

# **REPORT TO PARTICIPANTS** FIREMEN'S ANNUITY & BENEFIT FUND OF CHICAGO



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CHICAG

#### **BOARD OF TRUSTEES**





Elected Active Member - Fund Secretary





### **ADVISORS & CONSULTANTS**

Actuary - Gabriel, Roeder, Smith & Company Independent Auditors - Legacy Professionals Investment Consultant – Callan Associates Legal Counsel - Burke, Burns & Pinelli, Ltd. Master Custodian - The Northern Trust Company











### PROFESSIONAL STAFF

Executive Director - Steven Swanson Fund Comptroller - Jaclyn McAllister Chief Investment Officer - Lorna Scott Deputy Executive Director - Lori Lund The Firemen's Annuity and Benefit Fund of Chicago (Fund) is providing this Popular Report for the year ended December 31, 2017 to its active, retired, and disabled members to provide an overview of the Fund. A complete copy of the Fund's audited financial statements, as well as other information pertaining to the operation of the Fund, is available online at www.fabf.org.

Throughout 2017, the Board attended to the many items related to the administration of the Fund including the retirement of 253 members. The Board approved 7 applications for duty disability benefits, 7 applications for occupational disability benefits and 6 applications for ordinary disability benefits. Additionally, the Board approved benefits for 4 children of active members who passed away while active members of the Chicago Fire Department. In 2017, 124 sworn members and 72 widows/ widowers of our retired brothers and sisters died.

The Fund's investment portfolio advanced 18.3% during the year ended December 31, 2017. This gain was propelled by advances of over 20% in both U.S. equity and International equity investments. The Fund's strong 2017 investment return contributed to longer-term gains with the Fund returning on average 10.2% during the trailing five-year time period. This return exceeded the 7.5% actuarially assumed rate of return in place for said time period and placed the Fund in the top quartile of its peer universe. Over a twenty year period, which includes the global financial crisis of 2008, as well as the bursting of the technology bubble in 2000, the Fund returned 7.6%, beating the 7.5% assumed rate of return on investments. The Retirement Board's commitment to a long-term investment strategy has resulted in significant investment gains over the past twenty year period and served to counter the headwind generated by a historically inadequate funding policy.

2017 was also a year of transition for the Fund. Michael Moran, the Fund's Chief Investment Officer, retired in 2017. Mike, the son of a Chicago Police Officer is a lifelong Chicagoan. He went to Northern Illinois University where he received his Bachelor of Science Degree in Accounting and then to Illinois Institute of Technology where he earned a Master's of Science Degree in Financial Markets and Trading. Mike also furthered his professional credentials by becoming a Certified Public Accountant and Chartered Financial Analyst. In 1996, Mike left an investment management firm to become the Fund's Comptroller. In 2004, Mike was named as the Fund's first Chief Investment Officer.

Over his many years of service, Mike Moran worked with the Fund's Investment Consultants to help identify the best possible investment opportunities and guide trustees in making prudent investment decisions. Mike was instrumental in helping to maintain the stability of our Fund which has been historically statutorily underfunded and he guided the Fund through two of our nation's worst financial market downturns. It is without question that Mike added investment gains to the Fund through his wisdom, dedication and tenacity. His insight, leadership and professionalism will be missed by all. We are grateful for his many years of loyal and prudent service to the Fund and its participants.

Additionally, in 2017, Debra Taylor, the Fund's long time Benefit Supervisor retired. For nearly thirty-six years, Debbie assisted thousands of members and their families through the benefit application process. Whether it be assisting one of our retiring, injured or afflicted members or their survivor(s), Debbie displayed great respect, genuine compassion and the utmost professionalism. The Fund staff will miss her humility, humor and dedication. We thank her for her generous service.

Moving forward, the Fund remains committed to the prudent oversight and administration of the Fund. Given the funding crisis of Chicago's retirement systems, we are aware that difficult decisions have been made and that resolving Chicago's financial challenges will continue to require difficult decisions. We are grateful for the efforts by both the City administration and the Chicago Firefighters Union Local 2 to continue their efforts toward obtaining additional revenue to address the historical underfunding of our retirement system. The Retirement Board, on behalf of the participants, would like to thank the citizens of the City of Chicago for the sacrifices they have made and will have to make for the necessary additional contributions needed to provide the retirement benefits guaranteed under state statutes. The Retirement Board has and will continue to work diligently with all stakeholders to obtain the best possible investment returns, promote the fiscal integrity of the Fund and protect our participants' retirement security.

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Fund Secretary, Anthony Martin

#### **OVERVIEW**

The Firemen's Annuity and Benefit Fund of Chicago (the Fund or FABF) was established in 1887 and since 1931 is governed by Chapter 40, including specifically, Act 5, Article 6 of the Illinois Compiled Statutes (Statutes). The Illinois Legislature is the only entity that can amend the Fund's structure. The Fund was created for the purpose of providing retirement, disability and death benefits for employees of the City of Chicago (City) employed under the provisions of the Municipal Personnel Ordinance as fire service and for the dependents of such employees.

The Fund has statutorily defined contribution minimums that come from two sources. Covered employees currently make a contribution in the amount of 9.125% of their salary to the Fund and the City of Chicago makes a contribution of specified amounts required by the Statutes for year end 2016 through 2020. The specified amounts are as follows: 2015;\$199 million, 2016;\$208 million, 2017;\$227

million, 2018:\$235 million, and 2019:\$245 million. Beginning with the calendar year ending December 31, 2021, the City is required to fund the FABF on an actuarial basis sufficient to produce a funding level of 90% by the year ended December 31, 2055. Currently, the City of Chicago's contribution is made primarily from property tax receipts.

The Statutes authorize a Board of Trustees of eight members to administer the Fund. According to the Statutes, four members of the Board are ex officio and four are to be elected by the employee members of the Fund. The four ex officio members are the Deputy Fire Commissioner, the City Clerk, the City Comptroller and the City Treasurer. All Board Trustees are fiduciaries to the Fund and are statutorily mandated to perform their duties solely in the interest of the Fund's participants and beneficiaries.

#### **RETIREMENT ELIGIBILITY**

You become eligible to receive retirement benefits once you are vested with the Fund and terminate your City of Chicago fire service employment. Upon application and approval, you are eligible for a monthly benefit for the rest of your life and, if you select a survivorship option, your beneficiary may also be eligible to receive lifetime benefits upon your death. Vesting occurs when you reach 10 years of service. The earliest age at which a member can retire is at age 50. Firemen are forced to retire at age 63. This compulsory retirement age does not apply to paramedics. If you leave without qualifying for an annuity, accumulated contributions for firefighters annuity, spouses annuity and the automatic increase are refunded with statutory interest.

	<b>TIER 1 **</b> Participants hired before 1/1/2011	<b>TIER 2 **</b> Participants hired on or after 1/1/2011				
FINAL AVERAGE SALARY	Highest average monthly salary of 48 consecutive months within the last 10 years of service	Highest average monthly salary of 96 consecutive months within the last 10 years of service; capped @ \$111,572**				
MIN. FORMULA ANNUITY ELIGIBILITY	Age 50 with at least 20 years of service	Unreduced at age 55 with at least 10 years of service				
MIN. ANNUITY FORMULA	50% of Final Average Salary for 1st 20 years of service + 2.5 Final Average Salary for each completed year of service in ex of 20 years of service					
EARLY RETIREMENT ELIGIBILITY	Age 50 with 10 years of service					
EARLY RETIREMENT FORMULA	Accumulation of age and service annuity contributions plus 10% of city contributions for each completed year after 10 years of service	Reduced by 0.5% per month under the age of 55				
COMPULSORY AGE FIREFIGHTERS ANNUITY AGE 63 ≥ 10 YEARS < 20 YEARS OF SERVICE	30% of final average salary for 1st 10 years of service plus an additional 2% for each year or fraction thereof in excess of 10 years; can't exceed 50% of final average salary.	2.5% of final average salary for each completed year of service				
MAXIMUM ANNUITY	Annuity cannot exceed 75% of Final Average Salary (can exceed 75% of FAS if qualified for alternative minimum annuity -53/23)	Annuity cannot exceed 75% of Final Average Salary				
COST OF LIVING INCREASE	Born Before 1/1/66Born After 1/1/663% simple interest1.5% simple interestStarts at later of age 55 or one year after retirementStarts at later of age 60 or one year after retirementNo limit on increasesLifetime limit = 30%	Lesser of 3% or ½ of the annual increase in CPI-U, not compounded; begins the January 1st after the later of age 60 or the first anniversary of retirement				

\*\* There are several variations and alternative benefit provisions for current employees. Benefits shown in this table are simplified descriptions of major benefit provisions. For more information regarding the Fund's provision of retirement, disability and death benefits, see the Statutes which specifically refers to our Fund.

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**STATEMENTS OF PLAN NET POSITION\*** 

ASSETS	2017	2016	
Receivables	\$232,889,875	\$208,906,882	
Cash and Investments, at fair value	\$901,201,369	\$814,391,075	
Collateral Held For Securities on Loan	\$111,709,566	\$123,059,048	
TOTAL ASSETS	\$1,245,800,810	\$1,146,357,005	
LIABILITIES			
Payables	\$7,937,930	\$4,284,164	
Securities Lending Collateral	\$111,709,566	\$123,059,048	
TOTAL LIABILITIES	\$119,647,496	\$127,343,212	
NET POSITION HELD IN TRUST FOR PENSION BENEFITS	\$1,126,153,314	\$1,019,013,793	

The Statement of Plan Net Position presents the Fund's assets and liabilities and the resulting net position, which are held in trust for pension benefits. It reflects a year-end snapshot of the Fund's investments at market value, along with cash and shortterm investments, receivables, and other assets and liabilities. Net assets equal the difference between the assets available for payments of future benefits and current liabilities that are owed at the end of the year. The Fund's Net Position increased 10.5% from 2016 to 2017 with certain categories experiencing meaningful fluctuations. The increase in the Fund's Net Position was primarily due to a significant increase in investment returns and a significant increase in employer contributions from the previous year. The increase in employer contributions can be attributed to the GASB reporting requirements from the legislative change to Public Act 099-0506 from Public Act 96-1495.

The Statement of Changes in Plan Net Position presents the results of Fund operations. During 2017, the Fund's revenue of \$416.4 million was principally comprised of investment income and contributions received from the City of Chicago and active members.

Fund expenditures totaling \$309.3 million were primarily payments to beneficiaries, refund of contributions and administrative expenses.

#### **STATEMENTS OF CHANGES IN PLAN NET POSITION\***

REVENUES	2017	2016	
Beginning net assets	\$1,019,013,793	\$1,045,101,093	
Contributions	\$275,816,887	\$205,118,320	
Net Investment Income	\$140,507,402	\$55,362,185	
TOTAL REVENUE	\$416,409,622	\$266,005,920	
EXPENDITURES			
Retirement Benefits	\$243,139,971	\$224,451,968	
Survivor and Dependent Benefits	\$35,639,520	\$33,875,057	
Disability Benefits	\$22,576,795	\$23,583,142	
Death Benefits	\$784,200	\$675,000	
Health Care Benefits		\$2,056,995	
Gift Fund Payments	\$378,00	\$500,000	
TOTAL BENEFIT PAYMENTS	\$302,518,486	\$285,142,762	
Refund of Contributions	\$3,579,629	\$3,673,250	
Administrative Expenses	\$3,171,986	\$3,216,823	
Litigation Settlements		\$60,385	
TOTAL EXPENDITURES	\$309,270,101	\$292,093,220	
NET INCREASE (DECREASE)	\$107,139,521	\$(26,087,300)	
ENDING NET POSITION	\$1,126,153,314	\$1,019,013,793	

\* The condensed financial statements on this page are compiled from the Fund's audited financial statements prepared by Legacy Professionals, LLP. Participants are encouraged to review the Fund's audited financial statements for 2017 for more specific information regarding the Fund's financial position.

#### **HIGHLIGHTS OF SIGNIFICANT CHANGES**

**CONTRIBUTIONS:** \$275.8 million in contributions consists of \$228.5 million from the City of Chicago and \$47.3 million from active members of the Chicago Fire Department. Employer contributions increased \$72.3 million (46.3%) from 2016 to 2017 due to the recognition of the revenue outlined in Public Act 099-0506 that became effective in 2016. Public Act 099-0506 replaced Public Act 96-1495 and employer contributions under the new legislation are a set dollar amount in the statute as opposed to an actuarially determined figure. In 2016 and 2017 the Fund received \$195.1 million and \$206.7 million in employer contributions, respectively.

**INVESTMENT INCOME:** The Fund's market rate of return for 2017 was 18.3% in comparison to 8.0% in 2016. The Fund's net investment return was approximately \$140.5 million.

**BENEFIT PAYMENTS:** Accounting for \$302.5 million (97.8%) of the Fund's \$309.2 million in total

expenditures were the benefits paid to eligible members and their dependents. Benefit payments increased \$17.3 million (6.1%) from 2016 to 2017 due to several factors including the new annuitants being added to the pension roll at higher rates than those being removed. Annuitant Health Care expenditures have dropped to \$0 due to the elimination of the health care subsidy. Litigation currently pending may result in these subsidies being reinstated.



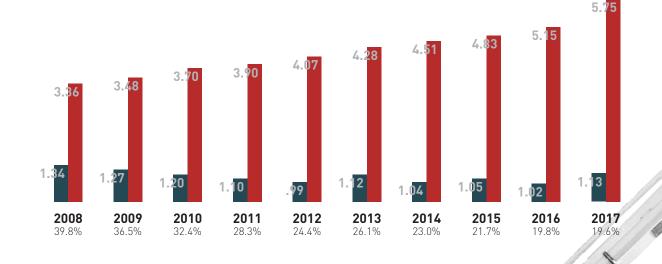


A primary measure of the health of a defined benefit plan is its funded ratio, which represents the Fund's assets available as a percentage of actuarial liabilities. Funding a retirement program is a long-term commitment, and it's important to remember that all benefits are not due at once. Actuarial liabilities are the estimated present value of all future promised benefits expected to be paid for each member. Based on membership data and assumptions, the actuary is able to determine the funded ratio and other critical information needed to develop and implement the Fund's long-term investment strategies and projections for the future viability of the Fund to continue to pay the promised benefits.

FABF continues to implement Public Act 99-0506 which became law on May 30, 2016. P.A. 99-0506 changed the City of Chicago's required contribution and funding policy for FABF. The FABF is now receiving significantly more revenue from the City, but funding has been and will continue to be a critical issue confronted by the Fund for many years to come. The funded ratio for FABF continues to be very low because the Fund since 1931 has not been funded on an actuarially sound basis. Public Act 99-0506 requires the City of Chicago contributions to be actuarially determined beginning in 2021. The 40 year plan will slowly increase employer contributions as well as the funded ratio until the Fund is expected to reach its target of 90% funded by 2055.

According to the Fund's December 31, 2017 actuarial valuation, the present value of the future liabilities was \$5.7 billion and the current assets were \$1.1 billion resulting in an unfunded liability of \$4.6 billion and corresponding 19.6% funded ratio. The funded ratio indicates that at December 31, 2017, the Fund has 19.6% of assets needed to cover its future actuarial liabilities and is considered below the level of adequate funding.

The graph at the bottom of this page indicates the Fund's actuarial assets, liabilities and corresponding funding ratios for each of the last ten years. As displayed in the graph, the funded ratio decreased 0.2% from the prior year. This decrease in the funding ratio was due to a combination of reasons, most notably, the demographic assumptions were updated based on an experience study that was performed on the period January 1, 21012 through December 31, 2016 and insufficient funding from the employer.





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As of December 31, 2017 there were 9,491 members in the Fund, consisting of 4,605 active members, 3,257 retired members, 1,265 widows, 79 children, 1 parent and 284 members on disability.

The population of active firefighters reflects a large proportion 3,305 (72%) that is over the age of 40. This trend also shows of active members, 1,511 (33%) have 20 or more years of service required for a minimum formula annuity. 1,202 (80%) are age 50 or older and can retire at any time. 423 members have the years of service required for the maximum retirement benefit of 75% of final average salary.

Over the past 10 years, members' average age at the time of retirement has remained relatively consistent, fluctuating between 57.4 and 59 years old. Members' average years of service at retirement has remained relatively consistent too, fluctuating between 28.7 and 30.5 years of service. The average annual retirement benefit consistently grew each year resulting in an increase of 43% over the last decade. The average annual benefit paid in 2008 was \$54,492 compared to \$77,904 in 2017. The average age at retirement was 58.4 years with an average of 30.4 years of service in 2017.

#### ANNUITANTS & BENEFICIARIES FOR FISCAL YEAR 2017

Annuitants receiving benefits can be separated into 6 different categories.

**Retired Firefighters/Paramedics** make up the largest percentage (67%).

Widows of Firefighters/Paramedics make up the second largest group (26%).

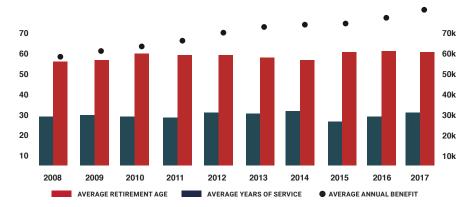
**Children and parents** make up 1.6% of the annuitant population. Members on disability can be broken down between **duty disability** (3.9%), **occupational disease disability** (1.7%), and **ordinary disability** (0.2%).

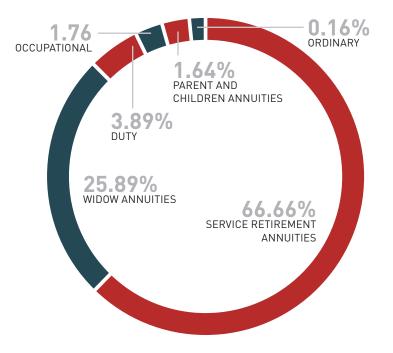
#### ACTIVE PARTICIPANTS BY AGE AND YEARS OF SERVICE

YEARS OF SERVICE (AS OF DECEMBER 31, 2017)

	YEARS OF SERVICE							
AGE	<5	5 - 9	10-14	15-19	20-24	25 - 29	Over 30	TOTAL
20 - 24	41							41
25 - 29	177							177
30 - 34	357	174	4					535
35 - 39	242	237	58	10				547
40 - 44	51	155	177	213	77			673
45 - 49	6	33	246	342	217	15		859
50 - 54		1	164	210	194	256	121	946
55 - 59	1	1	67	96	150	214	115	644
Over 60			15	16	27	52	73	183
TOTAL	875	601	731	887	665	537	309	4,605

#### AVERAGE RETIREMENT BENEFITS





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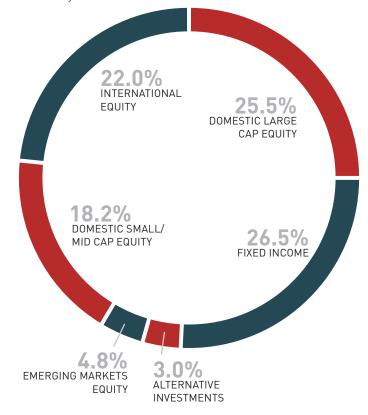
The Fund posted an impressive return of 18.3% for 2017. This return exceeded the Fund's actuarially assumed rate of return of 7.5%. The Fund's 2017 return ranked at the 6th percentile of the peer public pension plans. The bulk of the favorable return in 2017 came from the Fund's equity investments with domestic equity investments advancing 21.5% and international equities returning an even more impressive 28.8%. U.S. stock markets hit a number of record highs throughout the year, adding trillions of dollars to global market capitalization. The year closed with the passage of the largest tax reform bill in 30 years, lending further support to stocks given the significant cut in corporate tax rates. The S&P 500 Index gained 21.8% for the year, representing the Index's best calendar year return since 2013. The Index hit 62 record highs during the year and had only eight days of 1% or more fluctuations, the lowest number since 1964. The S&P 500 Price Index has nearly tripled (+295%) since its low in March 2009. Overseas equity investments, as represented by the MSCI EAFE Index, advanced 25.0% for the year. The strong return for international equity investments was aided by a weakened U.S. dollar.

As expected, the Fund's fixed income investments did not keep up with the strong advance from the equity portfolio. The fixed income portfolio, nevertheless, posted a strong return of over 6.0%. The Bloomberg Barclays U.S. Aggregate Bond Index returned 3.5% for the full year and the return was generated largely from its coupon. Corporate bonds outperformed for the year and yield spreads reached a post-crisis high of 93 bps over Treasuries.

The Fund's strong 2017 boosted the trailing five-year return to over 10%, well ahead of the annual 7.5% actuarial return assumption. The Fund's ten-year return remains more modest at 5.9% as it still includes the impact of the Global Financial Crisis of 2008. The Fund's trailing twenty-year return of 7.6% exceeded the actuarial return by a small margin, while the Fund's trailing twenty five-year return of 9.0% exceeded the actuarial return assumption by a comfortable margin.

During 2017, the Fund paid out over \$300 million in benefits while receiving \$223 million in employer contributions and \$47 million in employee contributions. The Fund ended 2017 with \$895 million in invested assets.

The Fund faces a considerable headwind in meeting long-term benefit obligations based on its critical underfunded status. The Fund continues to adhere to its long term investment objectives as stated by the Retirement Board in the Fund's Investment Policy. The primary purpose of the Fund's portfolio is to obtain the highest return possible, while at the same time managing risk. The Retirement Board's commitment to a long-term investment strategy has resulted in significant investment gains and served to counter the headwind generated by inadequate funding. The passage of Public Act 99-0506 relieved some of the liquidity pressure on the current portfolio that has caused the sale of Fund investments each year to pay current benefits. In past years, the Fund had to liquidate approximately 12-13% of the investment portfolio each year to meet pension obligations. In 2017, with the increased funding, the Fund liquidated approximately 6% of the portfolio. Beginning in 2021, employer contributions to fund the Plan are expected to be based on the actuarially determined contribution. Such funding, over time, is expected to reduce the need to sell portfolio assets to pay for benefits. It is the goal of Public Act 99-0506 to have the Fund at a 90% ratio of assets to liabilities by 2055.







# 2011

All pension funds subject to the Illinois Pension Code are required to comply with the federal Heroes Earnings Assistance and Relief Tax Act of 2008.

Members hired on or after January 1, 2012 that receive a retirement annuity or pension and accept a contractual position to provide services to a governmental entity from which he or she has retired, shall have their annuity suspended during the contractual service. It is a class A misdemeanor for a pensioner who is seeking contractual employment to fail to notify certain persons about his or her retirement status before accepting an employment contract.

The Open Meetings Act was amended to require each elected official or appointed member subject to this Act on or after the effective date to successfully complete the electronic training curriculum developed and administered by the Public Access Counselor.

# 2012

Any reasonable suspicion of a false record or a false statement being made to the Fund must be reported to the State's Attorney for investigation.

# 2013

Health insurance supplement payments to eligible employee annuitants is extended until such time as the city no longer provides a health care plan for such annuitants or December 31, 2016, whichever comes first.

Exceptions to the RFP process for obtaining investment services.



### CHANGES TO BENEFITS FOR MEMBERS HIRED AFTER JANUARY 1, 2011

• A participant age 55 or > with 10 or > years of service is entitled, at his option, to receive a monthly retirement annuity for his creditable service computed by multiplying 2.5% for each year of service by his or her final average salary subject to a maximum of 75% of final average salary.

• If a participant retires after attaining age 50 with 10 or > years of service, the annuity shall be reduced by ½ or 1% for each month the participant is < age 55.

• Final average salary is based on 96 consecutive months within the last 120 months.

• For all purposes under this plan, the annual salary is capped at \$160,800 in 2011. However that cap shall be adjusted annually by the lesser of (i) 3% including all previous adjustments or (ii) ½ of the CPI-U.

• COLA begins the later of the January 1st after attainment of age 60 or the 1st anniversary of the annuity start date in an amount equal to the lesser of (i) 3% or (ii) ½ of the CPI-U (but not less than zero).

• Survivor benefits are 66 2/3% of the fireman's earned pension at the date of their death.

• Survivor's COLA is the lesser of 3% or ½ of the CPI-U, beginning when the survivor reaches age 60.



### 2016

The Board is authorized to lend securities owned by the Fund to a borrower provided that the Fund shall retain the right to receive or collect from the borrower, all dividends, interest rights, or any distributions to which the Fund would have otherwise been entitled.

Any records kept by the Board that are photographed, microfilmed, digitally or electronically reproduced can be deemed as original records for all purposes.

Every public pension fund must develop and implement a process to identify annuitants who are deceased.

Minimum retirees' annuity is increased to 125% of the Federal Poverty Level per month.

### 2017

Amends the Downstate Firefighter and Chicago Firefighter Articles of the Illinois Pension Code. Authorizes a firefighter to transfer up to 10 years of creditable service in a downstate firefighter pension fund to the Firemen's Annuity and Benefit Fund of Chicago upon payment of a specified amount. Amends the State Mandates Act to require implementation without reimbursement. Effective immediately.

#### CHANGES TO FUND FINANCING

- Requires the city to contribute \$199 million in 2016, \$208 million in 2017, \$227 million in 2018, \$235 million in 2019 and \$246 million in 2020.
- Payment year 2021 and after require the City to contribute an amount equal to the normal cost of the fund, plus an amount sufficient to bring the total assets up to the fund to 90% by 2055.
- Proceeds derived from a casino in the City of Chicago may be used to satisfy the police and fire city pension contribution obligation in any year.
- The Fund can bring a mandamus action to compel the City to pay its pension obligations.

ALLETTO, WILLIAM C BERGDOLLD, WILLIAM **BIGGANE, MAURICE J BINGHAM, GERALD J** BLAESER, LAWRENCE A BOATNER, LEEMON E BONK, RICHARD J BOOTH, HARRY M BORGARDT, HENRY BOUBEL, ROMAN A **BRASWELL, KEVIN** BURKE, JOHN W BURTON, WILLARD J CANNEDY, EARL E CARSO, JOSEPH M CARVER, FRANK CASANOVA, ALBERT J CHRISTENSEN, LEONARD CIZMAR, RUDOLPH A CONNELLY, MICHAEL CRONIN, JOHN J CROSS, JAMES H DAME, DONALD C DEBOSSCHERE, ROGER M DELFAVERO, THOMAS DEPEDER, DAVID DEWITT, WILLIAM E DOELKER, RAYMOND DONATELLI, RONALD DONATI, RICHARD E DONNELLY, PATRICK J DOWNING, JAMES K DUFFY, EDWARD DUICH, NICK J FERGUSON, DAVID FIELDS, CLINTON B FITZGERALD, JOHN L FLYNN, THOMAS J FOURTE, ATELL GARNES, CARL E GARRITY, MICHAEL J GENTILE, JAMES GLENNON, JOHN R

GOODWIN, FREDERICK J GRAVES, WILLIAM F **GRIBBEN, JAMES C** GRUNDT, JOHN H HALEY, RUSSELL J HARVEY, CHARLES RAY HOLLAND, NORMAN S HUBER, WALTER G HUERTAS, RAYMOND HUTCHISON, JEROME F JOHNSON, EDWARD M JOHNSON, ERLING JOHNSON, RALPH KELLY, JOSEPH P KELLY, PETER M KEMPER, ROBERT KENNELLY, F RAY KIRWAN, GEORGE K KNAPEREK, DAVID A KOSCIANSKI, RICHARD KRALJ JR, FRANK LAGRECA, JAMES A LOONEY, THOMAS LOVERO, MICHAEL A MACKOWIAK, WILLIAM F MALITO, ANDREW J MARCIANO, WILLIAM MATONIK, IRVING J MCCORMACK, JERRY MCGINNIS, EDWARD J MCKENNA, ARDEL V MELVAN, JOE M MEURIS, JOHN T MILLER, WALTER J MITCHELL, BERNARD MOORE, CARLISLE MROZEK, JAMES MULCAHY, THOMAS P MULLEN, PATRICK J MUNIN, ARTHUR C MURPHY, BRIAN E MURPHY, MICHAEL V MURPHY, PATRICK C

NATICK, WILLIAM G NEUBAUER, ROBERT M NOCKELS, WALTER G OFENLOCH, STEVE J OLSON, RICHARD E PENTEK, ERNEST W PESAVENTO, ANTHONY C PONCE, JOHN S POSS, FREDERICK O POWERS, GEORGE R QUICK, KENNETH QUINN, DANIEL D REIDY, JOHN P REILLY, EDWARD J RIMGALE, DONALD S ROSS, PHILLIP L RYAN, JAMES J RYAN, MICHAEL G SCHUBERTH, WALTER SCHWARTZ, THOMAS C SHEU, JOHN F SHEU, THOMAS E SKAGERBERG, JOHN F SKALA, JAMES R SMITH, JAMES D SMITH, THOMAS F SPOON, ROBERT D STACH, DONALD L STACK, DAVID E STERLING, RICHARD O STREET, JOHN G SULLIVAN, CORNELIUS J TAYLOR, JAMES J THOMPSON, EDWARD A UHLAR, ROBERT J VALE, EDWIN VOVES JR, JAMES E WAGNER, DONALD WALSH, GERALD N WASHINGTON, HARRY WHITE, MICHAEL F WILLIAMS, LEROY ZIELAZNY, RAYMOND F

