City of Cincinnati Retirement System
Board of Trustees Meeting Minutes
September 11, 2025 / 2:00 P.M.
City Hall – Council Chambers and remote

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, Menkhaus, Morton, Riddle, and Morris were present. Trustees Walsh and West were absent.

PUBLIC COMMENT
No public comment.

APPROVAL OF MINUTES
Trustee Morton moved to approve the minutes of the Board meeting of August 7, 2025. The motion was seconded by Trustee Morris. The minutes were approved by unanimous roll call vote.

Report on Benefits & Performance Evaluation Committees
Trustee Menkhaus: The Performance Evaluation Committee met today and approved a motion to adopt the revised 2025 strategic objectives and goals for the Executive Director's performance evaluation. Because the motion came from a committee, no second was required. The motion was approved by unanimous vote.

Trustee Gamel: The Benefits Committee met today and reviewed two disability applications. The City's doctor recommended against approval for both applications. The Committee passed a motion supporting the doctor's disapproval of both disability retirement requests. Because the motion came from a committee, no second was required. The motion was approved by unanimous vote.

Executive Session
Chair Moller moved to enter Executive Session pursuant to Revised Code Section 121.22(G) and Municipal Code Section 121-7 to discuss Board Council matters subject to pending and imminent court action. The motion was seconded by Trustee Gamel and approved by unanimous vote.

Informational – Staff Report
Marquette Investment Report
Chair Moller: The YTD performance is about on par with the benchmark. The portfolio remains slightly underweight in fixed income and overweight in private equity relative to policy.

Director Salstrom: Marquette performance report covers through July 31. YTD return is +8.4%, driven by strong US and International equity markets (both near double-digit returns). Results are in line with the policy benchmark. Investment documents for Sapphire Ventures completed. WindRose investment documents expected to be finalized soon (this week or next).

Dashboard Reports
Return Dashboard (Through July 31):
- Outperforming assumed rate of return over 1, 3, and 5 years.
- Compared to a passive 70/30 benchmark: lagging in short-term (1 & 3 years) due to US market strength but outperforming over 5 years.
- In line and outperforming policy benchmark over 1, 3, and 5 years.

Demographics Dashboard:
- Tracks actives, retirees, deceased, terminated, and DROP members (2021-2025).
- Current YTD numbers appear normal and in line with expectations.

Benefits Dashboard
- Dollars paid out YTD vs. prior 4 years are tracking as expected; no anomalies.

Risk Dashboard:
- Further review of Cybersecurity planned for next Performance Evaluation Committee meeting.
- Anticipated risk rating changes: Personnel (high to medium) and Counterparty (medium to low).

Strategic Asset Allocation & Liability:
- Portfolio generally aligned with policy benchmark.
- Underweight domestic equity; overweight private equity, infrastructure, and real estate.
- Slight underweight in fixed income.

Liquidity Dashboard:
- Portfolio breakdown: 2/3 liquid, 18% less liquid, 17% illiquid.
- Illiquid holdings consistent with prior reports (17-17.5%).
- Confident in liquidity to meet monthly benefit obligations.

Compliance Dashboard:
- All items in compliance; review dates noted; no issues.

Budget Dashboard:
- Staffing under budget due to vacancies; expected to align once fully staffed.

- Data processing variance due to timing of consulting purchases.
- Professional fees will adjust once Sapphire and WindRose legal bills are finalized.

Staff Update
JoAnne Niesen will transition into the Members Counselor role. Her current Administrative Specialist position (supporting pension operations) will need to be filled. Work continues with HR to finalize the Investment Analyst role description. Anticipated posting within the next month. Goal to have interviews by year-end. Both positions are in progress.

Eyecare RFP Update
Procurement granted final approval to award the contract last week. The Law Department is reviewing contract documents and scope. The Vendor is the same as previously used so no significant issues are expected. The only change is the addition of a buy-up option. It is on track for completion ahead of Open Enrollment.

Healthcare Survey Update
Horan (healthcare consultant) will present survey results in December. Participation levels have been strong. The goal is to gather insights to guide future benefit options. Last year's survey led to dental and vision buy-up options; similar outcomes are anticipated.

Fiduciary Audit Recommendations Update
Two outstanding items remain: 4.2 and 4.3. Both will be addressed through a CEM Benchmarking survey. The survey will provide insight into investment practices (fees, diversification, etc..) and pension operations compared to peer group practices. Expected outcomes include identifying gaps vs. peers (e.g., ability to process documents/changes online) and use findings to resolve outstanding fiduciary audit recommendations.

Old Business
Governance Manual
Work with the graphic designer has resumed. A hard copy example of the handbook created was available for review. Governance Manual is expected to be finalized by the next Board meeting. Trustees' handbook may follow as the next project.

Update on CRS Annual Report to Council
This was presented to the Budget & Finance Committee on Monday. The presentation went well; Director Salstrom provided a strong summary of current status. Chair Moller emphasized his encouragement to Council to adopt the incremental annual increase as an official policy, so it can be updated periodically and incorporated into the budget process.

New Business
No New Business to Discuss.

Adjournment
Following a motion to adjourn by Trustee Menkhaus and seconded by Trustee Morris. The Board approved the motion by unanimous roll call vote. The meeting was adjourned at 2:49 p.m.

Meeting video link: https://archive.org/details/crs-board-9-11-25

Next Meeting: Thursday, November 6, 2025, at 2:00 p.m. – City Hall Council Chambers and via Zoom

Jon Salstrom ______________________

Secretary