City of Cincinnati Retirement System
Board of Trustees Meeting

Agenda

June 6, 2024 / 2:00 P.M.
City Hall, Council Chambers and via Zoom

<u>Members</u>
Bill Moller, Chair
Tom Gamel, Vice Chair
Kathy Rahtz
Mark Menkhaus, Jr.
Monica Morton
John Juech
Tom West
Seth Walsh
Aliya Riddle

<u>CRS Staff</u>
Jon Salstrom

<u>Law</u>
Linda Smith

Call to Order

Public Comment

Approval of Minutes
- May 2, 2024

Report from Performance Evaluation and Benefits Committee

Informational – Staff Report
- Marquette Investment Report
- Staff Update on Open Positions
- 115 Subcommittee Update
- Cheiron Report on Inflation Reduction Act impact on '24 115 Trust Valuation
- Futures Commissions Motion Update
- Quarterly Update on CRS Budget, DROP participation, & Demographics
- Fiduciary Audit Recommendations Update

Old Business
- Survivor Benefits Ordinance
- Term Limits Ordinance
- Annual Report Letter to CMO, Mayor & Council
- Election Update

New Business
- Points Grid Ordinance

Adjournment

Next Meeting: Thursday, July 11, 2024, 2:00 P.M. City Hall Council Chambers and via Zoom

City of Cincinnati Retirement System
Board of Trustees Meeting Minutes
May 2, 2024 / 2:00 P.M.
City Hall – Council Chambers and remote

Board Members
Bill Moller, Chair
Tom Gamel, Co-Chair
Kathy Rahtz
Mark Menkhaus Jr.
Monica Morton
John Juech
Tom West
Seth Walsh
Aliya Riddle

Administration
Jon Salstrom

Law
Linda Smith

CALL TO ORDER
Chair Moller called the meeting to order at 2:02 p.m. and a roll call of attendance was taken. Trustees Moller, Gamel, Rahtz, Menkhaus, Morton, Juech, West, and Riddle were present. Trustee Walsh was absent.

PUBLIC COMMENT
There was one person present for public comment.

APPROVAL OF MINUTES
Approval of the minutes of the Board meeting of April 4, 2024, was moved by Trustee Gamel and seconded by Trustee Juech. The minutes were approved by unanimous roll call vote.

Report from Investment Committee
Chair Moller explained that Marquette presented the quarterly report and incorporated many of the Funston recommendations into the Investment Policy CRS has. There is a motion to accept the Investment Report, no second needed. The motion was approved by unanimous roll call vote. The other motion is to accept the Investment Policy updates regarding the Funston recommendations, no second needed. The motion was approved by unanimous roll call vote.

Informational – Staff Report
Marquette Investment Report
Chair Moller referenced the Investment Report that is included in the packet.

Staff Update on Open Positions
Director Salstrom reported the Members Counselor position has been filled. He will continue to work toward filling the Administrative Technician, IT, and Accountant positions.

Healthcare Funding Policy
Chair Moller explained that the agreed order and funding policy were on the council agenda yesterday for approval. Director Salstrom confirmed that this item was approved and filed.

115 Subcommittee Update
Chair Moller explained that that this item is currently on hold and will be dealt with in the future.

Futures Commissions Update
The Futures Commission report is out. Director Salstrom explained that Council has made a motion to have the Administration review the report and look at the feasibility of it over the next 60 days. Chair Moller explained that there is a brief analysis from Cheiron in the packet regarding the Futures Commission report. Chair Moller made a motion for Administration to include CRS Board interaction as they pursue the report on the report over the next 60 days and seconded by Trustee Morton. The motion was approved by unanimous roll call vote.

Actuarial RFP Update
Director Salstrom explained that the Actuarial RFP has been completed and the Evaluation Committee has made their selection, which is Cheiron.

Old Business

Survivor Benefits Ordinance
Director Salstrom explained that there is a draft ordinance in front of them. He is hoping to have this go to Council next week once the final draft is received from the City Solicitor's Office.

Term Limits Ordinance
Director Salstrom explained that Term Limits will be sponsored by Trustee Walsh. He will confirm with Trustee Walsh when this will be presented to Council.

Annual Funding Letter to CMO, Mayor & Council
Director Salstrom explained that he will send this directly to the Mayor & Council after the meeting today.

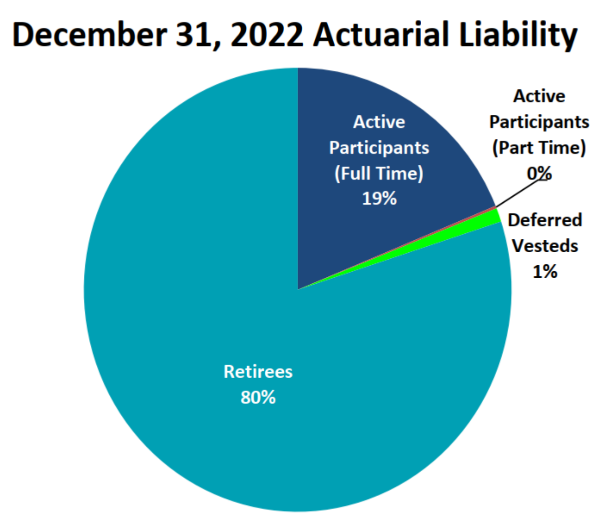
Funston Letter to CMO, Mayor & Council
Chair Moller explained that the City Administration preferred not to send this, so he did, and it went out a few days ago. He referenced the summary of Funston's recommendations that are included in the packet and that everything has been assigned at this point. He gave a brief overview of each.

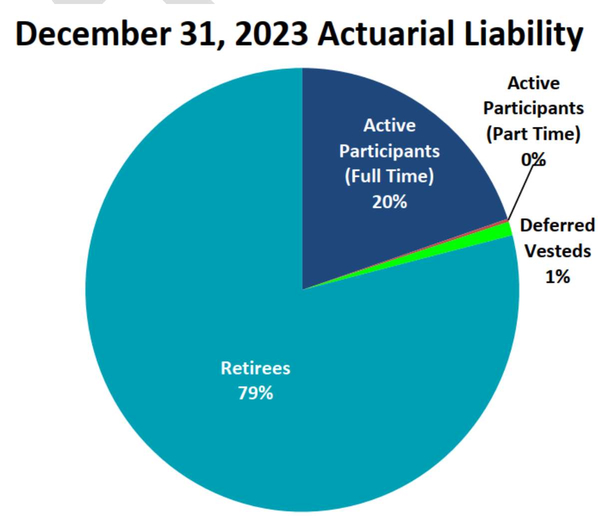
New Business

Cheiron Valuation Report & Presentation

Kevin Woodrich and Janet Cranna, from Cheiron, were in attendance to present the Valuation results as of December 31, 2023, for the pension plan. They explained the following key results:

- Return Market Value of Assets = 11.81% (dollar-weighted)
- Return on Actuarial Value of Assets = 8.12%
- Actuarial Determined Contribution rate decreased from 34.02% to 32.46%
    - Despite larger unfunded actuarial liability, total payroll (ie. Denominator) increased by 8.7%
- Funded Ratio (AVA/AL) slightly decreased from 69.3% to 68.8%





Projections – Implications of 2024

Assumed 2024 Investment Return*	Projected Insolvency Year	Projected Year to be 100% Funded
15.0%	None	2058
7.5%	None	2073
0.0%	None	2103
(7.5%)	2050	None
(15.0%)	2043	None

Assumed 7.5% per year for 2025 and thereafter and annual contributions based on 17.00% of Full Time payroll.

Revised ASOP 4-Disclose a Reasonable ADC

- Board's Funding Benchmark is an open 30-year level dollar amortization which is not reasonable since it results in negative amortization
- One reasonable ADC is an amortization based on a closed 20-year level dollar layered amortization method.
- For FYE 2025 a reasonable ADC would be 36.79%
  - This compares to the Board's Funding Benchmark of 32.46%

*This is only a disclosure requirement and does not impact the City's contribution policy of 17.00% of full-time payroll or the Board's Funding Benchmark of 32.46%.

Gaelle Gravot and Beth Mercer were also in attendance to present the Actuarial Valuation CRS OPEB Trust. They explained that as of December 31, 2023, the Fund is 139.9% funded on an AVA basis, and 135.8% on a MVA basis. The results below are used for the Funding of the OPEB Trust and are not applicable for the financial statements. These results are used to determine the Actuarially Determined Contribution (ADC), which is $0.

Summary of Valuation Results		
Valuation Date	**December 31, 2022**	**December 31, 2023**
Discount Rate	7.50%	7.50%
Actuarial Liability (AL)	$ 363,450,123	$ 393,177,787
Actuarial Value of Assets	532,169,108	549,871,265
Unfunded actuarial liability (UAL)	**$ (168,718,985)**	**$ (156,693,478)**
Funded Ratio (AVA/AL)	146.42%	139.85%
Market Value of Assets	$ 500,041,000	$ 533,879,000
Funded Ratio (MVA/AL)	137.58%	135.79%
Fiscal Year Ending	**June 30, 2024**	**June 30, 2025**
Actuarially Determined Contribution	$ 0	$ 0
Calendar Year	**2023**	**2024**
Actual/Expected Net Benefit Payments	23,356,000	27,097,862

The Trust remains overfunded as of December 31, 2023.

- Census change - $1.9 million gain
  - Was primarily due to reduction in the active and inactive populations
- Health Care Claims and Trend Changes - $31.4 million loss
  - The claims curves and trend assumptions were updated to reflect the current marketplace and expected impact of the Inflation Reduction Act on the Medicare Part D (pharmacy EGWP) benefit.

12/31/2023 Valuation Projections

- 7.5%
- 2024 Return negative 13.5%
- Average 7.26%
  - 20-year historical asset mix (80% equities / 20% fixed)

<u>Next Steps</u>

- GASB 74/75
  - Determine the blended discount rate
    - Preliminarily, the fund should pass the depletion testing if assets return at least -13.5%
    - If pass test, will use 7.5% for 06/30/2024
    - If not pass, the discount rate will be blended
    - Highly dependent on investment returns (ie. If return is -15%, the blended rate could be 6.70%)
  - Draft GASB 75 report and provide in July 2024

- Develop Contribution rates for the three health plans as of January 1, 2025.
    - Provide results by September 2024

Trustee Juech motioned to approve the pension and OPEB valuation reports from Cheiron and seconded by Trustee Gamel. The motion was approved by unanimous roll call vote.

Adjournment
Following a motion to adjourn by Trustee Gamel and seconded by Trustee Juech. The Board approved the motion by unanimous roll call vote. The meeting was adjourned at 3:32 p.m.

Meeting video link: https://archive.org/details/crc-board-5-2-24

Next Meeting: Thursday, June 6, 2024, at 2:00 p.m. – City Hall Council Chambers and via Zoom

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Secretary

Cincinnati Retirement System

City of Cincinnati

Retirement System

Executive Summary

April 30, 2024

Total Fund Composite

As of April 30, 2024

Summary of Cash Flows

	Last Month
Beginning Market Value	$2,329,821,075
Net Cash Flow	-$10,828,677
Net Investment Change	-$49,039,509
Ending Market Value	$2,269,952,889

Market Value

	Market Value ($)	% of Portfolio	Policy %	Policy Difference ($)
Total Fund Composite	**2,269,952,889**	**100.0**	**100.0**	**0**
Fixed Income Composite	**475,455,619**	**20.9**	**22.5**	**-35,283,781**
Private Debt Composite	**54,498,688**	**2.4**	**6.5**	**-93,048,250**
U.S. Equity Composite	**628,705,636**	**27.7**	**28.5**	**-18,230,938**
Non-U.S. Equity Composite	**366,458,887**	**16.1**	**16.0**	**3,266,424**
Volatility Risk Premium Composite	**57,715,634**	**2.5**	**2.5**	**966,812**
Real Estate Composite	**157,457,378**	**6.9**	**6.0**	**21,260,205**
Infrastructure Composite	**248,795,096**	**11.0**	**10.0**	**21,799,807**
Private Equity Composite	**268,416,705**	**11.8**	**8.0**	**86,820,474**
Total Cash Equivalents	**12,449,246**	**0.5**	**--**	**12,449,246**

Performance

	1 Mo	3 Mo	YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	Inception	Inception Date
Total Fund Composite	**-2.1%**	**1.3%**	**1.2%**	**8.6%**	**3.6%**	**7.3%**	**6.8%**	**8.7%**	**May-85**
Target Benchmark	*-2.1%*	*1.2%*	*1.2%*	*8.0%*	*2.7%*	*7.2%*	*6.9%*	*--*	*May-85*
Fixed Income Composite	**-2.4%**	**-2.4%**	**-2.6%**	**0.0%**	**-2.5%**	**1.1%**	**2.2%**	**4.9%**	**Nov-95**
Bloomberg US Aggregate TR	*-2.5%*	*-3.0%*	*-3.3%*	*-1.5%*	*-3.5%*	*-0.2%*	*1.2%*	*4.1%*	*Nov-95*
Private Debt Composite	**0.0%**	**3.7%**	**4.3%**	**11.9%**	**9.8%**	**--**	**--**	**4.4%**	**Sep-20**
Bloomberg US Aggregate TR	*-2.5%*	*-3.0%*	*-3.3%*	*-1.5%*	*-3.5%*	*-0.2%*	*1.2%*	*-3.5%*	*Sep-20*
Bloomberg US High Yield TR	*-0.9%*	*0.5%*	*0.5%*	*9.0%*	*1.5%*	*3.7%*	*4.3%*	*3.6%*	*Sep-20*
U.S. Equity Composite	**-4.5%**	**3.8%**	**4.3%**	**20.3%**	**5.7%**	**11.1%**	**10.2%**	**9.5%**	**Feb-89**
Russell 3000	*-4.4%*	*4.0%*	*5.2%*	*22.3%*	*6.3%*	*12.4%*	*11.8%*	*10.7%*	*Feb-89*
Non-U.S. Equity Composite	**-1.8%**	**3.9%**	**2.6%**	**9.4%**	**0.5%**	**4.8%**	**3.9%**	**5.8%**	**May-93**
MSCI ACWI ex USA	*-1.8%*	*3.8%*	*2.8%*	*9.3%*	*0.3%*	*5.0%*	*3.9%*	*--*	*May-93*
Volatility Risk Premium Composite	**-1.9%**	**1.5%**	**2.7%**	**10.5%**	**--**	**--**	**--**	**4.4%**	**Jan-22**
CBOE Put Write Index	*-0.8%*	*2.7%*	*4.2%*	*10.0%*	*7.8%*	*7.7%*	*6.6%*	*5.4%*	*Jan-22*
Real Estate Composite	**0.2%**	**-2.8%**	**-2.8%**	**-10.3%**	**3.3%**	**3.8%**	**6.9%**	**4.9%**	**Aug-07**
NFI-ODCE	*0.0%*	*-1.7%*	*-2.6%*	*-11.2%*	*2.1%*	*2.5%*	*5.7%*	*3.9%*	*Aug-07*
NPI	*0.0%*	*-0.7%*	*-1.0%*	*-6.5%*	*3.2%*	*3.7%*	*6.3%*	*5.6%*	*Aug-07*
Infrastructure Composite	**0.3%**	**1.9%**	**1.5%**	**9.0%**	**9.0%**	**9.4%**	**7.4%**	**8.4%**	**Aug-08**
3 Month T-Bill +4%	*0.8%*	*2.3%*	*3.1%*	*9.6%*	*6.8%*	*6.1%*	*5.4%*	*5.0%*	*Aug-08*
Private Equity Composite	**0.0%**	**0.1%**	**0.1%**	**8.2%**	**9.4%**	**13.5%**	**12.3%**	**8.8%**	**Jul-93**
Burgiss Global All Private Equity	*0.0%*	*0.0%*	*0.0%*	*3.5%*	*6.9%*	*15.2%*	*14.2%*	*15.3%*	*Jul-93*

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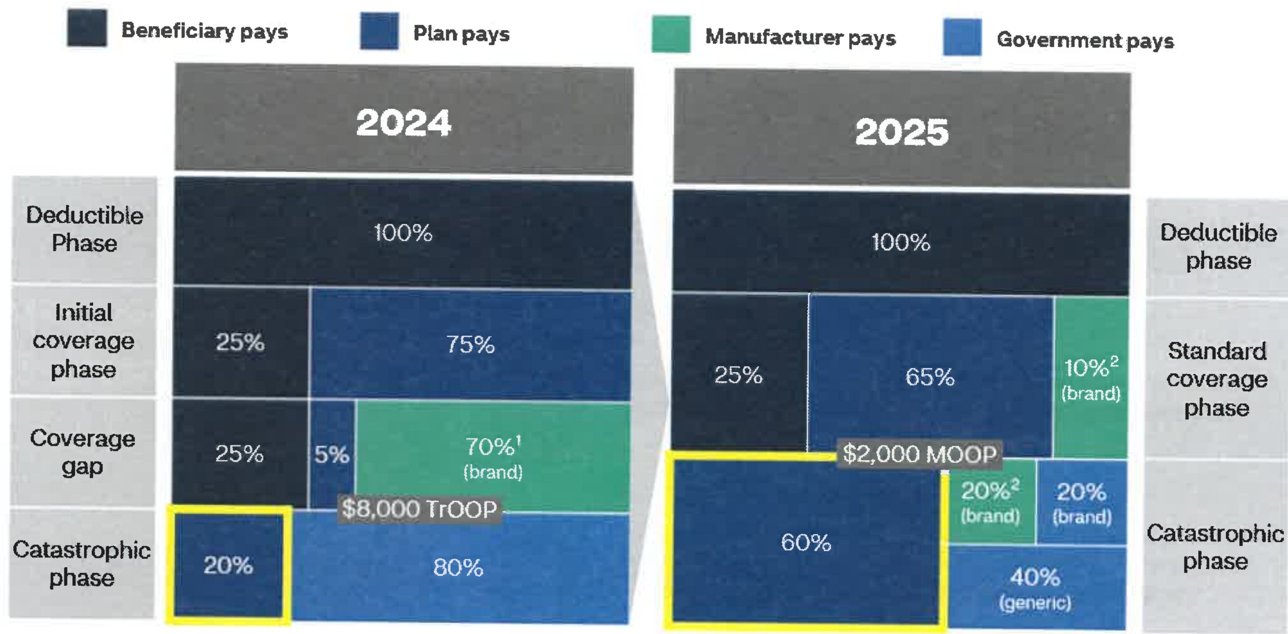
Part D benefit redesign

Under the Inflation Reduction Act, defined standard gets richer and catastrophic phase liability shifts to the plan

CRS
500 MOOP



The defined standard includes **$35 monthly cap on insulins & $0 copays for Part D vaccines**

TrOOP: True Out-Of-Pocket; MOOP: Maximum Out-Of-Pocket

[1] Coverage gap discounts applicable to Non-Low-Income (NLI) beneficiaries only; coverage gap discounts accumulate towards the member's TrOOP.

[2] Manufacturer Discount Program replaces Coverage Gap Discount Program & extends to both LI & NLI; manufacturer discounts do not accumulate towards the member's MOOP.

The $48 million increase in liability is the result of reducing retiree cost shares and shifting CMS costs to the CRS's Part D EGWP plan in the reinsurance phase of the benefit. We estimated the IRA impact on 2025 CRS Part D EGWP expenses to be about $60 Per Member Per Month (PMPM), $48 PMPM for CMS reinsurance, $12 PMPM for member cost shares, so about $38.4 M is for CMS reinsurance and $9.6 for retiree cost shares.

The IRA drastically revamps the Part D program and in effect shifts costs from retirees and CMS to manufacturers and plan sponsors that will now have the incentive to control costs. Below are some key changes effective 1/1/2025:

- Retiree "True Out Of Pocket" (TrOOP) which determines when a retiree enters the reinsurance phase of the benefit is redefined and set at $2,000 for 2025:
    - Retiree cost shares as calculated under then Defined Standard (DS) benefit counts toward TrOOP. This means that under the new program, if a retiree gets a $200 drug on 1/1/2025 and pays their $20 copay, $200 accumulates toward TrOOP as under the DS plan the retiree has to satisfy a $590 deductible. Under the 2024 Part D program, $20 accumulates toward TrOOP.
    - TrOOP in 2024 is $8,000; actual retiree cost shares (e.g. $20 copay) and manufacturers' Gap discounts accumulate towards TrOOP.
- The manufacturer gap discount program that provides a 70% discount on brand drugs when a retiree is in the gap phase of the benefit is replaced by the Manufacturer Discount Program (MDP) that provides a 10% discount once the retiree is in the initial coverage phase (i.e., past the deductible phase, before reinsurance), and 20% discount once the retiree is in the reinsurance phase of the benefit. Whether this change will increase or decrease the manufacturer discounts is specific to the plan's formulary and drug utilization mix. For CRS, we assumed $0 impact from the change in the discount programs.
- The Gap phase of the benefit is officially eliminated. This doesn't have an impact as the Gap phase "closed" in 2019.
- CMS reinsurance subsidy is reduced from 80% to 20% for brand participating in the MDP program, to 40% for other drugs. The plan liability will be 60% of the drug costs in the reinsurance phase (vs. about 15% in 2023, and 20% in 2024).

Table III-3 Reconciliation of Actuarial Liability		
Actuarial Liability at December 31, 2022	**$**	**363,450,123**
Normal Cost		2,562,945
Expected Benefits paid throughout the year		(28,714,315)
Interest		26,374,193
Expected Actuarial Liability at December 31, 2023	$	363,672,946
Actuarial Liability at December 31, 2023		**393,177,787**
Gain or (Loss)	$	(29,504,841)
Gain or (Loss) due to:		
Benefit changes	$	-
Census changes		1,945,421
Demographic Assumption changes		-
Restatement of Health Care Claims and Trends		16,590,412
Inflation Reduction Act Impact		(48,040,674)
Total changes	$	(29,504,841)

Cincinnati Retirement System

DROP Quarterly Report for 2024

	Totals at 12/31/2023	Q1	Q2	Q3	Q4	2023	Life of Plan Participation
Participants							
Beginning		148	137	155	155	**148**	
New Participants	391	2				**2**	**393**
Withdrawn Particpants	-243	-13				**-13**	**-256**
Remaining	**148**	**137**	**137**	**155**	**155**	**137**	**137**
DROP Balance							
Opening Balance						**$ 24,755,392**	
In-Flows to DROP							
Deferred Pension Payments	$ 57,872,299	$ 1,764,837				**$ 1,764,837**	**$ 59,637,136**
Member Contributions*	$ 8,350,782	$ 293,423				**$ 293,423**	**$ 8,644,205**
Interest Payable	$ 2,839,934	$ 299,999				**$ 299,999**	**$ 3,139,933**
Subtotal	**$ 69,063,015**	**$ 2,358,259**	**$ -**	**$ -**	**$ -**	**$ 2,358,259**	**$ 71,421,274**
Out-Flows from DROP							
Disbursement of Accounts	$ (42,179,514)	$ (3,008,282)				**$ (3,008,282)**	**$ (45,187,796)**
Transfers to Pension Trust							
Participant Fees*	$ (2,086,139)	$ (73,354)				**$ (73,354)**	**$ (2,159,493)**
Forfeited Interest	$ (41,970)	$ (4,161)	$ -	$ -	$ -	**$ (4,161)**	**$ (46,131)**
Subtotal	**$ (44,307,623)**	**$ (3,085,797)**	**$ -**	**$ -**	**$ -**	**$ (3,085,797)**	**$ (47,393,420)**
Change To DROP Quarterly		**$ (727,538)**	**$ -**	**$ -**	**$ -**	**$ (727,538)**	
Ending DROP Liability	**$ 24,755,392**					**$ 24,027,854**	**$ 24,027,854**

* Member Contributions equal 9% of pensionable compensation with 25% of collected amount transferred to Pension Trust as fees for participation in the DROP program.

Demographic Report for the CRS Board

	12/31/2023	1st Quarter (3/31/2024)	2nd Quarter (6/30/2024)	3rd Quarter (9/30/2024)	4th Quarter (12/31/2024)
Total F/T Active Employee Members *(Does NOT include DROP participants)*	3109	3148			
Total Payees *(includes retirees, optionees in pay status, and Survivors - does NOT include DROP participants)*	4125	4128			
Number of Retiree & Optionee Deaths YTD *(includes Optionees who died and were not in pay status)*	204	45			

Total Payees includes payees receiving multiple benefits AND Rehired Retirees. For example, a retiree who is receiving another benefit as an optionee is counted twice. This count does not correlate directly to the number of pensioners depicted in the Annual Actuarial Valuation due to differences in accounting for new retirees, deceased pensioners, DROP participants, and payees receiving multiple benefits.

Pensioner count is based on payroll date 1 day after end of quarter

City of Cincinnati Retirement System
Cash Flow Budget Analysis - as of March 31, 2024

	Budget 2024	Actual Q1, 2024	Difference	% of Budget Utilized	25% of Budget	Difference 25% of Budget v Actual
25% Expectation						
Office Staff	2,302,150	452,926	1,849,224	20%	575,538	122,612
Office Expenses	131,000	19,817	111,183	15%	32,750	12,933
Training and Travel	89,500	0	89,500	0%	22,375	22,375
Data Processing	624,610	145,555	479,055	23%	156,153	10,598
Professional Fees	574,520	151,881	422,639	26%	143,630	(8,251)
Other	7,500	1,500	6,000	20%	1,875	375
Fiduciary Insurance	106,700	0	106,700	0%	26,675	26,675
Operating Budget Total	3,835,980	771,679	3,064,301	20%	958,996	187,317
Member Cost (25% expectation)	235,922,100	55,841,697	180,080,403	24%	58,980,525	3,138,828
Contributions (25% Expectation)	69,168,950	18,520,954	(50,647,996)	27%	17,292,238	1,228,716
Net Investment Returns (25% Expectation)	153,714,765	79,509,039	(74,205,726)		38,428,691	41,080,348

2024 CRS CASH FLOW BUDGET

I. OPERATING EXPENSES	2024 BUDGET	% Cost of Operations	2024 YTD March	Difference Budget v Actual	25% of Budget	Difference 25% v Actual
A Office Staff						
1. Salaries & Wages	1,680,150	43.80%	330,154	1,349,996	420,038	89,884
2. Fringe (35%)	592,000	15.43%	95,897	496,103	148,000	52,103
3. Temporary Services	30,000	0.78%	26,875	3,125	7,500	(19,375)
A. Total Office Staff	2,302,150	60.01%	452,926	1,849,224	575,538	122,612
B Office Expenses						
1. Office Improvements	28,000	0.73%	0	28,000	7,000	7,000
2. Equipment / Purchase and Rent	10,000	0.26%	875	9,125	2,500	1,625
3. Supplies	3,300	0.09%	288	3,012	825	537
4. Printing and Postage	89,700	2.34%	18,654	71,046	22,425	3,771
B. Total Office Expenses	131,000	3.42%	19,817	111,183	32,750	12,933
C Training and Travel						
1. Training/Travel Board	32,500	0.85%	0	32,500	8,125	8,125
2. Training/Travel Staff	57,000	1.49%	0	57,000	14,250	14,250
C. Total Training and Travel	89,500	2.34%	0	89,500	22,375	22,375
D Data Processing Expenses						
1. Pension Gold Hosting and Modifications	204,480	5.33%	120,000	84,480	51,120	(68,880)
2. Pension Gold Annual License Fee	152,830	3.98%	0	152,830	38,208	38,208
3. Regional Computer Center (ETS)	6,010	0.16%	3,486	2,524	1,503	(1,983)
4. Hardware and Software for PCs	78,030	2.03%	12,970	65,060	19,508	6,538
5. Other	183,260	4.78%	9,099	174,161	45,815	36,716
D. Total IT Expenses	624,610	16.28%	145,555	479,055	156,154	10,599
E Professional Services						
1. Actuarial Fees	155,300	4.05%	49,023	106,277	38,825	(10,198)
2. Consulting Fees	231,000	6.02%	79,263	151,737	57,750	(21,513)
3. Legal Services	110,000	2.87%	23,545	86,455	27,500	3,955
4. Retiree Locator Fees	3,000	0.08%	50	2,950	750	700
5. Treasury, Accounts and Audits	25,220	0.66%	0	25,220	6,305	6,305
6. Financial Audit	50,000	1.30%				
E. Total Professional Services	574,520	14.98%	151,881	422,639	131,130	(20,751)
F Other Expenses						
1. Board Meeting Expenses	2,500	0.07%	0	2,500	625	625
2. Membership and Subscriptions	5,000	0.13%	1,500	3,500	1,250	(250)
F. Total Other	7,500	0.20%	1,500	6,000	1,875	375
G. Insurance						
Fiduciary Insurance	106,700	2.78%	0	106,700	26,675	26,675
G. Total Insurance	106,700	2.78%	0	106,700	26,675	26,675
Total Operating Costs	3,835,980	100.01%	771,679	3,064,301	946,497	174,818

2024 CRS CASH FLOW BUDGET	2,024 BUDGET	% Cost of Operations	2024 YTD Current Mth	Difference Budget v Actual	25% of Budget	Difference 25% v Actual
II. MEMBER BENEFITS EXPENSES						
A. Pensions	201,451,100	85.39%	49,013,245	152,437,855	50,362,775	1,349,530
B. Return of Contributions	2,874,000	1.22%	616,440	2,257,560	718,500	102,060
C. Death Benefits	670,000	0.28%	125,000	545,000	167,500	42,500
D. Medical	30,927,000	13.11%	6,087,012	24,839,988	7,731,750	1,644,738
Total Benefit Costs	235,922,100	100.00%	55,841,697	180,080,403	58,980,525	3,138,828
	2024 BUDGET	% of Contributions				
III. CONTRIBUTIONS						
A. City Contributions	43,698,050	63.18%	11,589,531	(32,108,519)	10,924,513	665,018
B. Employee Contributions (9.0%)	23,493,700	33.97%	6,366,884	(17,126,816)	5,873,425	493,459
C. Retiree Medical Premiums	2,227,200	3.22%	564,539	(1,662,661)	556,800	7,739
D. Transfers In (Out) Reciprocity	(250,000)	-0.36%	0	250,000	(62,500)	62,500
Total Contributions	69,168,950	100.01%	18,520,954	(50,647,996)	17,292,238	1,228,716
IV. NET INVESTMENT RETURNS						
A. Gross Returns	161,917,765		81,498,801	(80,418,964)	40,479,441	41,019,360
B. Investment Expenses						
1. Custodial Fees	232,000		50,859	181,141	58,000	7,141
2. Investment Consultant	270,000		67,500	202,500	67,500	0
3. Investment Management Fees	7,701,000		1,871,403	5,829,597	1,925,250	53,847
Total Investment Expenses	8,203,000	0.38%	1,989,762	6,213,238	2,050,750	60,988
Net Investment Returns (Budget 7.5%)	153,714,765		79,509,039	(74,205,726)	38,428,691	41,080,348
NET CHANGE IN FUND BALANCE	(16,874,365)		41,416,617	58,290,982	(4,206,093)	45,622,710
Net Assets Beginning Balance Projected	2,297,763,190	1/1/2024	2,297,763,190			
Net Assets Ending Balance Projected	2,280,888,825	12/31/2024	2,339,179,807			

Funston Performance Audit - Summary of Recommendations

		Board	Board, Adm.	Priority	Assignment: Board	Goverance	IC	Staff	Performance evaluation	Audit
	1. Legal and Regulatory									
1.1	Improve definition and clarity of roles and authorities of:									
	• The Board of trustees	X		X						
	• Board chair	X		X						
	• Individual trustees	X		X						
	• City Council and Mayor		X							
	• City Manager and City Finance Director		X							
	• CRS Director		X							
1.2	The City should expand Board of Trustees personnel authorities to align with the Board's responsibilities, for example, naming the CRS Director as a direct report to the Board, with authority to hire/fire, evaluate, and set compensation.		X							
1.3	The City Solicitor should provide the Board of Trustees with independent external legal counsel or establish a policy and process that allows CRS to retain independent external counsel and/or hire internal CRS counsel to address potential conflicts of interest associated with the City Solicitor's representation of other clients on the same matters.		X	X						
1.4	Confirm the Board's authority, as the named fiduciary, to contract with actuaries, investment consultants, investment managers, custodial banks, benefit providers, and legal counsel, all of which require unique pension and investment expertise.		X	X						
1.5	The City Manager should allow CRS trustees who are not City employees to vote on CRS procurement decisions; the Board, as fiduciaries, should have final authority on those decisions.		X	X						
1.6	If the CRS Board is not given authority to hire/fire/evaluate/compensate the Director, work with the City Manager to develop a Memorandum of Understanding that addresses the City Manager's role as a potential fiduciary and formalizes procedures where the Board and City Manager, Finance Director or other officers have overlapping responsibilities (e.g., setting goals for and evaluating the Executive Director); CRS may need to consider options for engagement of independent fiduciary legal counsel to assist with this initiative.		X	X						

GREEN - SHORTER TERM COMPLETION
RED - LONGER TERM COMPLETION
Board - CRS Board has authority to complete
Board, Adm. - CRS Board and City Administration have shared authority to complete
Priority - CRS Board priority to complete as soon as possible
Note: Some Recommendations may require CSA update.

		Board	Board, Adm.	Priority	Assignment: Board	Goverance	IC	Staff	Performance evaluation	Audit
	2. Governance Framework									
2.1	Aggregate and organize the Board policies from all sources into a Board Governance Manual with online access and links to underlying document provisions; include the mission statement, goals, trustee responsibilities, committee charters and the Code of Ethics.		X	X						
2.2	Develop new policies or formalize current policies and practices for:									
	• Trustee personal financial disclosures	X								
	• Board self-evaluation / Board education policy	X								
	• Funding		X							
	• Separate investment policy statement for the 115 trust fund that is tailored to its liabilities	X								
	• Strategic planning, in coordination with the City		X							
	• Collection of claims in securities class actions	X								

No.	Recommendation	Board	Board, Adm.	Priority	Board	Goverance	IC	Staff	Performance evaluation	Audit
	• Succession planning, in cooperation with relevant City appointing authorities		X							
	• Business continuity and resumption		X							
	• Independent governance and benchmarking reviews		X							
	• External communications by Board members	X								
	• Due diligence and reporting for referral of service provider candidates by trustees, along with limits on candidate contacts with trustees during an RFP process	X								
2.3	Reduce the size of each committee to three or five members to better utilize trustee time.	X								
2.4	Adopt a consent agenda for approval of routine business and reports.	X								
2.5	Conduct periodic board retreats for more in-depth discussion on key topics, conducting board self-evaluations and executive director evaluations, and trustee education.	X								
2.6	Following implementation of the recommendations in this report, conduct a biennial self-evaluation process, potentially with external assistance; this process should help to inform educational priorities.	X								
2.7	Define ongoing training requirements for Board members, including onboarding plan for new trustees and required fiduciary training; link training to board self-assessment findings and the calendar of Board agenda action items.	X		X						
2.8	Formalize a CRS stakeholder communications plan that identifies key stakeholders, communications responsibilities, and messages and objectives.		X							
2.9	Issue new system email accounts to be used by trustees for all CRS-related business.	X		X						
2.10	Discuss with the Director and the investment consultant how reporting could be improved and executive summaries better utilized to enhance trustee understanding and insight.		X	X						
2.11	Appoint a Board Audit Committee with oversight of internal and external audits to commission an independent financial audit and obtain internal audit services from the City Internal Audit Department and/or an independent firm; include oversight of enterprise performance and risk in the committee charter responsibilities.		X	X						

3. Investment Program and Operations

No.	Recommendation	Board	Board, Adm.	Priority	Board	Goverance	IC	Staff	Performance evaluation	Audit
3.1	Develop a separate Statement of Investment Beliefs (SIB) to guide development and implementation of the strategic asset allocation.	X								
3.2	Develop a liquidity policy as part of the Investment Policy Statement (IPS) to ensure that the cash needs of the organization are effectively and efficiently met.	X		X						
3.3	Develop a separate IPS for the 115 Trust (Health Care Trust) that reflects the unique liability structure of the 115 Trust.	X		X						
3.4	Extend the time horizon for the strategic asset allocation to 3-5 years and only make changes to the target asset allocation as part of a comprehensive Asset Liability Study.	X								
3.5	Include a more comprehensive rebalancing policy in the IPS that describes how rebalancing is linked to the Board's investment philosophy and what the process should be.	X								
3.6	Discuss with Marquette Associates how reporting might be improved through development of an introductory executive summary, with an exception reporting approach, to the quarterly reporting package focused on actual performance compared to the IPS.	X		X						

4. Pension Operations

No.	Recommendation	Board	Board, Adm.	Priority	Board	Goverance	IC	Staff	Performance evaluation	Audit
4.1	Clarify the Board's responsibilities and role (or lack thereof) in pension and benefits administration.		X	X						
4.2	Consider if pension staffing resources and capabilities should be improved through Implementation of a member contact center telecommunications system.		X	X						
4.3	Develop a long-term plan with service, performance, and cost objectives, to ensure that member self-service, website redesign, and other improvements, are all developed and implemented in a coordinated manner and achieve desired results.	X								
4.4	Charter a pension administration cost and performance benchmarking report.	X								
4.5	Consult with its actuary and determine if an adjustment to the investment assumed rate of return should be recommended.			X						
4.6	Develop and adopt a formal actuarial and funding policy describing responsibilities and frequency of actuarial and asset/liability study processes and addressing investment, demographic and benefit risks.	X		X						

5. Administrative Operations

		Board	Board, Adm.	Priority	Board	Goverance	IC	Staff	Performance evaluation	Audit
5.1	Develop succession planning and implement a cross training program for staff to minimize key person risk and enhance staff development.		X							
5.2	Work with the City Administration and the Law Department to delegate authority to the CRS Board to engage external counsel to obtain more timely legal support or unique expertise when appropriate. See also Recommendation 1.3.		X	X						
5.3	Develop a long-term IT plan that identifies future needs.		X							
5.4	Work with the City Enterprise Technology Solutions (ETS) Department to ensure security is adequate and tested.		X	X						
5.5	Update the documented disaster recovery plan.		X	X						

6. Compliance

6.1	Assign leadership, training, and monitoring responsibilities for compliance to ensure compliance with conflict of interest and ethics policies.		X	X						
6.2	Develop a repository of risk-ranked compliance requirements.		X							
6.3	Establish tracking mechanisms to identify and escalate non-compliance.		X							

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Priority - CRS Board priority to complete as soon as possible

Note: Some Recommendations may require CSA update.

E M E R G E N C Y

LES

- 2024

MODIFYING the provisions of Chapter 203, "Employees' Retirement System," of the Cincinnati Municipal Code by **AMENDING** Section 203-49, "Survivor Benefits," to implement survivor benefit changes recommended by the Cincinnati Retirement System Board.

WHEREAS, the Cincinnati Retirement System Board ("Board") desires to provide for a one-time lump sum survivor benefit payment equal to two-thirds of the deceased active member's current annual rate of pay as reflected in the City's payroll system to be divided equally among the deceased member's surviving spouse and minor children in lieu of ongoing monthly payments of survivor benefits as currently provided for in Chapter 203 of the Cincinnati Municipal Code; and

WHEREAS, currently under certain circumstances a surviving spouse, any minor children, and dependent parents of a deceased active member are entitled to monthly payments, which are adjusted annually for the increase in average hourly earnings as measured by the U.S. Bureau of Labor Statistics; and

WHEREAS, following a review of the current policy related to survivor benefits, the Board has determined that a one-time lump sum payment equal to two-thirds of the deceased active member's current annual rate of pay as reflected in the City's payroll system will not result in an increase of the Cincinnati Retirement System's ("CRS") unfunded liability; and

WHEREAS, due to the administrative burden on CRS staff who must maintain records regarding the deceased member's surviving spouse until the surviving spouse reaches eligibility age, the Board no longer wants to provide ongoing monthly payments of survivor benefits; and

WHEREAS, the Board voted to make changes to the policy regarding the provision of survivor benefits by providing a one-time lump sum survivor benefit payment equal to two-thirds of the deceased active member's current annual rate of pay as reflected in the City's payroll system to be divided equally among the deceased member's surviving spouse and minor children in lieu of ongoing payments of survivor benefits, and desires to revise Chapter 203 to implement those changes; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That existing Section 203-49, "Survivor Benefits," of the Cincinnati Municipal Code is amended to read as follows:

Sec. 203-49. Survivor Benefits.

In the event of the death of an Active Member, including a Member on leave of absence without pay for a period of not more than one year, who was a contributing Member of the Retirement System for at least 18 months prior to death and by reason of whose death no benefit is payable pursuant to Section 203-63(b), there shall be paid to, or on behalf of, such survivors who qualify under the provisions of this section the amounts hereinafter indicated, which amounts shall be in addition to the ordinary death benefit payable pursuant to Section 203-45.

(a) If a Member dies on or before August 31, 2024 and is survived by a spouse, such spouse shall receive a ~~pension~~payment of $157.50 per month for life or until remarriage. Such ~~pension~~payment shall begin on the first day of the month next following the last day for which final compensation is paid for the services of the deceased Member if survivor benefits are payable pursuant to the first paragraph of subsection (b) hereof and shall continue to be paid as long as such spouse remains unmarried and survivor benefits are payable pursuant to the first paragraph of subsection (b) hereof. Effective the first of the month next following the 62nd birthday of such spouse, if the deceased Member had less than 15 years of Creditable Service, or effective the first of the month next following the 50th birthday of such spouse, if the deceased Member had 15 years of Creditable Service or more, such ~~pension~~payment shall be paid irrespective of any benefits payable pursuant to the first paragraph of subsection (b) hereof. If no benefits are payable pursuant to the first paragraph of subsection (b) hereof, such spouse shall begin to receive the ~~pension~~payment effective on the first day of the month following the 62nd birthday of such spouse, if the deceased Member had less than 15 years of Creditable Service, or effective the first of the month next following the 50th birthday of such spouse, if the deceased Member had 15 years of Creditable Service or more.

If a Member dies on or after September 1, 2024, and the Member is survived by a spouse, and the Member has no natural or adopted minor children, including natural children of the Member conceived prior to the Member's death, such surviving spouse shall receive a one-time lump sum payment equal to two-thirds of the deceased active member's current annual rate of pay as reflected in the City's payroll system.

If a Member dies on or after September 1, 2024, and at the time of the Member's death, the Member is survived by a spouse and the Member's natural or adopted minor child or children, including natural children of a Member conceived prior to the Member's death, the Member's surviving spouse and minor children shall receive a one-time lump sum payment equal to two-thirds of the deceased Active Member's current annual rate of pay as reflected in the City's payroll system to be divided equally between the surviving spouse and eligible surviving children. In the event the eligible surviving children are not the natural or adopted children of the surviving spouse, payment shall be made to the parent or guardian of such child or children.

(b) If a Member dies on or before August 31, 2024 and is survived by a spouse and a ~~Retiree's~~ Member's natural or adopted minor child or children, including natural children of a Member conceived prior to the Member's death, there shall be paid during the life of the surviving spouse to the surviving spouse or to the guardian of such child or children in the event such child or children are not in the custody of the surviving spouse the amount of $157.50 per month for one eligible child for as long as only one child meets the eligibility requirements hereinafter set forth or the amount of $270 per month for two or more eligible children, for as long as two or more children meet the eligibility requirements hereinafter set forth.

If a Member dies on or before August 31, 2024 and is not survived by a spouse or if the spouse dies or remarries during the dependency of the Member's minor child or children, there shall be paid to the guardian of such child or children, during the period there is no living spouse, the amount of $157.50 per month for one eligible child for as long as only one child meets the eligibility requirements hereinafter set forth, the amount of $315 per month for two eligible children for as long as two children meet the eligibility requirements hereinafter set forth or the amount of $427.50 per month for three or more eligible children for as long as three or more children meet the eligibility requirements hereinafter set forth.

~~In case a guardian is appointed for a surviving child by reason of the probate court adjudging such child to be mentally or physically incompetent, the Board may pay the guardian survivor benefits as provided in this section for the use and benefit of such child during the period of incompetency, notwithstanding the fact that such child may be over 18 years of age.~~

For the purpose of computing benefits pursuant to this section for the death of a member on or before August 31, 2024, ~~A~~a natural child of a deceased Member shall be considered eligible ~~for the purpose of computing benefits pursuant to this paragraph~~ from the first of the month next following the child's birth or the death of the deceased Member, whichever is the latter date, until such child reaches 18 years of age or marries, whichever occurs first. In the case of a legally adopted child of the deceased Member, such child, in addition to the eligibility requirements hereinbefore fixed for a natural child of the deceased Member, must in order to be eligible to be considered for the computation of benefits pursuant to this paragraph have received at least one-half of the child's support from the deceased Member during the 12 months immediately prior to the death of the deceased Member.

If a Member dies on or after September 1, 2024, and at the time of the Member's death, the Member is survived by a Member's natural or adopted minor child or children, including natural children of a Member conceived prior to the Member's death, and the Member is not survived by a spouse, a one-time lump sum payment equal to two-thirds of the deceased Active Member's current annual rate of pay as reflected in the City's payroll system shall be divided equally among the eligible surviving children, which shall be payable to the parent or guardian of such child or children.

(c) If, at the time of a Member's death or within 120 days following the Member's death, a guardian has been appointed for an adult surviving child by reason of the probate court adjudging such child to be mentally or physically incompetent, there shall be paid to the guardian survivor benefits in the amount of $157.50 per month for the use and benefit of such child during the period of incompetency, notwithstanding the fact that such child is over eighteen years of age.

(~~c~~d) If a Member dies on or before August 31, 2024 and is survived by a dependent father or mother, or both, who received more than one-half of their support from the deceased Member during the 12 months immediately prior to the death of the Member and this fact is established to the satisfaction of the Board within one year after the death of the Member, the dependent father or mother, or both, shall receive a ~~pension~~payment in an amount fixed by the Board which shall not be less than $112.50 nor more than $157.50 per month each. If the benefits payable pursuant to this paragraph (~~c~~d) together with the benefits payable pursuant to the preceding paragraphs of this section exceed the limitations fixed by paragraph (~~e~~h), the benefits payable pursuant to this paragraph (~~c~~d) shall be reduced to meet the requirements of paragraph (~~e~~h).

If a Member dies on or after September, 1, 2024, no benefit for a dependent parent is available under this section.

(e) Should any payments be made pursuant to this section to any person in excess of the payments due said person under the terms of this section, ~~either because of the City's inability to determine the income of such person or otherwise,~~ said overpayment shall be deducted from benefits thereafter payable to such person and no further benefits shall be payable to such person until such overpayment is fully recovered. Nothing herein shall be construed to in any way limit the right of the Retirement System to ~~in any way limit to~~ recover overpayments in any other manner provided by law.

(f) Effective January 1, 1999, the monthly benefit amounts detailed in Sections (a), (b) and (c) herein, shall be adjusted for the increase in average hourly earnings that has occurred between June 1987 and June 1998 as measured by the U.S. Bureau of Labor Statistics. Effective January 1, 2000, and every January thereafter, monthly benefits will be adjusted based on the increase in average hourly earnings occurring during the immediately preceding July through June period as measured by the U.S. Bureau of Labor Statistics, not to exceed three (3) percent per year.

(~~d~~g) For the purpose of this section the following terms shall have the meanings indicated:

(i) ~~"Widow," "widower,"~~ "~~surviving~~ Surviving spouse," ~~"wife" or "husband"~~ shall mean the person legally married to the deceased Member on the day of such Member's death as evidenced by an undissolved ceremonial marriage and who has, in the opinion of the Board, either lived with the deceased Member as spouse immediately prior to the Member's death or has taken care of the children of the Member for at least one year immediately prior to the Member's death ~~or in the event there is no such person the person, if any, the deceased Member has held out to the public as his or her spouse for at least one year immediately prior to the Member's death and who has been designated by the deceased Member as his or her spouse by written designation duly filed with the Board~~.

(ii) "Child" shall mean a natural child, including natural children of a Member conceived prior to the Member's death, or a legally adopted child.

(~~e~~h) In no event shall more than $427.50 per month as adjusted according to the terms of ~~the last paragraph of~~ subsection (~~e~~f) hereof, be paid pursuant to this section by reason of the death of a Member.

(~~f~~i) No person finally adjudged guilty either as a principal or an aider, abettor, or procurer of the aggravated murder (ORC 2903.01), the murder (ORC 2903.02), or the voluntary manslaughter (ORC 2903.03) of a Member shall be eligible to receive the benefits payable pursuant to the provisions of this section by reason of the Member's death. For the purpose of this section, such person shall be considered as having predeceased the Member killed.

Section 2. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the immediate need to implement the changes to survivor benefits by the date specified in the amended Section 203-49.

Passed: ________________________________, 2024

____
Aftab Pureval, Mayor

Attest: ________________________________
Clerk

New language underscored. Deletions struck through.

June 5, 2024

Survivor Benefits Overview

Cincinnati Retirement System

city of CINCINNATI

Eligibility Criteria

- Must have 1.5 years of service;
- Must have either legally married spouse and/or natural born or legally adopted minor child(ren) or adult disabled child(ren);
- Must not be eligible for monthly pension benefit at time of death.

Annual Processes

- In October, obtain Consumer Price Index (CPI) data from U.S. Department of Labor for the 12 month period from July 1 in the prior year to June 30 in the current year.
- Input that data into the Survivor benefit spreadsheet to calculate the monthly benefit amount for the forthcoming calendar year (January to December).
- Manually update Survivor Benefit tables in PensionGold effective for January 1st.

Step 1
Determination of eligibility & identification of eligible family members

Step 2 (Spouse Only)

A

Deceased member > 15 years' service credit at death, and survived by spouse, but no child(ren), payment to spouse begins at spouse age 50 if spouse is not remarried.

B

Deceased member < 15 years' service credit at death, and survived by spouse, but no child(ren), payment to spouse begins at spouse age 62 if spouse is not remarried.

Payment is terminated upon death of unremarried spouse

Step 2 (Spouse & Children)

If deceased member is survived by spouse and minor child(ren), payment to spouse for benefit of child(ren) begins the 1st of the month following date of death. Monthly payment amount determined according to CMC 203.49 based on number of children.

As each child reaches age 18, monthly benefit amount is reduced manually.

Once last child reaches age 18, monthly benefit payment is suspended until future date according to Spouse Only (A) or (B)

Step 2 (Minor Children Only)

If deceased member is survived by minor child(ren), but no spouse, monthly payment for benefit of child(ren) begins the 1st of the month following date of death. Monthly payment amount determined according to CMC 203.49 based on number of children.

As each child reaches age 18, monthly benefit amount is reduced manually.

Once last child reaches age 18, monthly benefit payment is terminated.

Step 2 (Adult Disabled Child)

if deceased member is survived by an adult disabled child, but no spouse, monthly payment for benefit of adult disabled child begins the 1st of the month following date of death. Monthly amount paid to Guardian is determined according to CMC 203.49 based on number of children.

Payment is terminated upon death of adult disabled child

Eligibility

- Eligibility criteria remains the same.

Step 1 – determination of eligibility & identification of eligible family members

Spouse & Minor Children

If a member is survived by a legally married spouse and/or minor children a one-time payment equal to 2/3 of the deceased member's annual base salary (as indicated in City payroll system) is paid, divided equally between surviving family members.

Adult Disabled Child

If a member is survived by an adult dependent child, a monthly benefit amount as determined by CMC 203.49 is paid to the Guardian. The payment terminates upon the death of the Adult Disabled Child.

June 6, 2024

To: Mayor and Members of City Council

From: Cincinnati Retirement System Board of Trustees

Copy: Sheryl Long, City Manager

Subject: Cincinnati Retirement System CY2023 Annual Report

Summary

This report is from the Cincinnati Retirement System (CRS) Board of Trustees (Board) and provides the City Council with the state of the CRS Pension Trust and Healthcare Trust. This summary report is intended to provide a comprehensive summary of the status of the Cincinnati Retirement System, in compliance with the CRS Board's reporting requirements as set out in the City's Administrative Code and Board Rules. The report is as of December 31, 2023. For additional status information, please see the City's Annual Comprehensive Financial Report, Actuarial Valuations of the Pension and Healthcare Trusts, and Investment Results on the CRS website. (https://www.cincinnati-oh.gov/retirement/crs-financial-information/)

The CRS is governed by the Collaborative Settlement Agreement (CSA) and CMC chapter 203. Under the CSA, the CRS Pension Trust is to be 100% funded by 2045. Under the CSA, the Healthcare Trust is to be 100% funded through 2045.

Given the current and projected funding position of the Pension Trust, we recommend that the City Council continue to take action to increase employee contributions thus improving the funding of the Pension Trust (currently funded at 68.8%); that the CRS Board be engaged in any analysis and recommendations regarding the Futures Commission report; and that the City Administration work with the CRS Board to implement Fiduciary Audit recommendations.

Background

The purposes of the CRS Pension Trust and Healthcare Trust are to provide promised retirement benefits and healthcare benefits to eligible retired City employees. CRS is a defined benefit plan that was established in 1931. The Collaborative Settlement Agreement (CSA) was approved in 2015 to settle litigation and provide a comprehensive strategy to stabilize CRS while securing sustainable and competitive retirement benefits for both current and future retirees.

As of December 31, 2023, there were 2,966 full-time active members (which includes 143 members in the DROP plan who are still working), 4,120 pensioners receiving pension payments, and 4,628 pensioners and spouses receiving healthcare benefits. The CRS Board serves as an independent fiduciary on behalf of active and retired members of the retirement system. The Board retains Marquette Associates, an independent investment consulting firm, and Cheiron, a pension and healthcare actuarial consulting firm, both of which specialize in public sector retirement plans.

Marquette and the Board have developed and follow a disciplined investment policy that can be found on the CRS website. Cheiron calculates the actuarial value of assets and liabilities and projects the funded status of the Trusts in future years based on professional actuarial standards and practices.

The assumed investment rate of return and discount rate for calculating liabilities is 7.5% per year as prescribed in the CSA (for both Pension and Healthcare Trust). The CRS annualized rate of return for the past 1, 5 and 10 years as of December 31, 2023, were 11.7%, 8.9% and 6.9%, respectively, which rank above the median investment returns relative to peers of public defined benefit retirement plans.

The table below highlights the actuarial value of assets, liabilities, and funded ratios as of 12/31/23:

	Assets	Liabilities	Funded Ratio
Pension			
Actuarial Value	$ 1,819,308,605	$ 2,643,382,463	68.8%
Market Value	$ 1,763,884,000	$ 2,643,382,463	66.7%
Health			
Actuarial Value	$ 549,871,265	$ 393,177,787	139.9%
Market Value	$ 533,879,000	$ 393,177,787	135.8%

Pension Trust

A goal of the CSA is to establish a projected 100% funding ratio in 30 years (i.e., by 12/31/2045). The assumptions used in finalizing the CSA projected that the Pension Trust would be fully funded in 30 years if all the assumptions played out exactly. The status of the annual contributions and distributions is described below:

- The active employees contribute 9% of the covered payroll to the Pension Trust as required by the CSA and CMC 203.
- The City in CY2023 increased their contribution from the CSA minimum rate of 16.25% to 17.00% of full-time covered payroll to the Pension Trust. (The General Fund represents approximately 35% of covered payroll and approximately other non-general funds represent 65% of covered payroll.).
- In CY2023, the City contributed a payment of $2.7 million as result of the continued payments toward the cost of the 2020 Early Retirement Incentive Plan (ERIP). There are now 12 annual payments remaining. Cheiron estimates that payment at 1.26% of payroll for this additional benefit, bringing the City's contribution rate for CY2023 to 18.26%.
- In CY2023, the City also contributed a lump sum payment of $2.0 million dollars from the General Fund fiscal year-end surplus. Cheiron estimates that payment at 0.91% of payroll for this additional benefit, bringing the City's contribution rate for CY2023 to 19.17%.
- The Actuarially Determined Contribution (ADC) for the Pension Trust, as calculated by the actuary, is the annual employer contribution amount required to bring the Pension to a fully funded status in 30 years. **The ADC for FY2024 was 34.02% of covered payroll (as set by the CY2022 actuarial valuation). The actual contribution of 19.17% means the City contributed 56.35% of the actuarial recommendation.**
- Benefit payments and expenses have significantly exceeded employer and employee contributions for over a decade. This dynamic put strain on the system and relative to peers

CRS ranks in the bottom quartile of net cashflows. This means that CRS continues to liquidate a relatively large amount of assets to pay for benefits and expenses (each month regardless of market conditions) because contributions to the Pension Trust are relatively low. This also means that CRS is much more dependent on investment returns than most public pension plans and lacks the same flexibility to take advantage of dislocations in the market when outsized return opportunities are present.

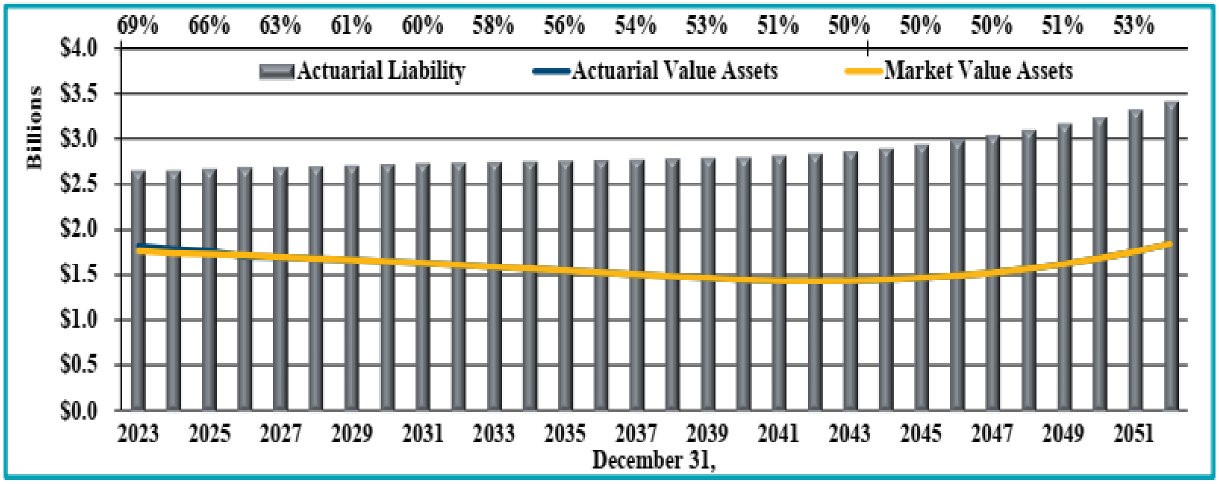
The following events occurred after the CSA was finalized:

- Ordinance 336 - 2016, which reflects changes made in finalizing the CSA that increased liabilities, was approved by City Council in 2016.
- Revisions to actuarial assumptions (e.g., longer life span of retirees) occurred as recommended by the actuary and approved by the CRS Board.
- CRS is especially sensitive to the timing of capital market swings because it continues to liquidate assets to pay benefits when the capital market drops. This requires more time and a significantly higher rate of return for the remaining assets to recover from capital market volatility.
- The City offered the ERIP in 2020 that provided two (2) additional years of service to eligible participants resulting in earlier retirements, additional benefits, and an increase in liabilities.
- The Deferred Retirement Option Plan (DROP) established in the CSA is required to be cost neutral; however, DROP has had a net increase in liabilities to the Pension Trust of $16.9 million.

The actuary's latest revised funding progress for the Pension Trust, which includes the impact of the DROP and the ERIP, projects the funded ratio on an Actuarial Value of Assets basis is projected to decrease over the next 30 years and will not reach 100% by 2045 in accordance with the CSA.

The graph below reflects the City's status quo scenario where contributions of 17.00% of covered payroll continue for 30 years. It also includes the recommended budget's $2.7 million contribution per year for the next 12 years to pay for the ERIP liabilities and assumes the CSA benchmark return of 7.5% investment return for all future years. The plan will be fully funded by 2073. The funding ratio on an Actuarial Value of Assets basis is expected to be 50% by 2045.

Pension Trust



The following table highlights the elevated funding volatility for CRS, and the overall sensitivity of the system to fluctuations in experienced returns versus the assumed rate of return. While the above chart shows doing the same thing eventually gets the plan fully funded in 2073, doing the status quo leaves the plan extremely susceptible to market fluctuations, which generally occur doing fiscally challenging times for the City. For example, the chart below shows that if the investment return was negative -7.5% for just one year in 2024, insolvency is projected in 2050.

Assumed 2024 Investment Return*	Projected Insolvency Year	Projected Year to be 100% Funded
15.0%	None	2058
7.5%	None	2073
0.0%	None	2103
(7.5%)	2050	None
(15.0%)	2043	None

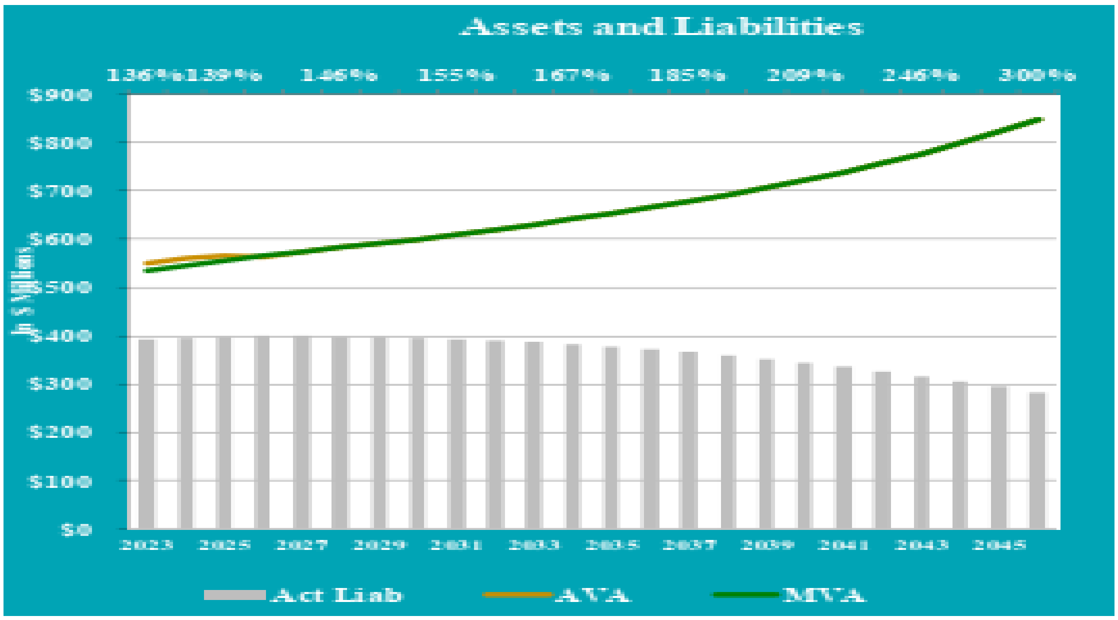
** Assumed 7.5% per year for 2025 and thereafter and annual contributions based on 17.00% of Full Time payroll.*

Healthcare Trust

In 2023, the City adopted a Healthcare Trust funding policy as required by the CSA. At the time of the CSA signing in 2015, the Healthcare Trust was fully funded, and the City was required per the CSA to develop and present a proper funding policy to fully fund the healthcare trust at actuarially appropriate levels. The funding policy would keep the Trust fully funded over the lifetimes of current and future retirees and their beneficiaries covered by the CSA. The Healthcare Trust is irrevocable, and its assets must be used exclusively for healthcare benefits for CRS retirees and their beneficiaries. The funding policy was approved by the Federal Court on March 28, 2024, nine years after the CSA signing. The funding policy provides for employer contribution triggers at a 90% funding ratio.

In the graph below, the bars represent liabilities, and the lines represent the actuarial value of assets (AVA) and the market value of assets (MVA) assets. The graph shows that the Healthcare Trust is fully funded in 2023 and beyond. This is based on current assumptions being fully met.

Healthcare Trust



Investment Performance

While the simple conclusion may be to achieve higher returns or "invest our way out of this," CRS' investment performance has been solid relative to return opportunity in the market, the assumed risk and peer group. With that said, the 7.5% annualized return assumption remains a high hurdle. The median investment return assumption of U.S. public retirement systems has steadily decreased over the past decade and is currently 6.9%. CRS will be challenged to achieve the 7.5% rate of return with an acceptable level of risk. CRS, given the mature membership (older retirees relative to younger active members), has a high asset liquidation each year to pay benefits while not taking in enough funds through employee and employer contributions. Coupling the high return assumption and large net cash outflow creates a difficult environment to manage liquidity and "investment your way out of this."

The following chart reflects the annual rates of return including 5-year & 10-year annualized returns. CRS has achieved the 7.5% CSA assumption over the 5-year period with 2018 rolling off. While the 4 years under the 7.5% assumed rate in '14, '15, '18 and '22 has pushed the 10-year annualized return to less than the 7.5% CSA assumption.

Annual CRS Rates of Investment Return

Plan Year	Investment Return Assumption	Market Return
2014	7.5%	6.5%
2015	7.5%	-0.1%
2016	7.5%	8.9%
2017	7.5%	14.9%
2018	7.5%	-4.3%
2019	7.5%	16.8%
2020	7.5%	10.3%
2021	7.5%	17.4%
2022	7.5%	-9.3%
2023	7.5%	11.8%
10-Year compound Average		**6.9%**
5-Year Compound Average		**8.9%**

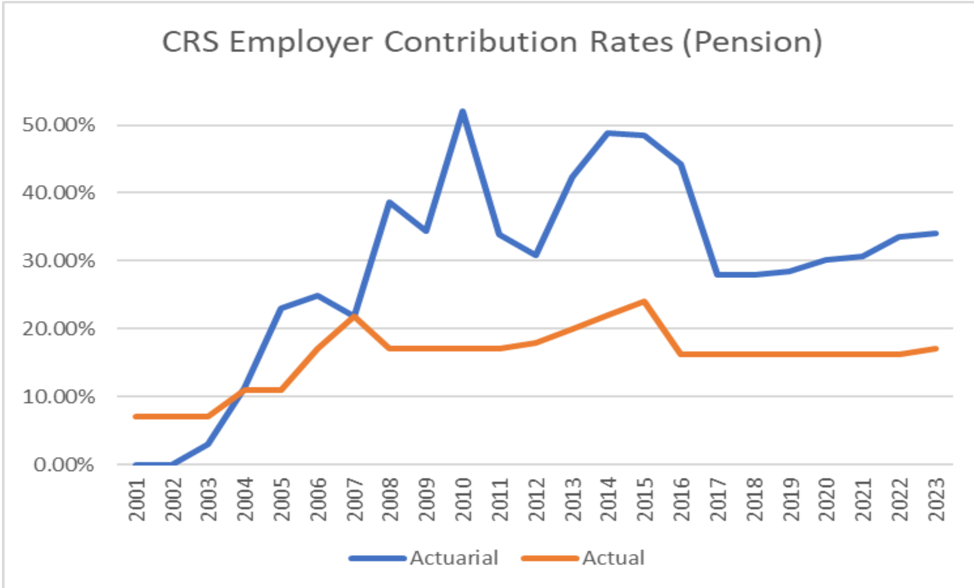
The Board's Investment Policy provides for a well-diversified portfolio across asset class, sector, investment managers and securities. The chart below is designed to achieve the 7.5% return over time with an acceptable level of risk. The Board was able to take advantage of the inflection point in last year's interest rate cycle by derisking the overall plan and maintaining our long-term 7.5% return target by increasing the Fixed Income allocation from 15% to 22.5%.

CRS Asset Allocation

Fixed Income	22.5%
Domestic Equity	28.5%
Non-US Equity	16.0%
Volatility Risk Prem	2.5%
Real Estate	6.0%
Infrastructure	10.0%
Private Credit	6.5%
Private Equity	8.0%
Total	100.0%

Employer Contributions

In a defined benefit retirement plan such as CRS, the employer (plan sponsor) is responsible for providing benefits (as opposed to a defined contribution plan). The Actuarially Determined Contribution (ADC) is the actuary recommended employer contribution to achieve full funding in 30 years. The chart below reflects the Pension Trust ADC and the City employer contribution for the last 20+ years. By not contributing to the ADC the unfunded liability increases over time meaning that the actuarial liability exceeds the value of assets.



Fiduciary Audit (Governance Report)

In accordance with its fiduciary duty, the Cincinnati Retirement System Board of Trustees engaged Funston Advisory Services to complete a fiduciary audit, entitled Cincinnati Retirement System Governance Review. The Funston report is available on the CRS website. https://www.cincinnati-oh.gov/retirement/

The purpose of the engagement is to review Cincinnati Retirement System (CRS) standards and practices and compare them to peer systems and system benchmarks. The six areas of focus are:

1. Legal and Regulatory
2. Governance Framework
3. Investment Program and Operations
4. Pension Operations
5. Administrative Operations, and
6. Compliance.

Overall, the report concludes that the CRS Board of Trustees has been functioning effectively, the Director and the staff have been effectively providing services to active and retired members, and relations among the Board, CRS staff and other City departments have been collaborative and cordial.

There are opportunities for improvement and the report provides thirty-seven recommendations which the Board is in the process of reviewing and acting upon.

Conclusion

The CRS Pension Trust and Healthcare Trust are undoubtedly challenged in providing promised retirement benefits. When the Collaborative Settlement Agreement was implemented, the Pension Trust and Healthcare Trust were projected to be fully funded in 30 years by 2045. For the Pension Trust this is no longer the case.

At the close of 2023, the Pension Trust experienced a return of 11.7%, above the assumed rate of return of 7.5%. The demographics improved from an actuarial perspective in that the City had a material increase in active employees (i.e. more employee contribution). And with the strong performance and improved demographics, the funded ratio of the plan still decreased, albeit marginally, from 69.3% to 68.8%. Funding vigilance therefore remains a priority for the Board.

CRS Pension Funded Ratio

2015*	2016**	2017**	2018	2019	2020	2021	2022	2023
77.1%	76.9%	75.5%	72.6%	71.2%	70.5%	71.6%	69.3%	68.8%

* CSA

** Realized Wage Growth Rates larger than planned for by Actuary

The following are possible solutions:

1. Continued increases to City contributions to the Pension Trust above the minimum required amount of 16.25%, as provided for in the CSA. The Board has formally **recommended an increase in rates by 1.1% each year** until the actuarial projections reflect anticipated full funding by 2045. The Board also recommends that the City adopt the multi-year incremental increase funding methodology to achieve full funding by 2045, update the methodology annually, and budget accordingly. The Board acknowledges and appreciates the 0.75% increase in the contribution rate and the use of variable General Fund carryover to reduce unfunded pension obligations. Nonetheless, a more stable and predictable path to full funding is necessary. Failure to increase the City's annual contribution rate will result in the CRS Pension Funded Ratio steadily decreasing until it reaches 50% in 2045; alternatively, incremental increases in the rate are required to achieve 100% funding by 2045 based on the most recent projection:

Incremental Increase Plan

Schedule of funded Ratios	Earnings Assumption of 7.50			
	Flat E'r Rate of 17%		Increase E'r Rate by 1.1%/year	
	E'r Contr Rate	Funded Ratio	E'r Contr Rate	Funded Ratio
12/31/2023	17.0%	68.8%	17.0%	68.8%
12/31/2024	17.0%	67.5%	18.1%	67.6%
12/31/2025	17.0%	66.2%	19.2%	66.4%
12/31/2026	17.0%	63.4%	20.3%	63.9%
12/31/2027	17.0%	62.9%	21.4%	63.8%
12/31/2028	17.0%	61.9%	22.5%	63.4%
12/31/2029	17.0%	60.9%	23.6%	63.2%
12/31/2030	17.0%	59.9%	24.7%	63.0%
12/31/2031	17.0%	58.8%	25.8%	63.1%
12/31/2032	17.0%	57.6%	26.9%	63.4%
12/31/2033	17.0%	56.4%	28.0%	63.8%
12/31/2034	17.0%	55.2%	29.1%	64.6%
12/31/2035	17.0%	53.9%	30.2%	65.6%
12/31/2036	17.0%	52.6%	31.3%	67.0%
12/31/2037	17.0%	51.2%	32.4%	68.6%
12/31/2038	17.0%	49.7%	33.5%	70.8%
12/31/2039	17.0%	48.3%	34.6%	73.4%
12/31/2040	17.0%	46.9%	35.7%	76.5%
12/31/2041	17.0%	45.5%	36.8%	80.2%
12/31/2042	17.0%	44.3%	37.9%	84.6%
12/31/2043	17.0%	43.1%	39.0%	89.7%
12/31/2044	17.0%	42.0%	40.1%	95.4%
12/31/2045	17.0%	41.1%	41.2%	102.0%

2. Increase investment performance by increasing risk. There are several strategies affecting increased investment return. These include using different investment managers, making a riskier asset allocation, and attempting to lower fees. There is little we can do regarding these factors because we believe we have the appropriate managers, the appropriate asset allocation, and fees are already at the low end. Regarding asset allocation, the only way to increase expected returns in the future is to increase allocation to more volatility and illiquid parts of the market such as private equity. The Board and the investment consultant believe that taking any more risk would be imprudent. Conversely, as stated earlier in the report, the Board has looked to derisk the portfolio while maintaining asset allocation that based on market assumptions hits a target return of 7.5%.

3. Reduce benefits. While unpopular and considered the last resort, reducing benefits would require re-opening the CSA for a prolonged negotiation. Pension benefits have already been reduced significantly for current and future retirees as a result of the CSA. The compound COLA was eliminated and replaced with a simple COLA resulting in thousands of dollars in reduced benefits during retirement years. For example, an average annual pension amount over a twenty-five-year period is reduced by $64,000 on a net present value basis.
4. As the City has done before, explore issuing judgment bonds to reduce the unfunded actuarial liability. As of 12/31/2023, the unfunded actuarial liability for the Pension Trust was $824.1mm.
5. As suggested in the Future Commission report, the City could sell an asset to fund the Pension Trust, thus reducing unfunded volatility and providing more stability to the City finances.

Recommendation

At this time, we recommend the following:

1. That City Council adopt a plan to continue increasing the Pension Trust employer contribution incrementally on an annual basis to assure full funding in 2045 (see page 8, #1 of this report)
2. That the Incremental Annual Increase Plan be updated every two years in anticipation of the City's fiscal year biennial budget.
3. That the City Council approve and appropriate the Pension Trust employer contribution in accordance with each updated Incremental Annual Increase Plan.
4. That the City Manager engage with the CRS Trustees on the Futures Commission analysis and recommendations regarding the future of CRS and funding of the Trusts.
5. That the City works with the CRS Board of Trustees to fulfill the recommendations from the Fiduciary Audit (Governance Report) completed by outside consultants.

Immediate action is requested. Further delays will result in significantly increased vulnerability for CRS benefits.

EMERGENCY

City of Cincinnati

AKS EESW

An Ordinance No.________ - 2024

MODIFYING the provisions of Chapter 203, "Employees' Retirement System," of the Cincinnati Municipal Code by **AMENDING** Sections 203-0, "Legislative Finding," and 203-44, "Health Care Benefits for Membership Dates On and After January 9, 1997," to clarify that subsequent court orders in the case of Sunyak, et al. v. City of Cincinnati, et al., Case: 1:11-cv-00445-MRB, in the United States District Court, Southern District of Ohio, Western Division, supersede the provisions of Chapter 203 of the Cincinnati Municipal Code and to implement the new points system for health care premiums for certain retirees as agreed to by the parties to the collaborative settlement agreement.

WHEREAS, in 2015 the City of Cincinnati entered into a collaborative settlement agreement ("CSA") to resolve claims made by members of the Cincinnati Retirement System in the case of Sunyak, et al. v. City of Cincinnati, et al. ("Pension Litigation"), Case: 1:11-cv-00445-MRB, in the United States District Court, Southern District of Ohio, Western Division; and

WHEREAS, the CSA required the parties to the Pension Litigation to continue to negotiate several remaining issues after the execution of the CSA, including changes to the percentages of healthcare premiums that certain retired members are required to pay for healthcare coverage ("Points System"); and

WHEREAS, the parties to the Pension Litigation have agreed on changes to the Points System and the Court has entered an order in the Pension Litigation requiring that the agreed upon changes be implemented; and

WHEREAS, the Cincinnati Retirement System desires to revise the Cincinnati Municipal Code to conform with the Court order and to make clear that subsequent orders from the Court related to the Pension Litigation supersede the provisions of the Municipal Code; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That existing Sections 203-0, "Legislative Finding," and 203-44, "Health Care Benefits for Membership Dates On and After January 9, 1997," of the Cincinnati Municipal Code are amended to read as follows:

Sec. 203-0. Legislative Finding.

The Council established a Retirement System for employees of the City of Cincinnati by the passage of Ordinance No. 412-1931 on June 22, 1931, and the Retirement System became operational on August 1, 1931. This system was established as a defined benefit plan and provides for retirement benefits, including survivor benefits, based on age, years of service and wages. The system has been continuously maintained since its establishment~~,~~ and has been modified from time to time in order to define and modify, as appropriate, benefits provided to its Members. The system is overseen by a Board of Trustees, which operates under the provisions of Article XV of the Adm. Code of the City. The trustees administer the system and invest its assets. Trustee duties are to be performed solely in the interests of the Members and their Optionees and Beneficiaries, for the exclusive purpose of providing benefits to Members and their Optionees and Beneficiaries and defraying the reasonable expenses of administering the system. Such duties are to be performed with the care, skill, prudence, and diligence more particularly described in this Chapter. The system is recognized by the State of Ohio. The system is a qualified benefit plan under the laws and regulations set forth in the U.S. Internal Revenue Code.

There are some Members of the system who are current or former employees of the University of Cincinnati and University Hospital, which institutions were formerly, in whole or in part, under the jurisdiction of the City. There are also some Members of the system who are current or former employees of Hamilton County, which employee functions were transferred from the jurisdiction of the City of Cincinnati to Hamilton County over the years. There are specific Ohio Revised Code provisions that recognize the Membership of these non-City employees in the Cincinnati Retirement System.

On May 7, 2015, a Collaborative Settlement Agreement was entered in the case of Sunyak, et al. v. City of Cincinnati, et al. (the City of Cincinnati Pension Litigation), Case: 1:11-cv-00445-MRB, in the United States District Court, Southern District of Ohio, Western Division. To the extent that there is any conflict between the provisions of Chapter 203 and the terms of the Collaborative Settlement Agreement or any subsequent court orders in the City of Cincinnati Pension Litigation, the terms of the Collaborative Settlement Agreement and any subsequent Pension Litigation court orders shall govern.

Sec. 203-44. Health Care Benefits For Membership Dates On and After January 9, 1997.

(a) In addition to other benefits provided in this chapter, the Retiree health care benefits described in this Section shall be provided to the following persons:

(i) A Member whose most recent membership enrollment date is on or after January 9, 1997 and on or before December 31, 2015, and who:

(A) Retired on or after August 1, 2011 and on or before January 1, 2016 with 15 years of Membership Service and who is not entitled to benefits under Section 203-42 or 203-43, or

(B) Retires on or after February 1, 2016 and who is at least 60 years of age with a minimum of 20 years of Membership Service and who is not otherwise eligible for health care benefits under Section 203-42 or Section 203-43, or

(C) Retires on or after February 1, 2016 with 30 or more years of Creditable Service consisting of a minimum of 20 years of Membership Service and who is not otherwise entitled to benefits under Section 203-42 or Section 203-43.

(ii) Persons receiving the benefits of a retirement optional allowance under Section 203-63 of this Chapter, and who are eligible for benefits under Section 203-48 of this Chapter, provided that the Member satisfied the requirements of paragraph (i) above at the time the Member retired and who is not otherwise entitled to benefits under Section 203-42 or Section 203-43.

(iii) Members whose most recent membership enrollment date is on or after January 9, 1997 and who are not covered by the provisions of the Collaborative Settlement Agreement and who retire on or after February 1, 2016 and on or before January 1, 2017 and who have at least 15 years of Membership Service.

(iv) Each surviving spouse, and each eligible dependent child or orphan of a deceased Active Member who would have been eligible for benefits under this section, who is receiving survivor benefits as provided in Section 203-49 of this Chapter, provided that:

(A) the deceased Active Member's most recent membership enrollment date is on or after January 9, 1997 and on or before December 31, 2015; and

(B) a surviving spouse may only obtain benefits if the surviving spouse possessed a valid marriage certificate or other proof of marriage recognized by the State of Ohio, dated prior to the date of the Active Member's death. However, if the deceased Active Member dies on or after January 1, 2019, the surviving spouse is eligible for coverage only if the spouse was not legally separated from the deceased Active Member at the time of the deceased Active Member's death.

Accordingly, the provisions of Section 203-33 of this Chapter, which provide for Service Retirement Allowances after vesting, shall not entitle Members who are so vested to health care benefits under the provisions of this Section unless such Members also qualify for health care benefits under the provisions of this Section.

(b) The benefits to be provided under this Section are:

(i) Medical and prescription drug coverage similar to the most favorable plan available to active Employees, excluding Police, Fire, and Building & Trade unions; and subject to Member premium contributions described in (c) below; and

(ii) Dental and vision insurance coverage shall be purchased and fully paid for by the Retiree, their surviving spouse, and their eligible dependents or orphans.

(iii) Any person eligible to receive healthcare coverage under this Chapter who is eligible for coverage under Medicare shall apply for Medicare coverage and provide documentation to the Retirement System that is acceptable to the Retirement System that confirms either acceptance or denial for such coverage. To the extent allowable under applicable federal law, coverage under this Section for any person who is eligible to be covered under Medicare shall be secondary to coverage of such person under Medicare. The benefit payable under this Section shall be reduced by the greater of: (a) the amount actually paid by Medicare Part A and Part B; or (b) the amount Medicare would pay if the person were enrolled in Medicare Part A and/or Part B. A person is considered eligible for Medicare for these purposes during any period such person has coverage under Medicare Part A or Part B or, while otherwise qualifying for coverage under Medicare Part A or Part B, does not have such coverage under Medicare Part A (premium free) or Part B solely because such person has refused, discontinued, or failed to make any necessary application or applicable payment for Medicare Part A or Part B coverage.

(c) Except for dental and vision insurance coverage, the percentage of the full funding rates, or premiums, for medical and prescription drug coverage to be paid by the Retirement System on behalf of persons entitled to benefits under this Section shall be based on a formula consisting of the sum of (i) the number of the Member's full years of Creditable Service, and (ii) the Member's age at the earlier of the Member's Retirement date or the date that the Member ceased to be an Active Member, with each such full year of Membership Service and each such year of age at Retirement date counting as one point each. Years of age at Retirement shall mean years of age at the birthday immediately preceding the earlier of the Member's Retirement date or the date that the Member ceased to be an Active Member. The number of full years of Creditable Service and the years of age at Retirement date shall be added together and shall result in the payment of medical and prescription drug coverage in the following percentage amounts:

~~95~~90% of full cost or full premiums for ~~90~~ 85 points

~~75~~80% of full cost or full premiums for 80 to ~~89~~84 points

~~50~~60% of full cost or full premiums for 70 to 79 points

~~25~~40% of full cost or full premiums for 60 to 69 points

If a Member's total points are less than 60, the Member is only eligible for individual medical and prescription drug coverage. The Retirement System will pay 25% of the premium for individual medical and prescription drug coverage. No spouse or family coverage is available.

A Member's years of Creditable Service shall be used for the purpose of determining the points of a Member under this subsection (c)~~,~~ but will not include years of Creditable Service credited under a previous Service Retirement Allowance provided under this Chapter.

(d) If a Member leaves the City service prior to Retirement and is entitled to a deferred Service Retirement Allowance and such Member is entitled to benefits under this Section, no benefits shall be provided to the Member until the Member reaches the later of their normal retirement date, or their Medicare eligibility age.

(e) Any Inactive Member who is rehired on or after January 1, 2016 shall not be eligible for benefits under this Section.

(f) The director of retirement shall adopt rules and procedures necessary to implement this Section.

Section 2. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the immediate need to implement the changes to the health points system as agreed to by the parties to the Collaborative Settlement Agreement.

Passed:_____________________________, 2024

____
Aftab Pureval, Mayor

Attest:_____________________________
Clerk

New language underscored. Deletions struck through.