



**City of Cincinnati Retirement System
Board of Trustees Meeting
Minutes
June 8, 2023/ 2:00 P.M.
City Hall – Council Chambers and remote**

Board Members Present

Bill Moller, Chair
Tom Gamel, Co-chair
Kathy Rahtz
Mark Menkhaus, Jr.
Monica Morton
Aliya Riddle

Administration

Mike Barnhill, Consultant
Karen Alder
Keva Elam

Law Department

Linda Smith

CALL TO ORDER

Chair Moller called the meeting to order at 2:08pm and a roll call of attendance was taken. Trustee Juech was absent.

PUBLIC COMMENT

No public comment.

APPROVAL OF MINUTES

Approval of the minutes of the Board meeting of May 4, 2023, was moved by Trustee Riddle and seconded by Trustee Gamel. The minutes were approved by unanimous roll call vote.

Report from the Investment Committee

Chair Moller informed the Board that three Investment Managers were considered for Core Plus and there is a motion that was approved by the Committee approving the hiring of Reams for Core Plus Manager. No second needed since it is coming from the Committee. Motion approved by a unanimous roll call vote. Chair Moller informed the Board 125-130 million will be invested.

Informational – Staff Report

- *April 2023 Investment Results (Marquette)* – Chair Moller informed the Board of the 4.2% return, year-to-date, which is slightly below the benchmark of 7.5%. Chair Moller commented that this return directly impacts the funding ratio.

- *Procurement Update* – Director Alder informed the Board the RFP for the Investment Consultant is out and responses to all vendor questions have been provided and posted. The responses from those vendors that wish to participate are due June 29, 2023. The Fiduciary Audit RFP responses are due June 13, 2023.
- *Status of Executive Director Search Process* – Director Alder informed the Board that the Committee has interviewed three candidates and has selected two additional candidates to interview. The Committee will conduct a final round of interviews after the first round is complete.
- *Staff Update* – Director Alder announced that Terra Williams, a Division Manager from Treasury, has been chosen for the Finance Manager position. She has accepted and is expected to start on June 26th. This will allow a little over a month to learn from Bev Nussman, prior to her departure. Terra has a CPA and many years of treasury and accounting experience. Director Alder believes she will be a great addition to the staff.
- *DROP Actuarial Analysis Update* – Director Alder informed the Board that she expects to receive the report next week.
- *Employer Contribution in City Budget Update: City Manager Recommendation* – Chair Moller informed the Board the employer contribution was increased to 17%, which is half of the request. Still showing 28% funding by 2045 which is positive. Chair Moller thanked the City Administration for including this in the budget, but he also emphasized that CRS still has a long way to go to achieve 100% funding by 2045. Chair Moller also thanked the Mayor and City Council for their support in increasing the funding to the Retirement System.
- *Healthcare Funding Policy Update* – Director Alder informed the Board she has a meeting scheduled next week with the solicitor and hopes to have more to report at the next meeting.
- *Dental RFP Status* – Director Alder informed the Board the RFP has been pulled down due to the recent benefit survey. At Chair Moller’s request, the existing Dental Agreement will be extended for one year to allow consideration of changes suggested through the survey.

Old Business

- *Benefits Survey Update* – Presentation by a representative of Horan.

The original survey was mailed out on April 13, 2023. The survey remained open for 47 days. Originally, the survey was to end on May 15, 2023, but at the request of the Board, the survey was extended to May 29, 2023.

The survey was sent in two different mediums: email and regular mail. Originally 1,750 emails were sent; however, some bounced back. Some corrections to email addresses were made and resent, so the net emailed survey count is 1,644. Approximately 1,637 surveys were slated for mail. Around thirty were recalled due to printing issues, so Horan estimates that approximately 1,537 surveys were received in the mail by the retirees.

Out of the 3,181 surveys that were sent, 931 surveys were completed for a 29% response rate. The overall themes from the survey were: Cost, Coverage, Appreciation, and Choice.

Trustee Gamel asked, on a scale of 1-10, what is considered good vs average or poor. The Horan representative informed Trustee Gamel that anything rated 6-10 is considered favorable.

Trustee Riddle asked if age was a factor in the survey and the Horan representative informed the

Board that the age of the respondent was not considered in the survey. Chair Moller informed the Board that this is the first survey done and there will be more in the future so it can be tightened up moving forward.

Chair Moller asked about long-term care insurance. He asked if this were offered to CRS members as a group, would the cost be better than retirees obtaining the coverage individually. The representative of Horan informed the Board that through the plan, the cost would potentially be better, but it would still be very expensive.

Chair Moller asked how the results of the survey would be communicated to the CRS members. Director Alder informed the Board that the best way to communicate the results will be in the next retiree newsletter with an article highlighting the results. Chair Moller asked if there were any issues with also posting these results on the website and Director Alder informed the Board that the handout can and will be posted to the website.

- *Draft City Ordinance re Disabled Adult Children Eligibility* – At the last meeting, the Board referred this to the Benefits Committee. The plan is to schedule a special meeting by the end of July. Trustee Gamel informed the Board that he will work with staff to schedule the meeting and get the Ordinance published.
- *Draft Ethics Policy* – Chair Moller informed the Board that this is in the packet, and it will be referred to the Governance Committee for discussion. Originally, the Law Department was to give a brief explanation of this but given the volume of material for today's Investment and Board Meetings, this was pushed for discussion in the next Governance Committee meeting. Chair Moller recommends that there be a Performance Committee and Governance Committee meeting, one hour each, prior to the next Board meeting in July. Trustee Rahtz and Trustee Menkhaus agreed with Chair Moller on this decision.
- *Survivor Benefits Ordinance Status* – Director Alder informed the Board that staff would like to get some clarification on this. The last time this was discussed, there was some confusion around the dollar volume and what that really means to a survivor when someone dies in-service. She believes there was discussion regarding the option of collecting a payment on a regular basis vs a lump-sum payment. There are concerns regarding continuing the lump-sum payment and eliminating the continual payment to alleviate the staff time it takes to make those payments, which are relatively small payments on an ongoing basis.

Trustee Menkhaus informed the Board there was a motion approved for an option with the lump-sum being the default option to get as many people moving in that direction as possible. Chair Moller advised bringing this to the Benefits Committee for discussion.

Director Alder informed the Board she will have the staff draft a report to share with the Board on how many people this affects and the dollar volume to get a better understanding before bringing it back.

New Business

- *CRS Annual Report* – Chair Moller suggests the report stay in the same format and changes can be made for the next year. The Executive Director and staff will put together a draft then put it on the Board agenda for consideration. Director Alder informed the Board that the report is almost ready

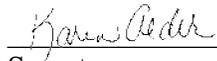
for their review. Once it is complete, she will share it with Consultant Barnhill for his review and then send it to Chair Moller and Trustee Gamel.

Adjournment

Following a motion to adjourn by Trustee Gamel and it was seconded by Trustee Morton, the Board approved the motion by a unanimous roll call vote. The meeting adjourned at 2:47PM.

Meeting video link: <https://archive.org/details/crs-board-6-8-23>

Next Meeting: July 13, 2023, at 2:00 p.m.



Secretary