



# PENSION • PRESS

The Newsletter of the Houston Municipal Employees Pension System

www.hmeps.org

## It's Election Time

Dear Participants,

As you may know, elections will be held later this summer for three Trustee positions on the HMEPS Board – two active employee positions and one retiree position. It is important that you make your voice heard by voting in the upcoming election, and the current Board has heard your requests to make the voting process more accessible. In past elections, voting has been conducted by mail-in ballot only. I am pleased to report that the upcoming election will include telephone and online voting options, in addition to the traditional mail-in ballot option. The Board voted unanimously to engage VR Election Services (VRES) to administer the upcoming election. VRES has over 25 years' experience administering local, regional, statewide and national elections, and will provide telephone, online and mail-in ballot voting for HMEPS participants.

I am also pleased to announce that HMEPS has contracted with a new payroll provider – State Street Bank and Trust Company –



Sherry Mose, HMEPS Chairman, and 9th grade students from the George Bush Academy. Mose recently gave a presentation on investing to the students at the City Hall Annex.

to improve payroll processing for retirees and other HMEPS benefit recipients. Additional information about State Street and about the new features for your benefit check or direct deposit advice can be found on pages 6-7.

In recent weeks I have had the pleasure of meeting with many HMEPS participants at various departmental field meetings. I

(Continued on Page 2)

## Rhonda Smith Assumes Role of HMEPS Acting Executive Director

A strategic thinker with a record of bringing positive change and a fresh management style is what makes Rhonda Smith a great asset for the Houston Municipal Employees Pension System. Rhonda came to HMEPS in 2008 from the Houston Firefighters' Relief and Retirement Fund to serve as the Director of Administration, and recently has taken on the role of acting executive director of HMEPS.

As HMEPS Director of Administration, Rhonda has provided leadership and oversight for the System's benefits and accounting sections, internal auditing, financial reporting and human resources. She also has worked with the executive staff on actuarial, investment and legislative matters.

Within two years, Rhonda was at the helm when she assumed the role of acting executive director after the retirement of long-time Executive Director David L. Long.

(Continued on Page 2)



*Board of Trustee Election Notice and Overview Inside!*



## HMEPS Investment Update

The HMEPS investment portfolio has rebounded since the market lows of March 2009. The table below highlights performance over the one-year period since March 2009, and the fiscal year to date performance.

Period	Return
March 31, 2009 to March 31, 2010	29%
July 1, 2009 to March 31, 2010 (current fiscal year)	18%

The table "HMEPS Investments and Market Value By Asset Classes" on page 2 contains more information on HMEPS investments.

**The Chairman’s Letter** (Continued from Page 1)

am always grateful for the opportunity to hear comments from those of you who are on the front lines every day, and I plan to continue attending and listening at these meetings in the coming weeks.

I want to thank the Board of Directors and members of the Houston Organization of Public Employees (HOPE) for the opportunity to meet with them recently to review the current pension benefits available to all municipal employees. We had a very interactive, constructive meeting and I look forward to many more in the future.

Finally, I want to thank Cassie Levy at the City Controller’s Office for her efforts in coordinating an educational meeting on investing with students from the George Bush Academy (see photo, previous page). The students were engaging, sharp and very interested in learning about employment opportunities in the financial world they might consider in their futures.

Your Chairman,  
Sherry Mose



Texas Lieutenant Governor David Dewhurst with HMEPS General Counsel Erin Perales at a recent Austin event.



Texas Senator John Whitmire with David L. Long, Retired Executive Director of HMEPS. Whitmire spoke at Long’s retirement luncheon.



HMEPS Executive Assistant Amy Rowley (left) reads the oath of office to returning HMEPS Board Trustee Alfred Jackson at the March 2010 Board meeting.

**HMEPS INVESTMENTS**  
*Market Value by Asset Class*

	March 31, 2010	December 31, 2009
US Equity	\$513,983,106	\$499,897,908
Non-US Equity	466,673,315	461,759,941
Fixed Income	452,368,702	433,318,229
Real Estate	166,786,307	170,218,915
Inflation Linked	65,502,229	62,906,004
Private Equity	262,343,943	241,233,857
Absolute Return	20,544,245	19,306,701
Cash	9,162,953	25,596,430
<b>Total Fund</b>	<b>\$1,957,364,800</b>	<b>\$1,914,237,986</b>

**Smith Brings Experience** (Continued from Page 1)

In addition to her extensive service on behalf of City pension members, Rhonda’s roots with the City of Houston run deep.

Rhonda started her career in public accounting at Deloitte and Touche. After spending time in the private sector she began working in the Finance & Administration Department at the City of Houston. She completed her Master’s in Business Administration while working, and then as Administrative Manager in the Regulatory Affairs Division she assisted in creating the audit team responsible for the City’s franchise fees.

Rhonda went to work as the CFO for the American Red Cross for five years before starting a career in the pension industry as a citizen appointee for the Houston Firefighters’ Relief and Retirement Fund. Her first staff position with the firefighters’ fund was deputy director, and it came at a time when there were leadership changes in the mayor’s office and on the firefighters’ pension board.

Additionally, Smith sits on the national board of the Government Finance Officers Association where she is chair-elect of the audit committee and a member of the Committee on Retirement Benefit Administration.

“I am fortunate to have such a committed Board and an experienced and dedicated staff to work with for our common goal of assuring a secure pension system, of achieving above average investment returns with manageable risk, and of providing our participants with excellent retirement and benefit education,” Rhonda said.

At the city, Rhonda liked knowing that she could help impact the City of Houston. Now, she feels she is helping City of Houston employees, retirees and their families.

## NOTICE

# ELECTION OF TRUSTEES FOR THE HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM (HMEPS) BOARD OF TRUSTEES



**This election includes the positions currently held by HMEPS Board Trustees Sherry Mose, employee position #5, Mark Mancuso, employee position #6, and George Bravenec, retiree position #8.**

**Accordingly, candidate applications are being accepted for two (2) active employee trustee positions and one (1) retiree trustee position on the HMEPS Board.**

## QUALIFICATIONS

**An employee candidate** must be a full-time employee of the City of Houston and must be a member of the Houston Municipal Employees Pension System with at least five years of credited service at the time of application.

**A retiree trustee candidate** must be a retired member of the Houston Municipal Employees Pension System, and must be receiving retirement benefits at the time of application.

**All qualifying candidates** must be willing to: 1) serve a four-year trustee term without compensation; 2) take an oath of office; 3) attend Board meetings at least once a month; 4) serve on committees as appointed; 5) attend required committee meetings; and 6) obtain ongoing training and education in pension and pension-related matters.

## APPLICATIONS

**An active employee** interested in running for an employee trustee position may obtain an application and a copy of election guidelines, in person, from the HMEPS Office at 1111 Bagby, Suite 2450 (Heritage Plaza Building).

**A retiree** interested in running for the retiree trustee position may obtain an application and a copy of election guidelines, in person, from the HMEPS Office at 1111 Bagby, Suite 2450 (Heritage Plaza Building).

**Candidates must file applications in person at the HMEPS Office, 1111 Bagby, Suite 2450 (Heritage Plaza Building). The deadline for filing applications is 4:00 p.m. Houston time, Friday, June 25, 2010.**

## 2010 HMEPS Board of Trustees Election Overview

For the first time, HMEPS participants will be able to cast their ballots by mail, telephone or the Internet thanks to a new firm hired by the system to provide state-of-the-art services for the upcoming HMEPS Trustee election in August 2010.

The HMEPS Board has hired VR Election Services (VRES) to administer the 2010 election for Trustee employee position No. 5, employee position No. 6 and retiree position No. 8. The election will be governed by HMEPS and administered by VRES, which will provide a secure, confidential and accurate voting system for all eligible participants.

The Carrollton, Texas-based company has 25 years of experience in providing election services to public pension systems and teacher retirement systems. VRES has conducted elections in which over 3 million individuals have voted using multiple combinations of mail ballot, telephone and Internet voting without error.

“HMEPS staff will be overseeing the entire election process with VRES providing the technical expertise that will allow participants to vote using one of three methods,” said Rhonda Smith, HMEPS’ acting executive director. “Members will find the process extremely easy to use, and they can be confident that the entire process will be secure and confidential.”

All active, full-time employees of the City of Houston are eligible to vote for Trustee employee positions No. 5 and No. 6. All HMEPS retirees are eligible to vote for retiree position No. 8.

Each HMEPS participant will receive a mailed ballot with a unique personal identification number (PIN), a unique bar-coded ballot control ID number and detailed instructions for voting.

When a participant is ready to vote, he or she will choose one of the three methods available – telephone, mail or Internet. If a ballot is lost, the participant can contact VRES, which will issue a new, security-coded ballot and remove the lost ballot from the database. It will be impossible for a participant to vote twice. VRES also will provide around-the-clock, toll-free live customer service to participants during the voting period, which will begin in August 2010. The phone number for VRES will be printed on all ballots, along with their email address for participants to submit questions about the voting process.

A participant wanting to vote by mail will make a mark in the box on the ballot next to the candidate of their choice for each applicable Trustee position. The participant will then use the Courtesy Reply envelope included in each package to return their ballot to the VRES office for verification, sorting, scanning, processing and secure storage.

A participant who wants to vote by telephone can call the toll-free number listed on the paper ballot and follow the voice-prompt instructions. The voice instructions will ask for their Social Security number and the PIN number printed on the ballot. Once they are verified in the system, the system will ask them to select the candidate of their

choice for each applicable Trustee position. It will confirm their selection and ask them to “Press 1 to confirm or Press 2 to recast.” Once the participant has confirmed their vote, that vote will be registered. If a participant hangs up before voting for the final candidate, the vote does not register. However, that participant may call again to cast a vote.

For participants wanting to vote by using the Internet, they will access the VRES voting website for HMEPS that is listed on the

### 2010 Trustee Election Plan Calendar

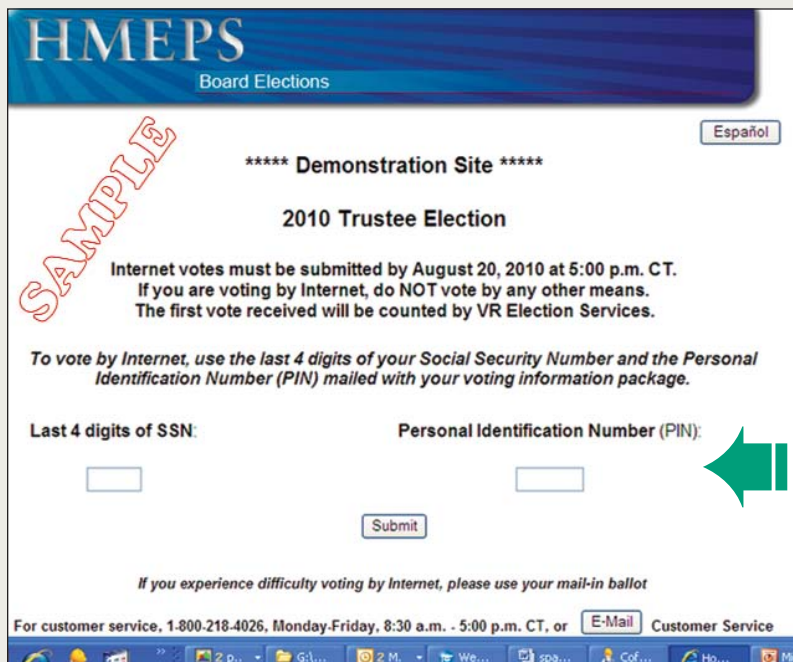
Distribute notice of election	Week of June 7
Candidate application deadline	June 25 by 4:00 pm CT.
Eligibility letter to candidates	Week of June 28 or July 5
Ballot certification	Week of July 12 or July 19
Ballots mailed	Week of August 2
Voting deadlines	August 20 by 5:00 pm, CT. Mailed ballots must be received by August 20
Tabulate votes	August 23
Administrator’s report to Executive Director	August 24
Election certification (and declaration of runoff, if any)	August 26 (HMEPS Board Meeting)

NOTE: Election results will be posted to the HMEPS website ([www.hmeps.org](http://www.hmeps.org)) and printed in the newsletter as soon as possible. If a runoff is necessary, candidates will be notified the week of Aug. 30 of the runoff election. Dates for mailing ballots, deadlines and voting certification will be posted on the HMEPS website.

paper ballot, enter the last four digits of their Social Security number and the PIN number printed on the ballot, and click on the “submit” icon to continue with the voting process. Once the participant is on the voting page they will click the box for the candidate of their choice for each applicable Trustee position

and click on the “confirm” button to register their vote. At the conclusion of voting, each participant will receive a confirmation page of their choices that they may print for their own records. A partial sample of the VRES voting site is below.

## How Voting By Computer Will Work – Partial Sample Screens

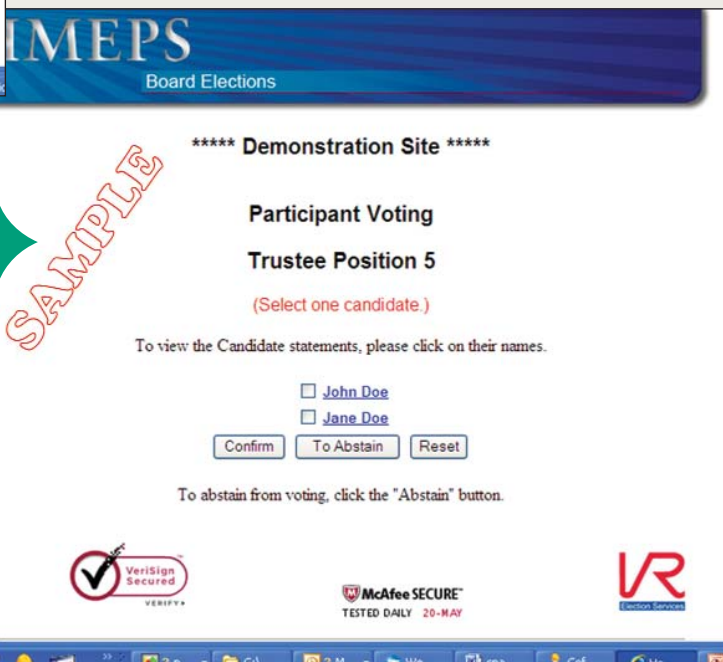


Voting in the 2010 Trustee Election will take place in August 2010 by mail-in ballot, telephone voting or internet voting. This page contains three sample screens that provide a general representation of how the voting screens will appear for the internet voting option. If you choose the internet voting option, the voting website will be accessible by any computer, 24 hours a day. The ballot package that will be mailed in August 2010 will have the internet address for the voting website.

The first screen of the voting website will have two fields where you will enter the last 4 digits of your social security number and your PIN number, which will be contained in the ballot package that is mailed to you.

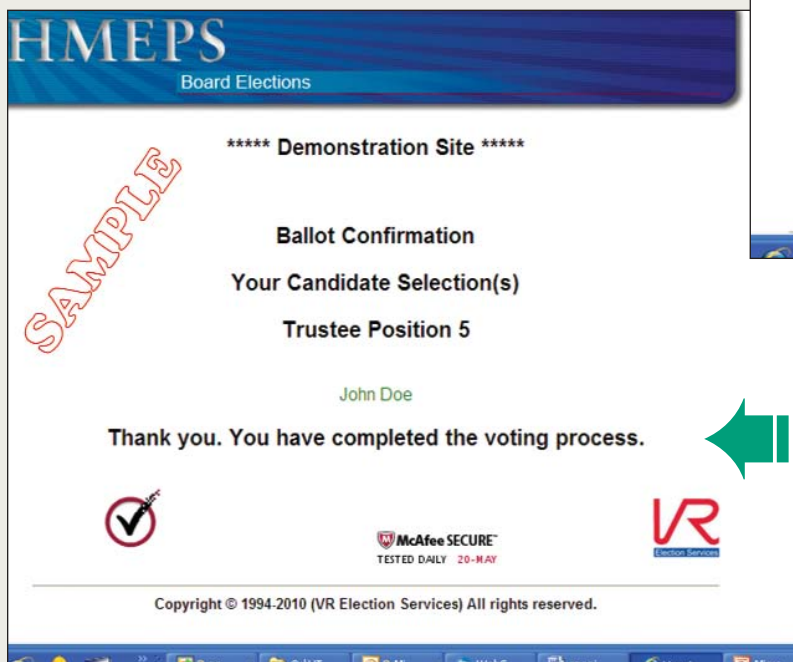
Entering this information will allow you to access the other voting screens.

The voting screens provide each applicable Trustee Position and the candidates for that position. You may select a candidate by checking the box next to the candidate's name, and then click the “Confirm” button to confirm the vote. You may also choose not to vote for any-



one in that position by clicking the “To Abstain” button. Finally, you can change your choice by clicking the “Reset” button to revote for that position or to abstain.

The final screen will confirm your choice of candidate and indicate that you have completed voting.



Look for more information on the HMEPS website at [www.hmeps.org](http://www.hmeps.org)

## New Payroll Provider Offers Retirees Better Payment Services

As part of our ongoing effort to make benefit payment and account information more available and easier to access for HMEPS retirees, we are pleased to announce that the Board of Trustees has selected State Street Bank and Trust (State Street) as the new payroll provider for HMEPS. State Street will take over payroll from our previous provider, Ceridian, beginning July 2010.

### *What Will The Changes Mean?*

HMEPS is committed to providing retirees with the best technology available for benefit payment administration, and to giving retirees increased access to their individual account information. State Street is unique in offering better business continuity and system disaster recovery operations, which will ensure that HMEPS retiree benefit payments have greater protection. And we are pleased to announce that in Fall 2010, retirees will be able to securely access their individual account information online. With the enhanced online service later this year, all retirees will be able to view their benefit payment history and 1099 information for federal taxes, and retirees will be able to change their address, direct deposit information and tax withholding, all from their own computer.

### *Who Is State Street?*

For more than 30 years, State Street has been a leader in the retiree payment administration business and today is the largest provider of retiree services among U.S. trustee banks. State Street serves 750 clients and processes approximately 3 million monthly recurring payments. HMEPS and State Street have a business relationship going back many years, and State Street understands the importance of delivering quality service to its retiree clients.

### *Will Retirees Notice Any Additional Changes?*

There will be no changes to the form of payment retirees currently receive—if you are paid through direct deposit, you will continue to be paid through direct deposit, and if you are paid by check, you will continue to be paid by check. State Street

follows state tax withholding requirements, so if you live out of state and have federal tax withholding, you will also have state tax withholding from your payment as required by your state of residence. Retirees who live out of state will receive additional information soon regarding state tax withholding.

There will be minor changes to how information is displayed on the pension benefit checks/stubs and on the direct deposit advices, which are explained on the graphic to the right. The information will be easier to read and understand, and will clearly set forth the payment and deduction details.

### Highlights of Your New State Street Pay Stub/Advice

- **“Verify funds”** text – this number is solely for the use of the check-cashing bank or location to confirm fund availability.
- Under **“Payment Sources”** – this section contains information about your benefit payment.
- Under **“Deductions”** – this section contains information on tax withholding and authorized deductions.
- The **“Message”** section – watch this section for messages and other important information.

### *Do Retirees Need to Do Anything Because of the Change In Payroll Provider?*

Retirees do not need to do anything. HMEPS staff are working diligently behind the scenes to ensure a smooth transition. We simply want to make you aware of the change in payroll provider and some of the enhanced features you can expect. State Street was chosen because of its experience and demonstrated commitment to servicing pension payments and retirees. We are excited about the opportunity to join forces with our new payroll partner, and look forward to rolling out the new online features soon.



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FKSR 1 DM.1-5.10Z.M2  
PP002.CORPS  
1 1 1 L1-----

JACK S. DOE  
203 NEWPORT AVENUE  
N. QUINCY MA 02171

PERIOD BEGINNING: 06/01/2008  
PERIOD ENDING: 06/30/2008

ACCOUNT ID SAMPLE-1-CLIENT  
PLAN NAME THE SAMPLE COMPANY PENSION PLAN

PAYEE INFORMATION		NET PAYMENT
PAYMENT DATE	CHECK NO.	PAYEE SOC. SEC. NO.
JUNE 01, 2008	010200003	***-**-****
		2,321.08

FOR INTERNAL CASHIERING BANKS  
TO VERIFY OUT OF STATE FUNDS,  
CALL 617-664-2400.

**PAYMENT DETAIL**

PAYMENT SOURCES	Current	Year-To-Date	DEDUCTIONS	Current	Year-To-Date
				248.40	248.40
REGULAR	2,500.00	2,500.00	FED TAX	146.02	146.02
NON-TAX	100.00	100.00	STTAX-MA	10.00	10.00
			DEN INS	20.00	20.00
			MED INS	5.00	5.00
			LIFE INS		
<b>GROSS PAYMENT</b>			<b>TOTAL DEDUCTIONS</b>	<b>433.92</b>	<b>433.92</b>
	<b>2,755.00</b>	<b>2,755.00</b>			

**SAMPLE**

Watch this space for messages.

DATE 06/01/2008 PLAN NAME THE SAMPLE COMPANY PENSION PLAN CHECK NO. 010200003

PAY TWO THOUSAND THREE HUNDRED TWENTY-ONE DOLLARS 8 CENTS  
TO THE ORDER OF JACK S. DOE  
203 NEWPORT AVENUE  
N. QUINCY MA 02171

AMOUNT  
\$\*\*\*\*\*2,321.08  
NOT VALID AFTER 180 DAYS

ACCOUNT ID  
SAMPLE-1-CLIENT

HOUSTON MUNICIPAL  
EMPLOYEES PENSION SYSTEM  
1111 BAGBY, SUITE 2450  
HOUSTON, TX 77002-2555  
713-595-0100

**VOIDVOID**



⑈0 10 20000 3⑈ ⑆0 1 10000 28⑆ 9906 1897⑈

## Supercharged Investment Returns *by Steve Waas*

*In the Winter edition of the Pension Press, Steve Waas, HMEPS' Financial Counselor, discussed Roth 401K's. Steve, who is a Certified Financial Planner, is available for individual meetings with participants, and also will be discussing financial topics in our newsletters to help participants better understand these important issues. This time the topic is "Supercharged Investment Returns".*

You may have heard this before, but I am going to say it again: If you have credit card debt or other high interest rate loans, paying off that debt as quickly as possible may be the best investment you can make.

People often don't think this is the smart choice. Actually, people often avoid thinking about their credit card bills entirely. They may feel guilty about having the debt, and so they don't want to even think about it. Maybe you had a good reason to take on that debt, maybe not. It really doesn't matter at this point. What matters most is finding the best use of your money right now.

And chances are, the best choice is to pay off your credit card debt.

Think of it this way, if the interest rate on your debt is, say, 20 percent, then every additional dollar you use to pay it off is like making an investment that pays a 20 percent return!

The idea is to pay more than the minimum monthly payment. Usually, the minimum payment goes mainly to interest costs and barely makes a dent in the principal you owe. Keep in mind that the credit card's minimum payment schedule is practically designed to extract the most from your wallet as possible.

Not only are you earning a supercharged return when you accelerate your payments on this debt, but this return is truly risk free. It works whether the stock market goes up or down. It works regardless of what happens in the real estate market.

Of course, paying off a credit card debt is not an "investment" in the traditional sense. However, in a deeper sense – it is. A good investment involves setting aside money now so that you can enjoy a higher standard of living in the future. The same idea applies to the expensive credit card situation: by paying more than the minimum monthly payment now, you can reduce the total future payments you'll have to make – leaving you more money for other things.

If you don't have high interest rate debt, that's even better. However, there is a lesson in all of this for you, too. It demonstrates the importance of building and maintaining a significant "emergency reserve" of cash. This is savings you can always get at, without cost or penalty, and without risk of loss. If you don't have such a reserve, you put yourself at risk of having to borrow at high interest rates should some sort of emergency or other sudden need for cash arise. If that happens, some credit card company will be making "supercharged returns" at your expense. Don't let that happen.



Steve Waas  
Financial Counselor

*HMEPS provides free financial counseling at the HMEPS office. Call 713-595-0100 to make an appointment. You can also email Steve Waas at [swaas@hmeeps.org](mailto:swaas@hmeeps.org) to set up an appointment.*

## Foreclosure Rescue Scams

The Federal Trade Commission is warning consumers who are having trouble making their mortgage payments to be careful in dealing with "foreclosure rescue" firms. These firms often make wild promises regarding their ability to protect you from foreclosure. They are often nothing more than scams.

These scams can take many forms. A firm may ask you to pay a fee up front, and then tell you not to talk with the lender. "We will take care of all the details," they say. "No need for a lawyer or credit counselor." Warning, these are definite red flags.

Or, a firm may tell you to make the mortgage payments directly to them, while they "negotiate" with the mortgage company. Again, another red flag!

In another twist, you may be encouraged to surrender the title to the house, with the promise that you can stay in the home as a renter and buy the house back later on better terms. There are countless ways unscrupulous people will try to separate you from your money.

If you're in trouble with your mortgage, try to get good information. Don't be pressured into signing up for programs that seem too good to be true. Start with the Federal Trade Commission's publication "Mortgage Payments Sending You Reeling? Here's What to Do." You can find it at [www.ftc.gov](http://www.ftc.gov).



## Be Vigilant With Debit Cards

While some people are carrying too much debt on their credit cards, others are trying to avoid using their credit cards and accumulating debt. For the most part, this is terrific. But in recent months there has been a sharp increase in fraud involving debit cards. It appears that a number of different techniques are being used by criminals. I hope more information will be forthcoming from authorities regarding how we can protect ourselves, but in the meantime this is what is important to know.

### Basic Facts

Debit cards are generally covered under a different set of federal regulations than credit cards. The protection for consumers regarding debit cards is less friendly than that of credit cards. The most important point seems to be that you must be quicker to report errors and unauthorized transactions with debit cards.

Even if you successfully dispute a fraudulent withdrawal from your account, keep in mind that the money is still gone from your account while you make your case.

Criminals can use various machines to steal information from your debit card.

### What You Can Do

If you use a debit card, it is critical that you monitor your account frequently. Once a month is not enough, especially if you engage in any of the risky activities listed below. Report unauthorized activity immediately.

- Avoid isolated ATM machines or other machines that are not continuously monitored by some form of security. Criminals have been known to install small pieces of equipment on such machines that can steal your personal information.
- When you swipe your debit card, you are sometimes given the choice “credit or debit.” Consider choosing “credit” – not “debit.” Your card will generally work the same way, however you will be asked for a signature instead of a PIN. This obviously limits the chances of your PIN being stolen, and also means that the transaction will probably be subject to the friendlier set of regulations covering credit cards.
- Avoid using your debit card in places where you can’t see what the merchant is doing with the card. The truth is, we probably don’t know all the ways criminals are stealing debit card information. Therefore, the most important thing for you to do is constantly monitor your account so that you are immediately aware of any fraudulent activity.



## HMEPS Staff Coming to a Location Near You

As part of the HMEPS Educational Outreach Program, supported by Chairman Sherry Mose, HMEPS representatives will be holding informational classes and setting up booths at convenient city locations. This will give you the chance to learn more about your pension benefits at a location and time convenient to you. You do not need to register to participate.

The following are upcoming meetings.

<u>Date</u>	<u>Type of Meeting</u>	<u>Location</u>	<u>Time</u>
6/10/2010	Informational Booth	Collier Regional Library, 6200 Pinemont	10:00 am – 1:00 pm
6/17/2010	Informational Booth	3300 Main Street Plan Review Conference Room	7:00 am – 9:00 am
6/22/2010	Informal Presentation	7411 Park Place Auditorium	9:00 am – 12:00 pm
6/23/2010	Informal Presentation	5602 Lyons Ave Auditorium	1:30 pm – 3:00 pm
6/29/2010	Informational Booth	3300 Main Street Plan Review Conference Room	7:00 am – 10:00 am
6/30/2010	Informational Booth	8523 Arkansas	11:00 am – 1:00 pm
7/01/2010	Formal Presentation	5198 Aldine Mail Route Auditorium	9:00 am – 12:00 pm

More classes and informational booths will be added to the schedule soon. To schedule a class or booth at your City location, call Terri Murray at 713-595-0134.

## Retirements – January to April 2010

### Administration & Regulatory Affairs

Benefiel, Theresa\*  
Clarke, Linda\*  
Hall Jr., Anthony  
Lopez, Esmeralda  
Ivy, Sharon  
Powell, Kenneth

### Aviation

Arthur, David\*  
Morris, Richard\*  
Pete, Lonnie  
So, Sierra\*

### City Council

Castillo, Raul\*  
Holm, Pamela\*  
Lawrence, Antoinette

### Controller

Schoonover, Stephen

### Finance

George, Shobna

### General Services

Brumlow, Kenneth\*  
Golembiewski, Philip  
Johnson, Anita\*

### Health & Human Services

Bolden, Chloateal

Bradford, Sharon  
Buu, Ton  
Goode, Kathryn  
Greif, Teresa  
Igweze, Chante\*  
James, Carmen\*  
Jarrett, Brenda  
Mullis, Nancy  
Owens, Harvey  
Shockley, James  
Switek, Sally  
Thomas, Terri\*  
Thorne, Timothy

### HMEPS

Long, David L.

### Houston Emergency Center (HEC)

Maxwell, Phyllis  
Walden, Jennifer

### Housing

Melton, Janice  
Williams, Mary

### Human Resources

Carrizal, Mary  
Newman, Roderick

### Information Technology

Chao, Peter

### Legal

Griffin, Josephine

### Library

Bunton, Sanya\*  
Deitiker, Cynthia  
Jerolleman, Lois  
Orta, Dolores  
Standford, Shirley  
Stemmer, Regina

### Mayors

Lapin, Richard\*  
Michel, Frank\*

### Municipal Courts

Brown, Sarah  
Duncan, Daryle\*  
Guerrero, Frances

### Parks & Recreation

Alexander, Antoinette\*  
Heffin, Maurice  
Hughes, Larry  
Maxa, Donald  
Weller, John  
Woolage, John\*

### Planning

Morgan, Kathryn

### Police

Bastida, Linda\*  
Blair, Franklin  
Cash, Sharon  
Hurtt, Harold  
Knox, Bertha  
McGary, Ernestine  
Modique, Carol  
Phelps, Robbie  
Williams, Debra\*

### Public Works & Engineering

Acheson, Samuel  
Alicea, Iris  
Baskin, Teresa\*  
Boone, Nola  
Bridges, Gary  
Brown, Clifton  
Caldwell, Rudy  
Cade, Charles  
Forouzan, Hossein  
Gabaldon, Manuel  
Gaidom, Wayne  
Gonzalez, Guadalupe  
Henderson, Belinda  
Ho, Tanh  
Holcombe, Edwin  
Holt Jr., Jack  
Hundl, Daniel  
Jimenez, Stella  
Johnson, Anna  
Johnson, Gail  
Ivy, Henry  
King, Ray  
Lee, Cynthia

Leonard, James  
Lerma, Valentin  
Mallet, Michael  
Marbley, Eddie\*  
McDaniel, Walter  
McMillian, Susan  
Monroe, Bessie  
Munguia, Thomas  
Ojeda, Juan\*  
Palacios, Steve  
Plattenburg, Odell  
Phelps, Michael\*  
Roach-Marshall, Irnadia  
Roberson, Alexander  
Robinson, John  
Seymore, Johnny  
Stephenson Jr., Evans  
Stokes, Larry  
Svestika, Gary\*  
Vampran, Alfred  
Ward, Larry  
Watts, Carolyn  
Williams, Jimmie  
Williams, Vernell  
Wilson, Fred  
Wong, Wessley  
Zwahr, Marvin

### Solid Waste

Herrera, Ramiro\*  
Perales, Manuel  
Toran, Lizzie\*

\*Deferred Retirement

## In Remembrance

### Active Employee and Retiree Deaths – January to April 2010

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

Allen, Dora L.\*\*  
Baker, Charles R.  
Baker, Wordy  
Barr, Harold A.  
Battenfield, Donnie W.  
Bollman, F W.  
Bowie, David L.  
Boykin, Glenda  
Breazeale, Helen J.  
Brown, James  
Brumfield, Irene\*\*  
Campbell, Clifford E.  
Carter, Sylvia\*\*  
Casillas, Minerva  
Chapman, Vera\*\*  
Chipman, Eunice M.\*\*  
Comeaux, Hazel\*\*  
Cryer, Dorothy L.\*\*  
Davis, Mary S.\*\*  
Denley, Depriest  
Douglas, Betty J.

Duggins, Virginia\*\*  
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Eckerman, Raymond O.  
Edge, Diana V.  
Edwards, Herman  
Farias, John D.  
Garcia, David G.  
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Gilbreath, Kenneth  
Gonzales, Mary A.\*\*  
Goodie, Cecilia E.  
Graham, J C.  
Hampton, Jimmie  
Handy, Joyce D.\*\*  
Hansen, Edmund B.  
Henry, Harry  
Heuvel, Marie\*\*  
Hicks, Doris V.  
Holdman, Lonzo  
Horace, James J.  
Jackson, Alyce M.

Jackson, Vera L.  
Jeanes, Paul  
Jenkins, Dorlena  
Jenkins, Ella M.  
Johnson, Alma D.\*\*  
Johnson, Edward M.  
Jones, Robbie  
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Kirk, Paul J.  
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Martin, Burnis  
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McKinney, Frank  
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Nesmith, Dixie L.\*\*  
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Reilly, Jean  
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Richardson, Louise\*\*  
Rivers, Ray  
Sanchez, Roberto  
Schumacher, Willie M.  
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Tautenhahn, Ludelle L.\*\*

Taylor, Earnestine\*\*  
Taylor, Jeanette\*\*  
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Thomas, Charles B.  
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Urista, Moctezuma S.  
Waits, Monta A.  
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Whaley, William  
White, Elvia  
Wildenthal, John  
Wilson, Betty L.  
Wiltz, Yolanda Y.  
Woodson, Marion F.  
Zavala, Josephine\*\*

\*\*Surviving Spouse

## On the Road to Retirement? Review These Pre-Retirement Tips

- Start the process of thinking about and planning for retirement several months before your target date, if possible. There will be lots of things to do and decisions to make - and you don't want to be rushed.
- Think carefully about starting your Social Security retirement benefits. It isn't always the best choice to start as soon as you are eligible.
- Be aware of the tax implications of taking money out of DROP and deferred comp accounts.
- Make sure you know how much your pension and social security benefits are going to be.
- Review final documents such as your will, medical powers of attorney and advanced medical directive. If you don't have them – get them.
- Take another look at how risky your investments are. What made sense when you were at mid-career may not be appropriate when you're closer to retirement.
- Find out how much your health insurance will cost in retirement. Be prepared for this cost to rise faster than the

**SLOW  
DOWN  
(and Think About  
Retirement!)**

COLAs (Cost of Living Adjustment) you will receive on your pension and social security checks.

- If you are retiring at a relatively young age, pay extra close attention to tax, penalty and health insurance issues you may face.

- **Get objective financial counseling. This is a free service at the HMEPS office.** Contact Steve Waas at 713-595-0100 or at swaas@hmeeps.org to set up an appointment.

- Don't let money drive all of your decisions. Other things may be more important.

The key is to be aware of the financial implications of your decisions, so that you can make informed choices and minimize unpleasant surprises.

- Be prepared for an adjustment period when you retire. Retirees say it takes a while to develop and get accustomed to a new schedule.
- Get excited about your retirement! You've earned it.

### Pension Payment Schedules: June to October 2010

The following are the dates pension benefit checks will be mailed in the months ahead. The schedule will be strictly adhered to.

- **Monday, June 28, 2010**
- **Wednesday, July 28, 2010**
- **Friday, August 27, 2010**
- **Tuesday, September 28, 2010**
- **Wednesday, October 27, 2010**

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

- **Wednesday, June 30, 2010**
- **Friday, July 30, 2010**
- **Tuesday, August 31, 2010**
- **Thursday, September 30, 2010**
- **Friday, October 29, 2010**

If you are interested in direct deposit of your pension benefit, please call our office at 713-595-0100.

### Do You Have Questions About Health Insurance or Insurance-Related Matters?

All questions related to health insurance should be directed to the City of Houston, Dept. of Human Resources – Benefits Division staff. They are responsible for all decisions regarding health insurance and act as the liaison with the insurance providers for retirees and survivors. The HR staff can answer your insurance-related questions for active and retired employees and survivors, process the open enrollment forms for the Group Medical, Dental and Life Insurance Plans and more.

**City of Houston**  
**Dept. of Human Resources –**  
**Benefits Division**  
**611 Walker Street, 4th Floor Annex**  
**Houston, TX 77002**  
**Ph: 713-837-9400 or 888-205-9266**

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

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### **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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### **HMEPS CONTACT INFORMATION**

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Houston Municipal Employees Pension System  
1111 Bagby Street, Suite 2450  
Houston, Texas 77002-2555

#### **HMEPS Phone Numbers:**

Phone: 713-595-0100  
Toll Free: 800-858-1450  
Fax: 713-650-1961

#### **HMEPS Website:**

[www.hmeps.org](http://www.hmeps.org)