



**City of Cincinnati Retirement System
Performance Evaluation Committee Meeting Minutes
September 12, 2024 / 12:00 P.M.
City Hall – Council Chambers and remote**

Members

Kathy Rahtz, Chair
Mark Menkhaus Jr., Vice Chair
Tom Gamel
Monica Morton
Seth Walsh
Tom West
Aliya Riddle

Administration

Jon Salstrom

Law

Linda Smith

Call to Order

The meeting was called to order at 12:02 p.m. by Chair Rahtz and a roll call of attendance was taken. Committee members Rahtz, Menkhaus, Gamel, Morton, and Riddle were present. Committee members Walsh and West were absent. Trustee Moller was also in attendance and participated.

Public Comment

No public comment.

Approval of Minutes

Approval of the minutes for the meeting of June 6, 2024, was moved by Committee member Menkhaus and Seconded by Committee member Gamel and approved by unanimous roll call vote.

Old Business

Review Funston Recommendations for Committee

Director Salstrom reviewed the summary of Funston Recommendations assigned to the Performance Evaluation Committee included in the packet, starting on page 2. The summary is broken down by priority as well as assignment. There is also a status column to track progress.

Risk Dashboard

Director Salstrom referenced the Risk Dashboard in the packet and noted there is no change in trend or response for any risks listed. Personnel has been left as high risk while working through succession planning and vacancies that have been open for the last few years. Market has been left at high risk as

Director Salstrom anticipates to continue to see market fluctuations through the end of the year and the election. Compliance is a new risk added to the dashboard as low risk.

Review Executive Director Evaluation for FY 2023

Chair Rahtz asked if there were any questions or if anyone needed any additional information. Trustee Moller commented that the evaluation process was a little different this year. This year, the Finance Director sent her draft to Trustee Moller to make sure it was consistent with the Board's evaluation. The Board's comments were included in the Finance Director's draft, and he felt that this was a positive approach. Director Salstrom and the committee discussed the details of the evaluation and what the best approach is with that moving forward.

Committee member Gamel made a motion to approve the final Executive Directors Performance Evaluation document and seconded by Committee member Menkhaus. The motion was approved by unanimous roll call vote.

Committee member Gamel made a motion to review the current Performance Evaluation form and develop the next set of Performance Goals and Objectives and seconded by Committee member Menkhaus. The motion was approved by unanimous roll call vote.

New Business

Review proposed Memorandum Of Understanding with City Administration for ED Evaluation FY 2024

Director Salstrom explained that the intention was to have a draft of the Memorandum of Understanding which is still a work in progress. He included in the packet a summary of notes from the meeting that were agreed to by all parties.

Adjournment

Following a motion to adjourn by Committee member Gamel and seconded by Committee member Menkhaus. The Performance Evaluation Committee approved the motion by unanimous roll call vote. The meeting was adjourned at 12:38 p.m.

Meeting video link: <https://archive.org/details/crs-performance-9-12-24>

Next Meeting: Thursday, December 5, 2024, at 12:00 P.M. City Hall Council Chambers and via zoom

Jon Salstrom

Secretary