11 just the reply memos and the argument.

12 THE COURT: So employee rests. And  
13 respondent?

14 MR. ROBINSON: Rest, Your Honor, subject to  
15 additional briefing, if necessary.

16 THE COURT: All right. So why don't we, I  
17 will give you folks time to read each other's memorandum,  
18 post trial memos, and decide whether or not you want to  
19 submit additional reply memos, and you can let me know  
20 with regard to whether or not you wish to submit the  
21 Court with additional reply memos; and if not, why don't  
22 we put this down for closing statements, how about -- is  
23 March 4 at two too far away?

24 MR. ROBINSON: That's okay for me.

25 THE COURT: So we will continue this case to

1 March 4 at 2 p.m. for each side's closing statements, and  
2 then at that point we will conclude the matter, and I  
3 will write a decision.

4 MR. ROBINSON: Your Honor, are we free to  
5 file replies whenever we would like, or do you want to  
6 put a deadline on it?

7 THE COURT: No, whatever you like, that's  
8 fine, that's fine, as long as they are filed before the  
9 March 4 date, that's fine. I can always read that at a  
10 later date. I don't think you are going to need to file  
11 an any additional reply memos or reply to the reply memo.

12 MR. ROBINSON: I wouldn't expect to.

13 THE COURT: All right. So March 4 at 2  
14 o'clock closing statements, and we will see you then,  
15 folks.

16 MS. IAFRATE: Thank you.

17 (HEARING ADJOURNED)  
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1 (WEDNESDAY, MARCH 4, 2020)

2 THE COURT: Is this is the matter of Daniel  
3 Nuey vs. The Employees' Retirement System of Rhode  
4 Island, W.C.C. No. 2018-05861. We are here this  
5 afternoon for closing statements, but first could the  
6 attorneys please identify themselves for the record and  
7 the party they represent, please.

8 MS. IAFRATE: Carly Iafrate on behalf of  
9 Daniel Nuey.

10 MR. ROBINSON: Michael Robinson for the  
11 Employees' Retirement System of Rhode Island.

12 THE COURT: Good afternoon. So I take it  
13 that -- I know both sides have filed memorandum of law in  
14 support of their respective positions, and today the case  
15 is down for closing statements, and the parties wish to  
16 go forward this afternoon?

17 MR. ROBINSON: Yes.

18 THE COURT: Since the employee has the  
19 burden of proof, why don't you go first.

20 MS. IAFRATE: Sure. Good afternoon, Your  
21 Honor. We submitted, as you know, detailed post trial  
22 memo, and I think I tried to be as thorough as possible  
23 in terms of highlighting and presenting everything that  
24 was in the binder in terms of the elements that the  
25 employee must demonstrate, so I won't sort of reiterate

1 all that. I will just sort of briefly highlight that in  
2 this case, Your Honor, it is undisputed that Sgt. Nuey  
3 has a mental incapacity, that he has been diagnosed with  
4 PTSD, acute anxiety disorder and major depression. In  
5 fact, the Retirement System granted him an ordinary  
6 disability on that basis. It doesn't seem that there is  
7 any dispute that he is permanently disabled. The clear  
8 weight of the medical evidence is that he is disabled  
9 from employment as a police officer for the City of  
10 Cranston. That's virtually every doctors' opinion, as  
11 well as the City of Cranston's opinion. And, again,  
12 noting that the Retirement Board granted him an ordinary  
13 disability, and it seems to be the Retirement Board's  
14 opinion that he is permanently disabled; the only issue  
15 in this case was whether the hostile work environment, if  
16 you will, constitutes what the Retirement Board said, it  
17 is a qualifying accident, or whether there is causation,  
18 whether there is a proximate cause between that hostile  
19 work environment and his disability. And I would just  
20 highlight, again, that the overwhelming weight of medical  
21 evidence is that the reason why Sgt. Nuey is disabled in  
22 2020, is because of that hostile work environment in the  
23 Cranston Police Department. There is no evidence in the  
24 hundreds of pages of records that the Court has of any  
25 other preexisting psychiatric injury or any external

1 other cause that would have triggered this PTSD, acute  
2 anxiety or major depression; that's nowhere, even in the  
3 independent medical exams, even in the fitness for duty  
4 exams that were ordered by the City of Cranston. So I  
5 think it just boils down to this Court's ruling on  
6 whether there is such a requirement for an accident, and  
7 then if there is, what that means. And I think we have  
8 extensively briefed that issue, and I have submitted to  
9 the Court my view of that and also Judge Feeney's prior  
10 decision on that, which I think is helpful because that  
11 case also deals with PTSD. I will also add, Your Honor,  
12 that this timeliness issue, which is kind of like  
13 interwoven with the proximate cause issue, in a sense,  
14 but the timeliness issue was never raised here until just  
15 recently. This application was filed in December of  
16 2014. We are talking about six years ago now. And the  
17 System, you know, did not reject it for being untimely.  
18 It never raised that issue. But I want to point out a  
19 couple of things: No. 1, the records reveal that he was  
20 not diagnosed until I believe it was October of 2013. So  
21 even though he went out in July of 2013, at that time he  
22 was still sort of acute anxiety attack and evaluating for  
23 possible PTSD. It really wasn't until he went to Dr.  
24 Gonzales' office, the Integrative Psychiatry, that they  
25 diagnosed him with PTSD. And I'd also point out that it

1        wasn't until much later that the City of Cranston, the  
2        independent medical exam that happened there pursuant to  
3        the collective bargaining agreement, found that he had  
4        reached maximum medical improvement. So I pointed out in  
5        my -- and also same thing in terms of his own doctor,  
6        declaring that he reach maximum medical improvement not  
7        until I think March of 2015. So I pointed out to the  
8        Court that when we are looking at whether applications  
9        for accidental disability pensions are timely or not, we  
10       are not looking any longer simply at the 18 months from  
11       the date of injury or illness, but that there are other  
12       options with the sort of overwhelming purpose being that  
13       the statute is remedial and that we don't strictly  
14       construe those statutes to the detriment of the  
15       applicant, because the entire purpose of it being there  
16       is just to strike some sort of fair balance between not  
17       letting people never apply but making sure they apply  
18       within some reasonable time, and it makes sense that they  
19       do so once we know they have reached maximum medical  
20       improvement. So that's really all I wanted to highlight  
21       for the Court this afternoon. Of course if there are  
22       specific questions, I am happy to answer them, but I  
23       think we hit it all in the briefs, or I hope we did.

24                    THE COURT: One of the questions I have for  
25       you, Ms. Iafrate; who are you specifically relying upon

1 with regard to the issues of causation? Which doctor can  
2 you point to that indicates there is a causal  
3 relationship between this gentleman's post traumatic  
4 stress disorder and his alleged hostile work environment?

5 MS. IAFRATE: His treating physician, who is  
6 Dr. Maria Gonzales, and she has two people in her office,  
7 that's Nancy Shea, and also Doran, and Nancy Shea. I  
8 think Doran is a licensed social worker, and Nancy Shea  
9 is a nurse practitioner of some kind. So all three of  
10 them collectively have reached that decision on  
11 causation. In addition to that, Your Honor, when Sgt.  
12 Nuey was examined at the Retirement Board, two of the  
13 three doctors who examined him there for independent  
14 medical examinations, pursuant to their process, also  
15 concluded that there was causation between the PTSD --

16 THE COURT: -- which doctors were those?

17 MS. IAFRATE: That is Dr. Sullivan, James  
18 Sullivan, and also Dr. Toba.

19 THE COURT: Spell that.

20 MS. IAFRATE: T-o-b-a. Both of those  
21 doctors reached the same decision: No. 1, he had PTSD;  
22 No. 2, that it was sustained in the performance of his  
23 duty. And I think Dr. Sullivan said he had reached  
24 maximum medical improvement, and Dr. Toba may not have  
25 reached that conclusion at that time, but she did reach

1 the conclusion on causation. And the last doctor that  
2 also reached the same conclusions on causation was Dr.  
3 Recupero, and she is the one who Sgt. Nuey was ordered to  
4 be examined by the City of Cranston, and that's also --  
5 she reached the same conclusion that, No. 1, he had PTSD;  
6 and No. 2, it was sustained in the performance of duty.  
7 So, it is collectively all of those doctors that we rely  
8 on for causation, Your Honor.

9 THE COURT: Okay. Mr. Robinson.

10 MR. ROBINSON: Thank you. A couple points;  
11 Mr. Nuey's application was filed in December of 2014, and  
12 it described his allegedly disabling injury as PTSD,  
13 depression, acute anxiety; and the application  
14 specifically references an alleged accident date of June  
15 25, 2013. In an accompanying injury accident report, he  
16 included a narrative indicating that on that date, June  
17 25, 2013, he left work early because of what he described  
18 as uncontrollable levels of stress and anxiety due to a  
19 persistent negative and hostile working environment  
20 caused by Sgt. Ralph Palmieri. Mr. Nuey referenced an  
21 inability to work with Sgt. Palmieri for fear that a  
22 confrontation would occur. Based on a read of the  
23 narrative provided by Sgt. Nuey, no confrontation  
24 actually occurred on that date. Apparently, according to  
25 that narrative, Mr. Nuey and Sgt. Palmieri had been



1 involved in an altercation in August of 2006, for which  
2 both men were disciplined, according to that narrative.  
3 In March of 2017, the Retirement Board's disability  
4 subcommittee approved an application filed by Mr. Nuey  
5 for an ordinary disability pension.

6 THE COURT: March of?

7 MR. ROBINSON: 2017. And recommended denial  
8 of his application for an accidental disability pension,  
9 based on a finding he had not identified a qualifying  
10 accident that constituted the proximate cause of his  
11 claimed disability. In its decision, the disability  
12 subcommittee of the Retirement Board, and this decision  
13 was ultimately affirmed by the Board, pointed to the  
14 opinion of independent medical examiner Dr. Ruggiano, who  
15 found no discernable injury or accident but rather  
16 workplace conflict over time. He also noted that Sgt.  
17 Palmieri, the person in conflict, was no longer working.  
18 Similarly, Dr. Toba, another of the independent medical  
19 examiners, did not identify a work-related accident or  
20 accidents, nor did Dr. Sullivan. In its earlier  
21 decision, written decision, dated June 3, 2016, the  
22 subcommittee of the Retirement Board also noted its  
23 belief that ongoing workplace conflict, which had become  
24 common place, and which was anticipated and foreseen by  
25 Mr. Nuey over a period of years, the instrumentality of

1 which was entirely through human agency, was not an  
2 accident as contemplated by Rhode Island General Laws  
3 45-21.2-9.

4 THE COURT: I'm sorry, 45?

5 MR. ROBINSON: 21.2-9. I would submit to  
6 the Court that that decision is correct and should be  
7 affirmed. And a couple of points I would make in that  
8 regard: The statute, Your Honor, despite my sister's  
9 contention that it does not, absolutely requires an  
10 accident. The statute is entitled, Retirement on  
11 Accidental Disability. It requires the applicant to  
12 identify the time, place and conditions of employment  
13 that constituted the cause of the disability. It  
14 requires that the application had been filed within 18  
15 months of an accident in order for the member to be  
16 eligible. I'll talk more about that in a moment. It  
17 requires the member to file an accident report. So a  
18 plain textual read of that statute undoubtedly requires  
19 a member to identify a qualifying accident. It's clear,  
20 based on Rhode Island Supreme Court authority, that the  
21 standard for receiving workers' compensation benefits is  
22 less demanding than the requirement for receiving an  
23 accidental disability pension. The Supreme Court has  
24 stated that the legislature intended the requirements for  
25 accidental disability to be stringent.

1 THE COURT: What case are you citing?

2 MR. ROBINSON: I will refer you to the Rossi  
3 decision for that specific quotation that I am providing.  
4 That's in my papers. The disability subcommittee in this  
5 case, Your Honor, incorporated *Black's Law Dictionary*  
6 definition for an accident, and found that it requires a  
7 fortuitous circumstance, event or happening, an event  
8 happening without any human agency, something that is  
9 unusual and unexpected. The disability subcommittee also  
10 cited, and I'll cite it again, and I will argue it here,  
11 that the Rhode Island Supreme Court has also cited, with  
12 approval, to the *Black's Law Dictionary* definition of an  
13 accident in the case of General Accident Insurance  
14 Company vs. Ollivierre, and that also is cited in my  
15 papers and in the disability subcommittee's decision. In  
16 that case they identify an accident should be unusual,  
17 fortuitous, unexpected, unforeseen or unlooked for event  
18 happening or occurrence. There is a lot of talk, and I  
19 know the Court is very aware that the statute was amended  
20 to allow this Court's review of the disability, or the  
21 Retirement Board's decision to be, so called, de novo. I  
22 would submit to the Court that that means that this Court  
23 is not bound by the factual findings of an agency, of  
24 this particular agency. But it does not alter the well  
25 settled rule that courts must give deference to an

1 agency's interpretation of a statute that it has been  
2 entrusted with administering, even if the agency's  
3 interpretation is not the only permissible interpretation  
4 that could be applied. I'll refer the Court for that  
5 proposition to Pawtucket Power Associates Limited  
6 Partnership vs. The City of Pawtucket. That's at 622  
7 A.2d 452. That is well settled law that a reviewing  
8 court provides deference to an agency entrusted with  
9 administering a particular statute. That's because that  
10 agency brings a degree of expertise to its interpretation  
11 of a particular statute that it has been entrusted with  
12 administering. In this case, the Retirement Board has  
13 adopted *Black's Law Dictionary's* definition of an  
14 accident. The Rhode Island Supreme Court has done so, as  
15 well in the General Accident case that I cited, and this  
16 Court should defer to that particular interpretation of  
17 the term accident. My sister refers the Court, and has  
18 provided you with a transcript of Judge Feeney's decision  
19 in the Slaughter matter. I would suggest to the Court  
20 that that was a different case involving a first  
21 responder who confronted a gruesome autopsy during the  
22 course of his job and a difficult prosecution that  
23 thereafter ensued. The decision in that particular case  
24 is not binding on this Court in terms of Judge Feeney's  
25 reading of the statute, which I would submit was an

1 incorrect mash-up of a number of ideas referenced in his  
2 bench decision, which were ultimately extraneous to his  
3 holding that the traumatic events that that particular  
4 first responder witnessed did in fact constitute an  
5 accident. There is a lot of dicta in that decision that  
6 I would suggest is not binding on this Court, nor should  
7 this Court look at it as persuasive. This case is  
8 different. This case involves not a first responder  
9 responding to some traumatic event during the course of  
10 his job duties. This case exclusively involves workplace  
11 conflict. It could have happened in an office; it could  
12 have happened between people that were not first  
13 responders. It had nothing to do with a traumatic event  
14 during the course of a first responder's duties. It was  
15 foreseeable by Mr. Nuey; it was anticipated by Mr. Nuey,  
16 and it was entirely through human agency. Not at all a  
17 fortuitous event. In fact, in 2013, the conflict that  
18 Mr. Nuey anticipated happening did not even occur at all.  
19 So I would suggest to the Court that the Retirement  
20 Board's decision with regard to whether or not the  
21 described events in 2013, or at anytime between 2006 and  
22 2013, did not constitute a qualifying accident under the  
23 relevant statute. I would also submit, Your Honor, that  
24 Mr. Nuey returned to work after the 2006 altercation with  
25 Sgt. Palmieri, and he has not demonstrated that his

1 disability was causally related in any way to that  
2 particular incident.

3 THE COURT: I'm sorry?

4 MR. ROBINSON: To the 2006 altercation.  
5 Moreover, his December of 2014 application was filed  
6 eight years after that 2006 altercation, and that is  
7 clearly well beyond the 18-month limitations period for  
8 filing an accidental disability claim contained in the  
9 statute. Accordingly, I believe the application is  
10 untimely with respect to the 2006 altercation. As I  
11 indicated already, Mr. Nuey has indicated in his  
12 application that he believes the qualifying accident  
13 occurred in June of 2013, to the extent that he is  
14 claiming that his application is timely, predicated on  
15 that 2013 incident, it would have to fall within the  
16 statutory definitions of a reinjury or an aggravation,  
17 based on his return to work after the 2006 initial  
18 incident. Both statutory definitions, where they were  
19 talking about a reinjury or an aggravation, require that  
20 either the aggravation or the reinjury constitute the  
21 proximate cause of the disability. An aggravation is  
22 defined as an intervening work-related trauma that  
23 independently contributes to a member's original injury  
24 or illness that amounts to more than the natural  
25 progression of the preexisting disease or condition, and

1 a reinjury is defined as a recurrence of the original  
2 work-related injury or illness from a specific  
3 ascertainable event. Under either definition, the  
4 reinjury or the aggravation must be the proximate cause  
5 of the disability. And under Pierce, which I know the  
6 Court is aware, my sister filed a motion in limine on the  
7 appropriate standard of care, and the Retirement System  
8 filed a response addressing this particular issue; under  
9 Pierce, proximate cause requires a finding that, one, but  
10 for the claimed incident the member would not have been  
11 disabled, and, two, that the disability was the natural  
12 and probable result of the cited incident. Here, Your  
13 Honor, I would submit, and we have pointed out in our  
14 papers, that Mr. Nuey being forced to eat a late lunch  
15 and his fear over a confrontation that did not in fact  
16 actually occur cannot be deemed the natural and probable  
17 cause of his disability. I would also point out that  
18 none of the doctors found that Mr. Nuey's condition was  
19 the proximate result of anything that occurred in 2013.  
20 Accordingly, as he did not meet the statutory definitions  
21 of either an injury or aggravation, the application is  
22 untimely and must be denied on that basis, as well. As I  
23 indicated earlier, we filed a response to, or a reply to  
24 my sister's response to our post-trial memorandum, last  
25 night, and I won't belabor the points we made in that,

1 but I will highlight our position with regard to the  
2 suggestion that the 18-month timeline has been extended  
3 by virtue of the IOD statute, which is 45-19-1. The crux  
4 of my sister's argument is that the IOD statute extended  
5 the time period during which a member who is on IOD can  
6 apply for an accidental disability pension to, among  
7 other times, 60 days after a treating physician certifies  
8 that the member is at MMI, or maximum medical  
9 improvement. We have pointed out in our papers -- and,  
10 by the way, they have also raised the argument, Mr. Nuey  
11 has raised the argument, that our position as to  
12 timeliness has been waived. As the Court is aware,  
13 review is de novo, and there is no impediment or  
14 requirement that the Retirement System preserve its  
15 claims and/or could have waived them. We are free to  
16 make new arguments in the context of this Court's review.  
17 I think that's the nature of de novo. The amendments  
18 that she has cited to 45-19-1 relate to a member's  
19 eligibility for IOD payments. They have nothing to do  
20 with the restrictions on eligibility for an accidental  
21 disability pension, which are included in the accidental  
22 disability pension statute, 45-21.2-9; and it is  
23 important to note, Your Honor, that both statutes were  
24 amended in 2013 at exactly the same time, and I have  
25 provided the Court with copies of the amendments. And



1 the General Assembly, had it intended to modify or change  
2 the eligibility timelines of 45-21.2-9, would have had an  
3 explicit opportunity to do so right then and there,  
4 rather than simply doing it by implication in the IOD  
5 statute. So we don't believe that the timelines in the  
6 IOD statute have anything to do with eligibility for an  
7 accidental disability pension. They may have plenty to  
8 do with continued, eligibility for continued receipt of  
9 IOD benefits, but it has nothing to do with eligibility  
10 for an accidental disability pension. I see -- it looks  
11 like the Court is thinking about that.

12 THE COURT: I understand that. Well,  
13 indirectly it may, in light of the fact that in order to  
14 get to an accidental disability retirement you first have  
15 to file a claim for injured on duty, correct?

16 MR. ROBINSON: No. You do not have to apply  
17 for IOD benefits, or receive IOD benefits, in order to be  
18 eligible for an accidental --

19 THE COURT: -- how do you get on? Okay, so  
20 you're saying that there is no requirement of filing for  
21 injured on duty; I thought the statute indicated that  
22 after 18 months you must file for accidental disability  
23 retirement?

24 MR. ROBINSON: In order to continue to  
25 receive IOD benefits.

1 THE COURT: Yes.

2 MR. ROBINSON: Right. There is no  
3 requirement that you apply for IOD or receive IOD in  
4 order to apply for an accidental disability pension. IOD  
5 is administered by towns, cities and towns, but then it's  
6 full pay. It's akin to workers' compensation; it is not  
7 akin to retirement. An accidental disability pension is  
8 just that. It is a lifetime disability pension paid by  
9 an actuarially funded pension, public pension plan. A  
10 member doesn't have to get on IOD. They don't have to  
11 take IOD benefits. If they do, the idea that there are  
12 some timelines on what they have to do in order to  
13 continue to receive those IOD benefits is totally  
14 divorced and independent of their eligibility for an  
15 accidental disability pension, and I would submit that  
16 the General Assembly was not passing on eligibility for  
17 an accidental disability pension. That issue is governed  
18 strictly by the accidental disability statute.

19 THE COURT: You mentioned the 18-month  
20 timeline was extended in 45-19-1. Was there any language  
21 in the statute that applied that retroactively?

22 MR. ROBINSON: No, I don't believe so, Your  
23 Honor.

24 THE COURT: Okay.

25 MR. ROBINSON: For those reasons -- the 2013

1 amendments, all we're really pointing out, Judge, is that  
2 the General Assembly was clearly aware of the timeline's  
3 existence in 45-21.2-9, when it passed the changes to  
4 45-19-1, and it would have had -- if it was truly  
5 intending to change the limitations period for applying  
6 for an accidental disability pension, it had the perfect  
7 opportunity to amend 45-21.2-9 right then and there. It  
8 would make no sense for them to have tried to effectuate  
9 such a change by amending solely 45-19-1. So for those  
10 reasons, Your Honor, we are suggesting that no accident  
11 took place within the meaning of the statute, and the  
12 application is untimely, in any event. And so for those  
13 reasons, we are asking the Retirement Board's decision to  
14 be affirmed.

15 THE COURT: What specific reports are you  
16 relying upon to suggest -- I am referring to the doctor's  
17 reports, which ones are you relying upon to support your  
18 position? Was it Dr. Ruggiano?

19 MR. ROBINSON: Dr. Ruggiano noted that there  
20 was no discernable injury or accident, although I am not  
21 suggesting that the independent medical examiner is  
22 dispositive of the legal interpretation of that  
23 particular term, but he pointed out what I think is  
24 obvious, which is that workplace conflict over time, that  
25 is entirely the result of two individual human beings

1       having a disagreement with one another is not the same as  
2       what is contemplated by either the Supreme Court or  
3       *Black's Dictionary* or the Retirement Board, the agency  
4       authorized and entrusted with administering that  
5       particular statute.

6               THE COURT: Okay. Was there any other  
7       doctor other than Dr. Ruggiano that you are relying upon  
8       to suggest that there was no identifiable injury or...

9               MR. ROBINSON: I would suggest all of them,  
10      Judge. None of them -- I can answer that in two ways.  
11      As you know, we are making the argument, the legal  
12      argument, that there is not a qualifying accident here  
13      under the circumstances. I don't think there is any real  
14      dispute as to the facts that took place. The question is  
15      whether or not legally that's enough to constitute an  
16      accident. None of the doctors -- Dr. Ruggiano is really  
17      the one who points out what I think is obvious, which is  
18      that there was no injury or accident here. Second  
19      argument we are making is the timeliness issue. And in  
20      that case, in order to make the application timely, there  
21      would have to be a causal relationship between the 2013  
22      event and the claimed disability. There would have to  
23      be, under the statute, both for reinjury and aggravation,  
24      require proximate cause. None of the doctors proximately  
25      relate Mr. Nuey's disability to the 2013 incident, and so

1 to that extent I would submit I guess I am relying on all  
2 of them.

3 MS. IAFRATE: Just a couple of things, Your  
4 Honor. Working backwards, I guess. 45-19-1, my brother  
5 says the General Assembly could never have meant to sort  
6 of change or enhance or extend the timelines under the  
7 statute for applying because they did not make the  
8 changes to 45-21.2-9 at the same time. I would just  
9 suggest, Your Honor, they don't have to do that. We know  
10 that when we look at statutes, especially when some of  
11 them cite each other, they must be read in pari materia.  
12 We must give effect to all of their provisions to the  
13 extent they are not in conflict, and they are clearly not  
14 in conflict. It is here is one way that you can do it in  
15 45-21.2-9, but if they're on IOD, and you are in a  
16 collective bargaining agreement and there are some other  
17 things going on in terms of not yet reaching maximum  
18 medical improvement, here are other ways that your  
19 application can still be timely. And I would suggest  
20 that because those relate to people who are on IOD, such  
21 as Sgt. Nuey, then they are given sort of other options,  
22 and they don't necessarily have to make those changes to  
23 the other statute at the same time. We can't ignore what  
24 they did just because we don't like that they didn't  
25 carry it over. On the issue of the accident, I

1 understand that Judge Feeney's decision is not binding on  
2 this Court. I just think that it is important, given the  
3 fact that these are all new issues, for this Court to  
4 consider the fact that another judge has faced the  
5 identical issue and reached a conclusion that is contrary  
6 to the Retirement Board's interpretation of the statute;  
7 and I would note that in his decision that, No. 1, in the  
8 statute there is no such thing as a "qualifying  
9 accident". That's not in the statute. And in terms of  
10 adopting the definition of accident from the *Black's Law*  
11 *Dictionary* definition, as discussed in the General  
12 Accident case, I address that in my memo, but I want to  
13 point out, that definition that talks about an event or  
14 happening, a fortuitous event or happening, in the  
15 General Accident case, the Supreme Court tells us whether  
16 an event or happening is fortuitous or unexpected or  
17 unplanned is from the perspective of the person to whom  
18 that accident happened. And in that case, it was a woman  
19 who I believe was shot and killed on the side of the road  
20 after a car accident, so she is in a car accident, and  
21 she is a passenger, I believe; and the police tell her to  
22 go stand on the side of road, get out of the mix, and  
23 other driver, the driver who hit the car, ends up  
24 shooting her. I am pretty sure that's the facts. And  
25 the question was whether that was an accident for

1 purposes of the insurance policy. It was not a pension  
2 case. And if you think about that scenario, it certainly  
3 was not expected or planned from her perspective, and it  
4 certainly did happen through human agency. So if my  
5 brother was right that the Rhode Island Supreme Court  
6 says that if it happens through human agency it's not an  
7 accident, then they could not have found an accident in  
8 that case; but, also, if my brother is right, it is  
9 unplanned or unforeseen from the perspective of some  
10 other human, again, that's not what the Rhode Island  
11 Supreme Court says. They look at it from the perspective  
12 of the person to whom the accident happened. And I think  
13 when you think about the definition, and you say, you  
14 know, fortuitous or unexpected event or happening, it  
15 really encompasses just about everything. It is not a  
16 very strict definition. It sounds like the Retirement  
17 Board wants the Court to think this is a real strict  
18 definition, but it really isn't. And what Judge Feeney  
19 said is at the end of the day we are guided by Pierce.  
20 If the Rhode Island Supreme Court meant for us to be  
21 looking at accidents in this very narrow way, it would  
22 have said so. And in Pierce, really all they said was  
23 you have to demonstrate that but for this event you would  
24 not have become disabled, and that this event, or  
25 disability, was a natural and proximate result of this

1 event, but it also tells us this event might not just be  
2 a one-time thing. And I also think what the Retirement  
3 Board is trying to do here is they are trying to say we  
4 can only look at this altercation in 2006, or only look  
5 at what happened on the last day of his employment, but  
6 we have to ignore that he is claiming that he was  
7 subjected over a course of time to a hostile work  
8 environment by this person he worked with, which is  
9 documented in all these reports. This is not -- you  
10 can't sort of square peg/round hole. You can't treat a  
11 hostile work environment and PTSD the same way that you  
12 would treat a slip and fall and a broken leg. So if the  
13 Retirement Board's perspective is like if you have a  
14 mental injury that developed over time, you can never  
15 have an accident. I think the General Assembly would  
16 have drawn 45-21.2-9 more narrowly. They would have let  
17 us know, you know what, you can't get an accidental  
18 disability pension or PTSD that develops from a hostile  
19 work environment or work -- or a stress-related injury.  
20 So that's really it, Your Honor.

21 THE COURT: Mr. Robinson raises the point,  
22 he indicates, and I wrote this down, in 2013 the conflict  
23 did not occur at all. What were the stressors on the job  
24 that resulted in him leaving work? The gentleman never  
25 testified before me, so I am unable to make a finding or



1 to pass on the credibility of this employee, because he  
2 was never presented by either party. So all I know is  
3 that when I review this case, and I am asking you as his  
4 counsel, can you point to what were the stressors that  
5 caused the conflict other than a general feeling that he  
6 was in a hostile work environment?

7 MS. IAFRATE: Two things, Your Honor; one,  
8 in terms of him not testifying, I think that -- I  
9 understand you are saying I can't pass on his  
10 credibility, but I will say that the Retirement Board  
11 didn't want to bring him in to contest his credibility  
12 either.

13 THE COURT: I will stop you right there. At  
14 this point you have the burden of proof on this case.

15 MS. IAFRATE: I understand.

16 THE COURT: So, I mean, you had every  
17 opportunity to bring him in to testify before me live.  
18 As I indicated to both counsel in this case, this is a  
19 court of law in the sense that you have all of tools in  
20 the toolbox that the legislature has given both of you.  
21 You could have presented witnesses; you could have  
22 subpoenaed witnesses; you could have presented deposition  
23 testimony of doctors; you could have brought doctors in  
24 live to testify in this case, but that was not done. So  
25 my question to you is, what were the stressors that you

1 are relying upon in the information that you have  
2 submitted into evidence that I must consider? What were  
3 the stressors that caused this gentleman's disability?

4 MS. IAFRATE: And I will answer that  
5 question, Your Honor, but I want to be clear. He did not  
6 testify. I don't, from my perspective, need to call a  
7 witness where the employer, City of Cranston, supports  
8 his application, and says we believe that he has PTSD and  
9 it is sustained in the performance of his duty. They  
10 didn't question the voracity of his allegation.

11 THE COURT: But I can.

12 MS. IAFRATE: You could except you can't  
13 call a witness. I don't mean to be disrespectful; I'm  
14 just saying, if the Retirement Board wanted to contest  
15 the facts in this decision, it would have said we don't  
16 believe this ever happened. No one has ever said that.

17 THE COURT: But isn't this de novo?

18 MS. IAFRATE: It is. So what I am saying is  
19 there is sufficient evidence in the record of him saying  
20 this is what happened to me, and no one has questioned  
21 that. So I think the Court essentially has to accept the  
22 facts that were relied upon by the doctors when they  
23 concluded yes, he has PTSD, and yes, it was sustained in  
24 the performance of duty. None of those doctors said,  
25 except for Ruggiano, we don't think that this happened;

1 we think he is making it up. They granted him an  
2 ordinary disability pension on the basis of this claim.

3 THE COURT: Of his disability?

4 MS. IAFRATE: PTSD.

5 THE COURT: There is another prong that  
6 needs to be met in this case, the proximate cause prong.

7 MS. IAFRATE: Correct. And I think the  
8 medical evidence is there. Getting to the stressors, so  
9 this gentleman, who is originally an officer, is being  
10 supervised by a sergeant who is subjecting him to  
11 essentially more work than other officers and treating  
12 him differently than other officers, okay.

13 THE COURT: I am going to be looking for  
14 that information in the record.

15 MS. IAFRATE: Yes. It's there. And he  
16 thinks it's because of his race, okay. That's what he  
17 believes, and that is in the record. And ultimately this  
18 supervisor says meet me at the training academy, and this  
19 is where the assault happens, okay. So the assault was  
20 one of the stressors that constitutes the hostile work  
21 environment.

22 THE COURT: When did that happen?

23 MS. IAFRATE: 2006.

24 THE COURT: 2006?

25 MS. IAFRATE: Correct. But what I am saying

1 is in a hostile work environment, you can have a series  
2 of events where maybe the first one is not going to cause  
3 the disability, but maybe by the time it goes on for  
4 years and years and years, it does. So then there is a  
5 period of time where he doesn't have to work with this  
6 person, and so he doesn't have any sort of stress at work  
7 because he is not working with him, and it's not until,  
8 and this is all in the record, and he testifies, by the  
9 way, in front of the Retirement Board, and you have that,  
10 Judge; you have his testimony; 2012, this guy comes back,  
11 and they are now on the same shift and they are working  
12 together. And so that's when this guy is basically  
13 dominating him and ordering him around and making him  
14 suffer from essentially stress at work. So it is not --  
15 I can't make it into something it's not. I can't tell  
16 you, you know, that he hit him again or that, I don't  
17 know, he locked him in a closet or whatever else that the  
18 Court might be looking for in terms of a particular  
19 incident; all I can tell you is that he is claiming that  
20 this guy is making his life miserable at work by giving  
21 him too much work, by leaving him in -- responsible for  
22 all of the station duties, which are normally performed  
23 by two sergeants. He is leaving him for hours at a time  
24 and basically putting him in a position where his stress  
25 level is so high he can't cope anymore. That's

1 essentially the nature of this claim. And the only thing  
2 I can say about it, Your Honor, is, you know, when I look  
3 at it, obviously, it's not an I saw a baby getting cut  
4 open, but I don't know that the statute says if you  
5 develop PTSD, acute anxiety and major depression as a  
6 result of this coworker, that we don't cover you because  
7 it's not a dead baby. It doesn't say that. It's  
8 certainly a different level of stressors. It might not  
9 be something that would have affected a different person,  
10 but it is clear from the medical evidence that it  
11 absolutely did affect this person in this way, and it is  
12 that relationship with that sergeant that caused this  
13 disability.

14 THE COURT: Mr. Robinson.

15 MR. ROBINSON: Very briefly, Judge. The  
16 2006 incident, the altercation, if you look at Mr. Nuey's  
17 narrative, that's really I think the source of the  
18 description of what he believes occurred to him. Both  
19 men received discipline over that incident. It clearly  
20 reads from the narrative that he felt as though he was  
21 prosecuted. The Retirement Board looked at this and  
22 said, you know what, these are two people who had beef  
23 with each other during the course of their employment.  
24 This is not what the statute is envisioning in terms of  
25 an accident. That's really what the case I think is

1       about. And under the law -- we talked a lot about Seitz  
2       a lot at the beginning of this case. Seitz is a Rhode  
3       Island Supreme Court invention. The Rhode Island Supreme  
4       Court came down with the standard that this Court is  
5       supposed to apply. And I am not suggesting that Seitz  
6       should apply to this case because this is not a Workers'  
7       Compensation Court case. But it doesn't mean that the  
8       entity, whether it be the Rhode Island Supreme Court or  
9       an agency interpreting a statute its entrusted with  
10      administering, doesn't have the authority to promulgate  
11      some standards regarding the interpretation of that  
12      particular statute. And that's what we are asking you to  
13      do here. The Retirement Board has said, the *Black's Law*  
14      *Dictionary* definition of accident makes sense, and it  
15      would exclude this type of foreseeable workplace conflict  
16      over time that is not, as my sister points out, the  
17      seeing of a dead baby during the course of your police  
18      officer duties. There are lots of times that police  
19      officers and first responders are involved in traumatic  
20      events that could clearly constitute or give rise to PTSD  
21      and would constitute an accident. This is something that  
22      could have happened anywhere between two people at any  
23      time. This is really not what the statute was  
24      envisioning, and I think that's the Retirement Board's  
25      position in a nutshell.

1 THE COURT: Anything further?

2 MS. IAFRATE: No, Your Honor.

3 THE COURT: Okay. We are all done by both  
4 parties. Both parties did a fine job on this case. I  
5 will review all of the information and get a decision.  
6 Thank you very much.

7 (HEARING ADJOURNED)

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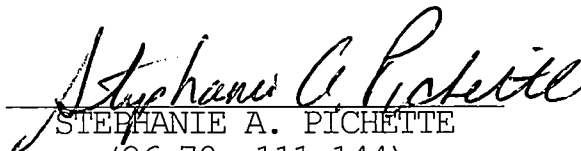
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C E R T I F I C A T E

We, Stephanie A. Pichette and Meredith Fortune,  
Court Reporters for the Workers' Compensation Court for  
the State of Rhode Island, hereby certify that the  
foregoing pages were recorded by us in stenotype and  
later reduced to print via computer-aided transcription,  
and that the foregoing transcript of the excerpt  
testimony is a true and accurate record according to our  
stenographic notes.

  
STEPHANIE A. PICHETTE  
(26-70, 111-144)

  
MEREDITH A. FORTUNE  
(4-25, 71-110)

DATE 11-17-20



# Employees' Retirement System of Rhode Island



## 8. Adjournment

For Vote

Presented by Treasurer Seth Magaziner

# Employees' Retirement System of Rhode Island



## 9. Appendix

# Employees' Retirement System of Rhode Island



## 9.1. Post-Retirement Employment - October, November and December 2020 For Report



## ERSRI Memorandum

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ERSRI Board:

Seth Magaziner  
General Treasurer  
Chair

John P. Maguire  
Vice Chair

Roger P. Boudreau

Mark A. Carruolo

Brian M. Daniels

Paul L. Dion

Thomas M. Lambert

Thomas A. Mullaney

Claire M. Newell

Raymond J. Pouliot

Jean Rondeau

Laura Shawhughes

Brett Smiley

Michael J. Twohey

Lisa A. Whiting

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Frank J. Karpinski  
Executive Director

Date: December 9, 2020

To: Retirement Board

From: Frank J. Karpinski, Executive Director

Subject: Post Retirement Employment Reports

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Enclosed are the listings of reported retirees working under the various post-retirement employment statutes.

For the K-12 schools, registered nurses and municipalities, the column *Number of Days* lists the up-to-date totals of working days provided by the agency(ies) to ERSRI. For the state colleges/universities the column *Earnings* (gross) lists the up-to-date dollar earnings.

Non-substitute teacher positions must be certified by the school as posted but unable to be filled with a non-retiree. Depending on the position being filled, a retired employee who returned to work as a substitute teacher is indicated by a *Title/Function* column as *PRSB*.

If a retired employee is returning to work as an administrator, guidance counselor, or other certified position in a school department, this is considered a vacancy position and labeled in the *Title/Function* column as *PRAM*. Certification letters (good faith letter) need to be provided by the agency and forwarded to ERSRI consistent with RIGL §16-16-24.

Municipal retirees returning to work in a school system are indicated in the *Title/Function* column as *PRMS*. Municipal retirees returning to work for a participating city/town are indicated as *PRME*.

Retirees working for a State College/University and allowed to earn up to \$18,000 gross yearly is indicated by *PRIS*.

Registered nurses working in a State facility including employment as a faculty member of a nursing program at a state-operated college or university are indicated as *PRNR*.

Persons exceeding the statutory limitations are notified by mail or email and provided an opportunity to dispute the reports received by this office, prior to 'docking' or suspension of their benefit.

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
DEBORAH	A	MANCUSO	1281	Johnston School Dept.	PRSB	159.50	Return from Suspension--recoupment made due to employer's adj. date of 90th day
ROBIN	L	ROWDEN	1441	Providence School Dept.	PRAM	105.50	Recoupment to be deducted from Oct/Nov/Dec pensions
BRIAN	R	BUCK	1321	Middletown Public Schools	PRSB	100.00	Recouped from July 2020 pension
FRANCIS		LALIBERTE	1411	Pawtucket School Dept.	PRAM	93.50	Member paid recoupment by check
CAROLE	D	PECKHAM	1631	Woonsocket School Dept.	PRSB	92.00	Recouped from pension -- school to adjust own's entry
CATHERINE		GIARD	1341	New Shoreham School Dist.	PRAM	91.50	School correcting its records to reflect less than 90 days
CAROLYN	J	ROSEMAN	1281	Johnston School Dept.	PRSB	90.00	At limit
DIANNE	E	PERETTI	1401	Northern Rhode Island Collaborative	PRAM	90.00	At limit
ELIZABETH	A	REALE	1281	Johnston School Dept.	PRSB	90.00	At limit
GEORGIA		FORTUNATO	1401	Northern Rhode Island Collaborative	PRAM	90.00	At limit
JAMES	J	KILEY	1091	Coventry Public Schools	PRSB	90.00	At limit
JANE		COTTER	1641	Highlander Charter School	PRAM	90.00	At limit
JEAN	K	PICANO	1281	Johnston School Dept.	PRSB	90.00	At limit
MARK		HAWK	1341	New Shoreham School Dist.	PRAM	90.00	At limit
MARY KATE		CORRY	1411	Pawtucket School Dept.	PRAM	90.00	At limit
MICHAEL	J	CONNOLLY	1411	Pawtucket School Dept.	PRAM	90.00	At limit
PATRICK	J	MCMAHON	1331	Narragansett School Dept.	PRSB	90.00	At limit
DONNA	E	NASSA	1571	Warwick School Dept.	PRSB	89.50	Close to limit
ELEANOR		VANHOUWE	1631	Woonsocket School Dept.	PRSB	89.50	Close to limit
JUNE		MANGASSARIAN	1001	Barrington Public Schools	PRAM	89.50	Close to limit
LORI	A	MILLER	1401	Northern Rhode Island Collaborative	PRAM	89.50	Close to limit
MICHAEL	F	MURRAY	1471	Smithfield School Dept.	PRSB	89.50	Close to limit
PATRICIA		DUBOIS	1211	Glocester School Dist.	PRAM	89.50	Close to limit
KENNETH	L	PECKHAM	1631	Woonsocket School Dept.	PRSB	89.00	Close to limit
LYDIA	M	MATTERA	1441	Providence School Dept.	PRSB	89.00	Close to limit
MARY	E	RATHBUN	1031	Burrillville School Dept.	PRSB	89.00	Close to limit
NANCY	J	BROWN	1281	Johnston School Dept.	PRSB	89.00	Close to limit
PAMELA	R	RINALDI	1091	Coventry Public Schools	PRAM	89.00	Close to limit
KATHLEEN	L	SURIANI	1411	Pawtucket School Dept.	PRAM	88.50	Close to limit
FRANCES		LANDRY	1691	Blackstone Academy Charter School, Inc.	PRAM	88.00	Close to limit
MARY		ASQUITH	1471	Smithfield School Dept.	PRSB	88.00	Close to limit
WANDA	V	MULLEN	1001	Barrington Public Schools	PRSB	88.00	Close to limit
KATHRYN		CROWLEY	1161	East Providence Schools	PRAM	86.50	Close to limit
PATRICIA	M	WINTERS	1281	Johnston School Dept.	PRSB	84.00	Close to limit
RICHARD		ZAGRODNY	1631	Woonsocket School Dept.	PRSB	84.00	Close to limit
ROBERT	B	LEBLANC	1611	West Warwick School Dept.	PRSB	84.00	Close to limit
SUSAN		MCKEE	1641	Highlander Charter School	PRAM	84.00	Close to limit
KAREN	T	MUIR	1441	Providence School Dept.	PRSB	83.00	Close to limit
KATHERINE		SIPALA	1421	Portsmouth School Dept.	PRAM	83.00	Close to limit
NANCY	R	RADCLIFFE	1111	Cranston School Dept.	PRSB	83.00	Close to limit
ELAINE	C	HAZZARD	1411	Pawtucket School Dept.	PRAM	82.50	Close to limit
MICHAEL	L	CONVERY	1341	New Shoreham School Dist.	PRAM	81.50	Close to limit
ROSLYN		BIRKE	1641	Highlander Charter School	PRAM	81.50	Close to limit
STEVEN	B	KENNY	1091	Coventry Public Schools	PRSB	81.00	Close to limit
BRIAN	P	FLYNN	1571	Warwick School Dept.	PRSB	80.50	Close to limit
CATHERINE	E	FOX	1281	Johnston School Dept.	PRSB	80.50	Close to limit
JOSEPH	R	PIRRAGLIA	1281	Johnston School Dept.	PRSB	80.00	Close to limit
MICHAEL		TOPAZIO	1001	Barrington Public Schools	PRSB	80.00	Close to limit

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
DAVID	F	DESJARDINS	1781	South Side Elementary Charter School	PRSB	79.50	
ANN		BARRY	1411	Pawtucket School Dept.	PRSB	78.00	
MARIE	L	CASWELL	1611	West Warwick School Dept.	PRSB	78.00	
PAUL	W	VIGEANT	1731	The Greene School	PRAM	77.50	
CESARE		MITRANO	1331	Narragansett School Dept.	PRSB	77.00	
CHRISTOPHER	D	ROBERTSON	1161	East Providence Schools	PRSB	77.00	
ELIZABETH		LESPERANCE	1411	Pawtucket School Dept.	PRSB	76.00	
CAROL		LANOIE	1631	Woonsocket School Dept.	PRSB	75.00	
MICHAEL	C	TRAFICANTE	1113	Cranston School Dept. (NC)	PRMS	75.00	Return from Suspension
NANCY	E	PHILLIPS	1631	Woonsocket School Dept.	PRAM	75.00	
ANNE	M	BOBOLA	1381	North Providence School Dept.	PRSB	73.50	
LINDA	L	RUDDY	1413	Pawtucket School Dept. (NC)	PRMS	73.50	Close to limit
BETSY		MCNEIL	1031	Burrillville School Dept.	PRSB	73.00	
GISELE	M	HUMBLE	1611	West Warwick School Dept.	PRSB	73.00	
KAREN	K	ZUROMSKI	1111	Cranston School Dept.	PRSB	73.00	
VIRGINIA	R	DIMASI	1611	West Warwick School Dept.	PRSB	73.00	
ROY	A	COSTA JR	1571	Warwick School Dept.	PRAM	72.00	
SHELLEY	L	TRAGAR	1281	Johnston School Dept.	PRSB	72.00	
BARBARA		KELLY	1411	Pawtucket School Dept.	PRSB	71.00	
BRUCE		BERMAN	1631	Woonsocket School Dept.	PRSB	71.00	
RICHARD	D	D'AGOSTINO	1411	Pawtucket School Dept.	PRSB	71.00	
SHARLEEN		CHRISTINA	1571	Warwick School Dept.	PRAM	71.00	
TERRENCE	J	MERKEL	1371	North Kingstown School Dept.	PRSB	71.00	
CAROL	L	ALFANO	1151	East Greenwich School Dept.	PRSB	69.00	
DONNA		TOBIN	1091	Coventry Public Schools	PRSB	69.00	
LORNA		O'CONNELL	1411	Pawtucket School Dept.	PRSB	68.00	
MARY	E	FARGNOLI-LEONE	1571	Warwick School Dept.	PRAM	68.00	
PAMELA	L	LAW	1071	Chariho Regional School Dist.	PRSB	68.00	
STEPHEN		COSTELLO	1331	Narragansett School Dept.	PRSB	68.00	
CHARLOTTE		TAVARES	1441	Providence School Dept.	PRAM	67.00	
STEVEN	R	KROUS	1111	Cranston School Dept.	PRSB	67.00	
ANNE		BOLDUC	1631	Woonsocket School Dept.	PRSB	66.50	
CHARLENE	J	CENTRACCHIO	1381	North Providence School Dept.	PRSB	66.00	
COLLEEN	A	CURIS	1631	Woonsocket School Dept.	PRSB	66.00	
DENNIS	T	RINALDI	1441	Providence School Dept.	PRAM	66.00	
MICHAEL		PETRARCA	1191	Foster School Dist.	PRAM	66.00	
SHEILA		MORGAN	1091	Coventry Public Schools	PRSB	65.50	
DEBRA		MILLER	1411	Pawtucket School Dept.	PRSB	65.00	
NANCY	K	SACCOIA	1471	Smithfield School Dept.	PRSB	65.00	
SALLY		GARABEDIAN	1441	Providence School Dept.	PRAM	65.00	
FRANK		PALLOTTA JR	1151	East Greenwich School Dept.	PRAM	64.00	
JUAN	A	RODRIGUEZ	1441	Providence School Dept.	PRAM	64.00	
LORI		DESIMONE	1381	North Providence School Dept.	PRSB	63.50	
BRUCE	J	WHITEHOUSE	1091	Coventry Public Schools	PRAM	61.50	
CAROLYN	C	LEPORE	1391	North Smithfield School Dept.	PRSB	61.00	
LINDA MARIE		LE PAGE	1531	Tiverton School Dept.	PRSB	61.00	
MARCIA	A	LINBACK	1123	Cumberland School Dept. (NC)	PRMS	61.00	
RALPH	A	MALAFRONTA	1061	Central Falls Collaborative	PRAM	61.00	
GARY	W	BEAUDOIN	1091	Coventry Public Schools	PRSB	60.50	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
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First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
DEBORAH	A	ALMAGNO	1441	Providence School Dept.	PRAM	60.00	
GERALD	A	FOGEL	1441	Providence School Dept.	PRAM	60.00	
PAULA	M	MARNIK	1381	North Providence School Dept.	PRSB	59.00	
ANDY		BARNES	1631	Woonsocket School Dept.	PRSB	58.50	
RAYMOND	F	DOYLE	1611	West Warwick School Dept.	PRSB	58.50	
GUY	D	ALBA	1441	Providence School Dept.	PRAM	58.00	
MICHAEL	J	BENEDETTO	2000	Davies	PRAM	58.00	
REBECCA	J	HANDY	1611	West Warwick School Dept.	PRSB	58.00	
JOAN		RICCI	1151	East Greenwich School Dept.	PRSB	57.00	
MICHELLE	C	JAQUES	1031	Burrillville School Dept.	PRSB	57.00	
RENEE	A	LIZOTTE	1111	Cranston School Dept.	PRSB	57.00	
PERLA		MCGUINNESS	1441	Providence School Dept.	PRAM	56.50	
ANITA	T	LEMOS	1111	Cranston School Dept.	PRSB	56.00	
AUGUSTO	C	SANTANA	1441	Providence School Dept.	PRAM	56.00	
LINDA		COLVIN	1031	Burrillville School Dept.	PRSB	56.00	
LISA	F	SCHMITZ	1071	Chariho Regional School Dist.	PRAM	56.00	
GERARD	J	NARKIEWICZ	1091	Coventry Public Schools	PRSB	55.00	
PATRICIA	E	ANGILLY	1571	Warwick School Dept.	PRSB	55.00	
HELEN		SISCO	1471	Smithfield School Dept.	PRSB	54.50	
CAROL	A	MITOLA	1391	North Smithfield School Dept.	PRSB	54.00	Return from Suspension
MICHAEL	J	ALLEN	1301	Lincoln School Dept.	PRSB	54.00	
RICHARD	F	KINSLOW	1411	Pawtucket School Dept.	PRAM	54.00	
KAREN	A	KING	1191	Foster School Dist.	PRSB	53.50	
NANCY	L	GAGLIARDI	1411	Pawtucket School Dept.	PRSB	53.50	
CARL	F	CHIULLI	1631	Woonsocket School Dept.	PRAM	53.00	
JANICE		HALLAL	1403	Northern Rhode Island Collaborative (NC)	PRMS	53.00	
LINDA		MARTIN	1321	Middletown Public Schools	PRAM	53.00	
DEBRA	L	MORIARTY	1121	Cumberland School Dept.	PRSB	52.50	
ROBERT	J	LECHMAN	1473	Smithfield School Dept. (NC)	PRMS	52.50	
JO ANN	M	FEDE	1281	Johnston School Dept.	PRSB	52.00	
JUDITH ANN		ANTONIO	1161	East Providence Schools	PRSB	52.00	
LINDA	A	TERRANOVA	1621	Westerly School Dept.	PRSB	52.00	
SUSAN	S	EVANS	1373	North Kingstown School Dept. (NC)	PRMS	51.50	
JAMES	M	PARENTE	1471	Smithfield School Dept.	PRSB	51.00	
LISA	E	ALLEN	1073	Chariho Regional School Dist. (NC)	PRMS	51.00	
PAUL	C	MELARAGNO	1631	Woonsocket School Dept.	PRAM	51.00	
THOMAS	P	MONTAQUILA	1441	Providence School Dept.	PRAM	51.00	
EILEEN	A	MULLANEY	1441	Providence School Dept.	PRAM	50.00	
LINDSEY		WELLS	1441	Providence School Dept.	PRAM	50.00	
BRUCE	C	WELLER	1151	East Greenwich School Dept.	PRSB	49.00	
TERRIE	A	SILVA-LEONI	1391	North Smithfield School Dept.	PRSB	49.00	
KATHLEEN	D	HUDSON	1091	Coventry Public Schools	PRSB	48.50	
DONNA		LANGTON	1411	Pawtucket School Dept.	PRSB	48.00	
DOROTHY		MURRAY	1031	Burrillville School Dept.	PRAM	48.00	
PATRICIA	A	WILLIAMS	1111	Cranston School Dept.	PRSB	48.00	
STEPHEN	M	MCCARTY	1491	South Kingstown School Dept.	PRSB	48.00	
BARRY	L	LIAL	1441	Providence School Dept.	PRSB	47.00	
MARY	L	CORREIA	1421	Portsmouth School Dept.	PRSB	47.00	
MICHAEL		JAMES	1491	South Kingstown School Dept.	PRSB	47.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
SANDRA	G	LEWIS	1441	Providence School Dept.	PRAM	47.00	
ANTHONY		DELSIGNORE	1111	Cranston School Dept.	PRSB	46.50	
THERESA	A	HAWKINS	1373	North Kingstown School Dept. (NC)	PRMS	46.50	
DIANE	M	FARREN	1571	Warwick School Dept.	PRSB	46.00	
MARK		PETRELLA	1111	Cranston School Dept.	PRAM	46.00	Accidental Disability
MARY	C	LOMBARDO	1441	Providence School Dept.	PRAM	46.00	
PAULEEN	M	SLATER	1401	Northern Rhode Island Collaborative	PRSB	46.00	
LAURENT		DESROSIERS	1301	Lincoln School Dept.	PRSB	45.50	
BEVERLY		KENNEY	1071	Chariho Regional School Dist.	PRSB	45.00	
FRANK	C	PICCIRILLI	1441	Providence School Dept.	PRSB	45.00	
JANICE	E	DEFRANCES	1781	South Side Elementary Charter School	PRAM	45.00	
STEPHEN		KANE	1441	Providence School Dept.	PRAM	45.00	
SUSAN	A	ERNO	1441	Providence School Dept.	PRAM	45.00	
PAMELA	J	YOUNG	1121	Cumberland School Dept.	PRSB	44.50	
STEVEN	A	ENRIGHT	1371	North Kingstown School Dept.	PRSB	44.50	
CAMILLE	A	PEZZI	1441	Providence School Dept.	PRAM	44.00	
PEARL		HOLLOWAY	1441	Providence School Dept.	PRAM	44.00	
JANE	P	NOBREGA	1001	Barrington Public Schools	PRSB	43.50	
MICHELLE		GAUTREAU	1631	Woonsocket School Dept.	PRSB	43.50	
ALISE	L	RAMOS	1163	East Providence Schools (NC)	PRMS	43.00	
ARLENE	A	NAPPA	1571	Warwick School Dept.	PRSB	43.00	
BARBARA		MCARDLE	1441	Providence School Dept.	PRAM	43.00	
LINDA	M	IANNETTA	1121	Cumberland School Dept.	PRSB	43.00	
LISA	D	MACCHIONI	1441	Providence School Dept.	PRAM	43.00	
NANCY		SOUZA	1421	Portsmouth School Dept.	PRSB	43.00	
OLGA		GARIEPY	1631	Woonsocket School Dept.	PRSB	43.00	
STEPHEN		KANE	1441	Providence School Dept.	PRSB	43.00	
BARBARA		RIX	1001	Barrington Public Schools	PRSB	42.50	
DONNA	H	CARREIRO	1001	Barrington Public Schools	PRAM	42.50	
CAROLYN	M	PELZMAN	1471	Smithfield School Dept.	PRSB	42.00	
CLAUDIA		VIEIRA	1411	Pawtucket School Dept.	PRSB	42.00	
DIANE	M	DESIMONE	1441	Providence School Dept.	PRAM	42.00	
EILEEN		AFONSO	1441	Providence School Dept.	PRAM	42.00	
GIUSEPPE		DISERIO	1473	Smithfield School Dept. (NC)	PRMS	42.00	
HELEN	A	D ANDREA	1441	Providence School Dept.	PRAM	42.00	
LARRY	W	DAVIDSON	1071	Chariho Regional School Dist.	PRSB	42.00	
ZITA		BUTLER	1411	Pawtucket School Dept.	PRSB	42.00	
MARYELLEN		PIERCE	1373	North Kingstown School Dept. (NC)	PRMS	41.50	
NANCY	A	GAGE	1151	East Greenwich School Dept.	PRSB	41.50	
JOHN	E	LAWRENCE	1471	Smithfield School Dept.	PRSB	41.00	
LAURIE	A	MAGNETTE	1441	Providence School Dept.	PRAM	41.00	
LYNNE	I	EDMONDS	1441	Providence School Dept.	PRSB	41.00	
NICOLETTE		CIANO	1441	Providence School Dept.	PRAM	41.00	
WILLIAM	J	PARE	1441	Providence School Dept.	PRAM	41.00	
JOHN	A	ABBATE	1033	Burrillville School Dept. (NC)	PRMS	40.50	
RAYMOND		PITA	1411	Pawtucket School Dept.	PRSB	40.50	
ALFONSO	G	DIGREGORIO	1441	Providence School Dept.	PRSB	40.00	
BARBARA		HALZEL	1441	Providence School Dept.	PRAM	40.00	
DEBRA		LAMBERT	1311	Little Compton School Dept.	PRAM	40.00	



**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
ERIN		RATH	1281	Johnston School Dept.	PRSB	40.00	
MARILYN	A	LADD	1373	North Kingstown School Dept. (NC)	PRMS	40.00	
MAUREEN	A	PINKSAW	1441	Providence School Dept.	PRAM	40.00	
PHYLLIS	R	OELBAUM	1441	Providence School Dept.	PRAM	40.00	
ANN	M	FAGAN	1353	Newport School Dept. (NC)	PRMS	39.50	
CHERYL	L	CAMARA	1161	East Providence Schools	PRSB	39.50	
FRANCES	E	ZISSERSON	1113	Cranston School Dept. (NC)	PRMS	39.00	
FRANCIS	A	PALAZZI	1441	Providence School Dept.	PRSB	39.00	
JAMES	E	HAWORTH	1111	Cranston School Dept.	PRSB	39.00	
LORETTA	M	CARNES	1631	Woonsocket School Dept.	PRAM	39.00	
PHILIP	W	KERSHAW	1611	West Warwick School Dept.	PRSB	39.00	
DAVID		SOUZA	1163	East Providence Schools (NC)	PRMS	38.00	
JOSEPH	M	MAGUIRE	1441	Providence School Dept.	PRSB	38.00	
LINDA	M	IANNETTA	1121	Cumberland School Dept.	PRAM	38.00	
LYNN	M	REYNOLDS	1323	Middletown Public Schools (NC)	PRMS	38.00	
RALPH		ORLECK	1441	Providence School Dept.	PRSB	38.00	
THOMAS	P	MONTAQUILA	1441	Providence School Dept.	PRSB	38.00	
RUSSELL	D	NOBLE	1001	Barrington Public Schools	PRSB	37.50	
GERALDINE	L	BURGESS	1631	Woonsocket School Dept.	PRSB	37.00	
MARIA	G	JONES	1621	Westerly School Dept.	PRSB	37.00	
SUZANNE	P	TELLIER	1121	Cumberland School Dept.	PRSB	37.00	
CLARE	F	ACCARDI	1001	Barrington Public Schools	PRSB	36.50	
DONALD	P	FAELLA	1121	Cumberland School Dept.	PRSB	36.50	
CHERYL	S	SACHS	1111	Cranston School Dept.	PRSB	36.00	
CLAUDE	M	WATSKY	1491	South Kingstown School Dept.	PRSB	36.00	
CYNTHIA		NEDWIDEK	1621	Westerly School Dept.	PRSB	36.00	
DEBORAH	D	MELLION	1631	Woonsocket School Dept.	PRSB	36.00	
DEBRA		MCCLELLAND	1411	Pawtucket School Dept.	PRSB	36.00	
EILEEN	A	MULLANEY	1441	Providence School Dept.	PRSB	36.00	
KATHLEEN	M	COOK	1631	Woonsocket School Dept.	PRAM	36.00	
THELMA	E	BURBANK	1411	Pawtucket School Dept.	PRSB	36.00	
BETTY	A	NADROWSKI	1091	Coventry Public Schools	PRSB	35.50	
ANN		JANKOWSKI	1421	Portsmouth School Dept.	PRAM	35.00	
AUDREY		GUTTIN	1111	Cranston School Dept.	PRSB	35.00	
BARBARA		MCARDLE	1441	Providence School Dept.	PRSB	35.00	
BRUCE	J	MACKSOUND	1381	North Providence School Dept.	PRSB	35.00	
CAMILLE	A	PEZZI	1441	Providence School Dept.	PRSB	35.00	
CORINNE	B	TATE	1441	Providence School Dept.	PRAM	35.00	
NANCY	A	GAGE	1031	Burrillville School Dept.	PRSB	35.00	
SUZANNE	E	BETTENCOURT	1091	Coventry Public Schools	PRSB	35.00	
SUSAN		DOBOSZYNSKI	1331	Narragansett School Dept.	PRSB	34.50	
ELIZABETH		KEEGAN	1301	Lincoln School Dept.	PRSB	34.00	
ELIZABETH	A	CLESAS	1441	Providence School Dept.	PRAM	34.00	
ELLEN	L	VERMETTE	1411	Pawtucket School Dept.	PRSB	34.00	
JONATHAN	A	MURRAY	1071	Chariho Regional School Dist.	PRSB	34.00	
LORY	I	FITZGERALD	1441	Providence School Dept.	PRAM	34.00	
LORY	I	FITZGERALD	1441	Providence School Dept.	PRSB	34.00	
LYNNE	I	EDMONDS	1441	Providence School Dept.	PRAM	34.00	
MARYBETH		CZERNICKI	1441	Providence School Dept.	PRAM	34.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
RAFAEL	E	LUNA	1441	Providence School Dept.	PRAM	34.00	
RICHARD		BERNARDO	1531	Tiverton School Dept.	PRSB	34.00	
SUZANNE	C	MILLS SHAW	1311	Little Compton School Dept.	PRAM	34.00	
WILLIAM	J	PARE	1441	Providence School Dept.	PRSB	34.00	
JOHN	T	CANOLE	1341	New Shoreham School Dist.	PRAM	33.50	
CELESTE	M	POTTER	1473	Smithfield School Dept. (NC)	PRMS	33.00	
EILEEN	A	DRURY	1031	Burrillville School Dept.	PRSB	33.00	
DEBORAH	A	ALMAGNO	1441	Providence School Dept.	PRSB	32.00	
DOMENIC	N	MARCONI	1371	North Kingstown School Dept.	PRSB	32.00	
LINDA	A	BEVILAQUA	1571	Warwick School Dept.	PRSB	32.00	
MARY LOUISE		MASSON	1491	South Kingstown School Dept.	PRSB	32.00	
MAUREEN	A	DEL SESTO	1381	North Providence School Dept.	PRSB	32.00	
SANDRA	G	LEWIS	1441	Providence School Dept.	PRSB	32.00	
DIANE	C	GUAY	1031	Burrillville School Dept.	PRSB	31.50	
FRANCINE	S	MARZILLI	1571	Warwick School Dept.	PRSB	31.50	
LISA	A	PETERSON	1301	Lincoln School Dept.	PRSB	31.50	
MICHAEL	A	YATES	1323	Middletown Public Schools (NC)	PRMS	31.50	
PETER		MOREAU	1301	Lincoln School Dept.	PRSB	31.50	
ANNE	N	COLANNINO	1441	Providence School Dept.	PRSB	31.00	
BEVERLY	B	TINKHAM	1211	Glocester School Dist.	PRSB	31.00	
CAROL	A	MITOLA	1391	North Smithfield School Dept.	PRAM	31.00	Return from Suspension
DIANE	L	LOEBSACK	1441	Providence School Dept.	PRSB	31.00	
ELGERINE		ROBERTS	1441	Providence School Dept.	PRAM	31.00	
KATHLEEN		MELLOR	1281	Johnston School Dept.	PRSB	31.00	
LINDA		SILVA	1301	Lincoln School Dept.	PRSB	31.00	
MARIE	F	LUPINO	1111	Cranston School Dept.	PRSB	31.00	
PHYLLIS	R	OELBAUM	1441	Providence School Dept.	PRSB	31.00	
THERESA	M	TAYLOR	1151	East Greenwich School Dept.	PRSB	31.00	
CAROL	A	SHEA	1161	East Providence Schools	PRSB	30.50	
AUGUSTO	C	SANTANA	1441	Providence School Dept.	PRSB	30.00	
BRENDA		MACLEAN	1611	West Warwick School Dept.	PRSB	30.00	
CHRISTINE		MATHIEU	1441	Providence School Dept.	PRAM	30.00	
DOROTHY	J	KUPITZ	1441	Providence School Dept.	PRAM	30.00	
DOROTHY	J	KUPITZ	1441	Providence School Dept.	PRSB	30.00	
GUY	D	ALBA	1441	Providence School Dept.	PRSB	30.00	
JAMES	E	MURANO	1371	North Kingstown School Dept.	PRSB	30.00	
JOSE	D	FERMIN	1441	Providence School Dept.	PRAM	30.00	
JUDITH		GUGEL	1411	Pawtucket School Dept.	PRSB	30.00	
KATHLEEN	A	WALSH	1571	Warwick School Dept.	PRSB	30.00	
KATHLEEN	G	RIoux	1531	Tiverton School Dept.	PRSB	30.00	
KATHLEEN	P	BROWNING	1621	Westerly School Dept.	PRSB	30.00	
LISA	D	MACCHIONI	1441	Providence School Dept.	PRSB	30.00	
MARY	K	GREENAN	1491	South Kingstown School Dept.	PRSB	30.00	
ROSEMARIE		CABRAL	1471	Smithfield School Dept.	PRSB	30.00	
CAROL	A	MARGINSON	1571	Warwick School Dept.	PRAM	29.50	
ANNE	D	MANTIA	1111	Cranston School Dept.	PRSB	29.00	
CLAUDIA	A	CARR	1121	Cumberland School Dept.	PRSB	29.00	
DEBORAH	A	JONES	1121	Cumberland School Dept.	PRSB	29.00	
DENNIS	N	TROPEA	1111	Cranston School Dept.	PRSB	29.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
FERDINAND		RODRIGUEZ-VEGA	1441	Providence School Dept.	PRAM	29.00	
FRANK	C	PICCIRILLI	1441	Providence School Dept.	PRAM	29.00	
GERALD	A	FOGEL	1441	Providence School Dept.	PRSB	29.00	
JOAO	A	DOROSARIO	1441	Providence School Dept.	PRAM	29.00	
KAREN	C	PURTILL	1181	Exeter/West Greenwich Reg. Schools	PRSB	29.00	
MARY	B	CULLEN	1441	Providence School Dept.	PRAM	29.00	
PEARL		HOLLOWAY	1441	Providence School Dept.	PRSB	29.00	
RALPH		ORLECK	1441	Providence School Dept.	PRAM	29.00	
MARILYN		PERRY	1161	East Providence Schools	PRSB	28.50	
MAUREEN		DE CRESCENZO	1751	RI NURSES INSTITUTE	PRAM	28.50	
ANNE	M	DIAMOND	1441	Providence School Dept.	PRAM	28.00	
ELAINE	A	HOULE	1571	Warwick School Dept.	PRSB	28.00	
FRANK	G	RICCI	1571	Warwick School Dept.	PRSB	28.00	
JEANMARIE		MANNI	1111	Cranston School Dept.	PRSB	28.00	
JOAO	A	DOROSARIO	1441	Providence School Dept.	PRSB	28.00	
JOSEPH		CROWLEY	1533	Tiverton School Dept. (NC)	PRMS	28.00	
KENNETH	C	PERRY	1441	Providence School Dept.	PRAM	28.00	
LUCY	E	LAMBOY	1441	Providence School Dept.	PRAM	28.00	
PERLA		MCGUINNESS	1441	Providence School Dept.	PRSB	28.00	
SANDRA	H	WYTRWAL	1121	Cumberland School Dept.	PRSB	28.00	
SUSAN		VERRECCHIA	1441	Providence School Dept.	PRSB	28.00	
JUDITH	A	CALABRETTA	1321	Middletown Public Schools	PRSB	27.50	
ANITA		GRIST	1213	Glocester School Dist. (NC)	PRMS	27.00	
ELGERINE		ROBERTS	1441	Providence School Dept.	PRSB	27.00	
LINDA		BUTERA NOBLE	1441	Providence School Dept.	PRAM	27.00	
LUCY	E	LAMBOY	1441	Providence School Dept.	PRSB	27.00	
RODOLFO		VARGAS	1441	Providence School Dept.	PRAM	27.00	
RODOLFO		VARGAS	1441	Providence School Dept.	PRSB	27.00	
THERESA SMITH		DORRY	1631	Woonsocket School Dept.	PRSB	27.00	
LISA	J	TUTAJ-HARPIN	1031	Burrillville School Dept.	PRAM	26.50	
ANN		SAN ANTONIO	1441	Providence School Dept.	PRAM	26.00	
CHRISTINE	L	WEBB	1331	Narragansett School Dept.	PRSB	26.00	
CORINNE	B	TATE	1441	Providence School Dept.	PRSB	26.00	
EDWARD	J	FERRARIO	1371	North Kingstown School Dept.	PRSB	26.00	
FRANCIS	C	MCCARTIN	1411	Pawtucket School Dept.	PRSB	26.00	
GEORGE		MCFADDEN	1441	Providence School Dept.	PRAM	26.00	
LINDA		BUTERA NOBLE	1441	Providence School Dept.	PRSB	26.00	
MARCELLA	O	WEINBERG	1441	Providence School Dept.	PRSB	26.00	
MARTHA	D	TAYLOR	1283	Johnston School Dept. (NC)	PRMS	26.00	
NICOLETTE		CIANO	1441	Providence School Dept.	PRSB	26.00	
PATRICIA	L	DIONNE	1161	East Providence Schools	PRSB	26.00	
RAFAEL	E	LUNA	1441	Providence School Dept.	PRSB	26.00	
SUSAN		YESSIAN	1111	Cranston School Dept.	PRSB	26.00	
JOHN	E	LALLI	1421	Portsmouth School Dept.	PRAM	25.50	
ANGELO		NERI	1441	Providence School Dept.	PRAM	25.00	
ANGELO		NERI	1441	Providence School Dept.	PRSB	25.00	
ANNE	M	DIAMOND	1441	Providence School Dept.	PRSB	25.00	
BARBARA		HALZEL	1441	Providence School Dept.	PRSB	25.00	
CAROLYN	H	PERKINS	1071	Chariho Regional School Dist.	PRSB	25.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
CLAUDIA		BARRETT	1441	Providence School Dept.	PRSB	25.00	
COLLEEN	M	VORRO	1571	Warwick School Dept.	PRSB	25.00	
JAMES	R	GAMBARDELLA	1441	Providence School Dept.	PRAM	25.00	
KATHRYN		MANSFIELD	1631	Woonsocket School Dept.	PRSB	25.00	
KATHY		DIAS	1441	Providence School Dept.	PRAM	25.00	
KENNETH	C	PERRY	1441	Providence School Dept.	PRSB	25.00	
LINDA	J	LICKER	1111	Cranston School Dept.	PRSB	25.00	
MARGARET	E	GALLAGHER-ELMER	1301	Lincoln School Dept.	PRSB	25.00	
MAUREEN	A	PINKSAW	1441	Providence School Dept.	PRSB	25.00	
FRANK		PALLOTTA JR	1151	East Greenwich School Dept.	PRSB	24.50	
PAMELA	R	ALEXANDER	1321	Middletown Public Schools	PRSB	24.50	
CATHLEEN	A	MONROE	1113	Cranston School Dept. (NC)	PRMS	24.00	
DENNIS	T	RINALDI	1441	Providence School Dept.	PRSB	24.00	
ELIZABETH	S	STONER	1001	Barrington Public Schools	PRSB	24.00	
JOHN	A	EGAN	1631	Woonsocket School Dept.	PRSB	24.00	
MARIA	J	MANSELLA	1031	Burrillville School Dept.	PRAM	24.00	
MARJORIE	C	HUGHES	1151	East Greenwich School Dept.	PRSB	24.00	
MARY	B	CULLEN	1441	Providence School Dept.	PRSB	24.00	
PAULA	J	LAMARCHE	1571	Warwick School Dept.	PRSB	24.00	
RONALD	L	JOHNSTON	1061	Central Falls Collaborative	PRAM	24.00	
SALLY		GARABEDIAN	1441	Providence School Dept.	PRSB	24.00	
HAROLD	J	SMITH	2000	Davies	PRSB	23.50	
JUDITH	K	MCANDREW	1621	Westerly School Dept.	PRSB	23.50	
LISA	A	ROSE	1161	East Providence Schools	PRSB	23.50	
LYNN		DOUGHERTY	1491	South Kingstown School Dept.	PRAM	23.50	
BRUCE	S	EVJE	1611	West Warwick School Dept.	PRSB	23.00	
CANDACE	A	MCCALL	1441	Providence School Dept.	PRAM	23.00	
CARMEN	M	ROBICHAUD	1441	Providence School Dept.	PRAM	23.00	
DAVID	A	SWEET	1031	Burrillville School Dept.	PRAM	23.00	
EDMUND	Z	BARGBLOR	1441	Providence School Dept.	PRSB	23.00	
SHEILA	S	DEASCENTIS	1353	Newport School Dept. (NC)	PRMS	23.00	
STEPHEN	P	KIRBY	1571	Warwick School Dept.	PRSB	23.00	
VIOLETTE		FALK	1441	Providence School Dept.	PRAM	23.00	
JOYCE		WACKS	1411	Pawtucket School Dept.	PRSB	22.50	
ANTHONY	J	TUTALO	1441	Providence School Dept.	PRAM	22.00	
CHRISTINE		MATHIEU	1441	Providence School Dept.	PRSB	22.00	
GAYLE	J	DENELLE	1491	South Kingstown School Dept.	PRSB	22.00	
JAMES	R	GAMBARDELLA	1441	Providence School Dept.	PRSB	22.00	
LINDA	M	SULLIVAN	2010	Department of Corrections	PRSB	22.00	
SALLY	A	QUINN	1471	Smithfield School Dept.	PRSB	22.00	
PATRICIA		REALI	1611	West Warwick School Dept.	PRSB	21.50	
CAROL	R	KEEGAN	1211	Glocester School Dist.	PRSB	21.00	
CLAUDIA		BARRETT	1441	Providence School Dept.	PRAM	21.00	
DIANNE	M	RENZI	1441	Providence School Dept.	PRAM	21.00	
ELAINE	A	ALMAGNO	1441	Providence School Dept.	PRSB	21.00	
LORI		RATHBONE	1071	Chariho Regional School Dist.	PRSB	21.00	
MARIO	E	PAPITTO	1063	Central Falls School Dist. (NC)	PRMS	21.00	
MARY ANN		ANTHONY	1611	West Warwick School Dept.	PRSB	21.00	
MURKJE		DEKOE	1441	Providence School Dept.	PRSB	21.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
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First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
PATRICIA	I	RAYCES	1441	Providence School Dept.	PRAM	21.00	
THOMAS	A	GENTILE	1441	Providence School Dept.	PRAM	21.00	
WILLIAM		HODGE	1491	South Kingstown School Dept.	PRSB	21.00	
SANTIAGO		ALMANZAR	1441	Providence School Dept.	PRAM	20.50	
SUSAN	L	PRIGNANO	1091	Coventry Public Schools	PRSB	20.50	
CHARLOTTE		TAVARES	1441	Providence School Dept.	PRSB	20.00	
ELIZABETH	A	CLESAS	1441	Providence School Dept.	PRSB	20.00	
KAREN	L	SEITLER	1371	North Kingstown School Dept.	PRSB	20.00	
KATHY		DIAS	1441	Providence School Dept.	PRSB	20.00	
LINDA	D	ACTON	1373	North Kingstown School Dept. (NC)	PRMS	20.00	
MARY	E	RICHARDS	1471	Smithfield School Dept.	PRSB	20.00	
MICHELLE	M	DAVID	1113	Cranston School Dept. (NC)	PRMS	20.00	
THOMAS	R	HINES	1471	Smithfield School Dept.	PRSB	20.00	
DIANE	S	PAYSON	1123	Cumberland School Dept. (NC)	PRMS	19.50	
MARILYN		WHITTET	1691	Blackstone Academy Charter School, Inc.	PRAM	19.50	
BARBARA	F	PENZA	1571	Warwick School Dept.	PRSB	19.00	
CARMEN	M	ROBICHAUD	1441	Providence School Dept.	PRSB	19.00	
CAROL	K	BATCHELDER	1331	Narragansett School Dept.	PRSB	19.00	
DEBORAH	A	LOCKWOOD	1441	Providence School Dept.	PRSB	19.00	
JAMES	E	MURANO	1491	South Kingstown School Dept.	PRAM	19.00	
MARCELLA	O	WEINBERG	1441	Providence School Dept.	PRAM	19.00	
NETTIE	L	ALEXANDER	1441	Providence School Dept.	PRSB	19.00	
RONALD	F	MARA	1441	Providence School Dept.	PRAM	19.00	
SHARLEEN		CHRISTINA	1571	Warwick School Dept.	PRSB	19.00	
CHERYL	C	BLUMENBAUM	1331	Narragansett School Dept.	PRSB	18.50	
JANET	J	D'ALESSANDRE	1301	Lincoln School Dept.	PRSB	18.50	
JANICE	E	ABRAHAM	1091	Coventry Public Schools	PRSB	18.50	
ANNE	N	COLANNINO	1441	Providence School Dept.	PRAM	18.00	
CAROLE	M	DONAHUE	1001	Barrington Public Schools	PRSB	18.00	
JANET	M	SNYDER	1151	East Greenwich School Dept.	PRSB	18.00	
JOSE	R	ALEMAN	1441	Providence School Dept.	PRSB	18.00	
LINDA	D	ACTON	1371	North Kingstown School Dept.	PRSB	18.00	
MAUREEN	F	LECLAIR	1091	Coventry Public Schools	PRSB	18.00	
REBECCA		JOHNSON	1491	South Kingstown School Dept.	PRSB	18.00	
STEPHEN	A	IANNOTTI	1441	Providence School Dept.	PRAM	18.00	
STEPHEN	A	IANNOTTI	1441	Providence School Dept.	PRSB	18.00	
SUSAN		VERRECCHIA	1441	Providence School Dept.	PRAM	18.00	
SUSAN	A	ERNO	1441	Providence School Dept.	PRSB	18.00	
ARTHUR		ENTWISTLE	1033	Burrillville School Dept. (NC)	PRMS	17.00	
JOHANNA	L	CADORET	1321	Middletown Public Schools	PRSB	17.00	
LOUIS	D	GERBI	1001	Barrington Public Schools	PRSB	17.00	
MARIA		BRADFIELD	1353	Newport School Dept. (NC)	PRMS	17.00	
PATRICIA		RIBEIRO	1611	West Warwick School Dept.	PRSB	17.00	
PATRICIA	E	WINIARSKI	1411	Pawtucket School Dept.	PRSB	17.00	
PATRICIA	I	RAYCES	1441	Providence School Dept.	PRSB	17.00	
GERALDINE	L	GIROUX	1611	West Warwick School Dept.	PRSB	16.50	
BARBARA		KEEGAN	1373	North Kingstown School Dept. (NC)	PRMS	16.00	
DIANNE	M	RENZI	1441	Providence School Dept.	PRSB	16.00	
JAMES	E	MURANO	1491	South Kingstown School Dept.	PRSB	16.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
MARY	L	CORREIA	1421	Portsmouth School Dept.	PRAM	16.00	
MARY LOU		RIKER	1371	North Kingstown School Dept.	PRSB	16.00	
NANCY	A	FISCHER	1071	Chariho Regional School Dist.	PRSB	16.00	
PAULINE	A	SILVA	1571	Warwick School Dept.	PRSB	16.00	
STEVEN		COHEN	1441	Providence School Dept.	PRAM	16.00	
BARBARA	A	RING	1351	Newport School Dept.	PRSB	15.50	
BARRY	L	LIAL	1441	Providence School Dept.	PRAM	15.00	
CAROL	A	MARGINSON	1571	Warwick School Dept.	PRSB	15.00	
CYNTHIA	A	DINOBILE	1471	Smithfield School Dept.	PRSB	15.00	
DAVID		CAPUANO	1111	Cranston School Dept.	PRSB	15.00	
DONNA	M	CABRAL MEIZOSO	1471	Smithfield School Dept.	PRSB	15.00	
JOHN	E	LALLI	1371	North Kingstown School Dept.	PRSB	15.00	
JOHN	L	MCKENNA	1381	North Providence School Dept.	PRSB	15.00	
LORI		DUBUC	1331	Narragansett School Dept.	PRSB	15.00	
MARY LOU		RIKER	1281	Johnston School Dept.	PRSB	15.00	
MURKJE		DEKOE	1441	Providence School Dept.	PRAM	15.00	
NANCY		TOBIN	1441	Providence School Dept.	PRAM	15.00	
RUSSELL	E	SPENCER	1153	East Greenwich School Dist. (NC)	PRMS	15.00	
DONNA	A	KENYON	2010	Department of Corrections	PRSB	14.50	
KATHLEEN		LARSON	1091	Coventry Public Schools	PRSB	14.50	
LAURA		BARRETO	1413	Pawtucket School Dept. (NC)	PRMS	14.50	
SHIRLEY-ANN		HALL	1091	Coventry Public Schools	PRSB	14.50	
ANNE	M	BOBOLA	1381	North Providence School Dept.	PRAM	14.00	
CANDACE	A	MCCALL	1441	Providence School Dept.	PRSB	14.00	
CAROL		VESCERA	1411	Pawtucket School Dept.	PRSB	14.00	
LINDA	R	ST OURS	1151	East Greenwich School Dept.	PRSB	14.00	
MARILYN	F	MOSKOL	1351	Newport School Dept.	PRSB	14.00	
PETER	M	BASILIERE	1441	Providence School Dept.	PRAM	14.00	
ROXANNE	M	GORDON	1411	Pawtucket School Dept.	PRSB	14.00	
SHANNON		CONTI	1473	Smithfield School Dept. (NC)	PRMS	14.00	
CLAUDE	M	WATSKY	1331	Narragansett School Dept.	PRSB	13.50	
MARSHA	L	GUTIERREZ	1373	North Kingstown School Dept. (NC)	PRMS	13.50	
CHRISTINE	A	GEISELMAN	1411	Pawtucket School Dept.	PRSB	13.00	
JANE		BATES	1493	South Kingstown School Dept. (NC)	PRMS	13.00	
JUAN	A	RODRIGUEZ	1441	Providence School Dept.	PRSB	13.00	
MARLENE		SILVESTRI	1413	Pawtucket School Dept. (NC)	PRMS	12.50	
SUSAN	J	PRENTISS	1633	Woonsocket School Dept. (NC)	PRMS	12.50	
ALFONSO	G	DIGREGORIO	1441	Providence School Dept.	PRAM	12.00	
CAROL	A	BOTELHO	1161	East Providence Schools	PRSB	12.00	
FERN	J	ROULEAU	1441	Providence School Dept.	PRAM	12.00	
JANET		TARPEY	1411	Pawtucket School Dept.	PRSB	12.00	
JOYCE	P	FINLEY	1381	North Providence School Dept.	PRSB	12.00	
LARRY	W	DAVIDSON	1621	Westerly School Dept.	PRSB	12.00	
LAURA	J	PELLEGRINO	1621	Westerly School Dept.	PRSB	12.00	
LAUREN	E	PLANTE	1411	Pawtucket School Dept.	PRSB	12.00	
MARGARET	E	GALLAGHER-ELMER	1301	Lincoln School Dept.	PRAM	12.00	
MICHELLE		NATALIZIA	1441	Providence School Dept.	PRAM	12.00	
RICHARD	S	BENSUSAN	1441	Providence School Dept.	PRSB	12.00	
VALERIE	L	DILIBERO	1181	Exeter/West Greenwich Reg. Schools	PRSB	12.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 10-06-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
JOANNE	K	DOYLE	1151	East Greenwich School Dept.	PRSB	11.50	
CAROL		BLISS	1441	Providence School Dept.	PRAM	11.00	
EILEEN		AFONSO	1441	Providence School Dept.	PRSB	11.00	
JOHN		JASIONOWSKI	1413	Pawtucket School Dept. (NC)	PRMS	11.00	
KATHLEEN	F	BENNETT	1151	East Greenwich School Dept.	PRSB	11.00	
MARILYN	M	BUCHANAN	1281	Johnston School Dept.	PRSB	11.00	
MARY JANE		ESTRELLA	1161	East Providence Schools	PRSB	11.00	
NANCY		TOBIN	1441	Providence School Dept.	PRSB	11.00	
PATRICIA	A	HART	1151	East Greenwich School Dept.	PRSB	11.00	
PATRICIA	M	MACE	1353	Newport School Dept. (NC)	PRMS	11.00	
STEPHEN	C	PONTE	1321	Middletown Public Schools	PRSB	11.00	
VALERIE	L	DILIBERO	1441	Providence School Dept.	PRAM	11.00	
ARLENE		MCVEIGH	1441	Providence School Dept.	PRAM	10.50	
JANICE	L	MOWRY	1371	North Kingstown School Dept.	PRSB	10.50	
ALISE	L	RAMOS	1161	East Providence Schools	PRSB	10.00	
BEVERLY	A	DEWARE	1441	Providence School Dept.	PRAM	10.00	
CATHERINE	L	SCAMPOLI	1111	Cranston School Dept.	PRSB	10.00	
CHARLES		GRAY JR	1621	Westerly School Dept.	PRSB	10.00	
DIANE	M	DESIMONE	1441	Providence School Dept.	PRSB	10.00	
ELAINE	A	ALMAGNO	1441	Providence School Dept.	PRAM	10.00	
KATHLEEN	F	UPDEGROVE	1421	Portsmouth School Dept.	PRAM	10.00	
LAURENT		DESROSIERS	1301	Lincoln School Dept.	PRAM	10.00	
LAURIE	A	MAGNETTE	1441	Providence School Dept.	PRSB	10.00	
MICHELLE		NATALIZIA	1441	Providence School Dept.	PRSB	10.00	
SABINA	M	REI	1061	Central Falls Collaborative	PRAM	10.00	
THELMA	E	BURBANK	1471	Smithfield School Dept.	PRSB	10.00	
VIOLETTE		FALK	1441	Providence School Dept.	PRSB	10.00	
JOSEPH		CROWLEY	1531	Tiverton School Dept.	PRAM	9.50	
MARIA	M	DUARTE	1161	East Providence Schools	PRSB	9.50	
SARAH	S	GOLDBERG	1471	Smithfield School Dept.	PRSB	9.50	
THOMAS	V	STEPKA	1121	Cumberland School Dept.	PRSB	9.50	
ANN		SAN ANTONIO	1441	Providence School Dept.	PRSB	9.00	
BERYL		JOHNSTON	1331	Narragansett School Dept.	PRSB	9.00	
CAROL		BLISS	1441	Providence School Dept.	PRSB	9.00	
DEBORAH	A	LOCKWOOD	1441	Providence School Dept.	PRAM	9.00	
GEORGE		MCFADDEN	1441	Providence School Dept.	PRSB	9.00	
JO ANN	A	CONWAY	1031	Burrillville School Dept.	PRSB	9.00	
LINDA		SILVA	1301	Lincoln School Dept.	PRAM	9.00	
MARY	C	LOMBARDO	1441	Providence School Dept.	PRSB	9.00	
NANCY	P	MCGOVERN	1111	Cranston School Dept.	PRSB	9.00	
FRANK		KENDRA	1631	Woonsocket School Dept.	PRSB	8.50	
KATHLEEN	F	UPDEGROVE	1351	Newport School Dept.	PRSB	8.50	
KATHRYN	F	NOLETT	1471	Smithfield School Dept.	PRSB	8.50	
LORI		DESIMONE	1381	North Providence School Dept.	PRAM	8.50	
MARGARET	G	HARRIS	1091	Coventry Public Schools	PRSB	8.50	
MICHAEL		FRANCO	1611	West Warwick School Dept.	PRSB	8.50	
SHIRLEY		ST. AMAND	1091	Coventry Public Schools	PRSB	8.50	
VALERIE	L	DILIBERO	1441	Providence School Dept.	PRSB	8.50	
BRUCE	J	WHITEHOUSE	1091	Coventry Public Schools	PRSB	8.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
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First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
DEBORAH		BOLTON	1411	Pawtucket School Dept.	PRSB	8.00	
DEBORAH	J	COTE	1471	Smithfield School Dept.	PRSB	8.00	
DEBORAH	P	BRITTON	1371	North Kingstown School Dept.	PRSB	8.00	
JOSEPH		CROWLEY	1381	North Providence School Dept.	PRAM	8.00	
MARK		BUTLER	1493	South Kingstown School Dept. (NC)	PRMS	8.00	
PAULA		SOULER	1091	Coventry Public Schools	PRSB	8.00	
PAULEEN	M	SLATER	1121	Cumberland School Dept.	PRSB	8.00	
ROBERT	A	HICKS	1491	South Kingstown School Dept.	PRAM	8.00	
ROY	A	COSTA JR	1571	Warwick School Dept.	PRSB	8.00	
SHARON	A	CASCIONE	1611	West Warwick School Dept.	PRSB	8.00	
JEAN	M	GREEN	1091	Coventry Public Schools	PRSB	7.50	
JOSEPH		CROWLEY	1151	East Greenwich School Dept.	PRSB	7.50	
ELIZABETH	J	RODERIQUES	1323	Middletown Public Schools (NC)	PRMS	7.00	
GAIL	M	ROBINSON	1091	Coventry Public Schools	PRSB	7.00	
JACQUELINE		DALEY	1411	Pawtucket School Dept.	PRSB	7.00	
JUDITH	P	SQUIRES	1301	Lincoln School Dept.	PRSB	7.00	
KAREN		MC AVOY	1301	Lincoln School Dept.	PRSB	7.00	
LINDA	F	WARD	1621	Westerly School Dept.	PRSB	7.00	
MARGARET	D	PEREIRA	1321	Middletown Public Schools	PRSB	7.00	
NANCY	L	DOWDING	1391	North Smithfield School Dept.	PRSB	7.00	
STEVEN		MANCINI	1441	Providence School Dept.	PRAM	7.00	
SUSAN		FRIENDSON	1441	Providence School Dept.	PRSB	7.00	
SUSAN	L	DIAS	1353	Newport School Dept. (NC)	PRMS	7.00	
SUSAN	V	MONTI	1441	Providence School Dept.	PRAM	7.00	
CYNTHIA		DICRISTOFORO	1633	Woonsocket School Dept. (NC)	PRMS	6.50	
DAVID	P	STEPKA	1161	East Providence Schools	PRSB	6.50	
JOSEPH		CROWLEY	1381	North Providence School Dept.	PRSB	6.50	
KAREN		FOX	1331	Narragansett School Dept.	PRSB	6.50	
DAVID		CAPUANO	1113	Cranston School Dept. (NC)	PRMS	6.00	
DAVID	A	SWEET	1031	Burrillville School Dept.	PRSB	6.00	
JANICE		PRIMIANO	1411	Pawtucket School Dept.	PRSB	6.00	
JANICE	L	MOWRY	1571	Warwick School Dept.	PRSB	6.00	
JORDAN W		HOROWITZ	1381	North Providence School Dept.	PRSB	6.00	
LOURDES	O	COSTA	1441	Providence School Dept.	PRAM	6.00	
MARY	A	LILLA	1441	Providence School Dept.	PRAM	6.00	
PAUL	A	ORLANDO	1471	Smithfield School Dept.	PRSB	6.00	
STEVEN		KING	1491	South Kingstown School Dept.	PRSB	6.00	
WILLIAM		HODGE	1331	Narragansett School Dept.	PRSB	6.00	
PAULA		MARINARO	1091	Coventry Public Schools	PRSB	5.50	
ANTHONY	J	TUTALO	1441	Providence School Dept.	PRSB	5.00	
BARBARA		RUGGIERI	1113	Cranston School Dept. (NC)	PRMS	5.00	
BRENDA	A	CARPENTIER	1113	Cranston School Dept. (NC)	PRMS	5.00	
ELAINE		SPARLING	1611	West Warwick School Dept.	PRSB	5.00	
KAREN	T	MUIR	1441	Providence School Dept.	PRAM	5.00	
KATHRYN	F	NOLETT	1473	Smithfield School Dept. (NC)	PRMS	5.00	
MARY		SMALL	1411	Pawtucket School Dept.	PRSB	5.00	
MAUREEN	A	RILEY	1471	Smithfield School Dept.	PRSB	5.00	
PATRICIA	M	WINTERS	1151	East Greenwich School Dept.	PRSB	5.00	
RUTHANNE		LOGAN	1371	North Kingstown School Dept.	PRSB	5.00	



**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
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First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
SHEILA	A	MONAHAN	2010	Department of Corrections	PRSB	5.00	
ELIZABETH	M	GILL	1323	Middletown Public Schools (NC)	PRMS	4.50	
EMILY	A	SILVIA	1321	Middletown Public Schools	PRSB	4.50	
JUDITH	J	BASSIGNANI	1121	Cumberland School Dept.	PRSB	4.50	
SHIRLEY	K	VENTRONE	1091	Coventry Public Schools	PRSB	4.50	
BEVERLY	A	DEWARE	1441	Providence School Dept.	PRSB	4.00	
BRIAN		CARN	1441	Providence School Dept.	PRAM	4.00	
CHERYLE		MCBURNEY	1411	Pawtucket School Dept.	PRSB	4.00	
CONSTANCE		EASDON	1373	North Kingstown School Dept. (NC)	PRMS	4.00	
ELAINE	F	SMITH	1151	East Greenwich School Dept.	PRSB	4.00	
JO ANN		JOINES	1411	Pawtucket School Dept.	PRSB	4.00	
JO ANN	M	FIELDING	1571	Warwick School Dept.	PRSB	4.00	
LETTY		MILLS	1331	Narragansett School Dept.	PRSB	4.00	
MARY	S	TONET	1091	Coventry Public Schools	PRSB	4.00	
NANCY	N	PANCIOCCO	1471	Smithfield School Dept.	PRSB	4.00	
THELMA	E	BURBANK	1473	Smithfield School Dept. (NC)	PRMS	4.00	
JAYNE	S	BAILEY	1091	Coventry Public Schools	PRSB	3.50	
KATHRYN		CROWLEY	1161	East Providence Schools	PRSB	3.50	
LYNN	K	MCGOVERN	1371	North Kingstown School Dept.	PRSB	3.50	
ANNA		AMBROSINO	1371	North Kingstown School Dept.	PRSB	3.00	
AUDREY		GUTTIN	1001	Barrington Public Schools	PRSB	3.00	
JANET		LABRECQUE	2000	RI Training School	PRSB	3.00	
KAREN		FOX	1491	South Kingstown School Dept.	PRSB	3.00	
LINDA	M	SULLIVAN	1471	Smithfield School Dept.	PRSB	3.00	
MARY	A	LILLA	1441	Providence School Dept.	PRSB	3.00	
THOMAS	A	GENTILE	1441	Providence School Dept.	PRSB	3.00	
ANNE	M	MC CORMACK	1571	Warwick School Dept.	PRSB	2.50	
BARBARA		SWIENTON	1341	New Shoreham School Dist.	PRSB	2.50	
DONNA	T	HARTMANN	1001	Barrington Public Schools	PRSB	2.50	
JANE	C	VALLIERE	1331	Narragansett School Dept.	PRSB	2.50	
LIN		PATTY	1181	Exeter/West Greenwich Reg. Schools	PRSB	2.50	
LUCILLE		BARO	1633	Woonsocket School Dept. (NC)	PRMS	2.50	
PETER		MOREAU	1301	Lincoln School Dept.	PRAM	2.50	
SHIRLEY		ST. AMAND	1181	Exeter/West Greenwich Reg. Schools	PRSB	2.50	
TRUDY	L	GROW	1121	Cumberland School Dept.	PRSB	2.50	
AMY		ABRAMSON-DENHOFF	1373	North Kingstown School Dept. (NC)	PRMS	2.00	
BARBARA ANN		CARDOSI	1411	Pawtucket School Dept.	PRSB	2.00	
CORINNE	E	SMITH	1441	Providence School Dept.	PRAM	2.00	
DEBORAH	A	HARROLD	1411	Pawtucket School Dept.	PRSB	2.00	
DENNIS	J	REBELO	1413	Pawtucket School Dept. (NC)	PRMS	2.00	
ELIZABETH	E	ST ANGELO	1007	Barrington COLA NonCertifieds	PRMS	2.00	
JANET		LABRANCHE	1091	Coventry Public Schools	PRSB	2.00	
JOAN	B	WHITTY	1321	Middletown Public Schools	PRSB	2.00	
KATHLEEN	M	BROOKS	1493	South Kingstown School Dept. (NC)	PRMS	2.00	
MARY SUE		FRISHMAN	1621	Westerly School Dept.	PRSB	2.00	
MICHELE	A	MARLAND	1073	Chariho Regional School Dist. (NC)	PRMS	2.00	
PATRICIA	A	LUPOLI	1121	Cumberland School Dept.	PRSB	2.00	
RICHARD		MORRISSEY	1151	East Greenwich School Dept.	PRSB	2.00	
RONALD	F	MARA	1441	Providence School Dept.	PRSB	2.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2019-2020 SCHOOL YEAR**  
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First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
SHEILA	A	MONAHAN	1641	Highlander Charter School	PRSB	2.00	
SUSAN		HALPIN	1411	Pawtucket School Dept.	PRSB	2.00	
SUSANNE		WILLIAMS	1411	Pawtucket School Dept.	PRSB	2.00	
CAROL	A	BROWN	1151	East Greenwich School Dept.	PRSB	1.50	
DEMETRA		BIANCHI	1381	North Providence School Dept.	PRSB	1.50	
EUNICE	A	GIZZI	1321	Middletown Public Schools	PRSB	1.50	
BRIAN		CARN	1441	Providence School Dept.	PRSB	1.00	
DEBRA	L	MORIARTY	1151	East Greenwich School Dept.	PRSB	1.00	
ELAINE	C	PETROCELLI	1091	Coventry Public Schools	PRSB	1.00	
G ERVIN		HOLE	1331	Narragansett School Dept.	PRSB	1.00	
GAIL		DUCHARME	1633	Woonsocket School Dept. (NC)	PRMS	1.00	
JANET	M	MCNAB	1471	Smithfield School Dept.	PRSB	1.00	
JOSEPH	M	MAGUIRE	1441	Providence School Dept.	PRAM	1.00	
JUDITH	S	PACKHEM	1371	North Kingstown School Dept.	PRSB	1.00	
LINDA	S	RESNICK	1411	Pawtucket School Dept.	PRSB	1.00	
LOUISE	M	DENETTE	1371	North Kingstown School Dept.	PRSB	1.00	
LYNN	K	MCGOVERN	1151	East Greenwich School Dept.	PRSB	1.00	
MURIEL	M	HOLFELDER	1001	Barrington Public Schools	PRSB	1.00	
PATRICIA	M	DICENSO	1411	Pawtucket School Dept.	PRSB	1.00	
SUSAN		FRIENDSON	1441	Providence School Dept.	PRAM	1.00	
VIVIANNE	L	DESIMONE	1441	Providence School Dept.	PRSB	1.00	
ALAN	W	GRAVELL	1001	Barrington Public Schools	PRAM	0.50	
GARY		MOROCH	1441	Providence School Dept.	PRAM	0.50	
JEANNE		TSAKERES	1331	Narragansett School Dept.	PRSB	0.50	
LYNN	C	SISSON	1091	Coventry Public Schools	PRSB	0.50	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2020-2021 SCHOOL YEAR**  
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First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
JOSEPH		CROWLEY	1321	Middletown Public Schools	PRSB	40.00	
MICHAEL	L	CONVERY	1341	New Shoreham School Dist.	PRAM	16.00	
JOHN	E	LALLI	1371	North Kingstown School Dept.	PRSB	12.00	
CATHERINE		GIARD	1341	New Shoreham School Dist.	PRAM	11.00	
CYNTHIA		O BRIEN	1371	North Kingstown School Dept.	PRSB	10.50	
ANNE	M	BOBOLA	1381	North Providence School Dept.	PRSB	10.00	
DIANNE	E	PERETTI	1401	Northern Rhode Island Collaborative	PRAM	10.00	
CAROL		PIZZUTI	1731	The Greene School	PRAM	9.50	
ANITA		GRIST	1213	Glocester School Dist. (NC)	PRMS	6.50	
MARK		HAWK	1341	New Shoreham School Dist.	PRAM	6.00	
PAULEEN	M	SLATER	1401	Northern Rhode Island Collaborative	PRSB	5.00	
SALLY	A.	MITCHELL	1341	New Shoreham School Dist.	PRAM	3.00	Less than 45 days after retirement
GEORGIA		FORTUNATO	1401	Northern Rhode Island Collaborative	PRAM	2.50	
LORI	A	MILLER	1401	Northern Rhode Island Collaborative	PRAM	2.50	
PATRICIA		DUBOIS	1211	Glocester School Dist.	PRAM	2.50	
ELIZABETH	M	GILL	1323	Middletown Public Schools (NC)	PRMS	2.00	
WANDA	V	MULLEN	1001	Barrington Public Schools	PRSB	1.00	

**PRME--RETIREES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 10-06-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Number of Days</b>	<b>Footnote</b>
EMERSON	J	MARVEL	1162	City of East Providence	176.00	Suspended Pension
MICHAEL	A	DEMELLO	1015	Bristol Fire Dept.	129.00	Suspended Pension
PATRICK	A	MURRAY	1634	Woonsocket Police Dept.	82.00	At limit Acting Town Admin--non reportable -- RIGL 36-10-36d(1)
CHRISTOPHER	C	COTTA	1532	Town of Tiverton	77.00	
DENIS		LAPIERRE	1632	City of Woonsocket	73.00	Close to limit
KATHLEEN	M	MCGOVERN	1012	Town of Bristol	70.00	Close to limit
LORRAINE	R	PROVENCHER	1632	City of Woonsocket	65.50	Close to limit
LOUIS	J	CHARELLO	1705	ALBION FIRE DISTRICT	59.00	
WILLIAM	A	PILKINGTON	1478	Town of Smithfield (COLA)	57.50	
ARTHUR	E	BOUCHARD	1632	City of Woonsocket	56.50	
EDWARD	R	FRATELLI	1478	Town of Smithfield (COLA)	54.50	
WILLIAM	J	FLATLEY	1492	Town of South Kingstown	52.50	
THEODORE	J	PRZYBYLA	1462	Town of Scituate	52.00	
LEANNE		ALDRICH	1009	Barrington COLA Group	51.50	
PAULINE	S	PAYEUR	1632	City of Woonsocket	50.50	
JOHN		ZINNI	1009	Barrington COLA Group	49.00	
ARTHUR	E	JONES	1032	Town of Burrillville	45.50	
BRAYTON	A	ROUND	1032	Town of Burrillville	44.50	
LORRAINE	A	DEROIS	1012	Town of Bristol	40.00	
ROBERTA	A	TURCHETTA	1112	City of Cranston	40.00	
RUSSELL	W	BROWN	1452	Town of Richmond	38.50	
GARY	F	LONERGAN	1474	Smithfield Police Dept.	38.00	
JOHN N	N	BUCCI	1112	City of Cranston	37.00	
JOSEPH	D	ANDREOZZI	1386	North Providence Hsg. Auth.	34.00	
GAIL		TOPAKIAN	1112	City of Cranston	30.00	
LINDA	M	DIPRETE	1112	City of Cranston	30.00	
CLAIRE	A	LAIRD	1412	City of Pawtucket	29.00	
ANNA	E	MARINO	1112	City of Cranston	27.50	
DAVID	E	DESJARLAIS	1154	East Greenwich Police Dept.	26.00	
MICHAEL		WILDENHAIN	1412	City of Pawtucket	25.00	
EDWARD	L	CABRAL JR.	1562	Town of Warren	24.00	

**PRME--RETIREES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 10-06-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Number of Days</b>	<b>Footnote</b>
LINDA	J	FONTAINE	1632	City of Woonsocket	24.00	
MELVIN	L	JEFFERIES SR	1166	East Providence Housing Authority	24.00	
DENNIS	W	BROD	1492	Town of South Kingstown	23.50	
JOHN	M	CARPINELLI	1492	Town of South Kingstown	23.50	
KATHLEEN	A	WOOD	1538	Tiverton Local 2670A	22.00	
LYNN	L	BURKHARDT	1009	Barrington COLA Group	22.00	
MARY	C	LANGLOIS	1032	Town of Burrillville	22.00	
DIANE	M	WALSH	1112	City of Cranston	21.00	
THOMAS	E	DUQUETTE	1602	Town of West Greenwich	19.50	
SUZANNE		KOGUT	1478	Town of Smithfield (COLA)	19.00	
ELIZABETH	W	CAMBRA	1012	Town of Bristol	18.00	
GARY	F	LONERGAN	1478	Town of Smithfield (COLA)	18.00	
JOANN	K	MCINTYRE	1412	City of Pawtucket	18.00	
JANET	C	RICHARDSON	1009	Barrington COLA Group	16.50	
MARGARET	M	COTE	1478	Town of Smithfield (COLA)	16.00	
PAULINE		WASHINGTON	1632	City of Woonsocket	14.00	
WILLIAM	S	HIGGINS	1154	East Greenwich Police Dept.	13.00	
STEVEN		HAZARD	1632	City of Woonsocket	12.50	
JANET	M	PRAIRIE	1478	Town of Smithfield (COLA)	12.00	
ARTHUR	M	RHODES	1154	East Greenwich Police Dept.	11.50	
JANICE	J	PEIXINHO	1152	Town of East Greenwich	11.00	
ELAINE		SWISTAK	1412	City of Pawtucket	10.50	
ROBERT	J	LEMOI	1154	East Greenwich Police Dept.	10.50	
MARY ANN		PACKER	1492	Town of South Kingstown	10.00	
RICHARD	J	DENICE	1154	East Greenwich Police Dept.	10.00	
BARBARA	A	CREEDON	1112	City of Cranston	9.50	
LINDA	M	CASEY	1112	City of Cranston	9.50	
MICHAEL	D	CASSIDY	1412	City of Pawtucket	9.50	
ANTOINETTE		BEAUDREAU	1242	Hope Valley-Wyoming Fire Dist.	9.00	
DONNA		CONWAY	1016	Bristol Housing Authority	9.00	
KATHERINE	A	MURRAY	1012	Town of Bristol	9.00	
JOHN	J	TOOLAN	1009	Barrington COLA Group	7.50	

**PRME--RETIREEES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 10-06-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Number of Days</b>	<b>Footnote</b>
RAYMOND		MARZILLI JR	1532	Town of Tiverton	6.50	
DOROTHY	A	MASOIAN	1112	City of Cranston	6.00	
JANET	A	EBERTS	1478	Town of Smithfield (COLA)	6.00	
JOSEPH	L	DINOBI	1492	Town of South Kingstown	6.00	
LARETO	P	GUGLIETTA	1032	Town of Burrillville	6.00	
THOMAS	E	HODGE	1412	City of Pawtucket	5.50	
DONNA		CONWAY	1386	North Providence Hsg. Auth.	5.00	
HILDING	T	MUNSON	1492	Town of South Kingstown	4.00	
JOHN	T	OHARA	1154	East Greenwich Police Dept.	4.00	
RONALD	P	KOMIEGA	1562	Town of Warren	4.00	
LINDA	C	ARCHETTO	1112	City of Cranston	3.50	
REBECCA	A	BENNETT	1492	Town of South Kingstown	3.50	
JOHN	T	OHARA	1492	Town of South Kingstown	3.00	
VINCENT	D	SOBOLESKI	1564	Warren Police Dept.	3.00	
DAVID	A	CARPENTER	1392	Town of North Smithfield	2.00	
WILLIAM	A	DORNEY III	1004	Barrington Police Dept.	2.00	
JOYCE		COMSTOCK	1492	Town of South Kingstown	1.00	
WARREN	L	STEERE	1032	Town of Burrillville	1.00	
WILLIAM	A	DORNEY III	1009	Barrington COLA Group	1.00	
LARETO	P	GUGLIETTA	1154	East Greenwich Police Dept.	0.50	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -10-06-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
MICHAEL	W	WESTKOTT	URI	\$ 12,958.87	
ANDRES	R	ZUNIGA	CCRI	\$ 12,545.15	
BRUNA	M	BOYLE	URI	\$ 11,577.99	
MARIE	H	BAGUCHINSKY	URI	\$ 10,702.01	
DAVID		NEVES	URI	\$ 10,313.59	
WILLIAM	T	BEHREND JR	URI	\$ 10,051.61	
ANDREW		EGAN	CCRI	\$ 9,564.20	
RICHARD	G	SWEARINGEN	CCRI	\$ 9,351.70	
KATHLEEN	D	HUDSON	CCRI	\$ 9,320.56	
RONALD		GAGNE SR	CCRI	\$ 6,801.70	
CLAIRE		DUMAS	CCRI	\$ 6,800.00	
LORRAINE	E	BELLO	CCRI	\$ 6,800.00	
JAMES	M	BUXTON	URI	\$ 6,601.44	
HUGO	J	DEASCENTIS JR	CCRI	\$ 6,060.00	
ALFRED	R	CRUDALE	URI	\$ 5,997.34	
GAIL	S	O'ROURKE	CCRI	\$ 5,865.85	
KATHLEEN		CRESCENZO	CCRI	\$ 5,658.69	
DONALD	G	CASCI	CCRI	\$ 5,319.30	
VANESSA	G	DELGIUDICE	RIC	\$ 5,160.00	
CHARLES	P	LEHOURITES	CCRI	\$ 5,100.00	
EILEEN	P	ZISK	CCRI	\$ 5,100.00	
JOSEPH		LANNI	CCRI	\$ 5,100.00	
MARTIN	T	MARSHALL	CCRI	\$ 5,100.00	
THOMAS	H	MITCHELL	CCRI	\$ 5,100.00	
PETER	V	RIVELLI	CCRI	\$ 5,056.18	
GARY	C	COMUNALE	URI	\$ 5,025.99	
JOHN	A	DONATO	CCRI	\$ 4,783.80	
PETER	J	PETRONE	CCRI	\$ 4,782.10	
GENE	P	DUFAULT	CCRI	\$ 4,562.30	
MIGUEL		LOPES	CCRI	\$ 4,485.78	
CAROL	A	SPAZIANO	CCRI	\$ 4,260.20	
JAMES	E	GUARINO	CCRI	\$ 4,248.93	
JAMES	V	STRAVATO	CCRI	\$ 4,144.60	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -10-06-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
WILLIAM	J	IZZI	RIC	\$ 4,098.50	
NORMAN	P	FORTIN	URI	\$ 4,050.00	
DENNIS	A	SPICUZZA	CCRI	\$ 4,005.84	Accidental Disability
KAREN	E	BATESON	CCRI	\$ 3,643.82	
PATRICIA	A	ROSE	CCRI	\$ 3,630.21	
FRANKLIN	D	MEGLIO	CCRI	\$ 3,507.10	
PAMELA		TESTONI	CCRI	\$ 3,374.21	
MICHAEL	J	PAUL	RIC	\$ 3,225.00	
ANTHONY	J	CIOTOLA	CCRI	\$ 3,189.20	
ELIZABETH	O	O'CONNELL	CCRI	\$ 3,189.20	
JEFFREY	T	MINER	CCRI	\$ 3,189.20	
LAWRENCE	P	BYRNE	CCRI	\$ 3,189.20	
MICHELLE		BROUSSEAU	CCRI	\$ 3,189.20	
THOMAS	A	CONBOY	CCRI	\$ 3,189.20	
VINCENT	J	HAWKINS	CCRI	\$ 3,189.20	
WILLIAM	H	GREEN	CCRI	\$ 3,189.20	
CHARLES		STIMPSON	CCRI	\$ 3,080.40	
UGURHAN	A	KOSEREIS	CCRI	\$ 2,961.66	
SANDRA	L	ANTONI	CCRI	\$ 2,900.27	
JAMES	J	HOPKINS	CCRI	\$ 2,871.75	
WILLIAM	C	OKERHOLM JR	CCRI	\$ 2,806.75	
DONNA M		PATCH	CCRI	\$ 2,707.77	
LORENZO		TETREAULT	CCRI	\$ 2,646.15	
JOHN ALAN	A	LONGIARU	CCRI	\$ 2,580.69	
JOHN	J	MUNKO	RIC	\$ 2,580.00	
MARLYCE	L	ADAMS	RIC	\$ 2,580.00	
THOMAS		ASERMELY	CCRI	\$ 2,550.00	
NANCY		MURPHY	RIC	\$ 2,257.50	
ROSEMARY		ANDREOZZI	CCRI	\$ 2,130.10	
VICTOR	R	OSTERMAN	CCRI	\$ 2,130.10	
RAYMOND	M	MEDEIROS	CCRI	\$ 2,042.04	
CHRISTINE	L	HANLEY	RIC	\$ 1,935.00	
GERALDINE	T	MARCOCCIO	CCRI	\$ 1,805.67	



**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -10-06-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
ALBERT	C	DIFAZIO	Davies	\$ 1,761.51	
BRIGID	A	BALBONI	CCRI	\$ 1,594.60	
CATHERINE		SMITH	CCRI	\$ 1,594.60	
GEORGE		PAGE	CCRI	\$ 1,594.60	
GERALD		SILBERMAN	CCRI	\$ 1,594.60	
RANDALL		WHITE	CCRI	\$ 1,594.60	
ROBERT	N	MASSE	CCRI	\$ 1,594.60	
SUSAN	L	HAWKSLEY	CCRI	\$ 1,594.60	
WALTER	J	REIS	CCRI	\$ 1,594.60	
CAROL	M	ENGLANDER	URI	\$ 1,448.72	
KIRK		LAMBOY	CCRI	\$ 1,417.00	
ALFRED	L	PERROTTI	CCRI	\$ 1,413.49	
JAMES	J	KILEY	CCRI	\$ 1,405.56	
DEBORAH	L	BUSH	CCRI	\$ 1,401.65	
FRANCIS	C	WHITE	CCRI	\$ 1,393.41	
WENDY		ARONOFF	CCRI	\$ 1,349.76	
ALBERT	K	AUBIN	CCRI	\$ 1,343.43	
ANESTIS	T	KOSTARIDES	CCRI	\$ 1,343.43	
PATRICIA	L	DIONNE	CCRI	\$ 1,343.43	
PATRICIA	L	KOSTARIDES	CCRI	\$ 1,343.43	
REGINA	M	CARUOLO	CCRI	\$ 1,343.43	
DAVID	C	MARANDOLA	CCRI	\$ 1,165.26	
GREGORY	P	HART	CCRI	\$ 1,154.30	
LOIS	A	HOPKINS	CCRI	\$ 1,038.87	
ANN		MCBRIDE	CCRI	\$ 918.81	
MARTIN		LEPKOWSKI	CCRI	\$ 758.10	
KENNETH	J	HOPKINS	CCRI	\$ 700.00	
KARIN	E	LUKOWICZ	CCRI	\$ 669.53	
JO-ANN		PHILLIPS	URI	\$ 667.90	
DAVID	W	HANSON	CCRI	\$ 637.50	
LINDA	J	VALENTE	CCRI	\$ 412.25	
RICHARD	J	BENEDUCE	CCRI	\$ 386.12	
EDWARD	A	GRADILONE	CCRI	\$ 363.02	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -10-06-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer</b>	<b>Earnings</b>	<b>Footnote</b>
GREGG		NOURY	CCRI	\$ 318.24	
PAUL	C	MELARAGNO	CCRI	\$ 220.64	
PAUL		HETU	CCRI	\$ 90.70	
CARL	A	TRONNI	CCRI	\$ 82.45	

**RETIRED REGISTERED NURSES WORKING AT A STATE-OPERATED FACILITY IN RI INCLUDING EMPLOYMENT AS A FACULTY MEMBER OF A NURSING  
PROGRAM AT A STATE-OPERATED COLLEGE OR UNIVERSITY (CALENDAR YEAR 2020)--REPORT DTD 10-06-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Title/Function</b>	<b>Number of Days Footnote</b>
LINDA		MASSE	2000	BHDDH--ZAMBARANO	PRNR	41.00
DONNA	I	AMATO	2000	BHDDH	PRNR	11.50
KEVIN	M	WILKS	2000	RIC	PRNR	8.00

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2020-2021 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 11-05-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
JOSEPH		CROWLEY	1321	Middletown Public Schools	PRSB	40.00	
BRUCE	C	WELLER	1151	East Greenwich School Dept.	PRSB	25.50	
PAMELA	L	LAW	1071	Chariho Regional School Dist.	PRSB	23.50	
WILLIAM	K	BOWLING	1111	Cranston School Dept.	PRAM	22.00	
DIANNE	E	PERETTI	1401	Northern Rhode Island Collaborative	PRAM	21.00	
ELIZABETH	R	A VANT	1441	Providence School Dept.	PRAM	17.50	
MARCIA	A	LINBACK	1123	Cumberland School Dept. (NC)	PRMS	17.50	
MICHAEL	L	CONVERY	1341	New Shoreham School Dist.	PRAM	16.00	
PAULEEN	M	SLATER	1401	Northern Rhode Island Collaborative	PRSB	15.00	
BETTY	A	NADROWSKI	1091	Coventry Public Schools	PRSB	14.00	
JOHN	A	ABBATE	1033	Burrillville School Dept. (NC)	PRMS	13.50	
BETSY		MCNEIL	1031	Burrillville School Dept.	PRSB	13.00	
CAROL	A	MITOLA	1391	North Smithfield School Dept.	PRAM	13.00	Return from Suspension
EDWARD	J	KOSTKA	1411	Pawtucket School Dept.	PRSB	13.00	
WILLIAM	L	SMITH	1091	Coventry Public Schools	PRAM	13.00	
DEBRA	L	MORIARTY	1121	Cumberland School Dept.	PRSB	12.00	
JOHN	E	LALLI	1371	North Kingstown School Dept.	PRSB	12.00	
RICHARD	D	D'AGOSTINO	1411	Pawtucket School Dept.	PRSB	12.00	
GEORGIA		FORTUNATO	1401	Northern Rhode Island Collaborative	PRAM	11.50	
LORI	A	MILLER	1401	Northern Rhode Island Collaborative	PRAM	11.50	
CATHERINE		GIARD	1341	New Shoreham School Dist.	PRAM	11.00	
CYNTHIA		O BRIEN	1371	North Kingstown School Dept.	PRSB	10.50	
ANNE	M	BOBOLA	1381	North Providence School Dept.	PRSB	10.00	
BERNADETTE	A	BOWEN	1111	Cranston School Dept.	PRSB	10.00	
CHARLAYNE	R	EKELUND	1113	Cranston School Dept. (NC)	PRMS	10.00	
WANDA	V	MULLEN	1001	Barrington Public Schools	PRSB	10.00	
CAROL		PIZZUTI	1731	The Greene School	PRAM	9.50	
FRANCIS		LALIBERTE	1411	Pawtucket School Dept.	PRAM	9.50	
MARY KATE		CORRY	1411	Pawtucket School Dept.	PRAM	9.00	
ANNE	D	MANTIA	1111	Cranston School Dept.	PRAM	7.50	
ANTHONY		DELSIGNORE	1111	Cranston School Dept.	PRAM	7.50	
JAMES	H	DILLON	1091	Coventry Public Schools	PRAM	7.00	
ANITA		GRIST	1213	Glocester School Dist. (NC)	PRMS	6.50	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2020-2021 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 11-05-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
THERESA	A	HAWKINS	1373	North Kingstown School Dept. (NC)	PRMS	6.50	
MARK		HAWK	1341	New Shoreham School Dist.	PRAM	6.00	
SANDRA	A	SHAW	1001	Barrington Public Schools	PRAM	6.00	
CAROLYN	C	LEPORE	1391	North Smithfield School Dept.	PRAM	5.00	
ELEANOR		VANHOUWE	1631	Woonsocket School Dept.	PRSB	5.00	
CATHLEEN	A	MONROE	1113	Cranston School Dept. (NC)	PRMS	4.00	
LINDA	L	RUDDY	1413	Pawtucket School Dept. (NC)	PRMS	4.00	
MARILYN	A	LADD	1373	North Kingstown School Dept. (NC)	PRMS	4.00	
MICHAEL	C	TRAFICANTE	1113	Cranston School Dept. (NC)	PRMS	4.00	Return from Suspension
JOHN	P	A'VANT	1111	Cranston School Dept.	PRAM	3.50	
KAREN	L	SHEWCOV	1413	Pawtucket School Dept. (NC)	PRMS	3.50	
MARILYN	E	SALISBURY	1381	North Providence School Dept.	PRSB	3.50	
DONNA		TOBIN	1091	Coventry Public Schools	PRSB	3.00	
ELIZABETH		LESPERANCE	1411	Pawtucket School Dept.	PRSB	3.00	
JOHN		JASIONOWSKI	1413	Pawtucket School Dept. (NC)	PRMS	3.00	
MICHELLE	C	JAQUES	1031	Burrillville School Dept.	PRSB	3.00	
SALLY	A.	MITCHELL	1341	New Shoreham School Dist.	PRAM	3.00	
THOMAS	V	STEPKA	1121	Cumberland School Dept.	PRSB	3.00	
KENNETH	L	PECKHAM	1631	Woonsocket School Dept.	PRSB	2.50	
PATRICIA		DUBOIS	1211	Glocester School Dist.	PRAM	2.50	
ELIZABETH	M	GILL	1323	Middletown Public Schools (NC)	PRMS	2.00	
JAMES	E	HAWORTH	1111	Cranston School Dept.	PRSB	2.00	
PAULEEN	M	SLATER	1121	Cumberland School Dept.	PRSB	2.00	
RUSSELL	E	SPENCER	1153	East Greenwich School Dist. (NC)	PRMS	2.00	
DONNA		LANGTON	1411	Pawtucket School Dept.	PRSB	1.00	
LINDA		COLVIN	1031	Burrillville School Dept.	PRSB	1.00	
SUSAN	T	ROGERS	1073	Chariho Regional School Dist. (NC)	PRMS	1.00	

**PRME--RETIREES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 11-05-2020**

First Name	Initial	Last Name	Employer Code	Employer	Number of Days	Footnote
EMERSON	J	MARVEL	1162	City of East Providence	176.00	Suspended Pension
MICHAEL	A	DEMELLO	1015	Bristol Fire Dept.	168.00	Suspended Pension
PATRICK	A	MURRAY	1634	Woonsocket Police Dept.	86.50	Verifying with employer
CHRISTOPHER	C	COTTA	1532	Town of Tiverton	77.00	Acting Town Admin--non reportable -- RIGL 36-10-36d(1)
KATHLEEN	M	MCGOVERN	1012	Town of Bristol	74.00	Close to limit
DENIS		LAPIERRE	1632	City of Woonsocket	73.00	Close to limit
ARTHUR	E	BOUCHARD	1632	City of Woonsocket	71.00	Close to limit
LORRAINE	R	PROVENCHER	1632	City of Woonsocket	65.50	Close to limit
THEODORE	J	PRZYBYLA	1462	Town of Scituate	65.00	Close to limit
WILLIAM	A	PILKINGTON	1478	Town of Smithfield (COLA)	64.50	
EDWARD	R	FRATELLI	1478	Town of Smithfield (COLA)	62.50	
ROBERT	J	LEMOI	1154	East Greenwich Police Dept.	61.00	
WILLIAM	S	HIGGINS	1154	East Greenwich Police Dept.	61.00	
RICHARD	J	DENICE	1154	East Greenwich Police Dept.	59.50	
LOUIS	J	CHARELLO	1705	ALBION FIRE DISTRICT	59.00	
LEANNE		ALDRICH	1009	Barrington COLA Group	56.50	
PAULINE	S	PAYEUR	1632	City of Woonsocket	55.50	
JOHN		ZINNI	1009	Barrington COLA Group	55.00	
WILLIAM	J	FLATLEY	1492	Town of South Kingstown	52.50	
ARTHUR	E	JONES	1032	Town of Burrillville	52.00	
JOHN	T	OHARA	1154	East Greenwich Police Dept.	51.50	
BRAYTON	A	ROUND	1032	Town of Burrillville	51.00	
ROBERTA	A	TURCHETTA	1112	City of Cranston	49.50	
DAVID	E	DESJARLAIS	1154	East Greenwich Police Dept.	45.50	
JOHN N	N	BUCCI	1112	City of Cranston	43.50	
LORRAINE	A	DEROIS	1012	Town of Bristol	40.00	
JOSEPH	D	ANDREOZZI	1386	North Providence Hsg. Auth.	39.00	
MICHAEL		WILDENHAIN	1412	City of Pawtucket	39.00	
RUSSELL	W	BROWN	1452	Town of Richmond	38.50	
GARY	F	LONERGAN	1474	Smithfield Police Dept.	38.00	
CLAIRE	A	LAIRD	1412	City of Pawtucket	37.50	
FRANK	E	JUDGE	1082	Town of Charlestown	37.00	Verifying 45-calendar day met
SALLY	A	INGEGNERI-SIMONE	1282	Town of Johnston	36.50	
ARTHUR	M	RHODES	1154	East Greenwich Police Dept.	35.00	
GAIL		TOPAKIAN	1112	City of Cranston	35.00	
ANNA	E	MARINO	1112	City of Cranston	32.00	
MARY		LANGLOIS	1032	Town of Burrillville	31.00	

**PRME--RETIREEES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 11-05-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Number of Days</b>	<b>Footnote</b>
LINDA	M	DIPRETE	1112	City of Cranston	30.00	
STEVEN		HAZARD	1632	City of Woonsocket	27.50	
KATHLEEN	A	WOOD	1538	Tiverton Local 2670A	27.00	
THOMAS	E	DUQUETTE	1602	Town of West Greenwich	26.50	
EDWARD	L	CABRAL JR.	1562	Town of Warren	24.00	
LINDA	J	FONTAINE	1632	City of Woonsocket	24.00	
MELVIN	L	JEFFERIES SR	1166	East Providence Housing Autho	24.00	
DENNIS	W	BROD	1492	Town of South Kingstown	23.50	
JOHN	M	CARPINELLI	1492	Town of South Kingstown	23.50	
LYNN	L	BURKHARDT	1009	Barrington COLA Group	22.00	
DANIEL	J	MEUNIER	1154	East Greenwich Police Dept.	21.00	
DIANE	M	WALSH	1112	City of Cranston	21.00	
RICHARD	J	DELFINO JR.	1282	Town of Johnston	19.50	
JANET	C	RICHARDSON	1009	Barrington COLA Group	19.00	
SUZANNE		KOGUT	1478	Town of Smithfield (COLA)	19.00	
ELIZABETH	W	CAMBRA	1012	Town of Bristol	18.00	
GARY	F	LONERGAN	1478	Town of Smithfield (COLA)	18.00	
JOANN	K	MCINTYRE	1412	City of Pawtucket	18.00	
MARGARET	M	COTE	1478	Town of Smithfield (COLA)	16.00	
PAULINE		WASHINGTON	1632	City of Woonsocket	14.00	
ROMANA	H	RAMOS	1412	City of Pawtucket	14.00	
LOUIS	M	PRATA	1282	Town of Johnston	13.00	
JANET	M	PRAIRIE	1478	Town of Smithfield (COLA)	12.00	
DONNA		CONWAY	1016	Bristol Housing Authority	11.00	
JANICE	J	PEIXINHO	1152	Town of East Greenwich	11.00	
CHARLOTTE	A	LANNI	1282	Town of Johnston	10.50	
ELAINE		SWISTAK	1412	City of Pawtucket	10.50	
MARY ANN		PACKER	1492	Town of South Kingstown	10.00	
BARBARA	A	CREEDON	1112	City of Cranston	9.50	
LARETO	P	GUGLIETTA	1154	East Greenwich Police Dept.	9.50	
LINDA	M	CASEY	1112	City of Cranston	9.50	
MICHAEL	D	CASSIDY	1412	City of Pawtucket	9.50	
ANTOINETTE		BEAUDREAU	1242	Hope Valley-Wyoming Fire Dist.	9.00	
KATHERINE	A	MURRAY	1012	Town of Bristol	9.00	
JOHN	J	TOOLAN	1009	Barrington COLA Group	7.50	
LARETO	P	GUGLIETTA	1032	Town of Burrillville	7.00	
RAYMOND		MARZILLI JR	1532	Town of Tiverton	6.50	

**PRME--RETIREEES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 11-05-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Number of Days</b>	<b>Footnote</b>
DOROTHY	A	MASOIAN	1112	City of Cranston	6.00	
JANET	A	EBERTS	1478	Town of Smithfield (COLA)	6.00	
JOSEPH	L	DINOBILO	1492	Town of South Kingstown	6.00	
ANN	M	GRUTTADAURIA	1282	Town of Johnston	5.50	
THOMAS	E	HODGE	1412	City of Pawtucket	5.50	
DONNA		CONWAY	1386	North Providence Hsg. Auth.	5.00	
HILDING	T	MUNSON	1492	Town of South Kingstown	4.00	
RONALD	P	KOMIEGA	1562	Town of Warren	4.00	
LINDA	C	ARCHETTO	1112	City of Cranston	3.50	
REBECCA	A	BENNETT	1492	Town of South Kingstown	3.50	
JOHN	T	OHARA	1492	Town of South Kingstown	3.00	
VINCENT	D	SOBOLESKI	1564	Warren Police Dept.	3.00	
DAVID	A	CARPENTER	1392	Town of North Smithfield	2.00	
WILLIAM	A	DORNEY III	1004	Barrington Police Dept.	2.00	
JOYCE		COMSTOCK	1492	Town of South Kingstown	1.00	
WARREN	L	STEERE	1032	Town of Burrillville	1.00	
WILLIAM	A	DORNEY III	1009	Barrington COLA Group	1.00	



**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -11-05-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
ANDRES	R	ZUNIGA	CCRI	\$ 13,370.59	
MICHAEL	W	WESTKOTT	URI	\$ 12,958.87	
BRUNA	M	BOYLE	URI	\$ 11,577.99	
ANDREW		EGAN	CCRI	\$ 11,215.08	
RICHARD	G	SWEARINGEN	URI	\$ 11,002.58	
MARIE	H	BAGUCHINSKY	URI	\$ 10,702.01	
DAVID		NEVES	URI	\$ 10,313.59	
WILLIAM	T	BEHREND'S JR	URI	\$ 10,051.61	
KATHLEEN	D	HUDSON	CCRI	\$ 9,900.68	
HUGO	J	DEASCENTIS JR	CCRI	\$ 9,390.00	
GAIL	S	O'ROURKE	CCRI	\$ 8,401.13	
CHARLES	P	LEHOURITES	CCRI	\$ 7,410.88	
RONALD		GAGNE SR	CCRI	\$ 6,801.70	
CLAIRE		DUMAS	CCRI	\$ 6,800.00	
LORRAINE	E	BELLO	CCRI	\$ 6,800.00	
JOHN	A	DONATO	CCRI	\$ 6,711.88	
JAMES	M	BUXTON	URI	\$ 6,601.44	
CAROL	A	SPAZIANO	CCRI	\$ 6,465.48	
PETER	J	PETRONE	CCRI	\$ 6,432.98	
THOMAS	H	MITCHELL	CCRI	\$ 6,255.44	
CHARLES		STIMPSON	CCRI	\$ 6,159.95	
ALFRED	R	CRUDALE	URI	\$ 5,997.34	
KATHLEEN		CRESCENZO	CCRI	\$ 5,902.95	
MICHELLE		BROUSSEAU	CCRI	\$ 5,665.52	
DONALD	G	CASCI	CCRI	\$ 5,319.30	
VANESSA	G	DELGIUDICE	RIC	\$ 5,160.00	
EILEEN	P	ZISK	CCRI	\$ 5,100.00	
JOSEPH		LANNI	CCRI	\$ 5,100.00	
MARTIN	T	MARSHALL	CCRI	\$ 5,100.00	
PETER	V	RIVELLI	CCRI	\$ 5,056.18	
GARY	C	COMUNALE	URI	\$ 5,025.99	
JAMES	V	STRAVATO	CCRI	\$ 4,970.04	
WILLIAM	H	GREEN	CCRI	\$ 4,840.08	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -11-05-2020**

First Name	Initial	Last Name	Employer		Earnings	Footnote
GENE	P	DUFAULT	CCRI	\$	4,562.30	
JAMES	E	GUARINO	CCRI	\$	4,560.09	
MIGUEL		LOPES	CCRI	\$	4,485.78	
WILLIAM	J	IZZI	RIC	\$	4,098.50	
NORMAN	P	FORTIN	URI	\$	4,050.00	
ELIZABETH	O	O'CONNELL	CCRI	\$	4,014.64	
LAWRENCE	P	BYRNE	CCRI	\$	4,014.64	
DENNIS	A	SPICUZZA	CCRI	\$	4,005.84	Accidental Disability
PATRICIA	A	ROSE	CCRI	\$	3,824.69	
KAREN	E	BATESON	CCRI	\$	3,643.82	
FRANKLIN	D	MEGLIO	CCRI	\$	3,507.10	
PAMELA		TESTONI	CCRI	\$	3,374.21	
DONNA M		PATCH	CCRI	\$	3,359.55	
JOHN ALAN	A	LONGIARU	CCRI	\$	3,240.29	
ROSEMARY		ANDREOZZI	CCRI	\$	3,232.74	
VICTOR	R	OSTERMAN	CCRI	\$	3,232.74	
MICHAEL	J	PAUL	RIC	\$	3,225.00	
ANTHONY	J	CIOTOLA	CCRI	\$	3,189.20	
JEFFREY	T	MINER	CCRI	\$	3,189.20	
THOMAS	A	CONBOY	CCRI	\$	3,189.20	
VINCENT	J	HAWKINS	CCRI	\$	3,189.20	
UGURHAN	A	KOSEREIS	CCRI	\$	2,961.66	
SANDRA	L	ANTONI	CCRI	\$	2,900.27	
JAMES	J	HOPKINS	CCRI	\$	2,871.75	
WILLIAM	C	OKERHOLM JR	CCRI	\$	2,806.75	
LORENZO		TETREAULT	CCRI	\$	2,646.15	
JOHN	J	MUNKO	RIC	\$	2,580.00	
MARLYCE	L	ADAMS	RIC	\$	2,580.00	
THOMAS		ASERMELY	CCRI	\$	2,550.00	
GERALD		SILBERMAN	CCRI	\$	2,420.04	
NANCY		MURPHY	RIC	\$	2,257.50	
RAYMOND	M	MEDEIROS	CCRI	\$	2,042.04	
CHRISTINE	L	HANLEY	RIC	\$	1,935.00	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -11-05-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
GERALDINE	T	MARCOCCIO	CCRI	\$ 1,805.67	
ALBERT	C	DIFAZIO	Davies	\$ 1,761.51	
BRIGID	A	BALBONI	CCRI	\$ 1,594.60	
CATHERINE		SMITH	CCRI	\$ 1,594.60	
GEORGE		PAGE	CCRI	\$ 1,594.60	
RANDALL		WHITE	CCRI	\$ 1,594.60	
ROBERT	N	MASSE	CCRI	\$ 1,594.60	
SUSAN	L	HAWKSLEY	CCRI	\$ 1,594.60	
WALTER	J	REIS	CCRI	\$ 1,594.60	
CAROL	M	ENGLANDER	URI	\$ 1,448.72	
KIRK		LAMBOY	CCRI	\$ 1,417.00	
ALFRED	L	PERROTTI	CCRI	\$ 1,413.49	
JAMES	J	KILEY	CCRI	\$ 1,405.56	
DEBORAH	L	BUSH	CCRI	\$ 1,401.65	
FRANCIS	C	WHITE	CCRI	\$ 1,393.41	
WENDY		ARONOFF	CCRI	\$ 1,349.76	
ALBERT	K	AUBIN	CCRI	\$ 1,343.43	
ANESTIS	T	KOSTARIDES	CCRI	\$ 1,343.43	
PATRICIA	L	DIONNE	CCRI	\$ 1,343.43	
PATRICIA	L	KOSTARIDES	CCRI	\$ 1,343.43	
REGINA	M	CARUOLO	CCRI	\$ 1,343.43	
DAVID	C	MARANDOLA	CCRI	\$ 1,296.27	
GREGORY	P	HART	CCRI	\$ 1,154.30	
LOIS	A	HOPKINS	CCRI	\$ 1,038.87	
ANN		MCBRIDE	CCRI	\$ 918.81	
ANDREW	A	BONNER	CCRI	\$ 825.44	
LESLIE	H	ARCHIBALD	CCRI	\$ 825.44	
MARTIN		LEPKOWSKI	CCRI	\$ 758.10	
KENNETH	J	HOPKINS	CCRI	\$ 700.00	
KARIN	E	LUKOWICZ	CCRI	\$ 669.53	
JO-ANN		PHILLIPS	URI	\$ 667.90	
DAVID	W	HANSON	CCRI	\$ 637.50	
RICHARD	J	BENEDUCE	CCRI	\$ 517.13	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -11-05-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer</b>		<b>Earnings</b>	<b>Footnote</b>
LINDA	J	VALENTE	CCRI	\$	412.25	
EDWARD	A	GRADILONE	CCRI	\$	363.02	
GREGG		NOURY	CCRI	\$	318.24	
PAUL	C	MELARAGNO	CCRI	\$	220.64	
PAUL		HETU	CCRI	\$	90.70	
CARL	A	TRONNI	CCRI	\$	82.45	

**RETIRED REGISTERED NURSES WORKING AT A STATE-OPERATED FACILITY IN RI INCLUDING EMPLOYMENT AS A FACULTY MEMBER OF A NURSING  
PROGRAM AT A STATE-OPERATED COLLEGE OR UNIVERSITY (CALENDAR YEAR 2020)--REPORT DTD 11-05-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Title/Function</b>	<b>Number of Days</b>	<b>Footnote</b>
LINDA		MASSE	2000	BHDDH--Zambarano	PRNR	60.50	
DONNA	I	AMATO	2000	BHDDH	PRNR	33.50	
KEVIN	M	WILKS	2000	RIC	PRNR	8.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2020-2021 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 12-04-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
JAMES	R	GAMBARDELLA	1441	Providence School Dept.	PRSB	40.00	
JOSEPH		CROWLEY	1321	Middletown Public Schools	PRSB	40.00	
KARIN	E	LUKOWICZ	1373	North Kingstown School Dept. (NC)	PRMS	37.50	Verifying with employer-1st day of PRE Return from Suspension
CAROL	A	MITOLA	1391	North Smithfield School Dept.	PRAM	34.00	
EDWARD	J	KOSTKA	1411	Pawtucket School Dept.	PRSB	34.00	
RALPH		ORLECK	1441	Providence School Dept.	PRSB	34.00	
LISA	D	MACCHIONI	1441	Providence School Dept.	PRSB	33.00	
MAUREEN	A	PINKSAW	1441	Providence School Dept.	PRSB	33.00	
PETER	M	BASILIERE	1441	Providence School Dept.	PRSB	33.00	
LYDIA	M	MATTERA	1441	Providence School Dept.	PRSB	32.00	
FRANK	C	PICCIRILLI	1441	Providence School Dept.	PRSB	30.00	
BETSY		MCNEIL	1031	Burrillville School Dept.	PRSB	29.00	
MICHAEL	L	CONVERY	1341	New Shoreham School Dist.	PRAM	28.50	
JO ANN	M	FEDE	1281	Johnston School Dept.	PRSB	28.00	
JOHN		CANNADY	1441	Providence School Dept.	PRSB	28.00	
JOHN	E	LALLI	1371	North Kingstown School Dept.	PRSB	27.00	
NETTIE	L	ALEXANDER	1441	Providence School Dept.	PRSB	27.00	
ANNE	M	BOBOLA	1381	North Providence School Dept.	PRSB	26.00	
CATHERINE		GIARD	1341	New Shoreham School Dist.	PRAM	26.00	
WANDA	V	MULLEN	1001	Barrington Public Schools	PRSB	26.00	
BRUCE	C	WELLER	1151	East Greenwich School Dept.	PRSB	25.50	
JOANNE	M	DISANTO	1441	Providence School Dept.	PRSB	25.00	
MARGARET	E	GALLAGHER-ELMER	1301	Lincoln School Dept.	PRSB	25.00	
SANDRA	A	SHAW	1001	Barrington Public Schools	PRAM	24.50	
NANCY	J	BROWN	1281	Johnston School Dept.	PRSB	24.00	
ANDY		BARNES	1441	Providence School Dept.	PRSB	23.50	
CYNTHIA		O BRIEN	1371	North Kingstown School Dept.	PRSB	23.50	
LAURENT		DESROSIER	1301	Lincoln School Dept.	PRSB	23.50	
PAMELA	L	LAW	1071	Chariho Regional School Dist.	PRSB	23.50	
CAROLYN	J	ROSEMAN	1281	Johnston School Dept.	PRSB	23.00	
RICHARD	D	D'AGOSTINO	1411	Pawtucket School Dept.	PRSB	23.00	
JOHN	A	ABBATE	1033	Burrillville School Dept. (NC)	PRMS	22.50	
RODOLFO		VARGAS	1441	Providence School Dept.	PRSB	22.00	
WILLIAM	K	BOWLING	1111	Cranston School Dept.	PRAM	22.00	
CATHERINE	E	FOX	1281	Johnston School Dept.	PRSB	21.00	
DIANNE	E	PERETTI	1401	Northern Rhode Island Collaborative	PRAM	21.00	
GEORGIA		FORTUNATO	1401	Northern Rhode Island Collaborative	PRAM	20.50	
LORI	A	MILLER	1401	Northern Rhode Island Collaborative	PRAM	20.00	
PATRICIA		DUBOIS	1211	Glocester School Dist.	PRAM	19.50	
KATHY		DIAS	1441	Providence School Dept.	PRSB	19.00	
LINDA		SILVA	1301	Lincoln School Dept.	PRSB	18.00	
MICHAEL		PETRARCA	1191	Foster School Dist.	PRAM	18.00	
SANDRA	G	LEWIS	1441	Providence School Dept.	PRSB	18.00	
EILEEN	A	MULLANEY	1441	Providence School Dept.	PRSB	17.50	
ELIZABETH	R	A VANT	1441	Providence School Dept.	PRAM	17.50	
MARCIA	A	LINBACK	1123	Cumberland School Dept. (NC)	PRMS	17.50	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2020-2021 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 12-04-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
JEAN	K	PICANO	1281	Johnston School Dept.	PRSB	17.00	
PATRICIA	M	WINTERS	1281	Johnston School Dept.	PRSB	17.00	
RONALD	F	MARA	1441	Providence School Dept.	PRSB	17.00	
THERESA	A	HAWKINS	1373	North Kingstown School Dept. (NC)	PRMS	16.50	
LINDA	A	BOCK	1283	Johnston School Dept. (NC)	PRMS	16.00	
PAULEEN	M	SLATER	1401	Northern Rhode Island Collaborative	PRSB	15.00	
SUSAN	V	MONTI	1441	Providence School Dept.	PRSB	15.00	
THOMAS	P	MONTAQUILA	1441	Providence School Dept.	PRSB	15.00	
BETTY	A	NADROWSKI	1091	Coventry Public Schools	PRSB	14.00	
CAROLYN	C	LEPORE	1391	North Smithfield School Dept.	PRAM	14.00	
MARILYN	A	LADD	1373	North Kingstown School Dept. (NC)	PRMS	14.00	
MARTHA	D	TAYLOR	1283	Johnston School Dept. (NC)	PRMS	14.00	
KATHRYN		CROWLEY	1161	East Providence Schools	PRAM	13.00	Return from Suspension
SALLY	A.	MITCHELL	1341	New Shoreham School Dist.	PRAM	13.00	
VIOLETTE		FALK	1441	Providence School Dept.	PRSB	13.00	
WILLIAM	L	SMITH	1091	Coventry Public Schools	PRAM	13.00	
DEBRA	L	MORIARTY	1121	Cumberland School Dept.	PRSB	12.00	
DONNA	M	OLSON	1471	Smithfield School Dept.	PRSB	12.00	
DEBORAH	A	RASPALLO	1283	Johnston School Dept. (NC)	PRMS	11.50	
LINDA		COLVIN	1031	Burrillville School Dept.	PRSB	11.00	
BERNADETTE	A	BOWEN	1111	Cranston School Dept.	PRSB	10.00	
CHARLAYNE	R	EKELUND	1113	Cranston School Dept. (NC)	PRMS	10.00	
CAROL		PIZZUTI	1731	The Greene School	PRAM	9.50	
ELIZABETH	A	REALE	1281	Johnston School Dept.	PRSB	9.50	
FRANCIS		LALIBERTE	1411	Pawtucket School Dept.	PRAM	9.50	
KAREN	L	SHEWCOV	1413	Pawtucket School Dept. (NC)	PRMS	9.50	
FRANCIS		LALIBERTE	1411	Pawtucket School Dept.	PRSB	9.00	
JAMES	M	PARENTE	1471	Smithfield School Dept.	PRSB	9.00	
JOHN		JASIONOWSKI	1413	Pawtucket School Dept. (NC)	PRMS	9.00	
LINDA	L	RUDDY	1413	Pawtucket School Dept. (NC)	PRMS	9.00	
MARY KATE		CORRY	1411	Pawtucket School Dept.	PRAM	9.00	
MARY KATE		CORRY	1411	Pawtucket School Dept.	PRSB	9.00	
PAULA	J	VENTRONE	1441	Providence School Dept.	PRSB	9.00	
MICHAEL		TOPAZIO	1001	Barrington Public Schools	PRSB	8.00	
ANNE	D	MANTIA	1111	Cranston School Dept.	PRAM	7.50	
ANTHONY		DELSIGNORE	1111	Cranston School Dept.	PRAM	7.50	
LINDA		KARSULAVITCH	1411	Pawtucket School Dept.	PRSB	7.50	
ANITA		GRIST	1213	Glocester School Dist. (NC)	PRMS	7.00	
JAMES	H	DILLON	1091	Coventry Public Schools	PRAM	7.00	
THOMAS	V	STEPKA	1121	Cumberland School Dept.	PRSB	6.50	
JOSEPH	R	PIRRAGLIA	1281	Johnston School Dept.	PRSB	6.00	
MARK		HAWK	1341	New Shoreham School Dist.	PRAM	6.00	
PATRICIA		MCWEY	1441	Providence School Dept.	PRSB	6.00	
CONSTANCE		EASDON	1373	North Kingstown School Dept. (NC)	PRMS	5.50	
ELEANOR		VANHOUWE	1631	Woonsocket School Dept.	PRSB	5.00	
LYNNE	I	EDMONDS	1441	Providence School Dept.	PRSB	5.00	

**TEACHER RETIREES AND NON-CERTIFIED RETIREES WORKING 2020-2021 SCHOOL YEAR**  
**PRSB--SUBSTITUTE AND IN A STATE SCHOOL SUB; PRAM--VACANCY; PRMS--MUNICIPAL IN A SCHOOL REPORT DTD 12-04-2020**

First Name	Initial	Last Name	Employer Code	Employer	Title/Function	Number of Days	Footnote
SUSAN		VERRECCHIA	1441	Providence School Dept.	PRSB	5.00	
CAROL	R	KEEGAN	1211	Glocester School Dist.	PRSB	4.00	
CATHLEEN	A	MONROE	1113	Cranston School Dept. (NC)	PRMS	4.00	
DONNA	H	CARREIRO	1001	Barrington Public Schools	PRAM	4.00	
ELIZABETH		LESPERANCE	1411	Pawtucket School Dept.	PRSB	4.00	
MICHAEL	C	TRAFICANTE	1113	Cranston School Dept. (NC)	PRMS	4.00	Return from Suspension
PATRICIA	I	RAYCES	1441	Providence School Dept.	PRSB	4.00	
WILLIAM		GOODBY	1493	South Kingstown School Dept. (NC)	PRMS	4.00	
JOHN	P	A'VANT	1111	Cranston School Dept.	PRAM	3.50	
MARILYN	E	SALISBURY	1381	North Providence School Dept.	PRSB	3.50	
BARBARA		RIX	1001	Barrington Public Schools	PRSB	3.00	
DONNA		TOBIN	1091	Coventry Public Schools	PRSB	3.00	
HAROLD	J	SMITH	2000	State	PRSB	3.00	
MARY		ASQUITH	1471	Smithfield School Dept.	PRSB	3.00	
MICHELLE	C	JAQUES	1031	Burrillville School Dept.	PRSB	3.00	
SUSAN		FRIENDSON	1441	Providence School Dept.	PRSB	3.00	
KENNETH	L	PECKHAM	1631	Woonsocket School Dept.	PRSB	2.50	
PAUL	C	MELARAGNO	1391	North Smithfield School Dept.	PRAM	2.50	
CAROLYN	M	PELZMAN	1471	Smithfield School Dept.	PRSB	2.00	
EDWARD	J	FERRARIO	1371	North Kingstown School Dept.	PRSB	2.00	
ELIZABETH	M	GILL	1323	Middletown Public Schools (NC)	PRMS	2.00	
JAMES	E	HAWORTH	1111	Cranston School Dept.	PRSB	2.00	
LISA	J	TUTAJ-HARPIN	1031	Burrillville School Dept.	PRAM	2.00	
PAULEEN	M	SLATER	1121	Cumberland School Dept.	PRSB	2.00	
RUSSELL	E	SPENCER	1153	East Greenwich School Dist. (NC)	PRMS	2.00	
ZITA		BUTLER	1411	Pawtucket School Dept.	PRSB	2.00	
BARBARA		SWIENTON	1341	New Shoreham School Dist.	PRAM	1.00	
DONNA		LANGTON	1411	Pawtucket School Dept.	PRSB	1.00	
HELEN		SISCO	1471	Smithfield School Dept.	PRSB	1.00	
SUSAN	T	ROGERS	1073	Chariho Regional School Dist. (NC)	PRMS	1.00	



**PRME--RETIREES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 12-04-2020**

First Name	Initial	Last Name	Employer Code	Employer	Number of Days	Footnote
EMERSON	J	MARVEL	1162	City of East Providence	193.00	Suspended Pension
MICHAEL	A	DEMELLO	1015	Bristol Fire Dept.	186.00	Suspended Pension
PATRICK	A	MURRAY	1634	Woonsocket Police Dept.	86.50	Employer to adjust posting-75.5 days
CHRISTOPHER	C	COTTA	1532	Town of Tiverton	77.00	Acting Town Admin--non reportable -- RIGL 36-10-36d(1)
ARTHUR	E	BOUCHARD	1632	City of Woonsocket	75.00	At limit
KATHLEEN	M	MCGOVERN	1012	Town of Bristol	74.00	Close to limit
DENIS		LAPIERRE	1632	City of Woonsocket	73.00	Close to limit
EDWARD	R	FRATELLI	1478	Town of Smithfield (COLA)	70.00	Close to limit
LORRAINE	R	PROVENCHER	1632	City of Woonsocket	65.50	Close to limit
THEODORE	J	PRZYBYLA	1462	Town of Scituate	65.00	Close to limit
WILLIAM	A	PILKINGTON	1478	Town of Smithfield (COLA)	64.50	
LOUIS	J	CHARELLO	1705	ALBION FIRE DISTRICT	63.00	
JOHN		ZINNI	1009	Barrington COLA Group	61.00	
ROBERT	J	LEMOI	1154	East Greenwich Police Dept.	61.00	
WILLIAM	S	HIGGINS	1154	East Greenwich Police Dept.	61.00	
LEANNE		ALDRICH	1009	Barrington COLA Group	60.50	
PAULINE	S	PAYEUR	1632	City of Woonsocket	60.50	
RICHARD	J	DENICE	1154	East Greenwich Police Dept.	59.50	
ARTHUR	E	JONES	1032	Town of Burrillville	58.50	
WILLIAM	J	FLATLEY	1492	Town of South Kingstown	58.50	
RUSSELL	W	BROWN	1452	Town of Richmond	58.00	
STEVEN		HAZARD	1632	City of Woonsocket	54.50	
JOHN	T	OHARA	1154	East Greenwich Police Dept.	51.50	
BRAYTON	A	ROUND	1032	Town of Burrillville	51.00	
JOHN N	N	BUCCI	1112	City of Cranston	49.50	
ROBERTA	A	TURCHETTA	1112	City of Cranston	49.50	
DAVID	E	DESJARLAIS	1154	East Greenwich Police Dept.	45.50	
GAIL		TOPAKIAN	1112	City of Cranston	41.00	
KATHLEEN	A	WOOD	1538	Tiverton Local 2670A	40.00	
LORRAINE	A	DEROIS	1012	Town of Bristol	40.00	
JOSEPH	D	ANDREOZZI	1386	North Providence Hsg. Auth.	39.00	
MICHAEL		WILDENHAIN	1412	City of Pawtucket	39.00	
GARY	F	LONERGAN	1474	Smithfield Police Dept.	38.00	
CLAIRE	A	LAIRD	1412	City of Pawtucket	37.50	
ANNA	E	MARINO	1112	City of Cranston	37.00	
FRANK	E	JUDGE	1082	Town of Charlestown	37.00	
SALLY	A	INGEGNERI-SIMONI	1282	Town of Johnston	36.50	
ARTHUR	M	RHODES	1154	East Greenwich Police Dept.	35.00	
MARY	C	Langlois	1032	Town of Burrillville	35.00	
DIANE	M	WALSH	1112	City of Cranston	34.00	

## PRME--RETIREES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 12-04-2020

First Name	Initial	Last Name	Employer Code	Employer	Number of Days	Footnote
LINDA	M	DIPRETE	1112	City of Cranston	32.00	
GLEN		BIDDISCOMBE	1032	Town of Burrillville	28.00	
THOMAS	E	DUQUETTE	1602	Town of West Greenwich	26.50	
JOHN	M	CARPINELLI	1492	Town of South Kingstown	24.50	
EDWARD	L	CABRAL JR.	1562	Town of Warren	24.00	
LINDA	J	FONTAINE	1632	City of Woonsocket	24.00	
MELVIN	L	JEFFERIES SR	1166	East Providence Housing Authority	24.00	
DENNIS	W	BROD	1492	Town of South Kingstown	23.50	
LYNN	L	BURKHARDT	1009	Barrington COLA Group	22.00	
DANIEL	J	MEUNIER	1154	East Greenwich Police Dept.	21.00	
RICHARD	J	DELFINO JR.	1282	Town of Johnston	19.50	
JANET	C	RICHARDSON	1009	Barrington COLA Group	19.00	
SUZANNE		KOGUT	1478	Town of Smithfield (COLA)	19.00	
ELIZABETH	W	CAMBRA	1012	Town of Bristol	18.00	
GARY	F	LONERGAN	1478	Town of Smithfield (COLA)	18.00	
JOANN	K	MCINTYRE	1412	City of Pawtucket	18.00	
MARGARET	M	COTE	1478	Town of Smithfield (COLA)	16.00	
PAULINE		WASHINGTON	1632	City of Woonsocket	14.00	
ROMANA	H	RAMOS	1412	City of Pawtucket	14.00	
LOUIS	M	PRATA	1282	Town of Johnston	13.00	
JANET	M	PRAIRIE	1478	Town of Smithfield (COLA)	12.00	
DONNA		CONWAY	1016	Bristol Housing Authority	11.00	
JANICE	J	PEIXINHO	1152	Town of East Greenwich	11.00	
CHARLOTTE	A	LANNI	1282	Town of Johnston	10.50	
ELAINE		SWISTAK	1412	City of Pawtucket	10.50	
MARY ANN		PACKER	1492	Town of South Kingstown	10.50	
BARBARA	A	CREEDON	1112	City of Cranston	9.50	
LARETO	P	GUGLIETTA	1154	East Greenwich Police Dept.	9.50	
LINDA	M	CASEY	1112	City of Cranston	9.50	
MICHAEL	D	CASSIDY	1412	City of Pawtucket	9.50	
ANTOINETTE		BEAUDREAU	1242	Hope Valley-Wyoming Fire Dist.	9.00	
KATHERINE	A	MURRAY	1012	Town of Bristol	9.00	
JOHN	J	TOOLAN	1009	Barrington COLA Group	7.50	
LARETO	P	GUGLIETTA	1032	Town of Burrillville	7.00	
RAYMOND		MARZILLI JR	1532	Town of Tiverton	6.50	
DOROTHY	A	MASOIAN	1112	City of Cranston	6.00	
HILDING	T	MUNSON	1492	Town of South Kingstown	6.00	
JANET	A	EBERTS	1478	Town of Smithfield (COLA)	6.00	
JOSEPH	L	DINOBILO	1492	Town of South Kingstown	6.00	
WILLIAM	J	GATELY	1032	Town of Burrillville	6.00	Accidental Disability

## PRME--RETIREES WORKING MUNICIPALITIES IN 2020 CALENDAR YEAR --REPORT DTD 12-04-2020

First Name	Initial	Last Name	Employer Code	Employer	Number of Days	Footnote
ANN	M	GRUTTADAURIA	1282	Town of Johnston	5.50	
THOMAS	E	HODGE	1412	City of Pawtucket	5.50	
DONNA		CONWAY	1386	North Providence Hsg. Auth.	5.00	
RONALD	P	KOMIEGA	1562	Town of Warren	4.00	
JOHN	T	OHARA	1492	Town of South Kingstown	3.50	
LINDA	C	ARCHETTO	1112	City of Cranston	3.50	
REBECCA	A	BENNETT	1492	Town of South Kingstown	3.50	
VINCENT	D	SOBOLESKI	1564	Warren Police Dept.	3.00	
WILLIAM	A	DORNEY III	1004	Barrington Police Dept.	3.00	
ANGELA	M	JALETTE	1394	North Smithfield Police Dept.	2.00	
DAVID	A	CARPENTER	1392	Town of North Smithfield	2.00	
JOYCE		COMSTOCK	1492	Town of South Kingstown	1.00	
WARREN	L	STEERE	1032	Town of Burrillville	1.00	
WILLIAM	A	DORNEY III	1009	Barrington COLA Group	1.00	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -12-04-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
MICHAEL	W	WESTKOTT	URI	\$ 15,004.33	Close to limit
BRUNA	M	BOYLE	URI	\$ 14,885.98	
MARIE	H	BAGUCHINSKY	URI	\$ 13,784.02	
ANDRES	R	ZUNIGA	CCRI	\$ 13,370.59	
DAVID		NEVES	URI	\$ 13,252.37	
WILLIAM	T	BEHREND JR	URI	\$ 12,923.62	
ANDREW		EGAN	URI	\$ 11,215.08	
RICHARD	G	SWEARINGEN	URI	\$ 11,002.58	
KATHLEEN	D	HUDSON	CCRI	\$ 9,900.68	
HUGO	J	DEASCENTIS JR	CCRI	\$ 9,390.00	
GAIL	S	O'ROURKE	CCRI	\$ 8,401.13	
ALFRED	R	CRUDALE	URI	\$ 7,651.35	
NORMAN	P	FORTIN	URI	\$ 7,650.00	
CHARLES	P	LEHOURITES	CCRI	\$ 7,410.88	
RONALD		GAGNE SR	CCRI	\$ 6,801.70	
CLAIRE		DUMAS	CCRI	\$ 6,800.00	
LORRAINE	E	BELLO	CCRI	\$ 6,800.00	
JOHN	A	DONATO	CCRI	\$ 6,711.88	
JAMES	M	BUXTON	URI	\$ 6,601.44	
CAROL	A	SPAZIANO	CCRI	\$ 6,465.48	
GARY	C	COMUNALE	URI	\$ 6,461.98	
PETER	J	PETRONE	CCRI	\$ 6,432.98	
THOMAS	H	MITCHELL	CCRI	\$ 6,255.44	
CHARLES		STIMPSON	CCRI	\$ 6,159.95	
KATHLEEN		CRESCENZO	CCRI	\$ 5,902.95	
MICHELLE		BROUSSEAU	CCRI	\$ 5,665.52	
DONALD	G	CASCI	CCRI	\$ 5,319.30	
VANESSA	G	DELGIUDICE	RIC	\$ 5,160.00	
EILEEN	P	ZISK	CCRI	\$ 5,100.00	
JOSEPH		LANNI	CCRI	\$ 5,100.00	
MARTIN	T	MARSHALL	CCRI	\$ 5,100.00	
PETER	V	RIVELLI	CCRI	\$ 5,056.18	
JAMES	V	STRAVATO	CCRI	\$ 4,970.04	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -12-04-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
WILLIAM	H	GREEN	CCRI	\$ 4,840.08	
GENE	P	DUFAULT	CCRI	\$ 4,562.30	
JAMES	E	GUARINO	CCRI	\$ 4,560.09	
MIGUEL		LOPES	CCRI	\$ 4,485.78	
WILLIAM	J	IZZI	RIC	\$ 4,098.50	
ELIZABETH	O	O'CONNELL	CCRI	\$ 4,014.64	
LAWRENCE	P	BYRNE	CCRI	\$ 4,014.64	
DENNIS	A	SPICUZZA	CCRI	\$ 4,005.84	Accidental Disability
PATRICIA	A	ROSE	CCRI	\$ 3,824.69	
KAREN	E	BATESON	CCRI	\$ 3,643.82	
FRANKLIN	D	MEGLIO	CCRI	\$ 3,507.10	
PAMELA		TESTONI	CCRI	\$ 3,374.21	
DONNA M		PATCH	CCRI	\$ 3,359.55	
JOHN ALAN	A	LONGIARU	CCRI	\$ 3,240.29	
ROSEMARY		ANDREOZZI	CCRI	\$ 3,232.74	
VICTOR	R	OSTERMAN	CCRI	\$ 3,232.74	
MICHAEL	J	PAUL	RIC	\$ 3,225.00	
ANTHONY	J	CIOTOLA	CCRI	\$ 3,189.20	
JEFFREY	T	MINER	CCRI	\$ 3,189.20	
THOMAS	A	CONBOY	CCRI	\$ 3,189.20	
VINCENT	J	HAWKINS	CCRI	\$ 3,189.20	
UGURHAN	A	KOSEREIS	CCRI	\$ 2,961.66	
SANDRA	L	ANTONI	CCRI	\$ 2,900.27	
JAMES	J	HOPKINS	CCRI	\$ 2,871.75	
JO-ANN		PHILLIPS	URI	\$ 2,871.61	
WILLIAM	C	OKERHOLM JR	CCRI	\$ 2,806.75	
LORENZO		TETREAULT	CCRI	\$ 2,646.15	
JOHN	J	MUNKO	RIC	\$ 2,580.00	
MARLYCE	L	ADAMS	RIC	\$ 2,580.00	
THOMAS		ASERMELY	CCRI	\$ 2,550.00	
GERALD		SILBERMAN	CCRI	\$ 2,420.04	
NANCY		MURPHY	RIC	\$ 2,257.50	
RAYMOND	M	MEDEIROS	CCRI	\$ 2,042.04	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -12-04-2020**

First Name	Initial	Last Name	Employer	Earnings	Footnote
CHRISTINE	L	HANLEY	RIC	\$ 1,935.00	
GERALDINE	T	MARCOCCIO	CCRI	\$ 1,805.67	
ALBERT	C	DIFAZIO	Davies	\$ 1,761.51	
BRIGID	A	BALBONI	CCRI	\$ 1,594.60	
CATHERINE		SMITH	CCRI	\$ 1,594.60	
GEORGE		PAGE	CCRI	\$ 1,594.60	
RANDALL		WHITE	CCRI	\$ 1,594.60	
ROBERT	N	MASSE	CCRI	\$ 1,594.60	
SUSAN	L	HAWKSLEY	CCRI	\$ 1,594.60	
WALTER	J	REIS	CCRI	\$ 1,594.60	
CAROL	M	ENGLANDER	URI	\$ 1,448.72	
KIRK		LAMBOY	CCRI	\$ 1,417.00	
ALFRED	L	PERROTTI	CCRI	\$ 1,413.49	
JAMES	J	KILEY	CCRI	\$ 1,405.56	
DEBORAH	L	BUSH	CCRI	\$ 1,401.65	
FRANCIS	C	WHITE	CCRI	\$ 1,393.41	
WENDY		ARONOFF	CCRI	\$ 1,349.76	
ALBERT	K	AUBIN	CCRI	\$ 1,343.43	
ANESTIS	T	KOSTARIDES	cCRI	\$ 1,343.43	
PATRICIA	L	DIONNE	CCRI	\$ 1,343.43	
PATRICIA	L	KOSTARIDES	CCRI	\$ 1,343.43	
REGINA	M	CARUOLO	CCRI	\$ 1,343.43	
DAVID	C	MARANDOLA	CCRI	\$ 1,296.27	
GREGORY	P	HART	CCRI	\$ 1,154.30	
LOIS	A	HOPKINS	CCRI	\$ 1,038.87	
ANN		MCBRIDE	CCRI	\$ 918.81	
ANDREW	A	BONNER	CCRI	\$ 825.44	
LESLIE	H	ARCHIBALD	CCRI	\$ 825.44	
MARTIN		LEPKOWSKI	CCRI	\$ 758.10	
KENNETH	J	HOPKINS	CCRI	\$ 700.00	
KARIN	E	LUKOWICZ	CCRI	\$ 669.53	
DAVID	W	HANSON	CCRI	\$ 637.50	
RICHARD	J	BENEDUCE	CCRI	\$ 517.13	

**RETIREES WORKING UNDER 18K AT STATE COLLEGES/UNIVS (EMPLOYER CODE = 2000)**  
**PRIS--State colleges/univs/--Instructor at a state school - Calendar Year 2020--Report dtd -12-04-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer</b>		<b>Earnings</b>	<b>Footnote</b>
LINDA	J	VALENTE	CCRI	\$	412.25	
EDWARD	A	GRADILONE	CCRI	\$	363.02	
GREGG		NOURY	CCRI	\$	318.24	
PAUL	C	MELARAGNO	CCRI	\$	220.64	
PAUL		HETU	CCRI	\$	90.70	
CARL	A	TRONNI	CCRI	\$	82.45	

**RETIRED REGISTERED NURSES WORKING AT A STATE-OPERATED FACILITY IN RI INCLUDING EMPLOYMENT AS A FACULTY MEMBER OF A NURSING  
PROGRAM AT A STATE-OPERATED COLLEGE OR UNIVERSITY (CALENDAR YEAR 2020)--REPORT DTD 12-04-2020**

<b>First Name</b>	<b>Initial</b>	<b>Last Name</b>	<b>Employer Code</b>	<b>Employer</b>	<b>Title/Function</b>	<b>Number of Days</b>	<b>Footnote</b>
LINDA		MASSE	2000	BHDDH--Zambarano	PRNR	60.50	
DONNA	I	AMATO	2000	BHDDH	PRNR	33.50	
KEVIN	M	WILKS	2000	RIC	PRNR	8.00	





State of Rhode Island

Gina M. Raimondo  
Governor

EXECUTIVE ORDER

20-86

October 19, 2020

**EIGHTY-FIRST SUPPLEMENTAL EMERGENCY DECLARATION -  
EXTENSION OF EXECUTIVE ORDER**

WHEREAS, on March 9, 2020, I issued Executive Order 20-02 declaring a state of emergency due to the dangers to health and life posed by COVID-19 and that Order is in effect until at least November 2, 2020; and

WHEREAS, on May 21, 2020, I issued Executive Order 20-37 increasing state COVID-19 response capacity and that Order has also been extended until October 20, 2020.

NOW, THEREFORE, I, GINA M. RAIMONDO, by virtue of the authority vested in me as Governor of the State of Rhode Island, pursuant to Article IX of the Rhode Island Constitution and the Rhode Island General Laws, including, but not limited to, Title 30, Chapter 15, do hereby extend the following Executive Orders:

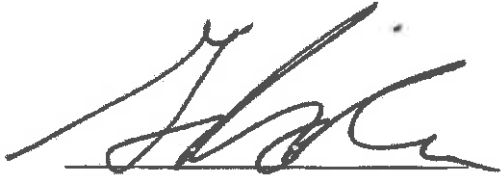
1. Executive Order 20-37 (Thirty-Fourth Supplemental Emergency Declaration – Increasing State COVID-19 Response Capacity).

This Executive Order shall take effect on October 20, 2020 and remain in full force and effect until November 19, 2020 unless renewed, modified or terminated by subsequent Executive Order.

2020 OCT 19 PM 12:58  
SECRETARY OF STATE  
PUBLIC INFORMATION  
CENTER

Executive Order 20-86  
October 19, 2020  
Page 2

So Ordered,

A handwritten signature in black ink, appearing to read 'Gina', written over a horizontal line.

Gina M. Raimondo  
Governor

## Memorandum

**To:** Frank Karpinski, Executive Director, Employees' Retirement System of RI

**From:** Jacqueline G. Kelley, Associate Director (Dept. of Administration on loan to the Dept. Of Health)

**Re:** Executive Order 20-37 and 20-54

**Cc:** Gayle Mambro-Martin, Cindy Flores

**Date:** November 18, 2020

The initial Executive Order regarding retirees continues to be extended by the Governor's Office. Below is the list of retirees who fall under this Executive Order and should not have impacts upon their respective pensions:

Annette Harriman  
Normand Laliberte  
Carol Browning  
Marian Mulholland  
Sandra Clark  
Bernadette McDowell  
Sandra Delack  
Kathleen King Barton  
Elaine Squadrito  
Deborah Vannoy

The skills, training, and knowledge of the retirees being re-employed by the RI Dept. of Health have played a vital role in the COVID19 response. Supplemental staffing of nurses with knowledge of infectious diseases, conversant with the handling of pandemics, and availability has been and remains crucial to the appropriate addressing of this pandemic

Thank you and your staff for your assistance with this process and your cooperation. If there is any additional information that I can provide, please advise. Thank you.



State Retirement Board  
Employees Retirement System of the State of Rhode Island  
50 Service Road  
Warwick, RI 02886

RE: Re-employment of Maureen G. Glynn

Dear Mr. Karpinski,

Pursuant to Rhode Island Governor Raimondo's Executive Orders 20-37, 20-47, and 20-54, I certify that that Maureen G. Glynn's re-employment at the Rhode Island Department of Health (RIDOH) would be of a limited duration to provide consulting and legal services during the COVID-19 pandemic. Ms. Glynn possess unique skills, training, and knowledge concerning health care systems, regulation of healthcare entities, and disaster preparedness. Her 30 plus years of experience in the healthcare arena provides needed support to RIDOH during the public health crisis due to COVID-19.

If you need further information, please contact me.

Sincerely,

Jacqueline G. Kelley, Esq.  
Associate Director, Department of Administration on loan to the Department of Health

Cc: Gayle Mambro-Martin, Esq.

**From:** Kelley, Jacqueline (RIDOH) <[Jacqueline.Kelley@health.ri.gov](mailto:Jacqueline.Kelley@health.ri.gov)>  
**Sent:** Thursday, November 5, 2020 9:11 AM  
**To:** Gayle Mambro-Martin <[Gayle.Mambro-Martin@ersri.org](mailto:Gayle.Mambro-Martin@ersri.org)>  
**Subject:** [EXTERNAL]Maureen Glynn

Please know that Maureen Glynn has completed her service for RI Dept. of Health. Thank you. The other retirees are continuing. Thank you again.

*Jacqueline G. Kelley, Esq.*  
*Associate Director on assignment to Rhode Island Department of Health*  
*(401)222-5142 (office) (401)265-0121 (cell)*  
[Jacqueline.Kelley@health.ri.gov](mailto:Jacqueline.Kelley@health.ri.gov)

*This message and all attachments may contain information that is confidential and/or proprietary to the Rhode Island Department of Health, including personal health information, and disclosures or distributions to anyone other than an intended recipient are prohibited. If you believe that you have received this message in error, please notify the sender by replying to this email, then immediately delete this message without further disclosure. Thank you.*



SECRETARY OF STATE  
PUBLIC INFORMATION  
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2020 NOV -3 PM 4: 04  


## State of Rhode Island

Gina M. Raimondo  
Governor

### EXECUTIVE ORDER

20-91

November 2, 2020

#### EIGHTY-SIXTH SUPPLEMENTAL EMERGENCY DECLARATION – EXTENSION OF VARIOUS EXECUTIVE ORDERS

WHEREAS, on March 9, 2020, I issued Executive Order 20-02 declaring a state of emergency due to the dangers to health and life posed by COVID-19 and that Order is in effect until at least November 2, 2020;

WHEREAS, on March 18, 2020, I issued Executive Order 20-06 expanding access to telemedicine services and that Order has been extended until November 2, 2020;

WHEREAS, on April 6, 2020, I issued Executive Order 20-16 authorizing waiver and Medicaid state plan amendments and adjustments to essential provider rates and that Order has been extended until November 2, 2020;

WHEREAS, on April 7, 2020, I issued Executive Order 20-17 requiring testing, critical supplies and hospital capacity reporting and that Order has been extended until November 2, 2020;

WHEREAS, on April 9, 2020, I issued Executive Order 20-19 increasing access to unemployment insurance and that Order has been extended until November 2, 2020;

**WHEREAS**, on July 31, 2020, I issued Executive Order 20-60 continuing to require cloth face coverings in public and that Order has been extended until November 2, 2020;

**WHEREAS**, on September 2, 2020, I issued Executive Order 20-70 allowing expanded hospital capacity as well as providing statutory immunity to hospitals and health care and other workers responding to the COVID-19 emergency and that Order has been extended until November 2, 2020;

**WHEREAS**, on September 2, 2020, I issued Executive Order 20-71 imposing further self-quarantine and self-isolation requirements and that Order has been extended until November 2, 2020;

**WHEREAS**, on October 2, 2020, I issued Executive Order 20-82 modifying processes for the predominantly mail ballot general election;

**WHEREAS**, despite progress in some key areas, the State continues to suffer from the effects of the pandemic; and

**WHEREAS**, further aggressive efforts are necessary to slow the spread of COVID-19 and to lessen the strain on our healthcare system.

**NOW, THEREFORE, I, GINA M. RAIMONDO**, by virtue of the authority vested in me as Governor of the State of Rhode Island, pursuant to Article IX of the Rhode Island Constitution and the Rhode Island General Laws, including, but not limited to, Title 30, Chapter 15, and Title 23, Chapter 8, do hereby extend the following Executive Orders:

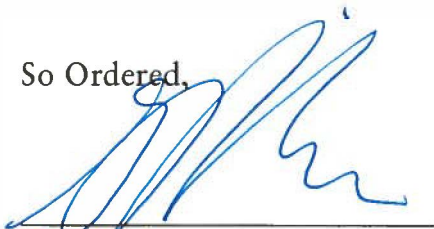
1. Executive Order 20-02 (Declaration of Disaster Emergency).
2. Executive Order 20-06 (Fourth Supplemental Emergency Declaration – Expanding Access to Telemedicine Services).
3. Executive Order 20-16 (Thirteenth Supplemental Emergency Declaration – Authorizing Waiver and Medicaid State Plan Amendments and Adjustments to Essential Provider Rates).
4. Executive Order 20-17 (Fourteenth Supplemental Emergency Declaration – Testing, Critical Supplies and Hospital Capacity Reporting).



5. Executive Order 20-19 (Sixteenth Supplemental Emergency Declaration – Increasing Access to Unemployment Insurance).
6. Executive Order 20-60 (Fifty-Fifth Supplemental Emergency Declaration – Continuing to Require Cloth Face Coverings in Public).
7. Executive Order 20-70 (Sixty-Fifth Supplemental Emergency Declaration – Hospital and Community-Based Health Care).
8. Executive Order 20-71 (Sixty-Sixth Supplemental Emergency Declaration – Further Quarantine Order).
9. Executive Order 20-82 (Seventy-Seventh Supplemental Emergency Declaration – Modifying Processes for the Predominantly Mail Ballot General Election).

This Executive Order shall take effect on November 3, 2020 and remain in full force and effect until December 3, 2020 unless renewed, modified or terminated by subsequent Executive Order.

So Ordered,



Gina M. Raimondo  
Governor

STATE OF RHODE ISLAND



**Department of Labor and Training**  
Center General Complex  
1511 Pontiac Avenue  
Cranston, RI 02920-4407

Telephone: (401) 462-8000  
TDD: R.I. Relay 711

Gina M. Raimondo  
Governor

Scott R. Jensen  
Director

November 19, 2020

Mr. Frank Karpinski  
Executive Director  
Employees Retirement System of RI  
50 Service Avenue  
Warwick, RI 02886

Dear Mr. Karpinski:

On April 9, 2020 the Governor signed an Executive Order 20-19 RIGL 36-10-36 that allowed the Department to bring back retirees to address the demand created by the COVID-19 pandemic.

I certify that the skills, training and knowledge of the retirees being re-employed by the Rhode Island Department of Labor & Training (DLT) are due to the need created by the COVID-19 crisis and the duration of such re-employment shall be effective from October 31, 2020 to June 30, 2021.

The following is a list of the retirees that are currently working:

Sue Trocina  
Kathy Conti Flynn  
William Harrington  
Candace LaPietra  
Sandra Arruda

Donna Tourtellot  
Arlene Weber  
Patricia O'Connor  
Rosalie DiChiro  
Kathy Brown

Also, the following retirees listed below are no longer working:

Ann Peixinho  
Virginia Howard

Andrea Gordon  
Rose Lemoine

The Department may seek an extension for the suspension of retiree pension benefits to allow for continued employment based on claim load demands.

Should you need any further information, please contact me.

Sincerely,

  
Scott R. Jensen  
Director

CC: LeeAnn Byrne – Treasurer's Office

STATE OF RHODE ISLAND



**Department of Labor and Training**

Center General Complex  
1511 Pontiac Avenue  
Cranston, RI 02920-4407

Telephone: (401) 462-8000

TDD: R.I. Relay 711

Gina M. Raimondo  
Governor

Scott R. Jensen  
Director

December 4, 2020

Mr. Frank Karpinski  
Executive Director  
Employees Retirement System of RI  
50 Service Avenue  
Warwick, RI 02886

Dear Mr. Karpinski:

On April 9, 2020 the Governor signed an Executive Order 20-19 RIGL 36-10-36 that allowed the Department to bring back retirees to address the demand created by the COVID-19 pandemic.

I certify that the skills, training and knowledge of the retiree being re-employed by the Rhode Island Department of Labor & Training (DLT) are due to the need created by the COVID-19 crisis and the duration of such re-employment shall be effective from December 7, 2020 to June 30, 2021.

The following is the name of the returning retiree:

Denise Cannata

The Department may seek an extension for the suspension of retiree pension benefits to allow for continued employment based on claim load demands.

Should you need any further information, please contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read "Scott R. Jensen", with a long horizontal flourish extending to the right.

Scott R. Jensen  
Director

CC: LeeAnn Byrne – Treasurer's Office

# Employees' Retirement System of Rhode Island



## 9.2. Report of Contributions

For Report



Employees' Retirement System of Rhode Island

Employer Aging  
Period Ending: 11/15/20

	Organization	Employer Group	Balance as of 11/15/2020	0 -30 days Due under 30	30 - 60 days Due over 30	60 - 90 days Due over 60	90 + days	Comments
1001	Barrington School Department	ERS	7,206.92	0.00	4,864.23	0.00	2,305.33	Prior Period Adjustment
1031	Burrillville School Department	ERS	4,012.64	0.00	370.06	3,193.88	0.00	Prior Period Adjustment
1091	Coventry School Department	ERS	3,003.79	0.00	0.00	0.00	0.00	
1121	Cumberland School Department	ERS	711.41	0.00	0.00	0.00	0.00	
1191	Foster School District	ERS	13,433.85	0.00	0.00	0.00	0.00	
1281	Johnston School Department	ERS	808.55	0.00	0.00	0.00	0.00	
1301	Lincoln School Department	ERS	638.38	0.00	0.00	0.00	0.00	
1311	Little Compton School Department	ERS	390.00	0.00	97.50	97.50	97.50	Prior Period Adjustment
1351	Newport School Department	ERS	185,182.81	0.00	0.00	0.00	0.00	
1381	North Providence School Department	ERS	195,944.37	0.00	0.00	0.00	0.00	
1391	North Smithfield School Department	ERS	94,240.04	0.00	0.00	0.00	0.00	
1401	Northern RI Collaborative	ERS	15,167.46	0.00	0.00	0.00	0.00	
1491	South Kingstown School Department	ERS	208,190.32	0.00	0.00	0.00	0.00	
1531	Tiverton School Department	ERS	9,268.84	0.00	0.00	0.00	0.00	
1671	International Charter School	ERS	29,547.40	0.00	0.00	0.00	0.00	
1751	RI Nurses Institute	ERS	12,317.74	0.00	0.00	0.00	0.00	
1761	Village Green Virtual Charter School	ERS	13,209.86	13,209.86	0.00	0.00	0.00	Prior Period Adjustment
1791	Charette Charter School	ERS	9,735.22	0.00	4,867.61	0.00	0.00	Prior Period Adjustment
2010	Correctional Officers - State	ERS	979,585.29	0.00	0.00	0.00	0.00	
2100	Airport Corporation	ERS	0.01	0.00	0.00	0.00	0.00	
2200	Economic Development Corporation	ERS	1,513.27	0.00	0.00	0.00	0.00	
2300	Narragansett Bay Commission	ERS	23.33	0.00	0.00	0.00	23.33	
2400	Non-Contributing State A/R	ERS	386,942.62	0.00	0.00	0.00	0.00	
2460	Non-Contributing Family Court	ERS	33,251.32	0.00	0.00	0.00	0.00	
<b>Grand total</b>			<b>2,204,325.44</b>	<b>13,209.86</b>	<b>10,199.40</b>	<b>3,291.38</b>	<b>2,426.16</b>	
			<b>100.00%</b>	<b>2.54%</b>	<b>0.98%</b>	<b>0.24%</b>	<b>0.44%</b>	



# Employees' Retirement System of Rhode Island

Employer Aging  
Period Ending: 11/15/20


	Organization	Employer	Balance as of 11/15/2020	0 - 30 days Due under 30	30 - 60 days Due over 30	60 - 90 days Due over 60	90 + days	Comments
1007	Barrington School Department Non-Certified Employees - COLA	MERS	0.02	0.00	0.00	0.00	0.00	
1008	Barrington Fire Department (25 Year Plan)	MERS	0.01	0.00	0.00	0.00	0.00	
1009	Barrington DPW	MERS	0.79	0.00	0.00	0.00	0.00	
1015	Bristol Fire Department	MERS	0.09	0.00	0.00	0.00	0.00	
1032	Town of Burrillville	MERS	0.96	0.00	0.00	0.00	0.00	
1033	Burrillville School Department Non-Certified Employees	MERS	135.30	0.00	0.00	135.33	0.00	
1045	Central Coventry Fire Department	MERS	15,914.15	0.00	0.00	0.00	0.00	
1126	Cumberland Housing Authority	MERS	894.97	0.00	0.00	0.00	18.95	
1148	Cumberland Rescue	MERS	195.56	0.00	0.00	0.00	195.56	
1153	East Greenwich School Department Non-Certified Employees	MERS	79.90	0.00	0.00	0.00	0.00	
1162	City of East Providence	MERS	105,416.81	0.00	0.00	0.00	0.00	
1193	Foster School District Non-Certified Employees	MERS	2,202.61	0.00	0.00	0.00	0.00	
1212	Town of Glocester	MERS	337.93	0.00	0.00	0.00	337.93	
1242	Hope Valley/Wyoming Fire District	MERS	2,248.26	235.81	707.43	471.62	833.40	Pior Period Adjustments
1262	Town of Hopkinton	MERS	4,133.80	0.00	0.00	0.00	0.00	
1264	Hopkinton Police Department	MERS	16,109.14	0.00	0.00	0.00	0.00	
1272	Town of Jamestown	MERS	595.17	0.00	0.00	0.00	0.00	
1286	Johnston Housing Authority	MERS	815.67	0.00	0.00	0.00	0.00	
1302	Town of Lincoln	MERS	5,933.04	0.00	0.00	0.00	5,933.04	Prior Period Adjustment
1342	Town of New Shoreham	MERS	16,438.14	0.00	0.00	0.00	0.00	
1344	New Shoreham Police Department	MERS	9,842.54	0.00	0.00	0.00	0.00	
1352	City of Newport	MERS	97,234.93	0.00	0.00	0.00	0.00	
1353	Newport School Department Non-Certified Employees	MERS	36,942.42	0.00	0.00	0.00	0.00	
1354	City of Newport - Monthly	MERS	77.02	0.00	0.00	0.00	0.00	
1356	Newport Housing Authority	MERS	6,116.47	0.00	0.00	0.00	0.00	
1364	Newport Police Department	MERS	10,518.21	0.00	0.00	0.00	0.00	
1382	Town of North Providence	MERS	17,518.45	0.00	0.00	0.00	252.98	
1383	North Providence School Department Non-Certified Employees	MERS	10,992.72	0.00	0.00	0.00	0.00	




# Employees' Retirement System of Rhode Island


Employer Aging  
Period Ending: 11/15/20

1385	North Providence Fire Department	MERS	75,067.91	0.00	0.00	0.00	737.23	
1392	Town of North Smithfield	MERS	4.93	0.00	0.00	0.00	0.00	
1393	North Smithfield School Non-Certified Employees	MERS	7,077.95	0.00	0.00	0.00	0.00	
1395	North Smithfield Volunteer Fire Department	MERS	0.04	0.00	0.00	0.00	0.00	
1403	Northern RI Collaborative Non-Certified Employees	MERS	4,748.42	0.00	0.00	0.00	0.00	
1413	Pawtucket School Department Non-Certified Employees	MERS	59,873.18	0.00	0.00	0.00	0.00	
1416	Pawtucket Housing Authority	MERS	2,030.58	0.00	0.00	0.00	0.00	
1425	Portsmouth Fire Department	MERS	13,291.33	0.00	0.00	6,583.46	6.00	Prior Period Adjustment
1452	Town of Richmond	MERS	5,704.86	0.00	0.00	0.00	0.00	
1454	Richmond Police Department	MERS	7,527.04	0.00	0.00	0.00	0.00	
1462	Town of Scituate	MERS	14,337.65	0.00	0.00	0.00	519.34	
1463	Scituate School Department Non-Certified Employees	MERS	21.10	0.00	0.00	0.00	21.10	
1465	Smithfield Fire Department	MERS	7,262.92	0.00	0.00	0.00	0.00	
1474	Smithfield Police Department	MERS	12,904.89	0.00	0.00	0.00	0.00	
1478	Town of Smithfield (COLA)	MERS	11,453.65	0.00	0.00	0.00	0.00	
1484	Scituate Police Department - 7/1/16	MERS	5,601.36	0.00	0.00	0.00	0.00	
1492	Town of South Kingstown	MERS	46,966.81	0.00	0.00	0.00	0.00	
1493	South Kingstown School Department Non-Certified Employees	MERS	30,383.76	0.00	0.00	0.00	0.00	
1494	South Kingstown Police Department	MERS	54,728.29	0.00	0.00	0.00	0.00	
1505	South Kingstown EMT	MERS	5,526.46	0.00	0.00	0.00	0.00	
1566	Warren Housing Authority	MERS	1,612.29	537.43	0.00	0.00	0.00	
1705	Albion Fire District	MERS	3,164.50	0.00	0.00	0.00	0.00	
1805	Pascoag Fire District	MERS	1,483.41	0.00	0.00	0.00	0.00	
1815	Saylesville Fire Department	MERS	29.01	0.00	0.00	0.00	0.00	
<b>Grand total</b>			<b>731,497.42</b>	<b>773.24</b>	<b>707.43</b>	<b>7,190.41</b>	<b>8,855.53</b>	
			<b>100.00%</b>	<b>17.45%</b>	<b>0.94%</b>	<b>1.00%</b>	<b>1.48%</b>	

		Employees' Retirement System of Rhode Island				
		Report of Received Contributions				
		Period Ending: 10/31/2020				
Organization		Frequency	Received Employer/Employee Contributions	Delinquent Contributions	Delinquent Loss/Earnings Calculation	
1001	Barrington Public Schools	BIWK	\$284,823.63			
1007	Barrington COLA Non-Certified	BIWK	\$33,090.42			
1009	Barrington COLA Group	BIWK	\$27,475.94			
1012	Town of Bristol	BIWK	\$14,522.40			
1014	Bristol Police Department	BIWK	\$19,414.28			
1016	Bristol Housing Authority	WKLY	\$1,778.59			
1019	Town of Bristol EE Highway	BIWK	\$14,167.90			
1021	Bristol Warren Reg. School District	BIWK	\$275,961.43			
1023	Bristol Warren Reg. School District (NC)	BIWK	\$32,510.52			
1031	Burrillville School Department	BIWK	\$104,837.14			
1032	Town of Burrillville	BIWK	\$20,649.78			
1033	Burrillville School Department (NC)	BIWK	\$12,380.49			
1036	Burrillville Housing Authority	WKLY	\$1,066.96			
1052	City of Central Falls	BIWK	\$8,851.76			
1056	Central Falls Housing Authority	WKLY	\$6,233.22			
1061	Central Falls Collaborative	BIWK	\$212,752.46	^		\$7,046.38
1063	Central Falls School District (NC)	BIWK	\$34,485.15	^		\$3,592.61
1071	Chariho Regional School District	BIWK	\$119,263.06			
1073	Chariho Regional School District (NC)	BIWK	\$26,569.89			
1082	Town of Charlestown	BIWK	\$10,987.41			
1091	Coventry Public Schools	BIWK	\$374,243.69			
1095	Coventry Fire District	BIWK	\$2,648.04			
1096	Coventry Housing Authority	BIWK	\$4,417.71			
1098	Coventry Lighting District	BIWK	\$216.26			
1111	Cranston School Department	BIWK	\$729,744.83			
1112	City of Cranston	BIWK	\$64,061.35			
1113	Cranston School Department (NC)	BIWK	\$62,349.66			
1114	Cranston Police Department	BIWK	\$75,699.68	*		
1115	Cranston Fire Department	BIWK	\$102,965.34	*		
1116	Cranston Housing Authority	BIWK	\$7,084.09			
1121	Cumberland School Department	BIWK	\$377,246.25			
1122	Town of Cumberland	BIWK	\$24,358.61			
1123	Cumberland School Department (NC)	BIWK	\$34,220.40			
1126	Cumberland Housing Authority	WKLY	\$3,414.50			
1151	East Greenwich School Department	BIWK	\$151,142.09			
1152	Town of East Greenwich	WKLY	\$8,503.31			
1153	East Greenwich School District (NC)	BIWK	\$893.82			
1156	East Greenwich Housing Authority	BIWK	\$2,480.78			
1157	East Greenwich - COLA	WKLY	\$14,413.73			
1158	East Greenwich - COLA - NC	BIWK	\$13,734.93			
1159	East Greenwich Fire District (NC)	WKLY	\$255.72			
1161	East Providence School Department	BIWK	\$268,017.00			
1162	City of East Providence	BIWK	\$72,502.96			
1163	East Providence School Department (NC)	BIWK	\$38,697.89			
1166	East Providence Housing Authority	WKLY	\$3,821.79			



		<b>Employees' Retirement System of Rhode Island</b>			
		<b>Report of Received Contributions</b>			
		<b>Period Ending: 10/31/2020</b>			
	<b>Organization</b>	<b>Frequency</b>	<b>Received Employer/Employee Contributions</b>	<b>Delinquent Contributions</b>	<b>Delinquent Loss/Earnings Calculation</b>
1181	Exeter/West Greenwich Reg. School Department	BIWK	\$84,958.98		
1183	Exeter/West Greenwich Reg. School Department (NC)	BIWK	\$22,702.52		
1191	Foster School District	BIWK	\$17,656.55		
1192	Town of Foster	WKLY	\$4,422.78		
1193	Foster School District (NC)	BIWK	\$2,934.19		
1201	Foster/Glocester Reg. School District	BIWK	\$74,110.95		
1203	Foster/Glocester Reg. School District (NC)	BIWK	\$11,036.53		
1211	Glocester School District	BIWK	\$21,252.30		
1212	Town of Glocester	BIWK	\$7,800.55		
1213	Glocester School District (NC)	BIWK	\$4,979.08		
1227	Greenville Water District	WKLY	\$2,165.30		
1242	Hope Valley-Wyoming Fire District	BIWK	\$771.00		
1255	Hopkins Hill Fire Department	BIWK	\$6,437.92		
1262	Town of Hopkinton	BIWK	\$12,895.40		
1271	Jamestown School Department	BIWK	\$19,638.31		
1272	Town of Jamestown	BIWK	\$12,451.83		
1273	Jamestown School Department (NC)	BIWK	\$6,743.77		
1281	Johnston School Department	BIWK	\$274,802.61		
1282	Town of Johnston	BIWK	\$16,015.02		
1283	Johnston School Department (NC)	BIWK	\$25,765.74		
1286	Johnston Housing Authority	WKLY	\$3,165.65		
1293	Limerock Adm. Services	WKLY	\$308.60		
1301	Lincoln School Department	BIWK	\$191,013.38		
1302	Town of Lincoln	BIWK	\$3,589.54		
1303	Lincoln School Department (NC)	BIWK	\$1,098.22		
1306	Lincoln Housing Authority	BIWK	\$4,238.20		
1311	Little Compton School Department	BIWK	\$22,188.02		
1321	Middletown Public Schools	BIWK	\$124,141.30		
1322	Town of Middletown	BIWK	\$9,440.14		
1323	Middletown Public School Department (NC)	BIWK	\$12,075.94		
1331	Narragansett School Department	BIWK	\$54,554.40		
1336	Narragansett Housing Authority	MNLY	\$1,092.61		
1341	New Shoreham School District	BIWK	\$9,800.38		
1342	Town of New Shoreham	BIWK	\$9,342.35		
1343	New Shoreham School District (NC)	BIWK	\$2,541.75		
1351	Newport School Department	BIWK	\$162,456.60		
1352	City of Newport	BIWK	\$48,280.68		
1353	Newport School Department (NC)	BIWK	\$18,836.67		
1354	City of Newport - Monthly	MNLY	\$214.78		
1356	Newport Housing Authority	WKLY	\$8,227.99		
1364	Newport Police Department	BIWK	\$6,843.42		
1371	North Kingstown School Department	BIWK	\$144,730.88		
1372	Town of North Kingstown	BIWK	\$30,092.36		
1373	North Kingstown School Department (NC)	BIWK	\$29,657.39		
1381	North Providence School Department	BIWK	\$162,190.65		

		<b>Employees' Retirement System of Rhode Island</b>			
		<b>Report of Received Contributions</b>			
		<b>Period Ending: 10/31/2020</b>			
Organization		Frequency	Received Employer/Employee Contributions	Delinquent Contributions	Delinquent Loss/Earnings Calculation
1382	Town of North Providence	BIWK	\$33,835.47		
1383	North Providence School Department (NC)	BIWK	\$25,016.68		
1386	North Providence Housing Authority	BIWK	\$1,987.78		
1391	North Smithfield School Department	BIWK	\$142,646.61		
1392	Town of North Smithfield	BIWK	\$10,459.95		
1393	North Smithfield School Department (NC)	BIWK	\$15,040.11		
1401	Northern Rhode Island Collaborative	BIWK	\$17,916.59		
1403	Northern Rhode Island Collaborative (NC)	BIWK	\$7,973.53		
1411	Pawtucket School Department	BIWK	\$489,679.13		
1412	City of Pawtucket	WKLY	\$61,849.76		
1413	Pawtucket School Department (NC)	BIWK	\$42,481.55		
1416	Pawtucket Housing Authority	WKLY	\$11,404.61		
1421	Portsmouth School Department	BIWK	\$133,919.99		
1441	Providence School Department	BIWK	\$719,252.16		
1447	Providence School Department Long Term Subs	WKLY	\$6,522.02		
1448	Providence School Department - 12 Month Bi-Weekly	BIWK	\$68,069.61		
1452	Town of Richmond	BIWK	\$8,329.43		
1461	Scituate School Department	BIWK	\$84,938.46		
1462	Town of Scituate	BIWK	\$3,783.63		
1463	Scituate School Department (NC)	BIWK	\$8,758.92		
1471	Smithfield School Department	BIWK	\$200,557.95		
1473	Smithfield School Department (NC)	BIWK	\$24,471.14		
1476	Smithfield Housing Authority	BIWK	\$1,038.12		
1478	Town of Smithfield (COLA)	WKLY	\$17,366.32		
1491	South Kingstown School Department	BIWK	\$121,182.28		
1492	Town of South Kingstown	BIWK	\$33,510.78		
1493	South Kingstown School Department (NC)	BIWK	\$22,738.58		
1496	South Kingstown Housing Authority	WKLY	\$511.20		
1515	Union Fire District	BIWK	\$1,325.94		
1531	Tiverton School Department	BIWK	\$152,889.27		
1532	Town of Tiverton	BIWK	\$6,521.94		
1533	Tiverton School Department (NC)	BIWK	\$17,942.04		
1538	Tiverton Local 2670A	BIWK	\$5,530.95		
1541	Urban Collaborative Schools	BIWK	\$5,644.08		
1562	Town of Warren	BIWK	\$69,846.52		
1566	Warren Housing Authority	BIWK	\$2,044.08		
1571	Warwick School Department	BIWK	\$335,178.52		
1591	West Bay Collaborative	BIWK	\$6,717.41		
1602	Town of West Greenwich	WKLY	\$7,213.38		
1611	West Warwick School Department	BIWK	\$116,872.74		
1616	West Warwick Housing Authority	BIWK	\$2,444.37		