



Pension Press

The Newsletter of the Houston Municipal Employees Pension System

Volume 24, Fall 2004



Fred Holmes
Chairman



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Vice Chairman



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Secretary



Sophia Chang
Elected Trustee



Sherry Mose
Elected Trustee



Lee Pipes
Elected Trustee



Barbara Chelette
Appointed Trustee



Dr. Philip B. Scheps
City Treasurer



Lonnie G. Vara
Mayor's Representative



David L. Long
Executive Director

LETTER FROM THE CHAIRMAN

Dear Plan Participants,

I am proud to say that, after months of intense negotiations between HMEPS and the City, we have come to an agreement on revised pension benefits. If you followed the negotiations you know that the final agreement was crafted through the input of members, with the ultimate goal being a pension system that is strong and dependable and gives its members greater peace of mind about their future.

"I understand that the main concern on everyone's mind is how the changes affect their particular situation."

HMEPS has been in existence for more than 60 years. To those of you who can remember many of those years, you know that HMEPS has seen its ups and downs. Through those years, HMEPS always stood by its members and fulfilled its mission to provide retirement benefits. This recent agreement ensures that HMEPS has a strong foundation for providing benefits well into the future.

I understand that the main concern on everyone's mind is how the changes affect

their particular situation. HMEPS's main focus now is getting you the answers you need. The staff of HMEPS is working tirelessly behind the scenes to do just that. They will be issuing publications, hosting meetings, and working hard to assist you. See page 6 for more details on this subject.

Finally, the results of the recent Trustee elections are in and covered on page 7. I want to thank you for my re-election

to a fourth term. As I have done for almost thirty years, I promise to keep HMEPS strong and to continue to ensure that it provides a solid foundation for you and your loved ones.

Sincerely,

Fred Holmes

Fred Holmes
Chairman

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Plan Design Changes and Proposed New Assets Improve Pension Fund Outlook

by Lee Pipes, Trustee



The Houston Municipal Employees Pension System has entered into an Agreement with the City of Houston to improve the pension system’s long-term funding outlook. The Agreement between HMEPS and the City includes changes in the benefit plan design and an increase in the fund’s assets.

Our foremost concern is protecting the retirement security of this city’s hard-working employees and retirees. To that end, we have made it a priority to minimize the impact of plan design changes on current retirees and those about to retire, and to maintain the maximum benefits for current employees consistent with the economic realities we are facing.

We have worked diligently with the Mayor’s office toward our shared goal of a sound pension system for past, current and future city employees.

Actuarial reports projected that the pension system would face a significant shortfall within the next 20 years. To address this unfunded liability, HMEPS and the City agreed to certain changes to the plan design, including changing retirement eligibility from 70 to 75 points (age plus years of service), increasing employee contributions and modifying the DROP program. Most of the changes will take effect January 1, 2005, and there are several exemptions for employees who are nearing retirement.

The City of Houston has agreed to increase the fund’s assets, including issuing pension obligation bonds to fund the pension system and issuing a note to HMEPS for \$300 million secured by the City’s interest in the Hilton Americas convention hotel.

We believe that the combination of changes in plan design and increase in fund assets creates a stronger financial future for our pension system, which translates to a more secure retirement future for our participants.

Overview of HMEPS Plan Changes under Meet and Confer

(Changes take effect January 1, 2005, unless otherwise noted)

HMEPS and the City of Houston entered into an agreement effective September 15, 2004 (“2004 Meet and Confer Agreement”) to make certain changes to the pension plan. This overview describes the highlights of the plan changes. It does not change or take the place of the provisions of Article 6243h, Tex. Rev. Civ. Stat. (the statute), as amended pursuant to section 3(n) of the statute. The information contained in this overview is subject to change upon amendment to the statute and/or the rules and regulations adopted by the Board of Trustees (Board). In the event of any conflict between this overview and the statute, including the rules and regulations promulgated thereunder, the statute will prevail.

	Group A	Group B
Employee Contributions	5% of salary (base pay + longevity + shift differential) deducted from biweekly pay check	None
Retirement Eligibility Age and Service Requirement (YCS: Years of Credited Service)	5 YCS and age 62 or 5 YCS <u>and</u> at least age 50 <u>and</u> YCS <u>and</u> age equal to 75. NOTE: For members who have at least 5 YCS <u>and</u> YCS and age equal to 68 or greater as of 12/31/04, retirement eligibility is 5 YCS <u>and</u> YCS and age equal to 70 or 5 YCS and age 62. A former member who terminated employment prior to 1/1/05 and who has elected to receive a deferred retirement pension is subject to the retirement eligibility rules at the time of the termination of employment for the deferred retirement pension that is based on the employment prior to 1/1/05.	Same as Group A

	Group A	Group B
Average Monthly Salary (AMS)	Highest 78 pay periods divided by 36 at termination of employment unless the member is a DROP participant at termination of employment. If the member is a DROP participant at termination of employment, the AMS for calculating the retirement benefit is: <ul style="list-style-type: none"> • AMS at DROP entry date for DROP entry dates on or after 1/1/05. • AMS on 1/1/05 for DROP entry dates prior to 1/1/05. 	Same as Group A
Maximum Benefit (No change)	90% of AMS	Same as Group A
Normal Benefit	AMS x percentage accrued as of 12/31/04 PLUS AMS x percentage accrued after 12/31/04 based on the following accrual rates: 0-20 YCS - 2.5% over 20 YCS - 3.25% A member with combined Group A/B service will receive a benefit based on the applicable formula using the applicable accrual rates from Group A and Group B.	AMS x percentage accrued as of 12/31/04 PLUS AMS x percentage accrued after 12/31/04 based on the following accrual rates: 0-10 YCS - 1.75% 10 ⁺ -20 YCS - 2.0% over 20 YCS - 2.5% A member with combined Group A/B service will receive a benefit based on the applicable formula using the applicable accrual rates from Group A and Group B.
Cost of Living Adjustment (COLA)	3.0% of original amount of pension benefit, not compounded, for those persons who were members on or before 12/31/04. 2.0% of original amount of pension benefit, not compounded, for those persons who were hired or rehired on or after 1/1/05.	Same as Group A
Rehired retiree offset (Effective Sept. 15, 2004)	Retirees who are reemployed in an HMEPS-covered position must notify HMEPS to cease their benefit payments or return the payment to HMEPS within 30 days. Any benefit payment received is a "disallowed pension." If not timely returned, HMEPS may offset the amount of the disallowed pension plus interest of 8.5% a year, not compounded, against the payment of any future pension or benefit payments, and/or against any DROP balance.	Same as Group A
Reemployment: Benefit Recalculation	The subsequent retirement benefit of a deferred retiree or retiree who is reemployed in an HMEPS-covered position shall be the pension amount accrued prior to reemployment (based upon the schedule of benefits, including retirement eligibility, in effect at the time of the member's previous termination of employment), plus the pension amount accrued after reemployment (based upon the schedule of benefits, including retirement eligibility, in effect at the time of the member's subsequent retirement).	Same as Group A

	Group A	Group B
Deferred Retirement Option Plan (DROP) – eligibility	Same as retirement eligibility. However, a member who has 5 YCS and 62 years of age or a combination of age and YCS equal to 70 prior to 1/1/05 may BackDROP only if such member submits a DROP request to HMEPS prior to 1/1/05. All other DROP elections will be for prospective DROP participation only (i.e., no BackDROP for members who are eligible on or after 1/1/05 or for those eligible prior to 1/1/05 who do not timely submit a BackDROP request).	Same as Group A
DROP account – member contributions	Member contributions will not be credited to a DROP participant’s DROP account unless the contribution is directly attributable to an eligible DROP period preceding 1/1/05 (e.g., service purchase contributions for DROP participation periods prior to 1/1/05).	No member contribution
DROP account – interest rate paid on DROP accounts	Half the return on HMEPS’s investments for the prior fiscal year, but not less than 2.5% nor more than 7.5%.	Same as Group A
DROP COLA	3%, not compounded, for a DROP participant who was an employee on or before 12/31/04. For a DROP participant hired or rehired on or after 1/1/05, the COLA will be 2%, not compounded.	Same as Group A
Service Purchase – conversion from Group B to Group A (Effective September 15, 2004)	The cost to convert service from Group B to Group A will be the actuarial cost, as determined by HMEPS actuary, plus interest of 8.5% a year, not compounded. This change does not apply to members who are currently paying on a service conversion and are timely with respect to all required actions. NOTE: After 12/31/05, no conversion elections are allowed.	Same as Group A
Service Purchase – interest rate (Effective September 15, 2004)	The service purchase (including service conversion) interest rate is 8.5% a year, not compounded, for each service purchase on or after September 15, 2004. However, if HMEPS received an authorized written request prior to September 15, 2004, the interest rate on the service purchase associated with that request will remain six percent (6%) a year, not compounded.	Same as Group A

Moratorium On Service Purchases Terminated Effective October 4, 2004

At the September 28, 2004 Board meeting, the HMEPS Board of Trustees terminated the moratorium on the conversion of service that was established by Board resolution dated June 24, 2004. Pursuant to the Board's authority, effective October 4, 2004, the moratorium authorized by the June 24, 2004 resolution is terminated and is of no further force and effect with respect to service conversions that are initiated on or after October 4, 2004, in a manner and form determined by the Board.

Under the September 15, 2004 Agreement between the Board and the City of Houston (2004 Meet and Confer Agreement), effective September 15, 2004 and continuing until December 31, 2005, a member who is eligible to convert previous Group B service to Group A may make a one-time irrevocable election to convert the Group B service to Group A by paying to HMEPS the actuarially determined cost of the converted service, as determined by the HMEPS actuary and approved by the Board, plus interest on the amount at the annual rate of 8.5%, not compounded. [NOTE: This change does not apply to members who are currently paying on a service conversion, or who timely submitted a service purchase obligation or RT-1 form, as provided in the June 24, 2004 resolution].

Therefore, beginning October 4, 2004, HMEPS will accept requests for service conversions that are made on a HMEPS Conversion Cost Request form. The Conversion Cost Request form will be available on the HMEPS website at www.hmeps.org beginning on or around October 4, 2004. Any request that was made during the period of the moratorium will not be processed.

To initiate a service conversion as authorized under the 2004 Meet and Confer Agreement, an eligible member must

first submit a Conversion Cost Request form to HMEPS. Upon receipt of the Conversion Cost Request form, HMEPS will request all necessary information from the City and, if applicable, from the member. HMEPS will calculate the actuarially determined cost of the eligible requested service conversion based upon a cost formula prepared by the Board's actuary. The applicable accrual rates for determining the actuarially determined cost shall be the accrual rates in effect on September 15, 2004 for service prior to January

1, 2005, and the accrual rates in effect on January 1, 2005 for service on or after January 1, 2005. The process for determining the cost should take approximately 30 days, depending upon the type of information HMEPS requires and when the information is delivered to HMEPS by the City or the member.

An eligible member may request a conversion cost amount from HMEPS no more than twice in a six month period; however, if a member has applied for

retirement and has already requested a conversion cost amount twice in the preceding six-month period, the member may make one additional request for a conversion cost amount. This does not waive the requirement that a member execute a service purchase obligation prior to termination of employment. After December 31, 2005, a member may not elect to convert previous Group B service to Group A.

In addition, as provided in the 2004 Meet and Confer Agreement, the interest rate for all service purchases initiated on or after September 15, 2004, is eight and a half percent (8.5%) a year, not compounded. If HMEPS received an authorized written request prior to September 15, 2004, the interest rate on the service purchase associated with that request will be six percent (6%) a year, not compounded.

Beginning October 4, 2004 HMEPS will accept requests for service conversions that are made on a HMEPS Conversion Cost Request form. After December 31, 2005, a member may not elect to convert previous Group B service to Group A.

HMEPS's Plan For Getting You Answers

HMEPS understands that the primary question our participants have is "How are the new pension benefits going to affect me?" In the weeks and months ahead, we are going to be implementing a plan to get answers to the questions you have. As you know, many of the benefit changes will be effective on January 1, 2005. This date will allow you to have time to make important decisions, and will give the HMEPS staff time to implement the necessary changes needed to help you make those decisions.

In our plans to get you answers, we will use several forms of communication. Highlights of the plan include the following:

- Departmental meetings with HMEPS personnel – our staff will be visiting numerous City departments to answer your questions directly. Please see page 8 for a complete schedule of dates, times, and locations.
- Additional print publications – this newsletter is the first of several planned newsletters addressing the changes.
- Website Updates – many participants have given HMEPS positive feedback on the updates to the HMEPS website (www.hmeps.org). We will continue to add regular updates to the site. Also, HMEPS has plans to add new sections to the site addressing specific frequently asked questions. Content for the frequently asked questions will be derived from questions asked by participants.

The staff at HMEPS is dedicated to getting you the answers you need. Please be patient when seeking answers to your questions.

Thank you for helping to make HMEPS a strong foundation for your retirement.

Remember to visit the HMEPS website at: www.hmeps.org for news updates, forms and more.

About Retirees Who Are Considering Closing Their Checking Accounts

HMEPS would like to remind retirees who are signed up for direct deposit to be sure and notify HMEPS before they close their current bank accounts. Why? If you fail to notify HMEPS before you close or change an account and HMEPS sends your pension check to the old account it will get returned – and you will not receive your funds! "It may seem like an obvious thing to do, but you would be surprised to know just how many retirees fail to do so," says Lynnette Bartula, retiree liaison for HMEPS.

The proper procedure for closing or changing a direct deposit account is:

1. First notify the bank that you would like to close the account. They can work with you and keep the account open until you have opened another account.
2. Notify HMEPS that you are closing the account and what your plans are for opening another. HMEPS can then make arrangements to send your check to another location until you have had time to open another account.

Questions About Health Insurance?

HMEPS Benefit Counselors would like to remind you that HMEPS cannot answer questions related to health insurance. All questions related to health insurance should be directed to the City of Houston, Dept. of Human Resources - Benefits Division staff. They can answer all insurance-related questions for the active and retired employees and survivors, process the open enrollments forms for the Group Medical, Dental and Life Insurance Plans and act as the liaison with the insurance providers for retirees and survivors.

City of Houston
Dept. of Human Resources – Benefits Division
611 Walker Street, the 4th Floor Annex
Houston, TX 77002

General Group Insurance Questions, ph: 713-837-9400 or 888-205-9266

Spectera DHMO or Indemnity Insurance, ph: 713-861-8721

HMO Blue Texas, customer service, ph: 866-757-6875

HMO Blue Texas, representatives in the City Benefits Office may be reached at ph: 713-837-9376, 713-837-9377 or 713-837-9448.

CompBenefits (dental insurance) member services (800) 633-1262 ext. 7803, FAX (770) 998-6871 or written requests to P.O. Box 769729, Roswell, GA 30076

2004 Board of Trustees Election Results

We would like to congratulate Rod Newman, Sophia Chang and Fred Holmes on their election to the Board of Trustees. In the trustee election conducted under the independent administration of Mir, Fox & Rodriguez, P.C., Rod Newman was re-elected as the employee trustee in Position 3 and Sophia Chang was elected as the employee trustee in Position 4. In the retiree trustee election, Fred Holmes was re-elected as the retiree trustee in Position 10.

Roderick ('Rod') graduated from the University Of Houston in 1977 with degrees in Social Science, Teacher Education and Sociology. Prior to attending college, Rod served in the United States Air Force. He is also a Vietnam veteran.

Rod was elected to the HMEPS Board in 1992 – the first African American to be elected to the Board. He has served for more than 12 years to the present time.

Rod currently serves as the Manager of the Selection Services Division of the Human Resources Department.

In his personal life, Rod is married and the father of two lovely children. He is also actively involved in school, church and community activities.

**Position
3**



Roderick Newman

In 1995, Sophia joined the F&A Department as Senior Auditor and was later promoted to Audit Supervisor. In 1999, she was promoted to Division Manager of the Business Office of F&A. In September 2003, the F&A Business Office consolidated the payroll functions of multiple departments into 611 Walker, a move Sophia was very involved in implementing.

Sophia grew up in Taiwan and earned her B.B.A. from the National Taiwan University. She also has a Masters in Accountancy and Taxation from the University of Houston. She is a CPA and a member of the Beta Gamma Sigma Society, an honorary business association. Sophia considers the Houston area her hometown after living in Houston and Sugar Land for the past 20 years. In her free time she is active in her church, serving as a deaconess. She also enjoys singing, reading and traveling.

Sophia told the staff she is very excited to have the opportunity to serve her peers on the HMEPS Board and is eager to learn and ready to work for its participants.



**Position
4**

Sophia Chang

Fred served with the City of Houston from 1964-1991 as a career employee in the Civil Service-Human Resources Department, achieving Senior Administrative status during his career.

Fred was elected in 1972 to serve as an employee Trustee on the HMEPS Board of Trustees. Upon his retirement in 1991, he continued his service on the Board as a retiree trustee representing the retirees of HMEPS. During his 30 years of service with the HMEPS Board of Trustees, Fred has been elected to and has served as Secretary, Vice Chairman, and is currently Board Chair, a position he has held for 12 years.

In addition to his service with HMEPS, Fred served as President of the Texas Association of Public Employees' Retirement Systems (TEXPERS). He is currently an elected Board member and Treasurer for TEXPERS.

Fred has a B.B.A. from the University of Texas and is a Chartered Trustee, Baylor University, Institute for Pension Funds.

**Position
10**



Fred Holmes

Schedule of Employee Meetings To Discuss Meet and Confer Agreement Changes

The following is a list of the dates, times and locations where HMEPS will be holding meetings to discuss the Meet and Confer Agreement changes. HMEPS encourages you to attend these informational meetings. These meetings are open to any municipal employee regardless of the facility.

Date	Location	Time
Tuesday, October 12, 2004	E.B. Cape Center Auditorium 4201 Leeland	9:00 a.m. to 11:00 a.m. 1:00 p.m. to 3:00 p.m.
Wednesday, October 13, 2004	West End Multi-Service Center 170 Heights Blvd. - Building 3	9:00 a.m. to 11:00 a.m.
Wednesday, October 13, 2004	Fifth Ward Multi-Service Center 4014 Market - Auditorium	1:00 p.m. to 3:00 p.m.
Thursday, October 14, 2004	611 Walker, Auditorium - Lower Level	9:00 a.m. to 11:00 a.m. 1:00 p.m. to 3:00 p.m.
Tuesday, October 19, 2004	Bush Intercontinental Airport 16930 JFK Blvd. - Admin.Auditorium	9:00 a.m. to 11:00 a.m.
Tuesday, October 19, 2004	Julia Ideson Library - Auditorium 500 McKinney	1:00 p.m. to 3:00 p.m.
Wednesday, October 20, 2004	William P. Hobby Airport 8700 Airport Blvd. (For security reasons only authorized aviation personnel) Cloud Room (Terminal)	9:00 a.m. to 11:00 a.m.
Wednesday, October 20, 2004	Houston Police Department 1200 Travis, 22nd Floor Conference Rm.	1:00 p.m. to 3:00 p.m.
Thursday, October 21, 2004	Houston Garden Center 1500 Herman Dr. - Auditorium	1:00 p.m. to 3:00 p.m.
Thursday, October 21, 2004	718 E. Burrell - Auditorium	7:30 a.m. to 9:30 a.m.
Friday, October 22, 2004	2700 Dalton, 1st Flr.Auditorium	7:30 a.m. to 9:30 a.m.
Tuesday, October 26, 2004	Fonde Recreation Center, 110 Sabine	9:30 a.m. to 11:30 a.m.
Tuesday, October 26, 2004	Police Academy - Rm. 424 17000 Aldine Westfield Rd.	1:00 p.m. to 3:00 p.m.
Wednesday, October 27, 2004	8000 N. Stadium Dr. 1st Floor Conference Room	9:00 a.m. to 11:00 a.m.
Wednesday, October 27, 2004	Bush Intercontinental Airport 16930 JFK Blvd. - Admin Auditorium	1:00 p.m. to 3:00 p.m.
Thursday, October 28, 2004	7411 Park Place, Conference Rm.	9:00 a.m. to 11:00 a.m.
Thursday, October 28, 2004	William P. Hobby Airport 8000 Paul B. Koonce - FAA Bldg., Rm. 224, 2nd Flr.	1:00 p.m. to 3:00 p.m.
Friday, October 29, 2004	5900 Teague, Crew Rm.	7:30 a.m. to 9:30 a.m.
Tuesday, November 2, 2004	7101 Renwick, 2nd Flr.Auditorium	7:30 a.m. to 9:30 a.m.
Tuesday, November 2, 2004	611 Walker, Auditorium - Lower Level	1:00 p.m. to 3:00 p.m.
Wednesday, November 3, 2004	100 Japhet, Crew Rm.	7:30 a.m. to 9:30 a.m.
Wednesday, November 3, 2004	Judson Robinson Center 2020 Herman Dr. - Rm. 1A and 1B	1:00 p.m. to 3:00 p.m.

NORMAL and DEFERRED RETIREMENTS

APRIL 2004 TO AUGUST 2004

Affirmative Action

DeLeon, John*

Aviation

Armstead, James
Bailey, Edna
Calloway, Elbert
Carungcong, Rogelio
Dodson, Synovure
Hamby, William
Harcrow, Randall
Hardwell, Mary
Ivy, Bonnie*
Jackson, Lawton
Kuhaneck, Terrance
Lim, Eric
Maxwell, Helen
Nabizadeh, Alireza
Parker, Allen
Roman, Mary
Son, Kimberly
Turbeville, Dorothy
Williams, Clarence

Building Services

Aguilar, Minnie
Baker, Larry
Blount, George
Brown, Carolyn
Cook, Lorita
Dean, Arthur
Gamble, Vida
Gowen, Larry
Guzman, Miguel
Hanks, James
Henry, Emmitt
Hernandez, James
Jones, Beulah
Large, Nathan
Lewis, Georgia
Maglitta, Joe
Mills, Kenneth
Munoz, Laura
Nguyen, Hien
Pen, Touch
Rocha, Roberto
Ross, Mary
Sanchez, Ricardo
Santos, Albert Jr.
Short, Regina
Warford, Gary

West, Melba
Youngblood, Billy

Controllers

Chang, Ingrid
Greenhouse, Annie
Phelps, Leon

Convention

Allen, Clarence
Veale, Verleen

City Secretary

Bluhm, Wanda
Preston, Sylvia

Finance & Administration

Amaro, Yolanda
Benavides, Beatrice
Jones, Evelyn
Gonzalez, Maria
Marsh, Elnora
Martinez, Eduardo
Mensah, Ernest
Mitchell, Mary
Podesta, Elsa
Stutz, Soledad

Fire

Baird, Jimmie
Carter, Michael
Dickerson, Jo
Evans, Jay
Fajardo, Perfecto
Morales, Angel
Poole, Linda
Ramirez, Victor
Runnels, Gay

Health

Acevedo, Gloria
Alexander, Evelyn
Andorka, Sandy
Anugwom, Innocent
Bailey, Geraldine
Bankett, Rhonda
Barajas-Martinez, Carol
Barnes, Allen*
Becker, William

Benjamin, Sidney
Buxton, Barbara
Cedillo, San Juana
Cerda, Neomi
Chanette, Cynthia
Darby, Rosie
DesVignes-Kendrick, Mary
Dickerson, Chrissie
Doggett, Margaret
Ferguson, James
Fisher, John
Flanagan, Henrie
Flannery, Virginia
Garrett, Myrna
Gates, Jannie
Goff, Clifford
Gray, Roxanna
Green, Margaret
Griffin, Thomas
Guerrero, Yolanda
Harris, Gloria
Harris, Zola
Henderson, Orange
Houston, Hazel
Johnson, Pearlle
Jones, Patricia
Kimble, Arthur
Lamb, Brent
Mannchen, Brandt
Martinez, Jesus
May, John
McMullen, Roy
Nelson, Gale
Nivens, Mary Ann
O'Neal, Laurence
Osbourne, Merlyn
Pham, Cuong
Phillips, Leonard
Rawls, Lillie
Rigamonti, James
Rojas, Aurora
Sampson, Annie
Sharpe, Helen*
Simon, Ralph
Sims, Luella
Silverman, Bernard*
Snyder, Philip
Su, Chih-Ho
Thomas, Charlene
Thomas, Thelma
Turner, Deloris
Vance, Willie

Walker, Mae
Wilkins, Alice
Witchet, Arcola
Wright, Rita

Housing

Ford, Lucille
Goodson, Aleice
Hill, Annie
Jackson, Florence
Martinez, Daniel
Polk, Ella
Quince, Margie
Valdez, George

Houston Emergency

Carmouche, Florine
James, Carolyn
McNeil, Dama
Paxton, Billie

Human Resources

Hines, Johnnie
Stickler, Ludivica

Information Technology

Bello, Ruth
Conner, Janice
Dickerson, Donald
Hunt, James Jr.
Lomax, Lucille
Thompson, Dennis
Varner, Barbara
Vengco, Reynaldo

Legal

Beylotte, Ronald
Bibler, Paul
Blunt, Avis
Cash, Cherly
Douglas, Andrea
Douglas, Gilbert
Grace, Elizabeth*
Johnson, Alberta
Morris, Victor
Portwood, Laura
Salazar, Berlinda

Library

Abbott, Suzanne

Acker, Karen
Baker, Anna
Chow, Shu
Hamm, Karen
Horsley, Mary
Jones, Beverly
Magilke, Johanna
Nolen, Merry
Ogletree, Mary
Phillips, Emma
Sharp, Annie
Villarreal, Ruth
Wang, Cecilia
Wang, Constance
Williams, Wirdia

Mayor's Office

Angelle, Annette
Dickson, Newton
Garcia, Silvia
Reece, Verna
Spellman, Oliver*

Municipal Courts

Barbenaux, Carolyn
Bonham, Linda
Bowie, Maxie
Brinkley, Kathleen
Casillas, Minerva
Coronis, Helen
Culbertson, Lanease
Estrada, Diamantina
Francis, Veronica Laday
Garcia, Martha
Garza, Maria
Gordon, Gay
Gueary, Betty
Holman, Dorothy
Jacobson, Dolores
Jones, Anthony
Jones, Chevron
McCluney, Donna
Pump, H. Allan
Rojas, Aurora
Turner, Linda
Turner, Tissher
Vaughn, Linda
Villarreal, Bertha
Williams, Patricia

Parks & Recreation

Blanco, Catarino

Cantu, Fernando
Daniels, Carolyn
Davila, Jose
Douglas, Shirley
Garcia, Pablo
Irvin, William
Juergen, Thomas
Martinez, Adam
Mendoza, Armando
Palmer, Nathaniel
Perez, Mario
Strange, Jack
Trujillo, Pedro
Woodard, William

Planning

Agustin, Ben
Blakely, Denise
Brooks, Audrey
Calderon, Bill*
Cooper, Connie
Craft, Willard
Del Valle, Jesse
Dham, Naresh
Donatto, Mary
Eng, Thomas
Fields, Linda
Freeman, Clarence
Giddens, Rhoderick
Gregory, James
Guillen, Maria
Haynes, James
Huerta, Sylvia
Horton, Ethel
Jackson, Graham
Jackson, Rebecca
Kallman, Patricia
Lacey, Alvin
Luycx, Michael
Mangal, Madan
Martinez, Jesus Alvarez
Martino, Joseph
Mayer, Jack
Medina, Antonio
Medina, Irma
Milligan, Betty
Moellenkamp, Gloria
Ngo, Hao
Norris, Robert
Pang, Ho
Perry, Robert
Pipes, M. Lee

Potts, Eunice
 Quesonova, Raoul
 Reado, John
 Rodgers, Ivory
 Rodriguez, Blanca
 Sanders, Harold I Jr.
 Schmidt, James
 Scoggin, Russell
 Storer, Charles
 Sylvester, Stephen
 Watson, Ealy
 Watson, Jeanina
 White, Joseph
 White, Rand
 Williams, Ella
 Wrightsil, Melvin
 Wrightsil, Ronald

Police

Alexander, Margaret
 Atchison, Lonnie
 Bertrand, Elizabeth
 Burns, Antoinette
 Busby, Claudia
 Buse, Michael
 Caldwell, Carl
 Cole, Lesley
 Cosmi, Rodica*
 Criswell, Curtis
 Cummins, Virginia
 Dexter, Frederick
 Dixon, Sandra
 Dow, Betty
 Drisdell, Hepsilda
 Edge, Diana*
 Felton, Lonnie
 Gallardo, Martha
 Garcia, Manuela "Mamie"
 Garcia, Mary
 Gipson, Elizabeth*
 Gonzales, Richard
 Gordon, Lucille
 Henry, Marilyn
 Hernandez, George
 Howell, Peggy
 Hurley, Ronalyn
 Jermstad, Antonia
 Johnson, James
 Johnson, Pamela
 Jones, Earl
 Jones, Glenda
 Joseph, Phyllis
 Kemp, Mary
 Kiessling, Marie
 Kim, Christy

Labba, Gloria
 Lavergne, Cynthia
 Lee, June
 Leggio, John
 Lemke, Werner
 Lomas, Silvia
 Luc, Tony
 Martin, Rena
 Martinson, Douglas
 McCafferty, Carolyn
 McCamman, Ross
 McGowan, Michael
 McKenney, Ralph
 Menville, Betty
 Milligan, Gladys
 Morton, George
 Nguyen, Thomas
 Oglesby, Shirley
 Page, Ruby
 Pharms, Debra
 Preston, Carol
 Priestley, Francine
 Rach, Irma
 Revis, Sandra
 Richard, Marlina
 Riede, Gregory
 Roberson, Frances
 Rojas, Mary
 Sampson, Robert
 Schon, Mark
 Schulman, Barbara
 Schultea, Joseph
 Siska-Cherry, Victoria
 Smith, Doris
 Sostand, Delores
 Sutton, Joann
 Taylor, Isa
 Valdez, Rose
 Verastegui, Toni
 Wade, Michael
 Westfall, Albert
 White, Arthur
 Williams, Earnastine
 Wilson, Carolyn
 Wilson, John
 Young, Helene

Public Works

Abraham, Paul
 Adams, James
 Acupan, Juanito
 Adamson, Thomas
 Aguilar, Ralph
 Aguirre, Oscar
 Alexander, Cynthia

Alexander, Russell
 Amado, Marcial
 Ambiee, Amarjit
 Anderle, Stephen
 Anderson, Retha
 Andrews, Gary
 Baines, Herbert
 Ballance, Robert
 Bangs, Alex
 Banks, Milton
 Banks, Ollie
 Barr-Gilbert, Mary
 Bell, Leon
 Bess, John
 Black, Alfreda
 Blanton, Mack
 Braga, Donald
 Bravenec, George
 Briones, Francisco
 Brown, Arthur
 Buckner, Ronald
 Brzozowski, Joe
 Calo, Margarita
 Carrales, Ray
 Cassaro, Andrea
 Castillo, Julio
 Chamberlin, Arthur
 Chancoco, Camilo
 Cherry, Randy
 Chum, Chea
 Clemons, Clyde
 Collins, Margaret
 Conner, Eugene
 Cordero, Carlos
 Crisci, Anthony
 Daniels, Carol
 Diaz, Ernest
 Dimicelli, Phyllis
 Downie, Steven
 Elder, Robert
 Esters, Odell
 Forest, Emel
 Foval, Daniel
 Fredieu, Charles
 Freeman, Susie
 Galvan, Blas
 Garcia, Debra
 Garcia, Gilbert
 Garcia, Luis
 Gerloff, John
 Glover, Richard
 Gillum, Jack
 Gray, David
 Graham, William
 Green, Mack

Gunderson, Dennis
 Gutowsky, Dennis
 Hailey, Katie
 Hammond, Benjamin
 Harris, Leon
 Harris, Rickey
 Hart, Maria
 Hassan, Inas
 Hawkins, Roosevelt
 Hendrickson, Roger
 Hendrix, Milton
 Henriques, Carl
 Hernandez, Fernando
 Hernandez, J. Abel
 Holeman, Thelma
 Hollis, Jimmy
 Hood, Sherrye
 Hooten, Gene
 Hutcherson, Gary
 Huynh, Nhanh
 Iqbal, Zafar
 James, Rayford
 Jefferson, Gerald
 Johnson, Deborah
 Johnson, James
 Johnson, Terry
 Johnson, Willie
 Jones, James
 Jones, Willie
 Joseph, Ray
 Karn, Jeffrey
 Ku, Veronica
 Kuykendall, Roy
 Langot, Charles
 Lindsey, Larry
 Livingston, Ola
 Longoria, Gonzalo
 Loven, Rebecca
 Lopez, Fortunato
 Luong, Huy
 Magbag, Jose
 Maiden, Linda Turner
 Mallard, Payton
 Martin, Cheryl
 Mata, Moises
 Martinez, Jose
 Mattern, James
 McCall, Earlie
 McCowan, Larry
 McDaniel, Gilbert
 Mendoza, Jesus
 Miles, Mary
 Miller, Gregory
 Miller, Larry
 Moreno, Maria

Moreno, Jose
 Moore, Bruce
 Moore, Ezekiel
 Moses, Florence
 Nandagiri, Showri
 Neal, James
 Nguyen, Loc
 Nguyen, Tanya
 Nguyen, Xuan
 Noel, Lovence
 Norris, Dennis
 O'Brien, Velma
 O'Connell, John
 Oradat, Gary
 Padgett, Clarence
 Parker, Richard
 Payne, Deborah
 Payne, Edward
 Perkins, Leroy
 Pham, Loi Ngoc
 Pham, Tan
 Pickens, Avis
 Pratt, Yvonne
 Pugh, Jo
 Raftie, Herbert Jr.
 Reid, Parke
 Richardson, J.W.
 Robinson, Linda
 Rocha, Patricia
 Rodriguez, Irma
 Rodriguez, Robert
 Ross, Robert III
 Ruben, Randy
 Ruiz, Sidney
 Russell, Sandra
 Sampson, Raymond
 Sasser, Howard
 Segel, Betty
 Sekula, Marvin
 Shelfer, Roger
 Shepard, Donald
 Sims, Ernest
 Smith, Lawrence
 Smith, Vincent
 Spann, Joe
 Speight, Van
 Staggers, Pamela
 Steele, Christine
 Steward, Phillip
 Stone, Lucille
 Sudds, Patricia
 Tarafder, Tarun
 Thomas, Claude
 Thomas, Kary
 Thornton, James

Tibbs, Marvin Jr.
 Tillery, Bertrand
 Trammell, Gene
 Trevino, Yolanda
 Tsibanos, Eloise
 Tulloch, Jack
 Uranga, Rena
 Vanden Bosch, Jon
 Vargas, Concepcion
 Vargas, Michael
 Vu, Hao
 Ware, Milton
 Washington, Andrew
 Wells, John
 Whitmire, Jeanie
 Wicker, Myrtle
 Williams, Alexander
 Williams, Daisy
 Williams, Earl
 Witte, Gary
 White, Corliss
 White, Vera
 Wood, Allan
 Ybarra, Joseph
 Ybarra, Richard
 Youssefi, Hamid
 Zepeda, Pete
 Zubair, Mohammed

Solid Waste

August, Sanders
 Bundage, Johnnie
 Carter, James
 Crawford, Artis
 Dyer, Emma
 Haney, Arthur
 Haskett, Linda
 Hunter, Billy
 Kiser, Lloyd
 Mosley, Robbie
 Murphy, Orice
 Primes, George*
 Roland, Doretha
 Shields, Eunita
 Smith, Abraham
 Smith, Levi
 Turner, Kay
 White, Beverly
 Wicker, Myrtle
 Wright, Danny*

***Deferred Retirement**

IN REMEMBRANCE

ACTIVE EMPLOYEE AND RETIREE DEATHS

HMEPS received notification of the following participants' deaths. We wish to remember these individuals and their dedication and service to the City of Houston.

Abel, William	Compton, Virgie**	Jackson, Huey	Rolon, Wanda	Volair, Shirlene
Albers, Catherine**	Cooper, Roscoe	Jackson, John*	Scarlett, John	Wallace, Mable**
Alexander, John	Dancy, Armentra**	Jackson, S. L.	Sciacca, Sam	Waller, Gracie
Banigan, Wesley	Decuier, Artie**	Jones, Hampton	Shackelford, Herbert	Wells, Imogene
Barnett, Verna**	Devine, Evelyn**	Jordan-Sims, Sandra	Shibest, Mike	Whateley, Millie**
Bates, Alton	Dixon, Doris**	Klesel, Edwin	Shurtleff, Vernon**	Wheeler, Eugenia**
Benefield, Robert	Douthit, Mary	Kovach, Dorothea**	Singleton, Melina**	White, Robert
Benefield, Vera*	Epps, Reuben	Leach, Marion	Small, Iris**	Wicker, Myrtle
Bivens, Debbie*	Gaydosik, Therese	Martin, Curley	Smith, Oliver	Williams, Rufus
Bouldin, V.L.**	Finch, Ann	McKenzie, Betty**	Smither, Berette	Wormley, L. J.
Brierty, Brian*	Franklin, Ocy	Menephee, Calvin	Solito, Bernadine**	Wright, Benjamin
Britt, Alvin	Georgiadis, Irene**	Monkres, Mary**	Spearman, Larry	Active Employee Death*
Brownlee, Loraine**	Gilmer, William	Montgomery, Robert	Steamer, James	Widow(er)**
Burleson, Jerry*	Goff, Evelyn**	Nelson, Uirl	Stokes, Marvin*	
Burroff, Fredrick	Harris, Alan	Penhaker, Carol	Tamez, Edmundo	
Carter, Jewell	Holcomb, Kirtis Lee*	Poffinbarger, Ida	Terry, Pauline**	
Christian, Ross	Hughes-Shipp, Daniel*	Porter, Calven	Torres, Teresa**	
Clifton, Ralph	Hunsinger, Bennie	Price, Thomas	Tuttle, Angeline**	
Coleman, Francis	Hunter, Lewis Jr.*	Reagans, Mildred	VanExel, F. W.	
Colley, Ellison	Innerarity, James	Robinson, Steve	Vickers, Harry	

HMEPS Investments

Market Values, as of 06/30/04

Domestic Equity	\$ 451,987,321
International Equity	\$ 297,333,905
Fixed Income	\$ 229,042,800
Real Assets	\$ 234,263,248
Alternative Investments	\$ 196,188,066
Cash Equivalents	\$ 9,737,273
Total Fund	\$ 1,418,552,613

- For fiscal year 2004, the Fund's investment return was 18.64%.
- For the first six months of calendar year 2004, the Fund's investment return was 3.80%.

Pension Check Schedules September through December 2004

The following are the dates pension benefit checks will be **mailed** in 2004. The schedule will be strictly adhered to. Keep this schedule handy so you will know when your benefit check will be mailed.

- September 28, 2004
- October 27, 2004
- November 24, 2004
- December 29, 2004

Direct deposits (ACH) will be deposited on the last business day of each month, as follows:

- September 30, 2004
- October 29, 2004
- November 30, 2004
- December 30, 2004

If you are interested in direct deposit of your pension benefit checks, please call our office at (713) 759-9275.

Pension Press

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1-800-858-1450
www.hmeps.org

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Barbara Chelette, *Appointed Trustee*

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Lonnie G. Vara, *Mayor's Representative*

PENSION PRESS

David L. Long, Executive Director
Peter Koops, Director of Communications
Naomi "Amy" Rowley, Executive Assistant

Thanks to the HMEPS staff for their contributions
to the ongoing success of the *Pension Press*

NEWSLETTER CONTENT

The material contained in this newsletter is intended to provide you with important information about your pension participation. The content cannot be taken as the basis of any contractual rights between HMEPS and its participants. If there is a question of interpretation, retirement laws are the final authority.



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