

**REGULAR MEETING OF THE ANNUITY AND PENSION BOARD
EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
789 N. WATER ST. (Employees' Retirement System)
TUESDAY, NOVEMBER 26, 2024 – 9:00 A.M.**

Special Notice: The meeting will be held remotely via video conference. Instructions on how to observe the meeting will be available on ERS's website (www.cmers.com) prior to the meeting.

Please note and observe the following remote attendance etiquette to ensure a smooth and productive meeting:

- In order to cut down on background noise, participants in the meeting should put their phones on mute when they are not participating.
- At the start of the meeting, the Chairman will announce the names of the members of the Board present on the call, as well as anyone else who will be participating.
- Please request to be recognized by the Chairman if you would like to speak.
- Those participating on the call should identify themselves whenever they speak, and should ensure that the other participants on the call can hear them clearly.

REGULAR MEETING

I. Approval of Minutes.

- A. Regular Meeting Held October 22, 2024.

II. Chief Investment Officer Report.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following items (II.A., II.B., and II.C.), as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Board may then vote to reconvene in open session following the closed session.

- A. Approval of Abbott Capital Private Equity Investors 2025, L.P. Side Letter.
- B. Approval of Apogem Private Equity Fund XI, LP Amended and Restated Side Letter.
- C. Approval of Apogem Private Equity Fund X, LP Amended and Restated Side Letter.

III. Investment Committee Report.

- A. Approval of Loomis Sayles Guideline Clarification.

IV. New Business.

- A. Wisconsin Open Meetings Law Compliance Training.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (IV.B.), as provided in Section 19.85(1)(d), Wisconsin State Statutes, to consider “strategy for crime detection and prevention.” The Board may then vote to reconvene in open session following the closed session.

- B. Risk Assessment by CLA.
- C. Retirements, Death Claims, and Refunds (October).
- D. Proposed 2025 Board and Committee Meeting Dates.
- E. Pension Board Election Results.
- F. Conference Requests – November 26, 2024 Board Meeting.
- G. Approval of Medical Council Fee Revision.
- H. Approval of Medical Council Alternate Doctor.
- I. Approval of Independent Reviewer/Hearing Examiner Charles Kahn.

V. Medical Reports.

- A. All Duty & Ordinary Disability Applications & Re-examinations (November).

VI. Unfinished Business.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VI.A.), as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Board may then vote to reconvene in open session following the closed session.

- A. Pending Legal Opinions and Service Requests Report.
- B. Pending Legislation Report.
- C. Executive Director's Report – Inventory of ERS Projects.

VII. Informational.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VII.A.), as provided in Section 19.85(1)(g), Wisconsin State Statutes, to confer with legal counsel concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The Board may then vote to reconvene in open session following the closed session.

- A. Pending Litigation Report.
- B. Conferences.
- C. Class Action Income 2024 YTD.
- D. Adjusted Quarterly Cost Basis of Equity.
- E. Minutes of the Investment Committee Meeting Held November 7, 2024.
- F. Report on Bills.
- G. Deployment of Assets.
- H. Securities Lending Revenue and Budget Report.
- I. Preliminary Performance Report and Asset Allocation.

MEETING REMINDERS

INVESTMENT COMMITTEE MEETING

THURSDAY, DECEMBER 5, 2024 – 9:00 A.M.

789 N. WATER ST.

ADMINISTRATION & OPERATIONS COMMITTEE MEETING

THURSDAY, DECEMBER 12, 2024 – 9:00 A.M.

789 N. WATER ST.

REGULAR MEETING OF THE ANNUITY AND PENSION BOARD

TUESDAY, DECEMBER 17, 2024 – 9:00 A.M.

789 N. WATER ST.

I.

APPROVAL OF MINUTES

- A. Regular Meeting Held October 22, 2024.

**EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
ANNUITY AND PENSION BOARD**

Minutes of the Regular Meeting
held October 22, 2024 via teleconference

The meeting was called to order at 9:02 a.m.

Board Members Present: Matthew Bell, Chair
 Bill Christianson
 Deborah Ford
 Molly King
 Rudolph Konrad

Board Members Not Present: Timothy Heling (excused)
 Thomas Klusman (excused)
 Nik Kovac (arrived 9:02 a.m.)

Retirement System Staff Present: Jerry Allen, Executive Director
 Melody Johnson, Deputy Director
 David Silber, Chief Investment Officer
 Erich Sauer, Deputy Chief Investment Officer
 Thomas Courtright, Pension Investment Analyst – II.
 Aaron Shew, Pension Investment Analyst – II.
 Daniel Gopalan, Chief Financial Officer
 Jeff Shoher, Chief Technology Officer
 Gust Petropoulos, Deputy Director – Disability
 Mary Turk, Business Operations Analyst
 Jan Wills, Board Stenographer

Others Present: Bryant Ferguson, Reinhart Boerner Van Deuren; David Zee, Callan; Lauren Albanese, Financial Investment News; Patrick McClain, Travis Gresham, City Attorney's Office; Terry Siddiqui, DS Consulting, Inc., eight members of the public called in to the meeting.

Regular Meeting.

Approval of Minutes.

Regular Meeting Held July 30, 2024. Mr. Bell noted the minutes were held over due to a question from Mr. Klusman. Mr. Allen added that Mr. Klusman was agreeable with the revision where he quoted an NCPERS pamphlet. It was moved by Mr. Kovac, seconded by Ms. King, and unanimously carried, to approve the Regular Meeting Held July 30, 2024.

Regular Meeting Held September 24, 2024. It was moved by Mr. Bell, seconded by Mr. Konrad, and unanimously carried, to approve the Regular Meeting Held September 24, 2024.

Chief Investment Officer Report.

Mr. Bell advised that the Annuity and Pension Board may vote to convene in closed session on the following item (II.A.), as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Board may then vote to reconvene in open session following the closed session.

It was moved by Mr. Christianson, seconded by Ms. Ford, and unanimously carried, to convene in closed session. The motion prevailed by the following roll call vote: AYES: Mses. Ford and King; Messrs. Bell, Christianson, Konrad, and Kovac. NOES: None.

The Board convened in closed session at 9:07 a.m.

The Board reconvened in open session at 9:16 a.m.

Approval of Apogem Private Equity Fund XI, L.P. Side Letter. It was moved by Ms. King, seconded by Ms. Ford, and unanimously carried, to approve the Approval of Apogem Private Equity Fund XI, L.P. Side Letter.

Approval of Loomis Sayles Guideline Change. Mr. Sauer discussed the memo presented to the Board which is in regard to the Loomis Sayles Guideline Change for a merger that Dish Network is involved in. He said Dish Network was approached by a company called EchoStar and Dish bondholders have an option to convert their securities into new securities issued by EchoStar or the new merged entity. Mr. Sauer stated Loomis was to participate in that security exchange because it will be a stronger entity and the new securities will have better collateral. He said the Loomis guidelines do not have language referencing whether or not Loomis can participate in these types of transactions. Loomis is proposing to add that language to accept securities as part of an exchange. Mr. Sauer said this was discussed with Callan who said these transactions are becoming more common. He said Callan and Staff is supportive of this. Mr. Silber noted this was a time-sensitive issue for Loomis so it is on today's agenda rather than the November 7 Investment Committee Meeting agenda. It was moved by Mr. Bell, seconded by Mr. Christianson, and unanimously carried, to approve the Approval of Loomis Sayles Guideline Change.

Approval of Loomis Sayles Guideline Recommendation. Mr. Sauer said this item is also related to the Dish merger. He said the Dish bonds are in the 3% downgraded securities bucket so Loomis is allowed to hold up to 3% in securities that are downgraded below B- and B3. Mr. Sauer said the value of the Dish bonds spiked within the last month and certain of the bonds are up over 50% which has caused Loomis to exceed the 3% limit based on the value of the Dish bonds going up. He said Loomis believes there is still meaningful upside to these bonds, and has requested permission to exceed the 3% limit so they are not forced to sell these bonds. It was moved by Mr. Konrad, seconded by Mr. Christianson, and unanimously carried, to approve the Approval of Loomis Sayles Guideline Recommendation. Discussion ensued.

As a matter of information, Board members received the October 22, 2024 Performance Update. Mr. Sauer said the Fund as of September 30, 2024, had a value of \$6.06 billion dollars.

He said the Fund return of 1.3% in September, net of fees, underperformed the blended benchmark by approximately 47 basis points. Mr. Sauer said the main drivers of relative performance were Manager Selection with Private Equity detracting 37 basis points and Style Bias with Public Equity, primarily Small and Value Bias, detracting 11 basis points. He said the Fund has underperformed the benchmark in the year-to-date and one-year time periods, while outperforming in the longer time periods shown. Mr. Sauer said as of October 21, 2024, the Fund return is down 0.7% month-to-date, bringing the year-to-date return to up 7.8%, net of fees, and the Fund value to \$6.02 billion. He noted seven out of 15 active mandates are outperforming year-to-date. Mr. Sauer said the Fixed Income, Absolute Return and Real Assets asset classes are outperforming their respective benchmarks year-to-date. He said year-to-date, the Fund has seen a change in the value of investments of \$457.6 million, paid benefits and expenses of \$382.3 million, and has received contributions of \$239.0 million. Mr. Sauer concluded they have not yet determined whether to set up monthly withdrawals this month as this meeting falls earlier in the month.

New Business.

Retirements, Death Claims, and Refunds (September). Mr. Allen presented the following activity for the month of September 2024.

Administrative Withdrawal	\$17,716.69
Full Refund	\$96,292.22
Active Death Benefits reported	\$0.00
Deferred Death	\$0.00
Deferred Death-Member Only Refund	\$0.00
Ordinary Death Benefits reported	\$56,693.22
Retired Death Benefits reported	\$22,515.03
Survivor Death – Termination Benefits reported	\$7,992.32
Refund of Member Contributions paid	\$51,528.87

It was moved by Mr. Bell, seconded by Mr. Christianson, and unanimously carried, to approve the Retirements, Death Claims, and Refunds report for September 2024.

Conference Requests – October 2024 Board Meeting. Mr. Allen said there were no conference requests this month.

Medical Reports.

Mr. Allen and Mr. Petropolous presented certifications (October 2024) of the Fire and Police Medical Panel Physicians and the Medical Council relative to Duty & Ordinary Disability Retirement benefits as follows:

All Duty & Ordinary Disability Applications & Re-examinations (October).

<u>Police – Re-examinations – Duty</u>	<u>Recommendation</u>
Alejandro Arce	Approval
Michael Pendergast	Approval
<u>Police – Re-examinations – Ordinary</u>	<u>Recommendation</u>
Ruby Esqueda	Approval
Mark Johnson	Approval
Todd Rendon	Approval
<u>Fire – Re-examinations – Duty</u>	<u>Recommendation</u>
Christopher Gauthier	Approval
Andrew Korducki	Approval
Walter Price	Approval
<u>General City – Applications – Duty</u>	<u>Recommendation</u>
Yolanda Thomas	Denial
<u>General City – Re-examinations – Duty</u>	<u>Recommendation</u>
Tina Swanson	Approval
<u>General City – Applications – Ordinary</u>	<u>Recommendation</u>
Yolanda Thomas	Approval
Effective 05/25/2024	
<u>General City – Re-examinations – Ordinary</u>	<u>Recommendation</u>
Valerie Chapman	Approval

It was moved by Ms. Ford, seconded by Mr. Konrad, and unanimously carried, to approve the Duty & Ordinary Disability Applications & Re-examinations for October.

Unfinished Business.

Approval of Annual Financial Statements For Year Ended December 31, 2023. Mr. Allen noted Mr. Gopalan, ERS CFO, and he asking the Board to approve the annual financial statements for last year. He mentioned the basic financial statements are an element of the ACFR. Mr. Gopalan said the ACFR is a more comprehensive financial report consisting of:

- The management discussion and analysis,
- The basic financial statements which include the statement of change, the income statement, and the statement of net position which is the balance sheet. He stated part of the basic financial statements are the notes as well,
- the required supplementary information,
- the statistics section.

He concluded the basic financial statements are the income statement, balance sheet, and the notes.

It was moved by Ms. King, seconded by Mr. Christianson and unanimously carried, to approve the Approval of Annual Financial Statements For Year Ended December 31, 2023.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (V.B.) as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Board may then vote to reconvene in open session following the closed session.

The Board did not convene in closed session as noticed.

Pending Legal Opinions and Service Requests Report. Mr. Allen said there were many inquiries that came in after the adoption of Act 12 regarding what would happen with rehires after they had left City or City agency employment. Mr. McClain said the lengthy opinion was issued in September. He noted there were two takeaways from this opinion, the first being the City Attorney's Office interpreted the language of Section 241 of Act 12 which is now codified in Section 14 of Chapter 396 of the Laws of 1937. Mr. McClain reminded the Board that the Laws of 1937 are the enabling legislation for the creation of the ERS pension trust as well as defining the membership eligibility criteria for ERS membership. He said Act 12 modified or added an express exclusion criteria to the definition of employee in that law which had the effect of limiting who was eligible to join the ERS. Mr. McClain said this opinion interpreted that language which was a bit wordy, but it was concluded that the new language covers any employee of the City or City agency who was hired or re-hired on or after January 1st, 2024 to a position that the person did not occupy as an active employee on December 31, 2023. He said the practical effect of section 241 and that interpretation means that most City employees hired after December 31, 2023 will be enrolled in the WRS instead of the ERS. Mr. McClain said the only individuals eligible for re-enrollment in the ERS who are returning to City employment after December 31, 2023 are individuals who held the same position on December 31, 2023. He said the second conclusion reached by the opinion is essentially that Act 12's pension-related provisions were a legitimate exercise of legislative authority. Mr. McClain said the question posed to the City Attorney's Office was whether Act 12 violated the contractual rights of any ERS member and it was determined that

the right that could be implicated by Act 12 was the right of an inactive, separated ERS member to resume active ERS membership upon re-employment with the City. He said this required the City attorneys to focus on the contract law under the Wisconsin constitution distilled down. Essentially, he said, Wisconsin jurisprudence has interpreted the Wisconsin constitution to allow the State Legislature to impair existing contracts if there is a significant and legitimate purpose for that legislation. Mr. McClain said the opinion concludes that regardless of whether ERS members have a contractual right to resume active ERS membership during future periods of employment, Act 12 would still be upheld as a legitimate exercise of legislative authority. He said in reaching this conclusion, they made a few observations, the first being that they were unable to determine conclusively whether there is, in fact, a right for ERS members to resume active membership upon re-employment. Mr. McClain added that this question was unique in that the holders of this right would have been separated from City employment and inactive members of the ERS, essentially what is referred to as a deferred member. He said there is no case law on this issue and it is difficult to make a conclusive determination as to whether such a right exists. Mr. McClain said the more recent cases from the Wisconsin Court of Appeals and the Wisconsin Supreme Court create skepticism as to whether a right exists. He said those courts have been reluctant to identify present contractual rights to future benefit accruals in various contexts, particularly related to health insurance and in certain circumstances, pension benefits. Mr. McClain said the second notable observation is that even if there were a contractual impairment by a substitution of WRS benefits for ERS benefits, it is a compensating fact that would serve to mitigate the degree of the impairment. He stated, as noted in the opinion, the costs and the benefits provided by the WRS and ERS are not identical, but they are similar. Mr. McClain said, in addition to that, ERS members who are enrolled in the WRS based on future employment, do receive some additional perks related to their ERS benefits, specifically adjustment to final average salary. He noted because the benefits of WRS and ERS are similar, the Court would view any related contractual impairment with less scrutiny than it otherwise would have. Mr. McClain commented on the third and final observation and said the most clear conclusion related to the contract laws, is that even if the ERS members have this hypothetical right, Act 12 clearly furthers this significant, legitimate public purpose, such that they are confident the Court would uphold it as a legitimate exercise of legislative authority. He said the most concrete indicator to confirm this conclusion is a 2014 Wisconsin Supreme Court case called *Madison Teachers*, upholding 2011 Wisconsin Act 10 which prohibited collective bargaining over pension benefits by General City employees and also prohibited employers from paying the employee's share of the pension contribution. Mr. McClain stated just like the events that preceded Act 12, the Court considered the events preceding Act 10, which it described as a period of fiscal uncertainty, and the Wisconsin Supreme Court made the observation that pension costs were threatening the City's ability to maintain staffing levels. He said at length in the opinion, there was a legislative record built that essentially confirmed the presence of those two factors – the so-called fiscal cliff facing the City of Milwaukee leading up to Act 12 which mirrored the fiscal uncertainty that preceded Act 10, and based on that similar set of conditions back in 2014, the Supreme Court of Wisconsin concluded that Act 10 was a legitimate act of legislative authority, based on two significant state interests furthered by the legislation. The first of these, he stated, is that the State has an interest in maintaining uniform regulations of public pension plans in order to reduce fiscal strain and the second is that the state has an interest in maintaining a functioning civil service system. Mr. McClain said because those interests are present to an equal degree in the considerations leading up to Act 12, as they were leading up to Act 10, the City Attorney's office opinion concludes that, if subject to review, a Court would rather clearly, we are confident of this

conclusion, confirm that Act 12 was a legitimate exercise of legislative authority. He said, in summary, the opinion does two things – it provides guidance on how to sort new hires into either the WRS or the ERS and also confirms that Act 12 was a proper exercise of legislative authority. Discussion ensued.

Pending Legislation Report. Mr. Allen stated there are no items to report on Pending Legislation.

Executive Director’s Report – Inventory of ERS Projects. As a matter of information, Staff presented a report on the ERS projects and updated the Board on ERS activities, a copy of which is on file with the ERS.

Informational.

Mr. Bell advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VI.A.) as provided in Section 19.85(1)(g), Wisconsin State Statutes, to confer with legal counsel concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The Board may then vote to reconvene in open session following the closed session.

It was moved by Mr. Christianson, seconded by Ms. Ford, and unanimously carried, to convene in closed session. The motion prevailed by the following roll call vote: AYES: Mses. Ford and King; Messrs. Bell, Christianson, Konrad, and Kovac. NOES: None.

The Board convened in closed session at 10:32 a.m.

The Board reconvened in open session at 10:48 a.m.

- 1) Pending Litigation Report.
- 2) Conferences.
- 3) Class Action Income 2024.
- 4) Minutes of the Administration & Operations Committee Meeting Held September 19, 2024.

The following is a list of activities since the last Board meeting, copies sent with meeting notice and attached to minutes:

- 5) Report on Bills.
- 6) Deployment of Assets.
- 7) Securities Lending Revenue and Budget Report.
- 8) Preliminary Performance Report and Asset Allocation.

Mr. Bell accepted and placed the Informational items on file.

There being no further business to come before the meeting, it was moved by Ms. Ford and seconded by Ms. King to adjourn the meeting.

Mr. Bell adjourned the meeting at 10:49 a.m.

Bernard J. Allen
Secretary and Executive Director

NOTE: All proceedings of the Annuity and Pension Board Meetings and related Committee Meetings are recorded. All recordings and material mentioned herein are on file in the office of the Employees' Retirement System, 789 N. Water Street, Suite 300.)

II.

CHIEF INVESTMENT OFFICER REPORT

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following items (II.A., II.B., and II.C.), as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Board may then vote to reconvene in open session following the closed session.

- A. Approval of Abbott Capital Private Equity Investors 2025, L.P. Side Letter.
- B. Approval of Apogem Private Equity Fund XI, LP Amended and Restated Side Letter.
- C. Approval of Apogem Private Equity Fund X, LP Amended and Restated Side Letter.

Milwaukee Employees' Retirement System - November 26, 2024

Fund as of October 31, 2024

*Fund value of \$5.92b.

*Fund return of -1.7% in October, net of fees, underperformed by approximately 5bp.

*Primary Relative Perf. Drivers:
Public Equity Style Bias -19bp
Primarily Small and Int'l

Fixed Income

Loomis Sayles 5bp
Cash 4bp

*Fund has underperformed the benchmark in the YTD & 1-year periods, while outperforming in longer time-periods shown.

Nov. Update (as of 11/19/24)

*Fund return 0.6% MTD

*Fund return 7.3% YTD

*Fund value \$5.95b

*7 out of 15 active mandates outperforming YTD.

*Fixed Income, Absolute Return, & Real Assets asset classes outperforming their respective benchmarks YTD.

*Investment Change: \$428.0m

*Benefits & Expenses: 424.2m

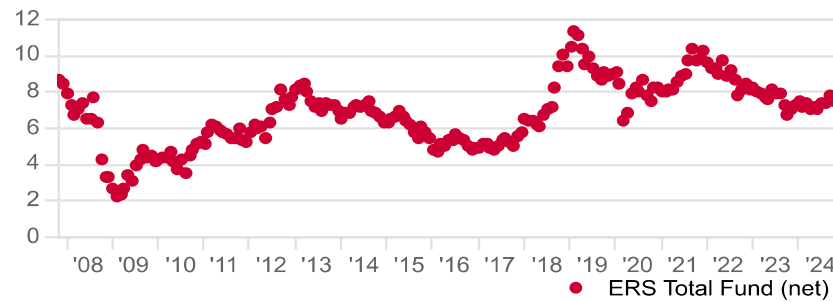
*Contributions: 241.7m

Monthly Withdrawals:

Benefits to be paid out of cash balances this month.

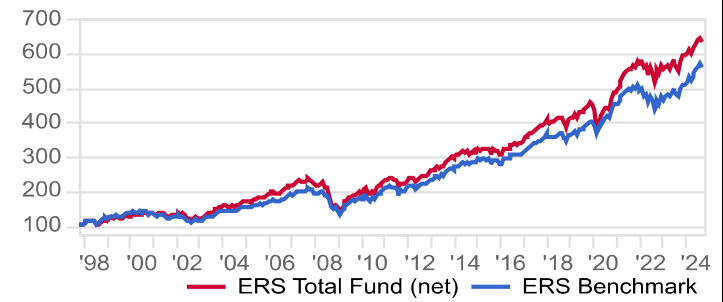
Total Fund - 10-Year Rolling Returns

11/28/1997 to 10/31/2024



Growth of \$100 - Total Fund & ERS Benchmark

11/28/1997 to 10/31/2024



Return Data

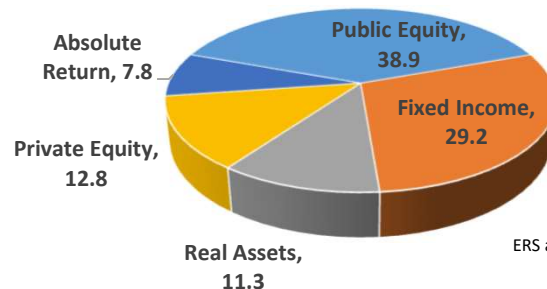
Source Data: Monthly Return

	1 Month	YTD	1 Year	5 Year	10 Year	15 Year	20 Year
Total Fund (net)	-1.7	6.7	15.3	7.6	7.5	8.5	7.1
ERS Benchmark	-1.7	9.6	18.5	7.6	7.1	8.2	7.0

Total Fund - 20-Year Risk & Return Data

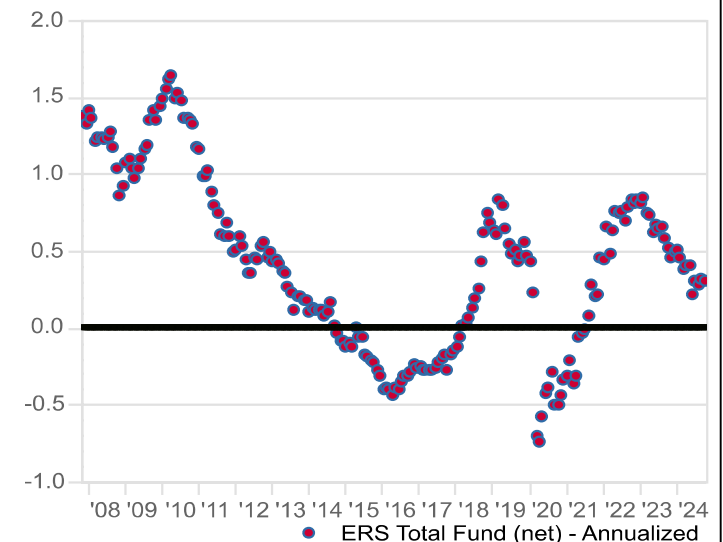
	Return	Std Dev	Tracking Error	Info Ratio (arith)	Sharpe Ratio	Alpha	Beta
Total Fund (net)	7.1	10.3	2.5	0.1	0.5	-0.4	1.1
ERS Benchmark	7.0	9.2	--	--	0.6	0.0	1.0

ERS Allocation as of October 31, 2024

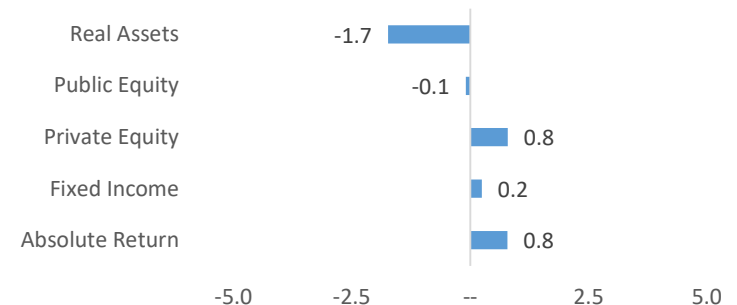


Total Fund - 10-Year Rolling Excess Returns

11/28/1997 to 10/31/2024



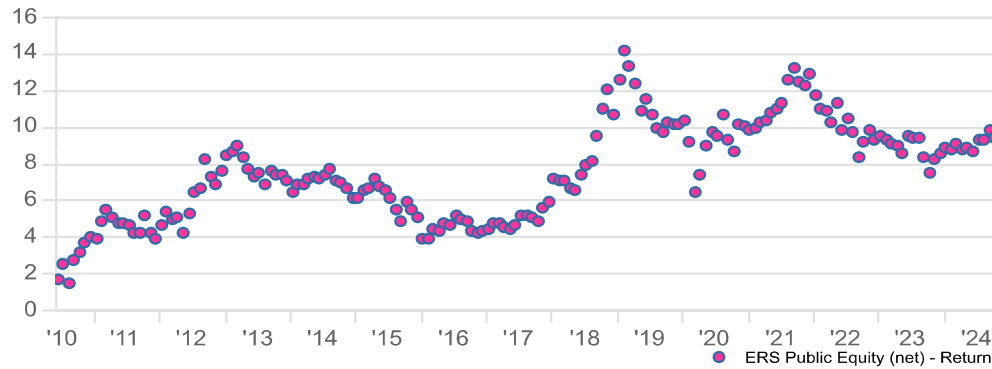
Asset Allocation vs Policy as of October 31, 2024



Milwaukee Employees' Retirement System - November 26, 2024

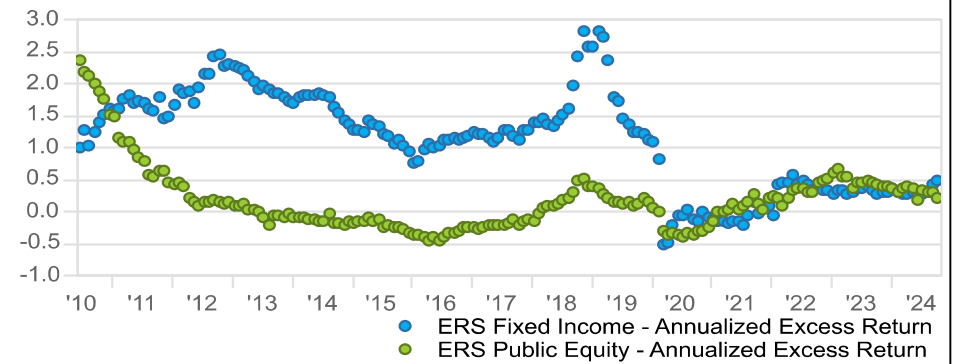
Public Equity - 10-Year Rolling Returns

06/30/2000 to 10/31/2024



Asset Class - 10-Year Rolling Excess Returns

06/30/2000 to 10/31/2024

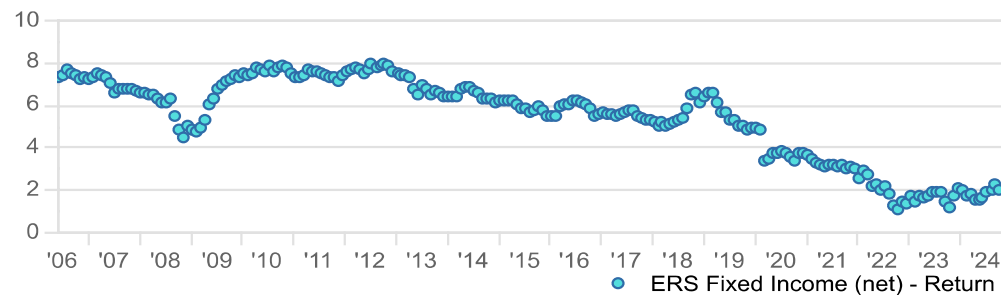


Return Data

	1 Month	YTD	1 Year	5 Year	10 Year	15 Year	20 Year
Public Equity	-2.8	12.4	29.7	11.3	9.7	10.9	8.5
Public Equity (net)	-2.8	12.1	29.2	10.9	9.3	10.5	8.1
Public Equity Benchmark	-2.3	15.1	32.3	10.7	9.1	10.3	8.1
MSCI ACWI IMI NR USD	-2.3	15.1	32.3	10.7	8.9	9.5	8.1

Fixed Income - 10-Year Rolling Returns

06/28/1996 to 10/31/2024



Return Data

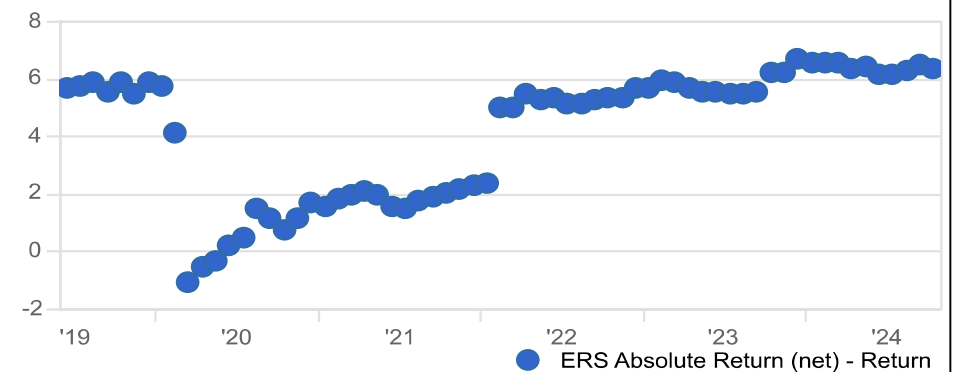
	1 Month	YTD	1 Year	5 Year	10 Year	15 Year	20 Year
Fixed Income	-2.3	2.9	12.2	0.1	2.1	3.4	4.2
Fixed Income (net)	-2.3	2.8	12.1	0.0	2.0	3.3	4.1
Bbg US Agg Bond TR USD	-2.5	1.9	10.5	-0.2	1.5	2.4	3.1

Risk Adjusted Returns (6/30/14* - 10/31/24)

	Return	Std Dev	Sharpe Ratio	Max Drawdown
Public Equity (net)	8.8	15.3	0.5	-25.3
Fixed Income (net)	1.8	6.5	0.0	-13.6
Absolute Return (net)	6.0	9.1	0.5	-27.1

Absolute Return - 5-Year Rolling Returns

06/30/2014 to 10/31/2024



Return Data

	1 Month	YTD	1 Year	5 Year	10 Year	Inception*
Absolute Return (net)	0.7	8.6	10.4	6.4	6.1	6.0
90-Day T-Bill + 3%	0.6	6.9	8.4	5.5	4.7	4.7

*Absolute Return inception date is June 30, 2014

III.

INVESTMENT COMMITTEE REPORT

A. Approval of Loomis Sayles Guideline Clarification.

November [], 2024

Loomis, Sayles & Company, L.P.
[Attn: Name of Contact]
One Financial Center
Boston, MA 02111

Dear [Mr./Ms. Name]:

We refer to the Investment Management Agreement, dated 21 March, 2007, by and between Loomis, Sayles & Company, L.P. ("Manager") and the Employees' Retirement System of the City of Milwaukee ("ERS"), as amended from time to time (the "Agreement").

The investment guidelines attached to the Agreement as Exhibit A, in effect as of the Amendment to the Agreement dated March 5, 2024, contain the following provision:

"Up to 20% of the market value of the portfolio may be invested in total equities (common and preferred) as determined at the time of purchase. Common stock shall be limited to 5% of the market value of the portfolio, as determined at the time of purchase."

ERS wishes to clarify the provision above with the following:

Outright purchases of dividend paying common stocks are NOT permitted. However, purchases of common stock deemed as "high conviction down the capital structure" by Loomis Sayles and common stock received as a result of restructure or conversion is permissible. The combined limit is 5% of the account market value at all times.

Please let us know of any questions, and indicate your understanding and acceptance of this letter by signing where indicated below and returning to us.

Sincerely,

**EMPLOYEES' RETIREMENT SYSTEM OF
THE CITY OF MILWAUKEE**

By: _____
Name: _____
Title: _____

ACKNOWLEDGED AND AGREED TO BY:

LOOMIS, SAYLES & COMPANY, L.P.

By: Loomis, Sayles & Company, Incorporated, its General Partner

By: _____
Name: _____
Title: _____

equity investing as an extension of credit

IDENTIFYING BEST RISK/REWARD ACROSS THE CAPITAL STRUCTURE

There may be times when we utilize an equity allocation as a way to express of our credit view:

- **Superior Convexity:** In certain instances we may like the fundamentals of a company but view the debt as rich because it is trading close to call price or is otherwise capped. In such a case we may move down to the equity if we believe there is strong earnings growth potential and valuation looks compelling.
- **Capital Structure Views:** There may be specific situations where owning both the debt and equity portion of the capital structure could provide the most attractive potential outcomes.

diversification

DIVIDEND PAYING STOCKS, LIKE BROAD EQUITIES, ARE A SOURCE OF DIVERSIFICATION

CORRELATION BETWEEN VARIOUS ASSET CLASSES

	US TREASURYS	US AGGREGATE	INVESTMENT GRADE BOND	HIGH YIELD BOND	DIVIDEND EQUITY	EQUITY
US TREASURYS	1	0.93	0.70	0.020	0.03	-0.05
US AGGREGATE	0.93	1	0.89	0.31	0.22	0.19
INVESTMENT GRADE BOND	0.70	0.89	1	0.58	0.36	0.39
HIGH YIELD BOND	0.02	0.31	0.58	1	0.55	0.67
DIVIDEND EQUITY	0.03	0.22	0.36	0.55	1	0.87
EQUITY	-0.05	0.19	0.39	0.67	0.87	1

Source: S&P Capital IQ, Bloomberg, Russell. Data is from 12/31/1989 through 12/31/2023

Dividend Equity is defined as an equal weighted universe of all dividend paying stocks in the Russell 1000 Index.

Equity refers to the Russell 3000 Index.

The following Bloomberg indices are used as proxies for fixed income (in order): US Treasury Index, US Aggregate Index, US Corporate Investment Grade Index, and US Corporate High Yield Index.

Memorandum

To: Annuity and Pension Board
From: Erich Sauer, CFA, CAIA
Date: October 22, 2024
Re: Loomis Sayles Guideline Requests

This memo addresses agenda items II. B. and C. related to the guidelines for the portfolio Loomis Sayles manages on our behalf. The first is an additional guideline that gives Loomis the ability to participate in security exchanges as part of corporate reorganizations. This issue arose recently as Dish Network, whose securities Loomis owns in our portfolio, became the subject of a merger offer. As part of the merger, Dish bondholders are being offered the option to convert to bonds of the new, merged entity. Because it is likely these bonds will have better collateral, with a stronger parent, Loomis would like to convert and continue to hold the securities.

Loomis requires this conversion language because the Dish bonds, with current ratings ranging from CC to CCC, fall into the 3% “downgraded securities” bucket in our portfolio. Loomis is allowed to continue to hold securities downgraded below B-/B3, but may not purchase them. Their compliance department treats a conversion as a new purchase, so they need the specific conversion language in the guidelines to make the transaction permissible.

Staff discussed this with Callan, and we are both supportive of approving the conversion language in the guidelines. This is a scenario that is not contemplated by the current guidelines, so it makes sense to modify them to address it. Callan also made the point that these types of transactions are becoming more and more common in fixed income markets, and Loomis needs the tools to navigate them. In addition, while we appreciate Loomis being conservative in the way they apply the guidelines, one could also make the argument that converting a security in the downgrade bucket to another similar security, due to a corporate action, is not the same thing as a purchase.

Loomis’ second guideline request involves the downgraded securities bucket. This request is also related to the Dish merger offer, in a way. News of the merger caused the value of the Dish bonds in the portfolio to spike, which led to the value of the downgraded securities bucket exceeding the 3% limit. Our investment policy states that when a market movement causes a portfolio to move outside of guidelines, the manager is to notify us, and recommend a course of action. The board then makes a decision on the manager’s recommendation within 30 days.

Loomis’ recommendation is that the board grant them the ability to allow the portfolio to exceed the 3% limit to the downgrade bucket. This is a good outcome, and is the reason we allow Loomis to continue to hold securities that have been downgraded – so they can have time to recover value that Loomis believes the securities still have.

Staff discussed this matter with Callan, and we feel that the appropriate course of action is to approve Loomis' recommendation to allow the portfolio to exceed the 3% limit for a defined time period. This would allow Loomis to continue to hold the Dish bonds, and extract what they believe the greatest possible value to be, while still keeping them accountable to the Board for the downgraded securities in the portfolio.

In the past, the Board has granted either 90- or 180-day approvals for an item like this, and we've found it works best to make the number of days approximate, and specify a monthly board meeting where the item will need to be revisited. In this case, we would be looking at the January 2025 board meeting for a roughly 90-day time period, or the April 2025 board meeting for a roughly 180-day time period.

Finally, Staff has one additional item to report with respect to Loomis. In our recent due diligence visit and subsequent follow-up conversations with Loomis, we learned some additional information about the way they have been utilizing the up to 5% common stock allocation allowed by the guidelines. Essentially, they've been investing it in a basket of stocks where the returns are more likely expected to be driven by dividend growth/capital appreciation, as opposed to income. While not a guideline violation, Staff discussed this with Callan, and we agreed that it was not in the spirit of the mandate for a fixed income portfolio. We have instructed Loomis to discontinue investing in the basket of dividend growth stocks.

IV.

NEW BUSINESS

A. Wisconsin Open Meetings Law Compliance Training.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (IV.B.), as provided in Section 19.85(1)(d), Wisconsin State Statutes, to consider “strategy for crime detection and prevention.” The Board may then vote to reconvene in open session following the closed session.

- B. Risk Assessment by CLA.
- C. Retirements, Death Claims, and Refunds (October).
- D. Proposed 2025 Board and Committee Meeting Dates.
- E. Pension Board Election Results.
- F. Conference Requests – November 26, 2024 Board Meeting.
- G. Approval of Medical Council Fee Revision.
- H. Approval of Medical Council Alternate Doctor.
- I. Approval of Independent Reviewer/Hearing Examiner Charles Kahn.

Retirement Type	Retirement SubType	Last Name	First Name	Retirement Date	Option	Department
Regular	Deferred	HILL	PHILLIP	6/24/2021	MAX	CITY OF MILWAUKEE
Regular	Deferred	BECHU	LAURENCE	4/21/2023	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	MAXWELL MOSLEY	FRANCINE	11/28/2023	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	KING	ANNA	4/22/2024	MAX	MPD - OPERATIONS
Regular	Service	EDWARDS	ANGELA	6/14/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	EVERETT	VIVIAN	6/15/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	RED	EULA	7/29/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	TAYLOR	MICHELLE	8/12/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	THOMPSON	RICHARD	9/1/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	KOWALSKI	DANIELLE	9/2/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	GRIMES	WAYNE	9/6/2024	MAX	MILWAUKEE POLICE DEPARTMENT
Regular	Deferred	STIGLER	JOAN	9/7/2024	MAX	MILWAUKEE POLICE DEPARTMENT
Regular	Service	DEROUNE	GENE	9/7/2024	MAX	DPW-OPS-SANITATION
Regular	Deferred	WILLIAMS	JOE ANN	9/9/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Involuntary Separation	CRIVELLO	CHAD	9/9/2024	MAX	MILWAUKEE POLICE DEPARTMENT
Regular	Deferred	HERMANN	WENDY	9/12/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	JAROSCH	THOMAS	9/13/2024	MAX	MILWAUKEE FIRE DEPARTMENT
Regular	Service	SLOTTKE	DENNIS	9/13/2024	MAX	DPW-INFRASTRUCTURE-ELECTRICAL
Regular	Service	BUELL	KATHLEEN	9/14/2024	50	MILWAUKEE POLICE DEPARTMENT
Regular	Service	REVELS	BERT	9/14/2024	MAX	DPW-OPS-FLEET SERVICES
Regular	Service	SMITH	DWAYNE	9/14/2024	MAX	DPW-OPS-FLEET SERVICES
Regular	Deferred	PEREZ	FRANCES	9/19/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	OLEJNICZAK	JOHN	9/19/2024	75	VEOLIA ENVIRONNEMENT
Regular	Service	BOWIE	ICEY	9/21/2024	50	MILWAUKEE POLICE DEPARTMENT
Regular	Deferred	SCHERKENBACH	KATHLEEN	9/23/2024	MAX	DEPT OF EMPLOYEE RELATIONS
Regular	Involuntary Separation	MONTGOMERY-WRIGHT	LAQUISIA	9/24/2024	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	RODEWALD	WILLIAM	9/27/2024	100	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	CAMPOS	RONALD	9/28/2024	MAX	MILWAUKEE POLICE DEPARTMENT
Regular	Service	CORNELIUS	JAMES	9/28/2024	MAX	DPW-OPS-SANITATION
Regular	Service	ROBINSON	ROBERTA	9/28/2024	MAX	MILWAUKEE POLICE DEPARTMENT
Regular	Service	VALLEY	NATE	9/29/2024	MAX	FIRE - FIREFIGHTING

Board Report - October 2024

					Deaths
Type	Last Name	First Name	Death Date	Payment Date	Amount
Deferred Death	GOC	NATHAN	5/31/2024	10/31/2024	\$ 28,445.17
Retiree Death-Termination	AVERILL	WILLIAM	9/11/2024	10/31/2024	\$ 378.25
Retiree Death-Termination	BIRCH	BARBARA	9/5/2024	10/31/2024	\$ 184.73
Retiree Death-Termination	BROWN	GARY	7/13/2021	10/31/2024	\$ 2,076.09
Retiree Death-Termination	DAVIS	CHARLES	7/16/2024	10/31/2024	\$ 1,019.21
Retiree Death-Termination	GORDON	DELORES	6/6/2023	10/31/2024	\$ 84.87
Retiree Death-Termination	HUNT	ESTELLA	4/29/2024	10/31/2024	\$ 458.45
Retiree Death-Termination	JONES	ROBERT	8/9/2024	10/31/2024	\$ 516.84
Retiree Death-Termination	KACZKOWSKI	DOLORES	8/3/2024	10/31/2024	\$ 10.59
Retiree Death-Termination	KELSEY	KATHLEEN	9/16/2024	10/31/2024	\$ 800.14
Retiree Death-Termination	KOLLER	EUNICE	8/30/2024	10/31/2024	\$ 1,256.00
Retiree Death-Termination	KUPFER	GEORGE	6/4/2023	10/31/2024	\$ 276.59
Retiree Death-Termination	LIEDTKE	JANIS	9/28/2024	10/31/2024	\$ 476.21
Retiree Death-Termination	MILEWSKI	JOHN	5/12/2023	10/31/2024	\$ 1,083.24
Retiree Death-Termination	MORALES	ROBERT	7/14/2024	10/31/2024	\$ 1,302.44
Retiree Death-Termination	MORGAN	MARIE	8/23/2022	10/31/2024	\$ 155.03
Retiree Death-Termination	OATIS	GLORIA	11/10/2022	10/31/2024	\$ 193.73
Retiree Death-Termination	POND	IRMGARD	8/13/2022	10/31/2024	\$ 149.50
Retiree Death-Termination	SKORCZ	JAMES	9/17/2022	10/31/2024	\$ 697.72
Retiree Death-Termination	SOBIESCZYK	THERESA	5/18/2023	10/31/2024	\$ 381.66
Retiree Death-Termination	STAHLER	PATRICIA	2/16/2023	10/31/2024	\$ 238.21
Retiree Death-Termination	SUVAKA	GEORGE	4/14/2024	10/31/2024	\$ 1,437.47
Retiree Death-Termination	TESKE	LORRAINE	9/29/2022	10/31/2024	\$ 389.43
Retiree Death-Termination	TRAUT	EUGENE	8/5/2024	10/31/2024	\$ 208.61
Retiree Death-Termination	TUCHEL	THOMAS	5/4/2024	10/31/2024	\$ 179.34
Retiree Death-Termination	WASHINGTON	MAGGIE	2/12/2020	10/31/2024	\$ 165.47
Retiree Death-Termination	WOODS	NATHANIEL	1/23/2023	10/31/2024	\$ 571.23
Surv Death-Termination	CALLIES	GERALDINE	12/26/2022	10/31/2024	\$ 593.78
Surv Death-Termination	GILBERT	ANNIE MAE	3/20/2023	10/31/2024	\$ 379.79
Surv Death-Termination	GRZONA	MILDRED	5/11/2024	10/31/2024	\$ 257.72
Surv Death-Termination	KLEIMAN	MARY	7/10/2022	10/31/2024	\$ 358.31
Surv Death-Termination	KOLLER	EUNICE	8/30/2024	10/31/2024	\$ 1,467.37

Type	Last Name	First Name	Death Date	Payment Date	Amount
Surv Death-Termination	LARSON	REGINA	10/15/2022	10/31/2024 \$	682.05
Surv Death-Termination	LOTH	PATRICIA	2/18/2023	10/31/2024 \$	760.16
Surv Death-Termination	MARTIN	ROBERT	5/9/2023	10/31/2024 \$	385.35
Surv Death-Termination	OSIECZONEK	LORRAINE	7/24/2024	10/31/2024 \$	452.93
Surv Death-Termination	REIFSCHNEIDER	ROSE MARIE	6/9/2023	10/31/2024 \$	192.82
Surv Death-Termination	SCHEINOHA	ROSEMARY	11/15/2022	10/31/2024 \$	121.87
Surv Death-Termination	STAHLER	PATRICIA	2/16/2023	10/31/2024 \$	234.07
Surv Death-Termination	THELANER	JEAN	8/15/2024	10/31/2024 \$	2,496.82
TOTAL \$					51,519.26
Retiree Death-Cont Opt	BOWES	EDMUND	9/26/2024	10/1/2024	
Retiree Death-Cont Opt	GNAS	DANNETTE	9/22/2024	10/1/2024	
Retiree Death-Cont Opt	GORECKI	MICHAEL	9/21/2024	10/1/2024	
Retiree Death-Cont Opt	KAISER	KATHRYN	9/6/2024	10/1/2024	
Retiree Death-Cont Opt	MACKAI	THOMAS	10/11/2024	10/1/2024	
Retiree Death-Cont Opt	SHAW	TERRY	9/19/2024	10/1/2024	
Retiree Death-Cont Opt	STACHOWSKI	EMIL	10/16/2024	10/1/2024	
Retiree Death-Cont Opt	STOLL	WILLIAM	9/25/2024	10/1/2024	
Retiree Death-Cont Opt	WOOD	ORLEN	6/20/2024	10/1/2024	
Retiree Death-Cont Opt	ZACHOW	RAYMOND	9/25/2024	10/1/2024	

Board Report - October 2024**Withdrawals**

Type	Last Name	First Name	Payment Date	Amount
Administrative Withdrawal	BALDWIN	LUV	10/31/2024 \$	2,124.94
Administrative Withdrawal	COLBERT	ANGELA	10/31/2024 \$	718.84
Administrative Withdrawal	COTTON	SABREE	10/31/2024 \$	251.92
Administrative Withdrawal	EVANS	STACEY	10/31/2024 \$	566.09
Administrative Withdrawal	GRATEROL	MARLENE	10/31/2024 \$	530.28
Administrative Withdrawal	HAMPTON	JUSTUS	10/31/2024 \$	421.41
Administrative Withdrawal	HUFF	JACKIE	10/31/2024 \$	1,552.62
Administrative Withdrawal	MANKOWSKI	ANNELISE	10/31/2024 \$	2,258.38
Administrative Withdrawal	MILLEDGE	ORONDE	10/31/2024 \$	2,322.94
Administrative Withdrawal	RINCKEY	CARISSA	10/31/2024 \$	889.02
Administrative Withdrawal	ROWE	SIERRA	10/31/2024 \$	1,787.04
Administrative Withdrawal	SMALL	TRONEY	10/31/2024 \$	2,983.39
Administrative Withdrawal	TICE	DANIELLE	10/31/2024 \$	3,941.55
Administrative Withdrawal	WOOTEN	BRITTANY	10/31/2024 \$	2,834.07
Full Refund	ALLEN	LEOLA	10/31/2024 \$	26,693.68
Full Refund	BISHOP	QWANDA	10/31/2024 \$	2,199.56
Full Refund	CHAMBLISS	KEITH	10/31/2024 \$	14,087.46
Full Refund	COLBURN	SEAN	10/31/2024 \$	13,645.29
Full Refund	DIXON	PEACE	10/31/2024 \$	8,463.50
Full Refund	MCELROY	RAYMONT	10/31/2024 \$	4,408.62
Full Refund	PATTERSON	JOHN	10/31/2024 \$	8,528.39
Full Refund	PIGOTT	DEUNDRE	10/31/2024 \$	3,460.20
Full Refund	RUIZ-HUESCA	KARINA	10/31/2024 \$	6,641.38
Full Refund	RUSSELL	FELICIA	10/31/2024 \$	25,996.40
Full Refund	SPEED	DWAYNE	10/31/2024 \$	4,997.95
Full Refund	TILLER	CHRISTINE	10/31/2024 \$	3,252.66
Member Only Refund	AUSTIN	KYIESHA	10/31/2024 \$	1,120.60
Member Only Refund	BOND	CHRISTINE	10/31/2024 \$	326.28
Member Only Refund	CARBONARA	MONICA	10/31/2024 \$	1,437.41
Member Only Refund	COBB	TIFFINIE	10/31/2024 \$	3,833.95
Member Only Refund	GABOR	KATHRYN	10/31/2024 \$	183.70
Member Only Refund	GRAYSON	PRINCE	10/31/2024 \$	1,304.35

Type	Last Name	First Name	Payment Date	Amount
Member Only Refund	HAMPTON	WILLIE	10/31/2024 \$	2,082.95
Member Only Refund	HEINDL	ALEXIS	10/31/2024 \$	2,614.31
Member Only Refund	JACKSON	LEONARD	10/31/2024 \$	9,382.22
Member Only Refund	LEANNA	JEFFREY	10/31/2024 \$	1,284.68
Member Only Refund	LOSS	ANDREA	10/31/2024 \$	1,489.34
Member Only Refund	MADISON	DOMINIQUE	10/31/2024 \$	4,891.19
Member Only Refund	MAYS	COURTNEY	10/31/2024 \$	1,455.66
Member Only Refund	MCNICHOLS	MATTHEW	10/31/2024 \$	5,075.58
Member Only Refund	MOORE	LASHONDA	10/31/2024 \$	3,199.38
Member Only Refund	PAYTON	JAUALLA	10/31/2024 \$	1,582.26
Member Only Refund	PHILLIPS	DANETTE	10/31/2024 \$	897.43
Member Only Refund	REETZ	KELSI	10/31/2024 \$	1,686.71
Member Only Refund	REHAK	TINA	10/31/2024 \$	215.42
Member Only Refund	RICHARDSON	DANETTE	10/31/2024 \$	3,439.12
Member Only Refund	ROWLAND	REBECCA	10/31/2024 \$	6,694.07
Member Only Refund	RUSSELL	CAMILIA	10/31/2024 \$	1,112.46
Member Only Refund	SHULL	AUSTIN	10/31/2024 \$	16,011.58
Member Only Refund	SOLANO-PACHECO	MARIA	10/31/2024 \$	3,602.80
Member Only Refund	TURNER	DONOVAN	10/31/2024 \$	2,353.58
Member Only Refund	TYRRELL	SARAH	10/31/2024 \$	7,030.21
Member Only Refund	VEGA	ADIANA	10/31/2024 \$	1,778.77
Member Only Refund	WEGNER	DANIEL	10/31/2024 \$	10,028.24
Member Only Refund	WHITMORE	EBONY	10/31/2024 \$	2,112.89
TOTAL \$				243,784.72

2025

Board and Committee Meeting Dates

All meetings begin at 9:00 a.m. unless otherwise noted.

January	28	Board (<i>Tuesday</i>)
February	13	Investment (<i>Thursday</i>)
	25	Board (<i>Tuesday</i>)
March	13	Investment (<i>Thursday</i>)
	19	A&O (<i>Wednesday</i>)
	25	Board (<i>Tuesday</i>)
April	10	Investment (<i>Thursday</i>)
	22	Board (<i>Tuesday</i>)
May	8	Investment (<i>Thursday</i>)
	27	Board (<i>Tuesday</i>)
June	5	Investment (<i>Thursday</i>)
	18	A&O (<i>Wednesday</i>)
	24	Board (<i>Tuesday</i>)
July	22	Board (<i>Tuesday</i>)
September	4	Investment (<i>Thursday</i>)
	17	A&O (<i>Wednesday</i>)
	24	Board (<i>Wednesday</i>)
October	28	Board (<i>Tuesday</i>)
November	6	Investment (<i>Thursday</i>)
	25	Board (<i>Tuesday</i>)
December	4	Investment (<i>Thursday</i>)
	17	A&O (<i>Wednesday</i>)
	23	Board (<i>Tuesday</i>)

PLEASE POST

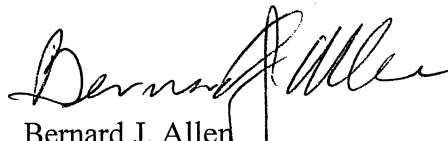
ANNUITY AND PENSION BOARD

RESULTS OF NOVEMBER 1, 2024 AT LARGE MEMBER ELECTION

The results of the Annuity and Pension Board At Large Member Election held November 1, 2024 are as follows:

<u>Name of Candidate</u>	<u>Number of Votes</u>
Molly King	689
Justin DeCleene	1,058

ANNUITY AND PENSION BOARD


Bernard J. Allen
Executive Director

November 1, 2024

Bulletin 198-b

Conference Requests – November 2024 Board Meeting

Erich Sauer, Keith Dickerson, Tom Courtright, Aaron Shew	Mesirow Due Diligence
Sponsor:	Mesirow
Location:	Chicago, IL
Date(s):	December 19, 2024
Estimated Cost:	\$100.00 per person
Erich Sauer	Apogem Annual General Meeting
Sponsor:	Apogem
Location:	Miami, FL
Date(s):	February 4-5, 2025
Estimated Cost:	\$1,500.00
David Silber	2025 Public Funds Roundtable
Sponsor:	Institutional Investor
Location:	Beverly Hills, CA
Date(s):	April 28 – May 1, 2025
Estimated Cost:	\$2,250.00
Erich Sauer	CFA Institute Annual Conference
Sponsor:	CFA Institute
Location:	Chicago, IL
Date(s):	May 5-7, 2025
Estimated Cost:	\$3,075.00



Memorandum

TO: Bernard J. Allen, Executive Director
Melody Johnson, Deputy Director
Annuity and Pension Board Members

FROM: Gust Petropoulos, Deputy Director

DATE: November 26, 2024

RE: **Medical Council Fees**

This memo is to request the Annuity and Pension Board consider revising the fees paid to members of the Medical Council. The current rate is \$350 an hour set at the October 2018 Annuity and Pension Board meeting, a revision up from \$150 an hour. This seems appropriate at this time as it has been six years since the last revision, inflation in the intervening years, and difficulty engaging an alternate Doctor as back up to the current Medical Council.

I engaged the Medical Council in this discussion and they provided the following data points and their own sentiments:

1. During the past five years the CPI has approached a cumulative 20% (2019-2023: 1.8%, 1.2%, 4.7%, 8.0%, 4.1%)
2. The private practice hourly rates for similar work by Medical Council members averages about \$575.
3. Relatively few physicians have relevant experience and skill in the assessments required by the Medical Council. Few physicians understand the difference between the usual treatment examination and the evaluation examination used for these assessments.
4. Medical Council members learn the distinct differences between the usual workers' compensation assessments and the specialized assessments needed by the ERS.
5. The need both to acquire alternates for the three current physicians on the Medical Council and to retain the current members will be greatly enhanced with increased compensation.

The CPI Inflation Calculator provided by the U.S. Bureau of Labor Statistics indicates that \$350 in October 2018 would now be equivalent to \$437.16.

Current Hourly Rate of Pay (set in 2018)

\$350

Rate of Pay Indexed from 2018 to 2024 using CPI-U

\$ 437 (see calculations below)

Consumer Price Index for All Urban Consumers (CPI-U) Original Data Value

Series Id: CUUR0000SA0
Not Seasonally Adjusted All items in U.S. city average, all urban consumers, not
Series Title: seasonally adjusted
Area: U.S. city average
Item: All items
Base Period: 1982-84=100

Year	Sept Index Value	% Change (y/o/y)	Rate of Pay (2018 base)
2017	246.819		
2018	252.439	2.28%	\$ 350.00
2019	256.759	1.71%	\$ 355.99
2020	260.280	1.37%	\$ 360.87
2021	274.310	5.39%	\$ 380.32
2022	296.808	8.20%	\$ 411.52
2023	307.789	3.70%	\$ 426.74
2024	315.301	2.44%	\$ 437.16



Memorandum

TO: Bernard J. Allen, Executive Director
Melody Johnson, Deputy Director
Annuity and Pension Board Members

FROM: Gust Petropoulos, Deputy Director

DATE: November 26, 2024

RE: **Medical Council Alternate Doctor – William G. Buchta, MD, MS, MPH**

For some time, the Medical Council has been operating without an alternate Doctor, which is authorized by the Annuity and Pension Board Rules and Regulations under Rule III. Dr. William G. Buchta, whose CV is attached, comes recommended from Dr. William Greaves, current and long-time Medical Council member, and the Medical Council as a whole. I reached out to Dr. Buchta and explained the duties and responsibilities, as well as the terms of service for a member of the Medical Council. He expressed his willingness to serve in this capacity.

Curriculum Vitae and Bibliography

William G. Buchta, MD, MS, MPH

Personal Information

DbA Occ Doc Bill, LLC
Place of Birth: Wauwatosa, WI
Citizenship: United States
Email address: billbuchta@gmail.com
Home Address: N5590 Moos Road, Onalaska, WI 54650
Home Phone: 608-783-1458
Cell Phone: 608-385-8108

Academic Rank and Position, Current

Instructor of Preventive Medicine - Mayo Clinic College of Medicine 04/2003 - 08/2013

Consultant - Division of Preventive, Occupational and Aerospace Medicine,
Department of Internal Medicine, Mayo Clinic, Rochester, Minnesota, as Occupational Medicine
specialist, 11/2003 – 7/31/2016, *emeritus* 8/1/2016 - present

Assistant Professor of Preventive Medicine - Mayo Clinic College of Medicine, 09/2013 – 08/2016,
emeritus 8/1/2016 - present

Education

United States Air Force Academy - BS, Behavioral Science 1975
Purdue University - MS, Industrial Psychology 1975
University of Wisconsin School of Medicine - MD, 1984
St. Michael Hospital, Medical College of Wisconsin - Resident, Family Practice 1984 - 1987
Medical College of Wisconsin - Resident, Preventive/Occupational Medicine 1987 - 1988
Medical College of Wisconsin - MPH, Occupational Medicine 1990

Additional Education

Hyperbaric Oxygen Therapy (HBOT)/Wound Care, Basic course for HBOT management
Nix Medical Center, San Antonio, Texas 12/2007

Certifications

American Board of Family Medicine (ABFM)

Family Practice 1987 - 2000

American Board of Preventive Medicine (ABPM)

Occupational Medicine 1999 - 2029

Public Health & General Preventive Medicine 1997 – present (lifetime)

Senior Medical Examiner, Federal Aviation Administration, 2007 - 2016

Medical Examiner, Federal Aviation Administration, 1998 - 2007

Medical Review Officer (MRO), Medical Review Officer Certification Council, 1994 – 2016

Medical Examiner, Federal Motor Carriers Safety Administration, 2014 – 2024

Civil Surgeon, United States Citizenship and Immigration Services, 2004 - 2016

Mayo Clinic Quality Academy

Mayo Clinic Quality Fellow: Silver Level Certification 10/2015

Mayo Clinic Quality Fellow: Bronze Level Certification 12/2011

Licensure

Minnesota (Medical) 09/2001 – 06/2020

Wisconsin (Medical) 07/1985 – present

Honors/Awards

Chief Resident - St. Michael Hospital Family Practice Residency 01/1987

Outstanding Resident Educator - Society of Teachers of Family Medicine 01/1987

Meritorious Service Medal - United States Air Force 01/1992

Excellence Through Teamwork - Mayo Clinic 01/2004

Selected Member - Delta Omega Honorary Public Health Society 05/2005

ACOEM Award for Outstanding Contribution (Chair, Section of Medical

Center Occupational Health) - American College of Occupational and Environmental Medicine 04/2008

ACOEM Award for Outstanding Contribution (Chair, Ethics Committee) -

American College of Occupational and Environmental Medicine 03/2011

ACOEM Presidential Award, 04/2020

Dedicated Service Award - Central States Occupational and Environmental Medicine Association, Chicago, Illinois 03/2013

National Leadership Award - Central States Occupational and Environmental Medicine Association, Chicago, Illinois 03/2019

Military Service

2nd Lieutenant - Occupational Measurement Center, Lackland Air Force Base, United States Air Force 01/1976 - 07/1978

Captain - Department of Behavioral Science, U.S. Air Force Academy, U.S. Air Force 07/1978 - 07/1980

Major - Acute Care Services/Primary Care Clinic, 15th Medical Group (PACAF), Hickam AFB, Hawaii, U.S. Air Force 08/1988 - 06/1992

Previous Professional Positions

Employed positions:

Test/Review Psychologist - Occupational Measurement Center, Lackland Air Force Base, United States Air Force 1976 - 1978

Instructor - Department of Behavioral Science, United States Air Force Academy, Colorado 1978 - 1980

Occupational Physician - Miller Brewing Company, Milwaukee, Wisconsin 1987 - 1988

Occupational Physician - Wisconsin Centrifugal, Inc., Waukesha, Wisconsin 1987 - 1988

Medical Consultant - Department of Health, City of Racine, Racine, Wisconsin 1987 - 1988

Emergency Physician - Waukesha Memorial Hospital/Memorial Hospital of Oconomowoc, Wisconsin 1987 - 1988

Chief - Acute Care Services/Primary Care Clinic, 15th Medical Group (PACAF), Hickam AFB, Hawaii, Air Force 1988 - 1990

Medical Director - Occupational/Employee Health, Mayo Clinic Health System - Franciscan Healthcare in La Crosse, Mayo Clinic Health System, La Crosse, Wisconsin 1992 - 2001

Medical Director - Employee Health and Occupational Medicine Program, Division of Preventive, Occupational and Aerospace Medicine, Department of Internal Medicine, Mayo Clinic, Rochester, Minnesota 2001 - 2012

Senior Associate Consultant - Employee Health and Occupational Medicine Program, Division of Preventive, Occupational and Aerospace Medicine, Department of Internal Medicine, Mayo Clinic, Rochester, Minnesota 2001 - 2003

Consultant, Active staff/faculty, Division of Preventive, Occupational, and Aerospace Medicine, Department of Internal Medicine, Mayo Clinic, Rochester, Minnesota, 2003-2016

Vice President, Chief Medical Officer, Logistics Health, Inc., 08/2016 - 07/2019

Medical Consultant, Occ Doc Bill, LLC, 11/2019 - present

Union Pacific Railroad, Associate Medical Director, 12/2019 - 06/2020

US Postal Service, Occupational Health Physician, 04/2020 - 04/2022

Corporate Medical Advisors, 06/2020 - present, with up to 8 national/international clients

Norfolk Southern Railroad, contract occupational medicine physician, April 2021 - April 2023

Lincoln Financial Group, May 2023 – present.

Volunteer positions:

President - Central States Occupational Medicine Association (CSOEMA), Naperville, Illinois 03/2001 - 03/2002

Chair - Section on Medical Center Occupational Health, American College of Occupational and Environmental Medicine (ACOEM) 01/2004 - 12/2007

Co-Chair - Council, Special Occupational Health Interests, ACOEM 04/2007 - 04/2010

Speaker-elect - House of Delegates, ACOEM, Elk Grove Village, Illinois 04/2008 - 04/2009

Member - Board of Directors, ACOEM, Elk Grove Village, Illinois 04/2008 - 04/2013

Chair - Bylaws Committee, Board of Directors, ACOEM, Elk Grove Village, Illinois 04/2008 - 04/2009

Speaker - House of Delegates, ACOEM 04/2009 - 04/2010

Chair - Ethics Committee, Board of Directors, ACOEM, Elk Grove Village, Illinois 04/2010 - 03/2011

Chair - Policy, Procedure & Public Positions Committee, Board of Directors, ACOEM, Elk Grove Village, Illinois 03/2011 - 04/2013, 3/2016 – 04/2017

Chair, Scientific Committee on Occupational Health for Healthcare Workers, International Congress on Occupational Health (ICOH), 2012 – 2015

Chair, Credentialing Committee, Logistics Health, Inc., 08/2016 – 06/2019

Chair, Military & Veterans Advisory Board, Logistics Health, Inc., 09/2017 – 06/2019

Vice President, ACOEM, 04/2016 – 04/2017

President-elect, ACOEM, 04/2017 – 04/2018

President, ACOEM, 04/2018 – 04/2019

Immediate Past President, ACOEM, 05/2019-04/2020

Vice Chair, ACOEM Task Force on OEM Visibility, 2020-2021

Chair, Occupational and Environment Health Foundation, 2019-2021

Professional & Community Memberships, Societies and Services

Professional Memberships & Services

Creation Research Society, Member

Air Force Association, Member 01/1975 - Present

Alpha Omega Alpha Honor Medical Society, Member 01/1983 - present

American College of Occupational and Environmental Medicine

Member 01/1992 – present

Fellow 03/2001 - present

Central States Occupational Medical Association, Member 01/1993 - present

2006 Fall Seminar Program Chair 09/2006

State Medical Society of Wisconsin, Member 01/1993 - 2015

La Crosse County Medical Society, Member 01/1993 - 2015

St. Clare Health Mission (Free Clinic), Volunteer 01/1994 -12/2001

Wisconsin Department of Motor Vehicles Medical Reviewer 01/1995 - present

La Crosse County Board of Health, Member 01/1997 -12/2001

Association of Occupational & Environmental Clinics, Member 01/2004 - present

Delta Omega Society, Honorary Public Health Society, Member 05/2005 - present

International Commission on Occupational Health, Member 01/2006 – present

MEDICHEM, 08/2019 - present

Association of Occupational Health Professionals in Healthcare, Member, 09/2012 – 2016, 2022 – present

Journal Responsibilities

Journal -- Other Responsibilities

Handbook on Toxicology of Metals, 3rd edition, Prevention of Metal Toxicity, Reviewer 01/2006

Journal of Occupational and Environmental Medicine, Article Reviewer, Chicago, Illinois

Subject matter: medical center occupational health

Hospital Employee Health Newsletter, Reviewer 01/2006 - 2016

Editorial Advisory Board, Reviewer 01/2006 -present

BioMed Central, Reviewer for Selected Abstracts 01/2012 - 2016

Mayo Clinic Proceedings, Reviewer for Selected Abstracts, Rochester, Minnesota 01/2014 – present

Educational Activities

Curriculum/Course Development

Introduction to Occupational Medicine, 1-hour multi-media presentation to third-year medical students

Mayo Medical School, 2009 - 2012

Course director, Human Factors Engineering and Human Perception, 3-credit course with lab, formerly 2 separate courses, used as core curriculum for the master's degree cooperative program with Purdue University, U. S. Air Force Academy, Colorado 08/1978 - 12/1978

Teaching, Intramural

Commercial Driver Medical Examiner Training, Mayo School of Continuous Professional Development
Rochester, Minnesota 03/2014 - 2016

The Fine Art of Crafting Permanent Work Restrictions
University of Minnesota, St Paul, Minnesota 10/2012

Introduction to Occupational Medicine
Mayo Clinic School of Medicine, Rochester, Minnesota, 02/2009

Depression as a Co-Factor in Physical Disability
Mayo Graduate School -- Preventive Medicine Fellowship, Rochester, Minnesota 11/2008

Introduction to Occupational Medicine, Mayo Medical School Rochester, Minnesota 2009 - 2012

Causation in Occupational Medicine
Mayo Graduate School -- Preventive Medicine Fellowship, Rochester, Minnesota, 2004 – 2016

Issues in Preplacement Medical Examinations: Confidentiality, HIPAA, Scope of Exam
Mayo Health System Occupational Medicine Update, Rochester, Minnesota, 04/2003

Current Issues in Genetic Testing, Moderator for panel of 3 experts at half-day seminar
American Occupational Health Conference, Chicago, Illinois 04/2002

Advanced Cardiac and Life Support, Mega Code Instructor
American Heart Association, Tripler Army Medical Center, Hawaii, 01/1990 - 01/1992

Anatomy and physiology, Basic curriculum for emergency medical technicians
Air Force Technical Training, Hickam Air Force Base, Hawaii, 01/1988 - 01/1992

Experimental Psychology, laboratory instructor
U. S. Air Force Academy, Colorado 01/1979 - 05/1980

Introduction to Behavioral Science, instructor
U. S. Air Force Academy, Colorado 08/1978 - 05/1980

Human Factors Engineering and Human Perception, instructor/course director
U.S. Air Force Academy, Colorado 1978 – 1980

Mentorship

Strohkorb, Jerry, mentor for TEDx talk for ACOEM AOHC, 2023

Current status: Chief Medical Advisor, Kyndryl

McKinney, Zeke, mentor for TEDx talk for ACOEM AOHC, 2018

Current status: Residency director, Occupational Medicine, University of Minnesota, MN

Newcomb, Richard D (Preventive Medicine Fellow) 09/2014 - 08/2016

Description: Off-campus occupational medicine residency program through U. of Pennsylvania

Current Status: Staff consultant, DPOAM, Mayo Clinic, Rochester, MN

Outcomes: board certification in occupational medicine

Dib, Chadi (Internal Medicine Resident) 07/2006 - 12/2007

Mahmood, Syed T (Internal Medicine Resident) 07/2005 - 12/2007

Wu, Jimmy (Internal Medicine Resident)

Current Status: Nephrologist, Seattle, Washington 11/2004 - 06/2007

Silveira, Marina (Internal Medicine Resident)

Current Status: Fellow, GI, Mayo Clinic 11/2003 - 01/2006

Kral, Brian (Internal Medicine Resident)

Current Status: Assistant Professor of Medicine, Johns Hopkins 07/2002 - 06/2005

Staffey, Kimberly (Internal Medicine Resident)

Current Status: Assistant Professor of Medicine, University of Iowa School of Medicine, Director, Cardiovascular Inpatient Services 01/2002 - 06/2004

Institutional/Departmental Administrative Responsibilities, Committee

Memberships and Other Activities

Mayo Clinic

Mayo Clinic Committees

Institutional Biosafety Committee, Member 09/2001 - 2016

Environmental Health, Safety & Security Coordination Committee, Member 09/2001 – 2012

Mayo Clinic in Rochester

Division of Preventive, Occupational and Aerospace Medicine

Medical Director, Occupational Medicine Practice 2015 - 2016

Division Vice Chair 08/2002 - 01/2005

Medical Director, Occupational Health Service 11/2001 - 09/2012

Chair, Preplacement Evaluation Task Force 02/2002 - 01/2004

Chief, Section of Occupational Medicine 11/2001 – 2012

Education Committee, Member 01/2002 – 2016

Practice Committee, 01/2002 – 2016

Executive Committee 01/2002 – 2016

Practice Innovation Committee, 01/2006 - 12/2007

Mayo Clinic Rochester Committees

Clinical Practice Committee – Rochester, Environmental Health, Safety and Security

Subcommittee 09/2001 - 2016

Chair, Safe Patient Handling Committee, 01/2013 - 2016

Infection Control Committee, 09/2001 - 2016

Immunization Sub-committee, 01/2005 - 2016

Mayo Clinic Rochester Task Forces

Mayo Emergency Incident Command System

Bioterrorism Task Force 2002

Emergency Staffing Team 2002

Department of Nursing

Nursing Safety Ergonomics Task Force, 03/2002 – 12/2004

Mayo Clinic Health System

Mayo Clinic Health System - Franciscan Healthcare in La Crosse

Human Resources and Compensation Committee 01/1995 -01/2001
Franciscan Skemp Medical Center, Inc, Safety Committee 01/1998 -01/2001

Presentations Extramural National/International, Invited

Random Drug Testing for Non-Safety-Sensitive Employees: Really?, webinar presentation for AOHP, January 19, 2023

Random Drug Testing for Non-Safety-Sensitive Employees: Really?, invited CME presentation at ACOEM House of Delegates Fall Meeting, Elk Grove Village, IL, November 4, 2022.

Moderator for Panel addressing Workplace Violence in Healthcare, American Occupational Health Professionals in Healthcare annual conference, Austin, TX, September 8, 2022.

Novel Delivery Systems of Occupational Health: a Response to a Global Healthcare Worker Shortage. Indian Association of Occupational Medicine Annual Conference, Mumbai, India, 01/2020.

Novel Delivery Systems of Occupational Health: a Response to a Global Healthcare Worker Shortage, MEDICHEM/ICOH/South African Occupational Medicine Society Annual Conference, Johannesburg, South Africa, 07/2019.

The History of Occupational Medicine Training in the United States of America, Korean Society of Occupational and Environmental Medicine, Incheon, Korea, 11/2018

The History of the American College of Occupational and Environmental Medicine, Korean Society of Occupational and Environmental Medicine, Incheon, Korea, 11/2018

Novel Delivery Systems of Occupational Health: a Response to a Global Healthcare Worker Shortage, Pan-American Occupational Health Conference, Rio de Janeiro, Brasil, 09/2018

Novel Delivery Systems of Occupational Health: a Response to a Global Healthcare Worker Shortage, ICOH Triennial Congress, Dublin, Ireland, 05/2018.

Indicators of a Good Occupational Health Program in Healthcare Facilities, Thailand Occupational Medicine Society Annual Meeting, Khon Kaen, Thailand, 12/2017

Indicators of a Good Occupational Health Program in Healthcare Facilities
31st International Congress on Occupational Health, Seoul, South Korea 06/2015

Not Your Mother's Work Restrictions
AAOHN Annual Conference, Boston, Massachusetts 03/2015

Crafting Work Restrictions, Parts I and II
American Occupational Health Professionals in Healthcare National Conference
San Francisco, California 09/2015

The Art and Science (or Lack Thereof) in Crafting Work Restrictions
AOHP National Conference, New Orleans, Louisiana 09/2014

The Art and Science (or Lack Thereof) in Crafting Work Restrictions
SEAK 34th National Workers' Compensation and Occupational Medicine Conference
Cape Cod, Massachusetts 07/2014

Benchmarking of Occupational Health Programs for Healthcare Workers
Joint Scientific Committee Conference of the International Congress of Occupational Health
Sao Paulo, Brazil 09/2013

Delayed Return to Work: Muscle, Mind, or Management?
Impairment without Disability Annual Conference, Rochester, Minnesota 10/2012

Influenza Vaccine for Healthcare Workers: A Case for Worker Choice
Association of Occupational Health Professionals in Healthcare annual meeting, Las Vegas, Nevada
10/2012

Expanded Monitoring for Blood and Body Fluid Exposures
American Occupational Health Conference, San Diego, California 04/2009

Expanded Monitoring for Blood and Body Fluid Exposures
International Congress on Occupational Health Triennial Conference, Cape Town, South Africa 03/2009

Promoting Influenza Control
International Congress on Occupational Health Triennial Conference, Cape Town, South Africa 03/2009

Depression as a Co-Factor in Physical Disability
Mayo Department of Psychiatry sponsorship, Medical Illness & Depression Conference, Las Croabas,
Puerto Rico 01/2008

The Ethics of Declination Statements in Occupational Influenza Vaccine Programs
American College of Occupational and Environmental Medicine State of the Art Conference
Vancouver, British Columbia, Canada 10/2007

Effectiveness of Declination Statements in Influenza Vaccination Programs
International Congress on Occupational Health Special Conference on Healthcare Worker Health
Vancouver, British Columbia, Canada 10/2007

The Aging Workforce
2007 NASA Occupational Health Conference, Denver, Colorado 07/2007

Improving the Effectiveness of the Preplacement Medical Evaluation at a Large Medical Center
International Congress on Occupational Health Triennial Meeting, Milan, Italy 06/2006

Medical Monitoring for Exposure to Cytotoxic Drugs
ACOEM Occupational Health Conference, Los Angeles, California 05/2006

Improving the Effectiveness of the Preplacement Medical Evaluation in Large Medical Centers
American Occupational Health Conference, Atlanta, Georgia 05/2003

National/International, Poster

Electronic Symptom Watch to Track Lab Associated Infections (secondary author; Dr. R. Orenstein is primary.), ICAAC/IDSA meeting, San Diego, California 10/2008

Improving the Effectiveness of the Preplacement Medical Evaluation at a Large Medical Center
NIOSH Conference: Steps toward a Healthier Workforce, Washington, District of Columbia 10/2004

Physician Reaction to a Local Community Cholesterol Screening
Prevention 88, Atlanta, Georgia, 11/1988

Regional, Invited

Novel Delivery Systems for Occupational Medicine: a Response to the Global Healthcare Worker Shortage

Texas College of Occupational and Environmental Medicine, 05/2018
Florida Association of Occupational and Environmental Medicine, 08/2018
Northwest Association of Occupational and Environmental Medicine 09/2018
Western Occupational and Environmental Medicine Association, 09/2018
Mid-Atlantic Conference on Occupational and Environmental Medicine, 10/2018
New England College of Occupational and Environmental Medicine, 12/2018
Southeastern College of Occupational and Environmental Medicine, 12/2018
Metro Washington Component of ACOEM, 01/2019
Central States Occupational and Environmental Medicine, 02/2019
Mid-South Occupational Medicine Society Annual Conference, 06/2019

Collegial Debate on Mandatory Influenza Vaccination for Healthcare Workers
CSOEMA Spring Seminar, 02/2018

Update on Medical Center Occupational Health: What's Hot, What's Not.
New England Occupational and Environmental Medicine Annual Conference, Boston, Massachusetts
11/2012

Update on Medical Center Occupational Health
Community Occupational Medicine Grand Rounds
Regions Hospital Occupational Medicine Grand Rounds, St Paul, Minnesota 10/2012

Infectious Disease: Guidelines, Updates & Implementation in the Health Care Setting
Western Occupational Health Conference, San Francisco, California 09/2012

Delayed Return to Work: Muscle, Mind, or Management?
CSOEMA Spring Seminar, Lisle, Illinois 03/2012

Update on Medical Center Occupational Health: Being the Doctor's Doctor
CSOEMA Spring Seminar Lisle, Illinois 03/2011

Workers at Risk: Toxic Environments in Healthcare (The Science or Lack Thereof)
U. of Minnesota School of Public Health: Emerging Issues and Controversies in
Occupational Health and Safety, St. Paul, Minnesota 03/2010

The Final Years of Work: Fireworks or Failure?
Central States Occupational Medicine Assn Fall Seminar, Madison, Wisconsin 09/2001

Regional, Oral

Primer on Worker Compensation for Primary Care Physicians
Internal Medicine Clinical Reviews 2005, Rochester, Minnesota 11/2005

Clinician's Role in Assessing Disability
Internal Medicine Clinical Reviews 2004, Rochester, Minnesota 11/2004

Clinical Practice, Interests, and Accomplishments

Employee health in the medical center setting
Worker Compensation medical management
Disability: determinants and preventive measures
Carpal tunnel syndrome and other "cumulative" upper extremity disorders

Low back pain
Transportation medicine, primarily in railroads

Research Interests

Determinants of transition from acute to chronic pain
Genetic predisposition to occupational disease
Effectiveness of group medical appointments in the employed population
Telemedicine

Research Grants Awarded

Co-Investigator Reliability and Validity study for a standardized patient-based OSCE assessing competency in interpersonal communication and professionalism. Funded by Small Grants Program 09/01/2013 -08/31/2015
Principal Investigator, Effectiveness of the Preplacement Medical Evaluation as a Function of the Employee Health Service at Large Medical Centers. Funded by MIDAS 01/2002 - 01/2003

Bibliography

Peer-reviewed Articles

1. Mueller KL, Hudson TW 3rd, Bruns D, Algire DZ, Buchta WG, Christian JH, Cloeren M, Das R, Eisenhart M, Frangos SA, Gillaspay S, Hammel R, Havens C, Marks S, Melvin J, Moses XJE, Persell S, Pushkin G, Rodrigues S, Rogers B, Rosenthal JA, Saito K, Schwartz LA, Snodgrass J, Wright CV. Recommendations From the 2019 Symposium on Including Functional Status Measurement in Standard Patient Care. *J Occup Environ Med*. 2020 Aug;62(8):e457-e466. doi: 10.1097/JOM.0000000000001935. PMID: 32769669.
2. Sosa LE; Njie GJ; Lobato MN; Bamrah S; Morris, MD; **Buchta WG**; *et al*. Tuberculosis Screening, Testing, and Treatment of U.S. Health Care Personnel: Recommendations from the National Tuberculosis Controllers Association and CDC, 2019, *MMWR*, May 17, 2019, 68(19);439-443.
3. Abu Dabrh AM, Murad MH, Newcomb RD, **Buchta WG**, Steffen MW, Wang Z, Lovett AK, Steinkraus LW. Proficiency in identifying, managing and communicating medical errors: feasibility and validity study assessing two core competencies. *BMC Med Educ*. 2016 Sep 2;16(1):233. doi: 10.1186/s12909-016-0755-5. PMID: 27589949; PMCID: PMC5010770.
4. Stevens SL, Narr AJ, Claus PL, Millman MP, Steinkraus LW, Shields RC, **Buchta WG**, Haddon R, Wang Z, Murad MH. The incidence of hypoglycemia during HBO2 therapy: A retrospective review. *Undersea Hyperb Med*. 2015; 42(3):191-6.
5. Newcomb RD, Molella RG, Varkey P, Sturchio GM, Hagen PT, Cha SS, **Buchta WG**. Is an occupational examination superior to an occupational health history alone for preplacement screening in health care settings? *J Occup Environ Med*. 2012 Mar; 54(3):276-9. PMID:22361991. DOI:10.1097/JOM.0b013e318246f1b7
6. Khoury NZ, Binnicker MJ, Wengenack NL, Aksamit TR, **Buchta WG**, Molella RG. Preemployment screening for tuberculosis in a large health care setting: comparison of the tuberculin skin test and a whole-blood interferon-gamma release assay. *J Occup Environ Med*. 2011 Mar; 53(3):290-3. PMID:21346634. DOI:10.1097/JOM.0b013e31820c91c5.
7. Shields RC, Nichols FC, **Buchta WG**, Claus PL. Hyperbaric oxygen therapy for chronic refractory osteomyelitis of the sternum. *Ann Thorac Surg*. 2010 May; 89(5):1661-3. PMID:20417809. DOI:10.1016/j.athoracsur.2009.10.018.
8. Russi M, **Buchta WG**, Swift M, Budnick LD, Hodgson MJ, Berube D, Kelafant GA. Guidance for Occupational Health Services in Medical Centers. *J Occup Environ Med*. 2009 Nov; 51(11):1e-18e. PMID:19858746. DOI:10.1097/JOM.0b013e3181bb0d7c.
9. Swift MD, **Buchta WG**, Russi M, Budnick LD, Spillman SJ, Hodgson MJ. Seasonal Influenza Prevention in Health Care Workers. *Journal of Occupational and Environmental Medicine*. 2009 Mar; 51(3):386-389.

10. Medical Center Occupational Health Section and Occupational and Environmental Lung Disorders Committee. Protecting health care workers from tuberculosis. J Occup Environ Med. 2008 Jul; 50(7):852-5. PMID:18617842. DOI:10.1097/JOM.0b013e318176c523.

11. Chaudhry R, Nagpaul-Chaudhry I, **Buchta WG**, Kircher KJ, Sampathkumar P. The prevention and treatment of pertussis. Manag Care Interface. 2007 Feb; 20(2):43-6. PMID:17405582.

12. Varkey P, Hagen PT, Wimsett W, **Buchta W**. Telemedicine applications in occupational medicine. Minn Med. 2006 Nov; 89(11):46-8. PMID:17153904.

13. **Buchta WG**, Wissell RA, Bagley RC, Greaves WW. Physician reaction to a local community cholesterol screening program. Arch Intern Med. 1989 Nov; 149(11):2479-81. PMID:2818108.

Non-peer-reviewed Articles

1. **Buchta WG**. The Current Influenza Vaccine: Best Defense from "Flu"? Infectious Disease News. 2011 Aug;44-46.

2. **Buchta WG**, Swift M, Wintermeyer S, Budnick L. Influenza Control Programs for Healthcare Workers Position Statement. American College of Occupational and Environmental Medicine. 2005 Jul 30.

3. **Buchta WG**. The ethics of genetic testing in occupational medicine. Mayo Clinic Intramural Internal Medicine Newsletter. 2002 Aug.

Letters

1. Thanassi WT, **Buchta WG**, Cumulative Faults with Serial Testing for Latent Tuberculosis in Low-Risk Populations. Annals ATS Volume 13 Number 7 July 2016

2. **Buchta WG**. Research doesn't support mandatory influenza vaccination. WMJ. 2012 Jun; 111(3):96. PMID:22870553.

3. **Buchta WG**, Greaves WW. Questions on cholesterol screening study. Am J Prev Med. 1992 Sep-Oct; 8(5):330-1. PMID:1419137.

Abstracts

Mataupsky U, McCloy TM, Bermudez, JM, Tirman, VW, **Buchta WG**, Seeber, CM, Colabufo JJ. Impact of Varying Training Criteria on Flight Task Transfer Performance. Human Factors and Ergonomics Society Annual Meeting Proceedings ((1) 1980; 7:572.

Miscellaneous

1. **Buchta WG**. Idiopathic Sudden Sensorineural Hearing Loss In: AskMayoExpert. 2014-05-22. Available from: <http://askmayoexpert.mayoclinic.org> (AME topic)

2. **Buchta WG**. Evaluation for Workplace Respirator Wear In: AskMayoExpert. 2014-04-29. Available from: <http://askmayoexpert.mayoclinic.org> (AME topic)



Memorandum

TO: Bernard J. Allen, Executive Director
Melody Johnson, Deputy Director
Annuity and Pension Board Members

FROM: Gust Petropoulos, Deputy Director

DATE: November 26, 2024

RE: **Independent Reviewer/Hearing Examiner – Charles Kahn**

In an effort to expand the roster of Reviewers and Hearing Examiners (*pursuant to §36-15-18, MCC and Annuity & Pension Board Rules and Regulations §§XX and XXI*) I reached out to Charles Kahn to assess if he had interest in serving in this capacity. He came recommended by current Hearing Examiner Paul Reilly. After some discussion, Mr. Kahn indicated that he would like to assist, was amenable to the terms of service, and provided his CV.

Assistant City Attorney Patrick McClain reviewed Mr. Kahn's credentials and has indicated that he is well qualified for service as a Reviewer or Hearing Examiner.

Charles Kahn

A Neutral View, LLC

The Colby Abbot Building, Suite 603
759 North Milwaukee Street
Milwaukee, WI 53202

(414) 224-4000 □ CKahn@ANeutralView.com

BACKGROUND AND EDUCATION

- ◆ Born in Milwaukee, Wisconsin, April 19, 1949.
- ◆ Juris Doctor degree, 1974, University of Wisconsin Law School.
- ◆ B.A. Degree, Public Affairs, 1972, George Washington University, Washington, D.C.

POSITION

- ◆ Founder, executive officer, mediator and arbitrator, A Neutral View, LLC. 2014.
www.ANeutralView.co

JUDICIAL

- ◆ Circuit Court Judge, Milwaukee, Wisconsin. Elected in 1992, 1998, 2004 and 2010.
- ◆ Presiding judge in tens of thousands of civil and criminal lawsuits -- from misdemeanors to homicides, from small claims to multi-million dollar verdicts -- including several hundred full jury trials.
- ◆ Member of the steering committee for CCAP, the Consolidated Court Automation Project. This committee is responsible for computer and automation planning and policy throughout the Wisconsin court system, 1997 – 2013. Key advocate of free access to court case data on the Internet.
- ◆ Design committee member for the circuit court records website: CCAP.WiCourts.gov.
- ◆ Chair, Computer and Technology Committee of the Circuit Court Judges of Milwaukee County, 1995 to 2001.
- ◆ Member, Milwaukee County inter-governmental ad hoc committee on efficiency for the criminal justice system, 1996 - 1997. Chair, Committee to Reform Pretrial Procedures for misdemeanor cases in Milwaukee County, 1993 - 1994.
- ◆ Member, Governor's Task Force on Reform of traffic laws. Recommended legislation to improve Wisconsin's laws prohibiting the operation of motor

vehicles under the influence of alcohol, and to make the laws against operating after license revocation fair and simple. 1995 - 1996.

TEACHING

- ◆ Faculty, National Judicial College, Reno, Nevada, teaching the law of evidence to judges from throughout the United States and Territorial Islands, including general jurisdiction, special court, and military judges. 2003 – 2011.
- ◆ Faculty, Civil Evidence Workshop for Wisconsin Judges, teaching the courtroom use of electronically stored information. 2007 and 2008.
- ◆ Presenter, Pennsylvania Conference of State Trial Judges, teaching character evidence to the assembly of Pennsylvania judges. 2008.
- ◆ Presenter, State Public Defender of Wisconsin Conference, on character, habit and other acts evidence, 2008.
- ◆ Teacher, Washington Board of Industrial Insurance Appeals, presenting concepts of relevancy, unfair prejudice and impeachment to the administrative law judges of the State of Washington. 2005.
- ◆ Lecturer for the Milwaukee Bar Association, 1998 – 2009, on various subjects, including :
 - expedited court procedures for business cases,
 - character evidence and evidence of other acts,
 - the ins and outs of CCAP, (Consolidated Courts Automation Project), and
 - trial tips for attorneys, in including the use of plain language in court.
- ◆ Presenter, Wisconsin Judicial College, on computer uses for judges, including the revolutionary new technology called “the Internet”. 1995 – 1999.
- ◆ Guest lecturer and mock trial commentator, Marquette Law School, on trial techniques and media law. 2007 - 2009.
- ◆ Visiting Expert and Guest Lecturer, University of Wisconsin - Milwaukee, Marquette University, Carroll College, Milwaukee Area Technical College and Cardinal Stritch College on criminal justice, the Bill of Rights, computer and copyright law, and the role of an attorney. 1982 - 2007.

- ◆ Moderator and speaker at seminars for attorneys sponsored by the State Bar of Wisconsin, Marquette University Law School, Wisconsin Academy of Trial Lawyers and the Milwaukee Bar Association. 1979 - 1992.

PREVIOUS LEGAL and BUSINESS EXPERIENCE

- ◆ Partner, Kahn & Flynn, S.C., (and predecessor firms) concentrating on litigation, including business, criminal and juvenile legal issues. Trial and appellate advocacy, 1979 - 1992.
- ◆ Owner and Manager, the Colby-Abbot Building Company. Responsible for the leasing and operation of a 65,000 square foot multi-tenant downtown Milwaukee office building. 1979 - 1992.
- ◆ Counsel for the Board of Attorneys Professional Responsibility, by appointment of the Wisconsin Supreme Court. Representation of the Board in attorney discipline proceedings, 1981 - 1991.
- ◆ Special prosecutor pro tem for the State of Wisconsin, by appointment of the Chief Judge of Milwaukee County Circuit Court, 1981 - 1982.
- ◆ Chief Staff Attorney at Milwaukee County Children's Court, Legal Aid Society of Milwaukee. Administrative responsibilities included the supervision and training of a ten-attorney staff. Trial duties included advocacy for children and parents in abuse, neglect and delinquency cases, 1978 - 1979.
- ◆ Trial Attorney, Legal Aid Society of Milwaukee. 1976 - 1978.
- ◆ Staff Attorney, Keshena Office, Wisconsin Indian Legal Services. Represented indigent Native Americans in a twelve-county area of Northeastern Wisconsin, 1975 - 1976.

HONORS AND POSITIONS OF LEADERSHIP

- ◆ Delegate to the National Board of Trustees, National Conference for Community and Justice. 1993 to 2003.
- ◆ Member, Milwaukee Jewish Council, for Community Relations, 1999 - 2004.
- ◆ President, American Jewish Committee, Milwaukee Chapter, 1999 - 2002.

- ◆ Founder (with others) Milwaukee Ethnic Council. – building bridges among the ethnic heritages in the Milwaukee area, 1989. President, 1991, 1992.
- ◆ Board of Directors, Hispanic Coalition of Milwaukee, 1991, 1992.
- ◆ Board of Directors, COA Youth and Family service organization, 1985 - 1990 and 1995 - 1998.
- ◆ Member, Wisconsin State Public Defender Board, by appointment of Wisconsin Governor, 1985 - 1989.
- ◆ Wisconsin Civil Liberties Union volunteer attorney 1983 – 1991.
- ◆ Recipient of the *first* Pro Bono Award presented by the Posner Foundation for "outstanding contribution to the giving of pro bono legal services to the needy of Milwaukee", 1983.
- ◆ Witness before committees of the Wisconsin Senate and Assembly on proposed legislation relating to the rights of and in favor of a Children's Trust Fund, 1981 and 1983.
- ◆ Board of Directors, Parents Anonymous of Greater Milwaukee, Inc. (now known as The Parenting Network), 1980 - 1984.
- ◆ Board of Directors, State Bar of Wisconsin Young Lawyers Division, 1980 - 1982.
- ◆ Chair, Criminal Justice Committee, Milwaukee Young Lawyers Association, 1980 - 1981.
- ◆ "Outstanding Young Lawyer for 1980" award by the Milwaukee Jaycees.

HOBBIES

- ◆ Wildlife photography, world travel, kayaking and aviation.

PERSONAL

- ◆ Married to Patti Keating Kahn.
- ◆ Three amazing grandsons.

V.

MEDICAL REPORTS

A. All Duty & Ordinary Disability Applications & Re-examinations (November).

MERITS	CITY OF MILWAUKEE EMPLOYEES' RETIREMENT SYSTEM	Page Number:	1 OF 1
	Medical Panel Approvals Report	DATE RAN :	11/14/2024
Approved by Executive Director	Pension Board Meeting Date 11/26/2024	TIME RAN :	11:50

DOCTOR DECISION										
<u>Case Number</u>	<u>Name</u>	<u>Title</u>	<u>Employer</u>	<u>Case Type</u>	<u>Case Sub-Type</u>	<u>City</u>	<u>Union</u>	<u>Third</u>	<u>Disability Date</u>	<u>Comments</u>
826	HUNTER, CLAUDE	FIRE FIGHTER	FIRE	DD 75%	Re-Examination	Approved	Approved		09/28/2010	
1012	NEWMAN, TIMOTHY	HEO	FIRE	DD 75%	Re-Examination	Approved	Approved		06/26/2012	Exempt from Re-Exam
793	SCHOLZ, THOMAS	FIRE FIGHTER	FIRE	DD 75%	Re-Examination	Approved	Approved		03/01/2024	Exempt from Re-Exam

Number of Cases: 3

This report includes Fire duty disabilities with an application date prior to July 29, 2016; Police MPA duty disabilities with an application date prior to June 19, 2016; and Police MPSO duty disabilities with an application date prior to January 1, 2016.

<u>Name</u>	<u>Title</u>	<u>Employer</u>	<u>CaseType</u>	<u>Case Sub-Type</u>	<u>Disability Date</u>	<u>Medical Council Meeting Date</u>	<u>In Person Exam Waiver</u>
JASSO, MICHAEL	FIREFIGHTER	MFD	Ordinary Disability	Re-Examination	04/25/2018	11/08/2024	
KIETZKE, CHRISTOPHER	FIRE LIEUTENANT	MFD	Ordinary Disability	Re-Examination	04/23/2020	11/08/2024	
NELSON, EDWARD	CITY LABORER	DPW-INFRASTRUCTURE	Ordinary Disability	Re-Examination	12/14/2012	11/08/2024	
PURDY, BRANDON	SCHOOL ENGINEER III	MILWAUKEE PUBLIC SCHOOLS	Ordinary Disability	Re-Examination	12/10/2022	11/08/2024	
WARREN, KATRINA	POLICE OFFICER	MPD	Ordinary Disability	Re-Examination	06/07/2019	11/08/2024	

Number of Cases: 5

This report includes all GC disabilities; all ordinary disabilities; Fire duty disabilities with an application date on/after July 29, 2016; Police MPA duty disabilities with an application date on/after June 19, 2016; and Police MPSO duty disabilities with an application date on/after January 1, 2016.

MERITS	CITY OF MILWAUKEE EMPLOYEES' RETIREMENT SYSTEM	Page Number:	1 OF 1
	Medical Council Denials Report	DATE RAN :	11/11/2024
	Board Meeting: 11/26/2024	TIME RAN :	08:16

<u>Case Number</u>	<u>Name</u>	<u>Title</u>	<u>Employer</u>	<u>CaseType</u>	<u>Case Sub-Type</u>	<u>Disability Date</u>	<u>Medical Council Meeting Date</u>	<u>In Person Exam Waiver</u>
1554	RODRIGUEZ, JOEL	FIRE FIGHTER	FIRE	DD 75%	Application	02/28/2023	11/08/2024	

Number of Cases: 1

This report includes all GC disabilities; all ordinary disabilities; Fire duty disabilities with an application date on/after July 29, 2016; Police MPA duty disabilities with an application date on/after June 19, 2016; and Police MPSO duty disabilities with an application date on/after January 1, 2016.

VI.

UNFINISHED BUSINESS

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VI.A.), as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Board may then vote to reconvene in open session following the closed session.

- A. Pending Legal Opinions and Service Requests Report.
- B. Pending Legislation Report.
- C. Executive Director's Report – Inventory of ERS Projects.



November 26, 2024 Board Meeting

PENDING LEGAL OPINIONS AND SERVICE REQUESTS REPORT

PART 1. LEGAL OPINIONS - OFFICE OF CITY ATTORNEY

None.

PART 2. LEGAL OPINIONS - OUTSIDE LEGAL COUNSEL

None.

PART 3. SERVICE REQUESTS - OFFICE OF CITY ATTORNEY

04/23/24

IT Fiber Internet Services

ERS has requested the City Attorney's Office to draft and negotiate a contract (or an amendment to current Master Services Agreement) with present vendor, Lumen (f/k/a CenturyLink) for IT fiber services.

PART 4. SERVICE REQUESTS - OUTSIDE LEGAL COUNSEL

09/23/24

Abbott Capital Private Equity

Request for City Attorney's Office to assist with the review and negotiations amending the current Limited Partnership Agreement and side letter with Abbott Capital Private Equity Investors 2025.

09/26/24 City Attorney's Office approved referral of this service request to outside legal counsel, Reinhart Boerner Van Deuren SC.

11/26/24 On Pension Board Agenda for approval.



November 26, 2024 Board Meeting

PENDING LEGISLATION REPORT

PART 1. PENDING CHARTER ORDINANCES FOR COMMON COUNCIL ACTION

None.

PART 2. PENDING CHANGES TO THE RULES & REGULATIONS

None.

PART 3. PENDING LEGISLATIVE COMMITTEE REFERRALS

Executive Management Positions Succession Planning Procedures and Guidelines

Draft proposal creating Board Rule II.8 that would establish temporary and permanent succession planning procedures and guidelines as it relates to executive management positions in the ERS.

05/28/24 Referred to the Legislative Committee by Pension Board.

Limited Duty Protocols - Law Enforcement Standards Bureau Requirements

Whether to recommend the City to lobby the State to make changes to the Law Enforcement Standards Bureau (LESB) requirements as they relate to the Duty Disability program and the Limited Duty protocols of the Milwaukee Police Department.

09/24/24 Referred to the Legislative Committee by Pension Board.

PART 4. PENDING STATE LEGISLATION

None.

Employees' Retirement System – Executive Director's Report

November 2024

I. Personnel Update

- A. ERS has no vacancies.

II. Member Services

- A. New retirees on payroll in October - 33; 25 are currently anticipated for the November payroll.
- B. Retiree/Employee deaths entered in September - 30.
- C. There was a Retirement Workshop for MPD on 10/11/24 and 58 attended, and for General City on 11/22/24 and 39 attended.
- D. The last Retirement Workshop in 2024 for General City will be on 11/22/24.
- E. Below is a breakdown of to-date ERS benefits payouts/active/deferred counts:

Category	Count
Annuitants	
Death - Duty	24
Death - Ordinary	100
Disability - Duty	356
Disability - Ordinary	564
Retirement	12,831
Separation	39
Total Annuitants	13,914
Active	10,731
Deferred	3,170
Total Population	27,815

III. Financial Services

- A. We continue to calculate and disburse the remaining 5.8% pension offset retro payments in November. ERS had previously held back 1/3 of Firefighters' retro payments in September and October. We plan to pay the remaining retro balances to the Firefighters in November and we expect to get any remaining payments completed in December 2024.
- B. Staff also has been meeting and explaining the 5.8% pension offset retro calculations to members who have requested an explanation of the calculations from ERS.
- C. Staff continues working with CLA on the benefit payroll and contributions internal audit.

IV. Information Services

- A. Struts Upgrade and Modernize MERITS Website in progress.
- B. Upgrade FileNet P8 to IBM CloudPak4BA in progress.
- C. Upgrade EJB from 2.0 to 3.0 in progress.
- D. Upgrade SQL LiteSpeed completed.
- E. Upgrade SQL Sentry completed.
- F. VMware Environments Upgrade in progress.
- G. Network Infrastructure Firmware/OS Upgrade in progress.
- H. MS Windows Desktop and Laptop OS Upgrade in progress.

- I. Planet Press Upgrade in progress.
- J. IT Vulnerability Audit in progress.

V. Administration

A. An at-large election for the Office of Annuity & Pension Board Trustee with a term of office beginning January 1, 2025 through December 31, 2028 was held on Friday, November 1, 2024. The results of the election are as follows:

Name of Candidate	Number of Votes
Molly King	689
Justin DeCleene	1,058

B. The 2023 ACFR was posted on the CMERS.com website. Daniel Gopalan, ERS CFO, is currently on vacation and will give a brief presentation on the ACFR at the December Board Meeting. A copy of the ERS 2023 summary annual report being sent to members is attached.



The Employees' Retirement System of the City of Milwaukee
Annual Report of the Annuity and Pension Board
86th Edition • December 31, 2023
Dated November 18, 2024

STATEMENT OF PLAN NET ASSETS
FOR THE YEAR ENDED 12/31/2023
(in thousands)

ASSETS	
Cash & Cash Equivalents	\$ 98,448
Investments at Estimated Fair Value	
Fixed Income	\$ 1,814,691
Public Equity	2,266,336
Absolute Return	443,099
Real assets	638,165
Private equity	<u>766,408</u>
Total Investments	\$ 5,928,699
Receivables and Other Assets	
Employer	\$ 109
Member	986
Actuarially determined contributions	26,149
Interest, dividends and foreign tax recoverable	16,377
Investments sold	68,459
Software & equipment, net of depreciation	593
Securities lending collateral	335,751
Lease assets, net of amortizations	1,609
Subscription-based IT arrangements, net of amort.	<u>357</u>
Total Receivables and Other Assets	\$ 450,390
TOTAL ASSETS	\$ 6,477,537
LIABILITIES	
Benefits payable	\$ 1,164
Unearned contributions	29,368
City of Milwaukee	1,198
Securities lending obligation	333,086
Investments purchased	314,173
Lease liability	<u>1,776</u>
TOTAL LIABILITIES	\$ 681,035
NET POSITION RESTRICTED	
FOR PENSIONS & OTHER GOV'TS	\$ 5,796,502

STATEMENT OF CHANGES IN PLAN NET ASSETS
FOR THE YEAR ENDED 12/31/2023
(in thousands)

	<u>2023</u>	<u>2022</u>
ADDITIONS		
Contributions		
Employer	\$ 171,042	\$ 121,571
Member	<u>32,688</u>	<u>32,204</u>
Total Contributions	\$ 203,730	\$ 153,775
Investment Income (Loss)		
Net (depreciation) appreciation		
in fair value of investments	\$ 477,961	(646,750)
Interest, dividends, and		
other investment income	130,427	115,668
Less: Investment expense	(64,612)	(65,499)
Securities lending income	18,886	6,822
Less: Sec. Lending expenses	<u>(16,784)</u>	<u>(4,616)</u>
Net Investment Income	<u>\$ 545,878</u>	<u>\$ (594,375)</u>
TOTAL ADDITIONS	\$ 749,608	\$ (440,600)
DEDUCTIONS		
Administrative expenses	\$ (8,015)	(7,181)
Benefits paid	(466,604)	(452,407)
Refund of contributions	<u>(4,444)</u>	<u>(5,211)</u>
TOTAL DEDUCTIONS	<u>\$ (479,063)</u>	<u>\$ (464,799)</u>
FUND BALANCE CHANGES		
Net (decrease) increase before		
fund balance transfers	\$ 270,545	\$ (905,399)
Fund balance transfers	-	-
Net (decrease) increase after		
fund balance transfers	<u>\$ 270,545</u>	<u>\$ (905,399)</u>
Net position held in trust for		
pensions benefits & other governments		
Beginning of year	<u>\$5,525,957</u>	<u>\$6,431,356</u>
End of year	<u>\$5,796,502</u>	<u>\$5,525,957</u>

ACTUARIAL BALANCE SHEET as of January 1, 2024
(in thousands)

ASSETS		LIABILITIES	
Market value of assets	\$ 5,796,502	Present value of future benefits	
Market adjustment	<u>211,984</u>	Annuityants	\$ 5,757,572
Actuarial value of assets	\$ 6,008,486	Inactive members	206,858
Unfunded actuarial accrued liability	1,820,885	Active members	<u>2,827,279</u>
Present value of future anticipated contributions	<u>962,338</u>	TOTAL LIABILITIES	\$ 8,791,709
Financial resources for actuarial accrued liability	\$ 8,791,709		

MEMBERSHIP STATISTICS as of 12/31/2023

	<u>2023</u>	<u>2022</u>
Active members	10,108	9,800
Retired, disability, and Survivorship	13,867	13,853
Deferred status members	<u>6,136</u>	<u>5,960</u>
TOTAL MEMBERSHIP	<u>30,111</u>	<u>29,613</u>

See Notes to the Basic Financial Statements

Section 36.15 (9) of the Milwaukee City Charter provides that the Annuity and Pension Board “shall publish annually a report showing the fiscal transactions of the retirement system for the preceding year, the amount of the assets of the system, and the financial condition of the system as disclosed by an actuarial valuation of the retirements system.”

The Annuity and Pension Board submits herewith its annual report for the year ending December 31, 2023.

ANNUITY AND PENSION BOARD

as of 12/31/2023

Elected Representatives – Active Members

Matthew Bell
James Campbell
Molly Christianson

Elected Representatives – Retirees

Thomas Klusman, Retired

Appointed by the President of the Common Council

Nik Kovac, City of Milwaukee
Budget & Management Director
Deborah Ford, Retired
Rudolph Konrad, Retired

Ex-Officio Member

Aycha Sawa, City of Milwaukee
Comptroller

ADMINISTRATIVE PERSONNEL

as of 12/31/2023

Bernard J. Allen - Executive Director
and Secretary

Melody Johnson - Deputy Director

David M. Silber, CFA, CAIA –
Chief Financial Officer

Daniel Gopalan, CPA –
Chief Financial Officer

G. Spencer Coggs – Custodian of
Funds, City of Milwaukee Treasurer

Tearman Spencer – Legal Advisor,
City of Milwaukee Attorney

INVESTMENT MANAGERS

Abbott Capital Management LLC
Almanac Realty Investors, LLC
Apogem Capital LLC
Apollo Global Real Estate Management, L.P.
AQR Capital Management, LLC
BlackRock Investments, LLC
Brandes Investment Partners, LP
Bryanston Realty Partners LLC
CastleArk Management LLC
Colony Capital, LC
Deutsche Asset Management
Dimensional Fund Advisors LP
Drawbridge Realty Partners Holdings, LP
Earnest Partners LLC
Fortress Investment Group
Goldman Sachs Asset Management
Greenfield Multi-State Partners, L.P.
H/2 Capital Partners
J.P. Morgan Investment Management Inc.
LaSalle Investment Management, Inc.
Loomis, Sayles & Company, L.P.
M&G Real Estate
Mesirow Financial, Inc.
MFS Investment Management
Morgan Stanley Real Estate Advisor, Inc.
Neuberger Berman
Northern Trust Securities, Inc.
Polen Capital Management, LLC
Principal Asset Management
Prologis, LP
Reams Asset Management
Standard Life
Stockbridge Capital Partners, LLC
UBS Hedge Fund Solutions, LLC
Walton Street Capital, L.L.C.
William Blair Investment Management, LLC

A list of investments held by the Employees' Retirement System as of December 31, 2023 is available for inspection at the System's office. The financial records of the Employees' Retirement System have been audited by the Wisconsin Legislative Audit Bureau for the year ending December 31, 2023. Complete audited Basic Financial Statements are available for inspection at the System's office or online at www.cmers.com

CONSULTANTS

Bernstein Litowitz Berger & Grossman LLP
Callan LLC
Cavanaugh Macdonald Consulting, LLC
CliftonLarsonAllen LLP
Foley & Lardner LLP
Global Trading Analytics, LLC
Ice Miller LLP
The Northern Trust Company
Reinhart Boerner Van Deuren
State of Wisconsin Legislative Audit Bureau
Wells Fargo Bank Wisconsin, NA

MEDICAL COUNCIL

Gregory Brotzman, M.D.
David L. Drury, M.D.
William Greaves, M.D.

Please check that your Beneficiary Designation is current.

Change of Beneficiary Designation forms are available at the ERS office at 789 North Water Street, Suite 300, Milwaukee, WI 53202 or by calling 414-286-3557 or 1-800-815-8418 or online at www.cmers.com

Basic Website Metrics

	2023			2024									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug	Sep.	Oct.
Users	3,758	3,923	3,525	4,121	4,119	3,860	4,019	3,407	3,289	3,332	3,366	3,343	4,108
Page Views	14,150	13,570	12,238	14,925	15,831	12,712	13,809	11,573	10,455	11,124	10,956	11,294	14,359
Ave. Visit	1:35	1:29	1:30	1:35	1:11	1:23	1:34	1:23	1:12	1:18	1:21	1:23	1:34

VII.

INFORMATIONAL

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VII.A.), as provided in Section 19.85(1)(g), Wisconsin State Statutes, to confer with legal counsel concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The Board may then vote to reconvene in open session following the closed session.

- A. Pending Litigation Report.
- B. Conferences.
- C. Class Action Income 2024 YTD.
- D. Adjusted Quarterly Cost Basis of Equity.
- E. Minutes of the Investment Committee Meeting Held November 7, 2024.
- F. Report on Bills.
- G. Deployment of Assets.
- H. Securities Lending Revenue and Budget Report.
- I. Preliminary Performance Report and Asset Allocation.



November 26, 2024 Board Meeting

PENDING LITIGATION REPORT

Part 1. ERS Litigation through the City Attorney

MPA and Kurt Lacina v. City of Milwaukee, et al; Case Nos. 2023AP000301; and 2022CV001965

Kurt Lacina alleges his DDRA was wrongfully offset by a worker's compensation permanent partial disability award by defendants.

****See prior Reports for case history****

➤ 10/18/23 Appellants' Reply Brief filed. Case awaiting assignment to appellate panel.

Benjean Lara v. City of Milwaukee, et al; Case Nos. 2024AP001685; and 2023CV007107

Member filed Petition for Certiorari Review of Pension Board's denial of disability (duty and ordinary) retirement benefits.

****See prior Reports for case history****

➤ 10/08/24 Record filed.

➤ 11/18/24 Brief & Appendix of Appellant due.

Part 2. ERS Administrative Appeal Hearings through the City Attorney

Jason Rodriguez; Administrative Case No. 1443

➤ Hearing stayed pending outcome of Appellant's state workers compensation (WC) appeal hearing. First WC appeal hearing held May 10, 2022. Second WC appeal hearing pending scheduling.

Part 3. Notice of Claim filed with ERS

Kurt Lacina v City of Milwaukee and Employees' Retirement System and Annuity and Pension Board

Claimant alleges that duty disability retirees receiving a 90% benefit are only subject to the re-examination requirements prior to reaching their conversion date.

- 06/05/24 ERS served with Notice of Circumstances and Claim.
- 06/13/24 Letter to City Attorney's Office sent. New claim reported to fiduciary carriers.

Part 4. ERS Litigation through Outside Legal Counsel

None.

Part 5. Notice of Intent/Claim filed with the Office of the City Attorney

Jasmine Lewis v City of Milwaukee, et al

Ms. Lewis filed a "Notice of Intent to Sue" dated August 5, 2024 with the Milwaukee Police Department. The claimant lists several allegations (false imprisonment, fraud, abuse of authority, civil rights violations, assault causing personal injury, etc.) against the City of Milwaukee, the Milwaukee Police Department, the Employees' Retirement System and other entities.

- **09/16/24** ERS received letter dated September 7, 2024 from the City Attorney's Office regarding "Notice of Intent to Sue" filed by retiree Jasmine Lewis.
- **09/18/24** ERS request to legal counsel to review this matter and evaluate whether or not Ms. Lewis' letter meets the requirements for a first notice of claim in accordance with Chapter 893 of the Wisconsin State Statutes

Client Conferences 2025

Board Meeting: November 26, 2024

DATE(S)	CONFERENCE(S) / LOCATION(S)	SPONSOR(S)
January 16, 2025 11:30 am – 12:30 pm	Callan's Capital Market Assumptions Webinar	Callan Associates
January 24, 2025 11:30 am – 12:30 pm	4Q24 Market Intelligence Webinar	Callan Associates
February 4 – 5, 2025	Apogem Annual General Meeting 2025 Miami, FL	Apogem Capital
February 11 – 12, 2025 10:30 am – 1:30 pm	"Callan College" on Alternative Investments Virtual	Callan Associates
March 4 – 5, 2025	2025 Institutional Investor Insights (In3) New York, NY	BlackRock
March 11 – 13, 2025 10:30 am – 1:30 pm	"Callan College" Introduction to Investments Virtual	Callan Associates
April 1 – 3, 2025	Dimensional Fund Advisors Annual Conference Austin, TX	Dimensional Fund Advisors
April 27 – 29, 2025	Callan's 2025 National Conference Scottsdale, AZ	Callan Associates
October 28, 2025 8:00 am – 11:00 am	2025 October Workshop Chicago, IL	Callan Associates

Trustee Conferences 2024 – 2025

Board Meeting: November 26, 2024

DATE(S)	CONFERENCE(S) / LOCATION(S)	SPONSOR(S)
December 9 – 10, 2024	Pension Bridge Real Assets Austin, TX	with.Intelligence
January 14 – 15, 2025	2025 AIF Annual Investor's Meeting New York, NY	AIF Institute
January 26 – 27, 2025	Pension Communication Summit Washington DC	NCPERS
January 27 – 29, 2025	Legislative Conference Washington DC	NCPERS
January 27 – 29, 2025	2025 Visions, Insights & Perspectives (VIP) Americas Dana Point, CA	Institutional Real Estate, Inc.
February 26 – 27, 2025	Investment Basics San Diego, CA	International Foundation of Employee Benefit Plans
March 10 – 12, 2025	CII Spring 2025 Conference & 40 th Anniversary Celebration Washington DC	Council of Institutional Investors
March 24 – 26, 2025	Pension Bridge The Annual 2025 Half Moon Bay, CA	with.Intelligence
April 10, 2025	11 th Annual Midwest Institutional Forum Chicago, IL	Markets Group
April 16 – 17, 2025	2025 Private Markets Conference Chicago, IL	Pensions & Investments
April 29 – May 1, 2025	Public Funds Roundtable Los Angeles, CA	Institutional Investor
April 30 – May 1, 2025	Investment Institute Fort Myers, FL	International Foundation of Employee Benefit Plans

Trustee Conferences 2024 – 2025

Board Meeting: November 26, 2024

DATE(S)	CONFERENCE(S) / LOCATION(S)	SPONSOR(S)
May 4 – 7, 2025	Global Conference Los Angeles, CA	Milken Institute
May 15, 2025	2025 Madison Investment Conference Madison, WI	CFA Society of Madison
May 17 – 18, 2025	NCPERS Accredited Fiduciary (NAF) Program & Trustee Educational Seminar (TEDS) Denver, CO	NCPERS
May 18 – 21, 2025	Annual Conference & Exhibition (ACE) Denver, CO	NCPERS
June 5, 2025	9 th Annual Real Estate Midwest Forum Chicago, IL	Markets Group
July 14 – 15, 2025	ALTSCHI Chicago, IL	Markets Group
July 15 – 17, 2025	Pension Bridge Private Equity Exclusive 2025 Chicago, CA	with.Intelligence
August 17 – 19, 2025	Public Pension Funding Forum Chicago, IL	NCPERS
September 8 – 10, 2025	CII Fall 2025 Conference San Francisco, CA	Council of Institutional Investors
September 30, 2025	11 th Annual Great Plains Institutional Forum Minneapolis, MN	Markets Group
October 25 – 26, 2025	NCPERS Accredited Fiduciary (NAF) Program & Program for Advanced Trustee Studies (PATs) Tampa, FL	NCPERS
October 26 – 29, 2025	Financial, Actuarial, Legislative & Legal (FALL) Conference Tampa, FL	NCPERS

Upcoming Due Diligence Meetings

Date	Manager(s)	Team
December 9-11, 2024	Polen & Earnest	David & Keith
December 19, 2024	Mesirow	Erich, Tom, Keith, Aaron

Class Action Income 2024 YTD

Asset Description	Date(s)	Amount
Arthrocare Corp.	1/5/2024 \$	28,400
Teva Pharmaceutical	1/8/2024 \$	1,273
Countrywide Financial	1/30/2024 \$	82
Bank of America	2/7/2024 \$	14,750
Corrections Corp. of America	2/16/2024 \$	362
Petroleo Brasileiro SA	2/27/2024 \$	81,460
Oracle Corp.	5/10/2024 \$	212
Amedisys, Inc.	5/30/2024 \$	166
OSI Systems, Inc.	6/18/2024 \$	668
Wells Fargo & Company	7/12/2024 \$	50,806
Benefitfocus, Inc.	7/15/2024 \$	607
Cognizant Technology	7/18/2024 \$	343
Crocs, Inc.	8/20/2024 \$	22
LIBOR-Based Financial Instruments	9/11/2024 \$	2,881
JP Morgan Chase Bank	10/1/2024 \$	32
Nine Bank Settlement - Foreign Exchange Benchmark Rates	10/17/2024 \$	2,672
Wells Fargo & Company	10/24/2024 \$	2,213
Total Class Action Income Received in 2024 YTD	\$	186,949

Adjusted Quarterly Cost Basis of Equity September 30, 2024

Date	Market Value of Total Fund	Equity as Percent of Portfolio on a Market Value Basis %	Cost Value of Total Fund	Equity as Percent of Portfolio on Cost Basis %
Sep-17	5,253,079,121	60.3%	4,219,738,169	54.0%
Dec-17	5,356,413,868	60.7%	4,347,067,963	54.6%
Mar-18	5,360,763,834	54.5%	4,493,669,234	48.5%
Jun-18	5,364,526,404	52.8%	4,508,052,439	47.2%
Sep-18	5,416,752,057	53.2%	4,475,388,278	47.5%
Dec-18	4,952,685,618	50.7%	4,457,976,536	48.9%
Mar-19	5,287,164,709	52.5%	4,458,818,165	48.5%
Jun-19	5,368,388,543	52.2%	4,439,503,880	48.5%
Sep-19	5,336,312,140	51.6%	4,409,684,126	48.6%
Dec-19	5,525,553,595	53.1%	4,370,713,537	48.7%
Mar-20	4,532,932,039	47.6%	4,421,955,418	47.5%
Jun-20	4,904,369,177	52.6%	4,216,408,115	50.3%
Sep-20	5,077,501,527	52.0%	4,228,679,409	49.0%
Dec-20	5,531,306,606	53.5%	4,270,905,026	47.9%
Mar-21	5,693,916,321	53.5%	4,338,199,305	46.1%
Jun-21	6,012,966,775	52.3%	4,337,113,221	45.0%
Sep-21	6,026,295,778	48.4%	4,378,190,704	42.2%
Dec-21	6,218,053,813	47.6%	4,473,429,725	41.0%
Mar-22	6,156,069,941	46.5%	4,642,000,891	41.1%
Jun-22	5,633,734,690	44.6%	4,548,655,130	43.9%
Sep-22	5,276,131,314	43.7%	4,538,899,040	44.8%
Dec-22	5,469,372,844	46.0%	4,476,020,934	44.5%
Mar-23	5,644,257,058	47.6%	4,501,213,423	44.4%
Jun-23	5,654,571,235	43.9%	4,551,510,198	39.4%
Sep-23	5,471,790,350	40.0%	4,563,372,935	35.9%
Dec-23	5,712,163,552	42.7%	4,524,515,830	36.6%
Mar-24	5,968,654,087	42.9%	4,668,405,133	35.6%
Jun-24	5,895,564,025	42.3%	4,634,369,429	35.6%
Sep-24	6,063,026,517	42.4%	4,630,995,120	34.7%

**EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
ANNUITY AND PENSION BOARD**

Minutes of the Investment Committee Meeting
held November 7, 2024 via teleconference

The meeting was called to order at 9:01 a.m.

Committee Members Present: Matthew Bell
 Bill Christianson
 Deborah Ford
 Timothy Heling
 Molly King
 Thomas Klusman, Chair
 Rudy Konrad
 Nik Kovac

ERS Staff Present: Jerry Allen, Executive Director
 David Silber, Chief Investment Officer
 Keith Dickerson, Pension Investment Analyst – Sr.
 Thomas Courtright, Pension Investment Analyst – II.
 Aaron Shew, Pension Investment Analyst – II.
 Dan Gopalan, Chief Financial Officer
 Jan Wills, Board Stenographer

Others present: Munir Iman, John Jackson, Mike Joecken, Callan; Lawrence Taylor, Brandes; Travis Gresham, City Attorney's Office; Lauren Albanese, Financial Investment News; Terry Siddiqui, DS Consulting, Inc.; no members of the public called into the meeting.

Callan Real Estate Presentation. As a matter of information, Committee members received the Callan Real Estate Presentation booklet, a copy of which is on file with the Board Secretary and is hereby incorporated in these minutes. Mr. Iman gave a Real Estate Performance Review to the Committee and presented the following topics, after which a discussion ensued.

- Market Overview
- Portfolio Summary
- Conclusions and Recommendations

Mr. Klusman advised that the Investment Committee may vote to convene in closed session on the following item (I.) as provided in Section 19.85(1)(e), Wisconsin State Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Investment Committee may then vote to reconvene in open session following the closed session.

It was moved by Ms. King and seconded by Mr. Christianson to convene in closed session. The motion carried by the following roll call vote: AYES: Ms. Ford, King; Messrs. Bell, Christianson, Heling, Klusman, Konrad, and Kovac. NOES: None.

The Committee convened in closed session at 9:41 a.m.

The Committee reconvened in open session at 9:52 a.m.

Approval of Loomis Sayles Guideline Clarification. Mr. Silber noted this was referenced at the October 2024 Board Meeting. He said Loomis has the ability to invest up to 5% of their account in common stocks. Mr. Silber said that 10 to 15 years ago, Mr. Fuss was the lead on the CMERS account and he gave compelling examples of when it would be in the best interest for CMERS to have a small stock allocation in CMERS' account with Loomis. Mr. Silber stated over the course of conducting due diligence and monitoring Loomis earlier this year, the investment team identified stocks that had low dividend payments and initiated a conversation with Loomis and Callan to better understand how this guideline was being utilized. As a result of this process, Staff wanted to remove some of the stocks that were not originally intended per Mr. Fuss' reasons, and Loomis and Staff both agreed it would make sense to clarify the types of stocks comprising the 5% of common stocks held by Loomis going forward. He said Loomis did not push back and has already removed the types of stocks in question. Mr. Silber also noted that Loomis was never in violation of the guideline as written. Mr. Silber read the language in the Guideline Clarification, which states that "outright purchases of dividend-paying common stocks are not permitted. However, purchases of common stock deemed as high conviction down the capital structure by Loomis Sayles and common stock received as a result of restructure or conversion is permissible. The combined limit is 5% of the account market value at all times." He concluded Staff and Callan recommend approval of this guideline clarification because it should reduce the chance that this guideline is misinterpreted going forward. Discussion ensued.

It was moved by Mr. Konrad, seconded by Mr. Heling, and unanimously carried, to approve the Approval of Loomis Sayles Guideline Clarification.

Brandes Investment Partners Presentation. Mr. Silber reminded the Committee that CMERS has been an investor with Brandes since 1998. He noted that the international value strategy that Brandes manages for CMERS is the largest Public Equity mandate in CMERS' portfolio. As a matter of information, Committee members received the Brandes International Equity Presentation booklet. Mr. Taylor gave a presentation to the Committee on the following topics.

- Firm Overview
- Investment Process
- International Equity
- Portfolio

2025 Tentative Due Diligence Schedule. As a matter of information, Committee members received the 2025 Tentative Due Diligence Schedule. Mr. Silber said this is a draft for 2025 and it is CMERS' practice to meet with the managers on-site every other year. He said there is a benefit to the Board members meeting with the managers and learning about the investments in the Fund. Mr. Silber said Mr. Sauer leads this process and invited Board members to speak with him regarding the due diligence visits if they are interested in attending.

CMERS 3rd Quarter Performance Update. As a matter of information, Committee members received the 3rd Quarter 2024 Performance Report. Mr. Silber's agenda included the following topics: Fund Overview, Public Equity, Fixed Income, Absolute Return, Private Equity, and a Recent Performance Update. He said the 3rd Quarter was strong across all asset classes and stocks were up 6.8% as measured by the ACWI IMI. Mr. Silber noted bonds were up 5.2% during the

quarter and the Fund's overall benchmark was up 5.0% during the quarter. He said Style Bias was positive as small cap equity outperformed large cap equity and value outperformed growth. He mentioned there was also outperformance from Fixed Income. Mr. Silber said Private Equity was up 0.5% for the quarter and resulted in Fund underperformance because of the way it is benchmarked against the Russell 3000 index at a one-quarter lag. He reminded the Committee that this benchmarking approach leads to volatility from quarter to quarter, but is expected to add value over the long term. He noted the Total Fund net of fee return is 4.8% versus the Benchmark of 5.0% for Q3 2024. Mr. Silber said the year-to-date return through September is 8.6%, the one-year return is 15.1%, and the three- to 15- years are all positive and in-line with or exceeding the benchmark, net of fees. Mr. Silber stated the year-to-date monthly cash outflows are over \$382 million and are on track to be at approximately \$500 million for the full year. He said as of September 30, there is over \$499 million in investment gains, \$237 million received in contributions, and the Fund is currently over \$6 billion. Mr. Silber said the most recent actuarial valuation projects benefit payments to total \$5.6 billion in the next 10 years. Mr. Silber concluded with a Performance Update. 4. He said markets went down in October for stocks and bonds, but the markets are off to a good start in November, particularly in equities. Mr. Silber said the year-to-date return estimate as of yesterday was 7.8%, net of fees, with the total Fund market value at \$5.98 billion dollars. He noted they used the strong gains from stocks this year to maintain a healthy cash balance throughout the year. Mr. Silber said there will be \$80 to \$85 million of outflows from now through the end of the year and the Fund has enough cash currently on hand to cover that. He also said that they expect there will be sizable contributions made into the Fund in January. He said for the December Investment Committee Meeting, Callan has put together an asset liability model and plans to present phase 1 of the ALM study at that meeting. Mr. Klusman requested that Committee members meet in person for the December meeting.

Due Diligence Reports.

Loomis Sayles. As a matter of information, Committee members received from Mr. Shew a memo regarding the Loomis Sayles Due Diligence meeting on July 25, 2024. Mr. Shew said he and Mr. Sauer met with Dan Fuss and members of the Investment, Trading, Risk, Compliance, IT, Business Continuity, and Cyber Risk teams at Loomis' headquarters in Boston. He mentioned that Loomis is the longest-serving manager for the ERS as they were hired in 1981 to manage the Core Plus Fixed Income Strategy. Mr. Shew noted Loomis manages \$479 million for the ERS, which is 8% of the Fund's assets. He said a takeaway from the meeting was the retirement of Elaine Stokes in February 2024. Mr. Shew said Bryan Hazelton was promoted to an Associate Portfolio Manager for the strategy, having 16 years of industry experience. He said Messrs. Eagan and Kennedy continue to manage with over 30 years each of industry experience. Mr. Shew commented that at the October Board meeting, the Board approved several guideline changes and also continued the discussion regarding the equity exposure within the portfolio and came to the conclusion that the focus on dividend growth was not in the spirit of the Core Plus mandate. He concluded that Loomis has consistently outperformed their benchmark over the short- and long-term time periods.

MFS Investment Management. As a matter of information, Committee members received from Mr. Shew a memo regarding the MFS Due Diligence meeting on July 24, 2024. Mr. Shew and Mr. Sauer visited MFS' headquarters in Boston on July 24, 2024. He said they met members of the Investment, Trading, Risk, Compliance, IT, Business Continuity, and Cyber Risk teams. Mr. Shew said the ERS hired MFS in December 2012 and they were hired to manage the

Global Growth Equity mandate. He noted MFS manages \$212 million, or 3.5% of the Fund's assets. Mr. Shew said MFS has been operating as expected with the biggest changes happening at the firm within the senior management team as well as a marginal change with respect that MFS exits positions within the strategy. He said within the senior management team, Mike Roberge, the current Chair and CEO, will move to the position of Executive Chair in January 2025. Mr. Shew stated Ted Maloney, the current CIO, will assume the CEO role and Alison O'Neill will also assume the CIO role from her previous co-CIO role. He said MFS informs the Investment team well in advance of staff changes and it is viewed as a positive that senior management consists of experienced investment management staff. Mr. Shew said MFS has shown some recent underperformance due to the major runoff in valuations of the Magnificent Seven stocks. He said the ERS strategy has maintained an underweight to these positions, but their Global Growth Strategy is disciplined with their strategy of locating growth stocks at a reasonable price. He also noted that the IT department worked diligently overnight with the CrowdStrike incident on July 19 to have critical systems online for the following work day. He stated Loomis' teams also had a similar response to the CrowdStrike incident. Mr. Shew concluded the Staff remains comfortable with MFS' processes.

AQR Capital Management. As a matter of information, Committee members received from Mr. Dickerson a memo regarding the AQR Due Diligence meeting on August 13, 2024. Mr. Dickerson said he and Mr. Sauer visited the AQR headquarters in Greenwich, Connecticut. He noted AQR has managed the CMERS' Emerging Markets Core Equity mandate since August 2016 with a current value of \$105 million as of September 30, 2024. Mr. Dickerson said they met with AQR members from their Investment Management team, Risk Management team, Compliance, Operations, Portfolio Implementation and Trading, along with an introduction to their Special Projects team that is currently working on new applications of machine learning, but is not currently included in their investment process. He said Fund performance has improved throughout 2023 and 2024 and firm assets have begun to rebound due to net inflows and market appreciation. Mr. Dickerson said firm leadership and reporting structures have stabilized since the previous due diligence visit. He said the firm continues to optimize its resources given its current level of assets. Mr. Dickerson stated AQR has continued to enhance its systematic quantitative investment process which allocates risk across stock, country, and currencies independently. He said their philosophy is rooted in the belief that markets are mostly efficient; however, inefficiencies do exist that the team believes that they can exploit through their quantitative process. Mr. Dickerson said AQR's portfolio implementation and training teams continue to add value to the process through thoughtful trading, implementation, and execution that has achieved de-minimization in trading costs to our Fund. He noted risk management still continues to play an active role in the portfolio and operates independently of the investment team and provides feedback on any potential risk within the portfolio as well as provides ongoing monitoring with respect to any idiosyncratic risk. Mr. Dickerson summarized that their meetings with Compliance, Operations, Technology, and Cyber Security are all robust within the firm and allows for the firm to execute on its larger firm goals. He said performance has continued to improve and the Fund has outperformed benchmarks as of September 30 for the one-, three- and five-year periods and since its inception period. Mr. Dickerson said Staff and Callan have a high level of conviction that the Fund should be able to perform as its spot within its Emerging Markets Equity allocation. Discussion ensued.

Goldman Sachs Asset Management. As a matter of information, Committee members received from Mr. Dickerson a memo regarding the Goldman Sachs XIG Aptitude Due Diligence meeting on June 25 and September 18, 2024. Mr. Dickerson said he and Mr. Silber visited Goldman Sachs in New York on June 25 and Seattle on September 18. He said Aptitude has been managing an approximately \$184 million (as of September 30, 2024) custom hedge fund portfolio for CMERS as of October 1, 2022. Mr. Dickerson said they met with executives of the home office, external Investment group, risk management, operations, technology, and compliance. He said their Seattle meeting was specific to the Aptitude investment team and included meetings with portfolio managers, operational and legal due diligence managers, investment research and risk management. Mr. Dickerson said the takeaways included that AQR is fully integrated into the Goldman Sachs' parent company, and has retained its investment philosophy and process. He said Goldman has committed to providing the necessary resources for Aptitude to successfully execute upon their investment strategy. Mr. Dickerson stated Jeff Klein, lead portfolio manager at Aptitude, still heads the Investment team and is very involved in the day-to-day operations and management of the Fund. He said Mr. Klein is supported by the legacy Aptitude team of Gino Perrina, Linda Colwell, and Todd Keeney, co-portfolio manager on the strategy, head of legal due diligence, and head of operational due diligence, respectively. Mr. Dickerson said their philosophy is still intact which revolves around identifying skill through investment management research and determining the sustainability of that skill over the long term. He noted the process remains stable in terms of evaluation of investment managers, putting them through a rigorous due diligence process, focuses on a manager's governance, investment approach, sustainability of their competitive advantages, and the quality and operations of their legal structure. Mr. Dickerson said Aptitude is supported by a robust and independent risk management team within Goldman Sachs that operates independently of the Aptitude investment team. He said their meetings with Compliance, Technology, and Internal Operations revealed no concerns of the Aptitude strategy. Mr. Dickerson concluded that from a performance standpoint, the Fund has continued to perform in line with expectations and Callan and Staff are comfortable with their continued management of it being a part of our Absolute Return allocation.

It was moved by Mr. Christianson and seconded by Mr. Bell to adjourn the meeting.

There being no further business, Mr. Klusman adjourned the meeting at 11:26 a.m.

Bernard J. Allen
Secretary and Executive Director

NOTE: All proceedings of the Annuity and Pension Board Meetings and related Committee Meetings are recorded. All recordings and material mentioned herein are on file in the office of the Employees' Retirement System, 789 N. Water Street, Suite 300.)

Fiscal Year
2024
Department
Employees' Retirement System

City of Milwaukee
Departmental
Appropriation Budget Balances

As of: 2024-10-31

	Budget	2024-8	2024-9	2024-10	Year to Date Expended	Life to Date Commitments	Remaining Budget
<i>Regular Departmental Appropriations:</i>							
Employee Salaries & Wages	5,002,345.00	-	-	-	-	-	5,002,345.00
Base Pay-Salary & Wage	-	523,464.37	348,477.21	375,729.89	3,656,124.01	-	(3,656,124.01)
Overtime Premium	-	-	-	-	448.24	-	(448.24)
Other Worked Compensation	-	-	-	54,971.55	66,148.54	-	(66,148.54)
Non-Worked Compensation	-	-	-	(16.00)	(16.00)	-	16.00
Time Paid Not Worked	-	82,454.95	72,332.82	34,531.59	654,880.20	-	(654,880.20)
Employee Salaries & Wages	\$ 5,002,345.00	605,919.32	420,810.03	465,217.03	\$ 4,377,584.99	\$ -	\$ 624,760.01
Fringe Benefits Applied	2,251,055.00	-	-	-	-	-	2,251,055.00
Fringe Benefits Applied	-	275,080.55	183,124.78	197,446.06	1,921,293.30	-	(1,921,293.30)
Applied Employee Benefits	\$ 2,251,055.00	275,080.55	183,124.78	197,446.06	\$ 1,921,293.30	\$ -	\$ 329,761.70
Operating Expenditures	16,305,400.00	-	-	-	-	-	16,305,400.00
Office Supplies	-	1,328.71	1,005.28	1,471.27	9,406.99	-	(9,406.99)
Printed Forms	-	-	-	-	625.55	-	(625.55)
Magazines, Subscription	-	570.33	1,889.98	-	8,521.33	-	(8,521.33)
Postal and Mailing Services	-	21,010.40	12,984.40	33,837.00	154,960.67	-	(154,960.67)
Electricity	-	2,080.96	2,256.32	2,176.99	24,179.87	-	(24,179.87)
Other Operating Supply	-	-	-	-	2,821.57	-	(2,821.57)
Building Rental	-	60,487.96	1,500.00	39,737.02	465,665.14	-	(465,665.14)
Passenger Vehicle Rental	-	-	-	-	9.49	-	(9.49)
Printing & Dupl Machine Rental	-	2,978.76	1,581.02	997.01	23,365.92	-	(23,365.92)
Consulting	-	38,804.90	40,204.90	38,754.90	488,268.35	-	(488,268.35)
Medical, Surgical & Lab	-	12,685.42	16,975.00	35,933.25	187,602.25	-	(187,602.25)
Administrative Charges	-	28,095.07	70,964.27	46,126.60	525,950.22	-	(525,950.22)
Other Professional Services	-	1,342,398.25	79,500.00	989,877.17	5,077,730.59	-	(5,077,730.59)
Systems Support	-	54,146.96	32,740.92	50,573.24	461,689.84	-	(461,689.84)
IT Infrastructure	-	-	-	-	20,248.00	-	(20,248.00)
Infrastructure	-	-	537.81	537.81	4,390.62	-	(4,390.62)
Telephone, Communications	-	6,937.48	4,969.92	8,130.23	74,907.28	-	(74,907.28)
Bldgs-Machinery & Equip Repair	-	-	575.50	-	10,468.08	-	(10,468.08)
Travel & Subsistence	-	4,849.71	6,906.76	7,978.16	53,406.67	-	(53,406.67)
Printing Services	-	2,155.83	634.12	137.38	8,530.99	-	(8,530.99)
Insurance-Non Health	-	-	-	450,231.00	461,800.00	-	(461,800.00)
Other Misc Services	-	487.62	1,108.70	576.62	43,809.80	-	(43,809.80)
Operating Expenditures	\$ 16,305,400.00	1,579,018.36	276,334.90	1,707,075.65	\$ 8,108,359.22	\$ -	\$ 8,197,040.78
All Equipment	713,000.00	-	-	-	-	-	713,000.00
Computer Server & Components	-	-	24,200.00	-	71,769.14	-	(71,769.14)
Total Equipment	\$ 713,000.00	-	24,200.00	-	\$ 71,769.14	\$ -	\$ 641,230.86
Total Regular Class	\$ 24,271,800.00	2,460,018.23	904,469.71	2,369,738.74	\$ 14,479,006.65	\$ -	\$ 9,792,793.35
<i>Other Departmental Appropriations:</i>							
Pol Pension Lump-Sum Sup Cont	2,000.00	-	-	-	2,000.00	-	-
PABF Payroll	12,000.00	-	-	-	2,500.00	-	9,500.00
Group Life Insurance Premium	4,200,000.00	338,198.23	337,153.93	327,372.80	3,383,210.40	-	816,789.60
Retiree's Benefit Adjustment	25,000.00	1,144.68	1,144.68	1,144.68	11,794.74	-	13,205.26
Other Classes	\$ 4,239,000.00	339,342.91	338,298.61	328,517.48	\$ 3,399,505.14	\$ -	\$ 839,494.86
Total Dept Appropriations	\$ 28,510,800.00	2,799,361.14	1,242,768.32	2,698,256.22	\$ 17,878,511.79	\$ -	\$ 10,632,288.21

Monthly Board Report

31-Oct-24

Account number COMALL

CITY OF MILW ALL ACCTS

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Manager Mix Report

Account Name/ Account Number	Cash/ % of account	Short Term/ % of account	Equity/ % of account	Fixed/ % of account	R.E. and Other/ % of account	Pendings/ % of account	Total Market Value/ % of consolidation
MILWAUKEE-CASH ACCOUNT 2605491	0.00 0.00%	86,271,608.03 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	86,271,608.03 1.44%
MILWAUKEE-THE NORTHERN TRS 2605496	0.00 0.00%	0.00 0.00%	199,129,301.10 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	199,129,301.10 3.32%
MILWAUKEE-ERS EXPENSE FUND 2605504	0.00 0.00%	785,766.68 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	785,766.68 0.01%
MILWAUKEE-PABF BENEFIT PAYMENT 2610128	0.00 0.00%	2,445.22 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	2,445.22 0.00%
MILWAUKEE-DFA INTERNATIONAL 2619838	0.00 0.00%	0.00 0.00%	162,787,713.30 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	162,787,713.30 2.71%
MILWAUKEE-EARNEST -SL 2630942	0.00 0.00%	3,930,919.05 2.21%	173,565,352.50 97.79%	0.00 0.00%	0.00 0.00%	0.00 0.00%	177,496,271.50 2.96%
MILWAUKEE - UBS A&Q 2637239	0.00 0.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	270,813,286.90 100.00%	0.00 0.00%	270,813,286.90 4.51%
MILWAUKEE-DFA 2637848	0.00 0.00%	0.00 0.00%	195,952,481.90 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	195,952,481.90 3.26%
MILWAUKEE-BAIRD 2674604	0.00 0.00%	30,202,835.42 34.00%	0.00 0.00%	60,464,197.04 68.07%	0.00 0.00%	-1,840,840.96 -2.07%	88,826,191.50 1.48%
MILWAUKEE - BLACKROCK R1000V 4472746	0.00 0.00%	0.00 0.00%	197,861,804.70 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	197,861,804.70 3.30%
MILWAUKEE-LOOMIS SAYLE CME01	17,213,856.66 3.59%	0.00 0.00%	3,615,160.04 0.75%	646,806,678.70 134.93%	-181,152,625.00 -37.79%	-7,132,734.20 -1.49%	479,350,336.20 7.98%
MILWAUKEE-BRANDES INT'L EQUITY CME03	3,505,317.38 1.12%	0.00 0.00%	307,181,639.10 98.28%	0.00 0.00%	2,115,222.62 0.68%	-230,664.23 -0.07%	312,571,514.80 5.21%
MILWAUKEE-REAMS CME04	83,420,728.48 11.20%	0.00 0.00%	0.00 0.00%	869,329,522.50 116.74%	5,541,134.19 0.74%	-213,592,029.10 -28.68%	744,699,356.10 12.40%
MILWAUKEE-BLAIR CME05	6,092,742.35 2.68%	0.00 0.00%	221,264,866.80 97.23%	0.00 0.00%	1,014,322.27 0.45%	-811,014.54 -0.36%	227,560,916.90 3.79%
MILWAUKEE-MFS CME12	2,908,779.20 1.41%	0.00 0.00%	203,207,622.90 98.40%	0.00 0.00%	403,468.87 0.20%	0.00 0.00%	206,519,871.00 3.44%

Monthly Board Report

31-Oct-24

Account number COMALL

CITY OF MILW ALL ACCTS

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Manager Mix Report

Account Name/ Account Number	Cash/ % of account	Short Term/ % of account	Equity/ % of account	Fixed/ % of account	R.E. and Other/ % of account	Pendings/ % of account	Total Market Value/ % of consolidation
MILWAUKEE-POLEN 2644553	0.00 0.00%	1,500,635.64 1.30%	113,532,477.00 98.70%	0.00 0.00%	0.00 0.00%	0.00 0.00%	115,033,112.70 1.92%
MILWAUKEE - PRINCIPAL DRA -SL 2677436	0.00 0.00%	0.00 0.00%	186,992,358.80 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	186,992,358.80 3.11%
MILWAUKEE-BLACKROCK GLOBAL-SL 2683493	0.00 0.00%	0.00 0.00%	248,900,591.90 96.44%	0.00 0.00%	0.00 0.00%	9,200,000.00 3.56%	258,100,591.90 4.30%
MILWAUKEE- AQR-SL 4468331	0.00 0.00%	0.00 0.00%	104,813,511.00 100.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	104,813,511.00 1.75%
MILWAUKEE-APTITUDE / 4479682 4479682	0.00 0.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	186,960,878.00 100.00%	0.00 0.00%	186,960,878.00 3.11%
MILWAUKEE - DFA US LCV CME15	617,722.81 0.43%	0.00 0.00%	144,458,997.90 99.57%	0.00 0.00%	0.00 0.00%	0.00 0.00%	145,076,720.80 2.42%
MILWAUKEE-REAL ESTATE MULTIPLE	0.00 0.00%	-227,275.07 -0.05%	0.00 0.00%	0.00 0.00%	479,865,844.69 100.00%	221,931.96 0.05%	479,860,501.59 7.99%
MILWAUKEE-PRIVATE EQUITY MULTIPLE	0.00 0.00%	0.00 0.00%	0.00 0.00%	0.00 0.00%	757,428,174.00 100.00%	0.00 0.00%	757,428,174.00 12.61%
MILWAUKEE - BLACKROCK US G-SL MULTIPLE	0.00 0.00%	0.00 0.00%	0.00 0.00%	419,755,479.40 100.00%	0.00 0.00%	0.00 0.00%	419,755,479.40 6.99%

Monthly Board Report

31-Oct-24

Account number COMALL

CITY OF MILW ALL ACCTS

Page 3 of 3

Manager Mix Report

Account Name/ Account Number	Cash/ % of account	Short Term/ % of account	Equity/ % of account	Fixed/ % of account	R.E. and Other/ % of account	Pendings/ % of account	Total Market Value/ % of consolidation
Total for consolidation	113,759,146.88	122,466,934.97	2,463,263,878.94	1,996,355,877.64	1,522,989,706.54	-214,185,351.07	6,004,650,194.02
% for consolidation	1.89%	2.04%	41.02%	33.25%	25.36%	-3.57%	100.00%

Please note that this report has been prepared using best available data. This report may also contain information provided by third parties, derived by third parties or derived from third party data and/or data that may have been categorized or otherwise reported based upon client direction - Northern Trust assumes no responsibility for the accuracy, timeliness or completeness of any such information. Northern Trust assumes no responsibility for the consequences of investment decisions made in reliance on information contained in this report. If you have questions regarding third party data or direction as it relates to this report, please contact your Northern Trust relationship team.

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Employees' Retirement System
Securities Lending Income and Expenses: 2024
As of October 31, 2024

Date	Amounts Expended			Balance
	Income From Lending	Fees	Administrative Transfers	
Balance 12-31-23				\$852,821.09
Quarter 1 Totals	\$497,937.30	\$97,968.54	\$853,000.00	399,789.85
Quarter 2 Totals	\$238,225.63	\$46,436.75	\$0.00	591,578.73
Quarter 3 Totals	\$176,126.86	\$33,552.99	\$0.00	734,152.60
10/03/24	\$3,017.44	\$0.00	\$0.00	\$737,170.04
10/15/24	\$56,873.84	\$11,369.01	\$0.00	\$782,674.87
Current Totals	\$972,181.07	\$189,327.29	\$853,000.00	\$782,674.87

Note: Expenses for Board Travel/Education, Computer Equipment, Publications and Consulting are now paid from the Operations/Management account

MERS PERFORMANCE ESTIMATES
October 31, 2024

Account	2023 Return	1st Quarter 2024	2nd Quarter 2024	3rd Quarter 2024	Oct 2024	YTD Thru 10/31/24
Northern Trust S&P 500 Index	26.30%	10.55%	4.28%	5.88%	-0.91%	20.96%
S&P 500	<u>26.29%</u>	<u>10.56%</u>	<u>4.28%</u>	<u>5.89%</u>	<u>-0.91%</u>	<u>20.97%</u>
Difference	0.01%	-0.01%	0.00%	0.00%	0.00%	-0.01%
BlackRock Russell 1000 Value Index	11.51%	8.99%	-2.16%	9.44%	-1.10%	15.40%
Russell 1000 Value	<u>11.46%</u>	<u>8.99%</u>	<u>-2.17%</u>	<u>9.43%</u>	<u>-1.10%</u>	<u>15.40%</u>
Difference	0.05%	0.00%	0.00%	0.01%	0.00%	0.01%
DFA US Large Cap Value	12.49%	11.56%	-3.20%	7.45%	-0.62%	15.31%
Russell 1000 Value	<u>11.46%</u>	<u>8.99%</u>	<u>-2.17%</u>	<u>9.43%</u>	<u>-1.10%</u>	<u>15.40%</u>
Difference	1.03%	2.58%	-1.04%	-1.98%	0.48%	-0.08%
Polen	38.59%	7.73%	-0.52%	3.59%	-0.91%	10.00%
S&P 500	<u>26.29%</u>	<u>10.56%</u>	<u>4.28%</u>	<u>5.89%</u>	<u>-0.91%</u>	<u>20.97%</u>
Difference	12.30%	-2.83%	-4.81%	-2.30%	-0.01%	-10.97%
Earnest	17.75%	8.17%	-5.07%	8.44%	-1.82%	9.32%
Russell MidCap	<u>17.23%</u>	<u>8.60%</u>	<u>-3.35%</u>	<u>9.21%</u>	<u>-0.54%</u>	<u>14.02%</u>
Difference	0.52%	-0.43%	-1.73%	-0.77%	-1.28%	-4.70%
CastleArk	10.67%	8.75%				8.75%
Russell 2000 Growth	<u>18.66%</u>	<u>2.17%</u>				<u>2.17%</u>
Difference	-7.99%	6.58%				6.58%
DFA US Small Cap Value	21.83%	3.61%	-3.34%	7.76%	-1.59%	6.21%
Russell 2000 Value	<u>14.65%</u>	<u>2.90%</u>	<u>-3.64%</u>	<u>10.15%</u>	<u>-1.56%</u>	<u>7.51%</u>
Difference	7.18%	0.71%	0.30%	-2.39%	-0.02%	-1.30%
Brandes	31.52%	5.27%	-0.08%	12.27%	-5.25%	11.89%
MSCI EAFE	<u>18.24%</u>	<u>5.78%</u>	<u>-0.42%</u>	<u>7.26%</u>	<u>-5.44%</u>	<u>6.85%</u>
Difference	13.29%	-0.52%	0.34%	5.01%	0.19%	5.04%
William Blair	15.90%	6.83%	-1.35%	5.10%	-4.70%	5.56%
MSCI ACWI ex US	<u>16.21%</u>	<u>4.81%</u>	<u>1.17%</u>	<u>8.17%</u>	<u>-4.86%</u>	<u>9.13%</u>
Difference	-0.31%	2.02%	-2.52%	-3.07%	0.16%	-3.57%
DFA Int'l Small Cap Value	17.56%	5.32%	0.98%	8.48%	-5.13%	9.45%
MSCI EAFE Small Cap	<u>13.16%</u>	<u>2.40%</u>	<u>-1.84%</u>	<u>10.54%</u>	<u>-6.27%</u>	<u>4.14%</u>
Difference	4.40%	2.92%	2.83%	-2.06%	1.13%	5.31%
AQR	17.92%	6.14%	5.15%	2.59%	-4.10%	9.81%
MSCI EM	<u>9.83%</u>	<u>2.37%</u>	<u>5.00%</u>	<u>8.72%</u>	<u>-4.45%</u>	<u>11.66%</u>
Difference	8.09%	3.77%	0.16%	-6.13%	0.35%	-1.85%
BlackRock Global Alpha Tilts	23.33%	9.12%	4.26%	5.42%	-1.72%	17.87%
MSCI ACWI	<u>22.20%</u>	<u>8.20%</u>	<u>2.87%</u>	<u>6.61%</u>	<u>-2.24%</u>	<u>16.00%</u>
Difference	1.13%	0.92%	1.39%	-1.20%	0.53%	1.87%
MFS	21.34%	6.48%	1.07%	7.29%	-3.63%	11.28%
MSCI ACWI	<u>22.20%</u>	<u>8.20%</u>	<u>2.87%</u>	<u>6.61%</u>	<u>-2.24%</u>	<u>16.00%</u>
Difference	-0.87%	-1.72%	-1.80%	0.68%	-1.38%	-4.72%
BlackRock Gov't Bond Index	4.26%	-0.90%	0.18%	4.73%	-2.35%	1.53%
Bloomberg Gov't Bond	<u>4.09%</u>	<u>-0.93%</u>	<u>0.11%</u>	<u>4.71%</u>	<u>-2.36%</u>	<u>1.40%</u>
Difference	0.17%	0.04%	0.07%	0.01%	0.01%	0.13%
Reams	6.76%	-0.63%	0.48%	5.11%	-2.50%	2.31%
Bloomberg US Aggregate	<u>5.53%</u>	<u>-0.78%</u>	<u>0.07%</u>	<u>5.20%</u>	<u>-2.48%</u>	<u>1.86%</u>
Difference	1.23%	0.14%	0.41%	-0.09%	-0.02%	0.45%
Loomis Sayles	8.53%	0.63%	0.24%	6.04%	-1.84%	4.99%
Bloomberg US Aggregate	<u>5.53%</u>	<u>-0.78%</u>	<u>0.07%</u>	<u>5.20%</u>	<u>-2.48%</u>	<u>1.86%</u>
Difference	3.00%	1.41%	0.17%	0.84%	0.64%	3.13%
UBS	6.80%	2.57%	1.93%	2.65%	0.70%	8.07%
SOFR + 4%	<u>9.02%</u>	<u>2.31%</u>	<u>2.28%</u>	<u>2.30%</u>	<u>0.72%</u>	<u>7.82%</u>
Difference	-2.21%	0.27%	-0.35%	0.35%	-0.02%	0.25%
Aptitude	5.24%	4.80%	1.43%	2.30%	0.66%	9.47%
SOFR + 4%	<u>9.02%</u>	<u>2.31%</u>	<u>2.28%</u>	<u>2.30%</u>	<u>0.72%</u>	<u>7.82%</u>
Difference	-3.78%	2.50%	-0.85%	0.00%	-0.06%	1.65%
Principal	3.31%	1.68%	-0.36%	7.77%	-2.47%	6.49%
Blended Benchmark	<u>4.31%</u>	<u>0.67%</u>	<u>0.40%</u>	<u>9.14%</u>	<u>-2.88%</u>	<u>7.13%</u>
Difference	-1.00%	1.01%	-0.76%	-1.37%	0.41%	-0.64%
Baird	5.46%	0.96%	1.16%	2.39%	-0.20%	4.37%
Bloomberg Govt/Credit 1-3 Year	<u>4.61%</u>	<u>0.42%</u>	<u>0.95%</u>	<u>2.96%</u>	<u>-0.57%</u>	<u>3.79%</u>
Difference	0.85%	0.54%	0.20%	-0.56%	0.37%	0.58%
Total MERS	9.98%	2.83%	0.69%	4.85%	-1.72%	6.68%

The calculation for the Fund's total rate of return is based on the Modified Dietz method. Although periodic cash flows (i.e., contributions, redemptions) are not time weighted, they are accounted for in the Fund's total rate of return. Therefore, this estimated rate of return may vary slightly from the rate of return reported by the custodian.

The returns shown are gross of fees (except Total MERS, DFA International Small Cap Value, William Blair International Growth, AQR, Principal, UBS, and Aptitude). CastleArk performance runs through February 14, 2024.

ACTUAL ALLOCATIONS

October 31, 2024

		Target	Market Value	Allocation
EQUITY				
Public Equity				
Domestic				
Passive Large Cap Equity	Northern Trust (S&P 500)	3.45%	\$ 199,129,301	3.36%
	BlackRock (Russell 1000 Value)	3.45%	\$ 197,861,805	3.34%
	Sub-Total Passive Large Cap Equity	6.90%	\$ 396,991,106	6.71%
Active Large Cap Equity	Polen (S&P 500)	1.94%	\$ 115,033,113	1.94%
	DFA (Russell 1000 Value)	2.46%	\$ 145,076,721	2.45%
	Sub-Total Active Large Cap Equity	4.40%	\$ 260,109,833	4.39%
Active Mid/Small Cap Equity	Earnest Partners (Russell MidCap)	3.20%	\$ 177,496,272	3.00%
	DFA (Russell 2000 Value)	3.05%	\$ 195,952,482	3.31%
	Sub-Total Active Mid/Small Cap Equity	6.24%	\$ 373,448,753	6.31%
Total Domestic		17.55%	\$ 1,030,549,693	17.41%
International				
Active International Equity	Brandes (MSCI EAFE)	5.14%	\$ 312,571,515	5.28%
	William Blair (MSCI ACWI ex US)	3.91%	\$ 227,560,917	3.84%
	DFA (MSCI EAFE Small Cap)	2.84%	\$ 162,787,713	2.75%
	AQR (MSCI EM)	1.76%	\$ 104,813,511	1.77%
Total International		13.65%	\$ 807,733,656	13.65%
Global				
Active Global Equity	BlackRock (MSCI ACWI)	4.29%	\$ 258,100,592	4.36%
	MFS (MSCI ACWI)	3.51%	\$ 206,519,871	3.49%
Total Global		7.80%	\$ 464,620,463	7.85%
Total Public Equity		39.00%	\$ 2,302,903,812	38.91%
Private Equity				
	Abbott Capital (Russell 3000 Quarter Lag + 2%)	4.20%	\$ 294,602,836	4.98%
	Mesirow (Russell 3000 Quarter Lag + 2%)	4.20%	\$ 286,232,122	4.84%
	Neuberger Berman (Russell 3000 Quarter Lag + 2%)	1.80%	\$ 73,097,254	1.23%
	Apogem (Russell 3000 Quarter Lag + 2%)	1.80%	\$ 103,495,962	1.75%
Total Private Equity		12.00%	\$ 757,428,174	12.80%
TOTAL EQUITY (Public Equity + Private Equity)		51.00%	\$ 3,060,331,986	51.70%
FIXED INCOME & ABSOLUTE RETURN				
Fixed Income				
Cash		1.00%	\$ 87,059,820	1.47%
Passive Fixed Income	BlackRock (Bloomberg US Government)	7.22%	\$ 419,755,479	7.09%
Active Fixed Income	Reams (Bloomberg US Aggregate)	12.83%	\$ 744,992,580	12.59%
	Loomis Sayles (Bloomberg US Aggregate)	7.95%	\$ 479,350,549	8.10%
	Sub-Total Active Fixed Income	20.78%	\$ 1,224,343,129	20.68%
Total Fixed Income		29.00%	\$ 1,731,158,428	29.25%
Absolute Return				
	Aptitude (SOFR + 4%)	3.00%	\$ 188,199,848	3.18%
	UBS (SOFR + 4%)	4.00%	\$ 272,708,980	4.61%
Total Absolute Return		7.00%	\$ 460,908,828	7.79%
TOTAL FIXED INCOME & ABSOLUTE RETURN		36.00%	\$ 2,192,067,256	37.03%
REAL ASSETS				
Private Real Estate - Core	JP Morgan (NFI-ODCE)	2.50%	\$ 100,740,629	1.70%
	Morgan Stanley (NFI-ODCE)	2.70%	\$ 144,412,934	2.44%
	LaSalle (NFI-ODCE)	2.30%	\$ 105,476,758	1.78%
	Prologis (NFI-ODCE)	1.30%	\$ 82,086,006	1.39%
	Harrison Street (NFI-ODCE)	0.90%	\$ 37,202,627	0.63%
	Sub-Total Private Real Estate - Core	9.70%	\$ 469,918,954	7.94%
Private Real Estate - Non-Core	Non-Core Real Estate (NFI-ODCE)	0.00%	\$ 9,952,176	0.17%
Public Real Assets	Principal (Blended Benchmark)	3.30%	\$ 186,992,359	3.16%
TOTAL REAL ASSETS		13.00%	\$ 666,863,488	11.27%
TOTAL ERS			\$ 5,919,262,730	100.00%
Total City Reserve Fund			R. W. Baird	88,826,192

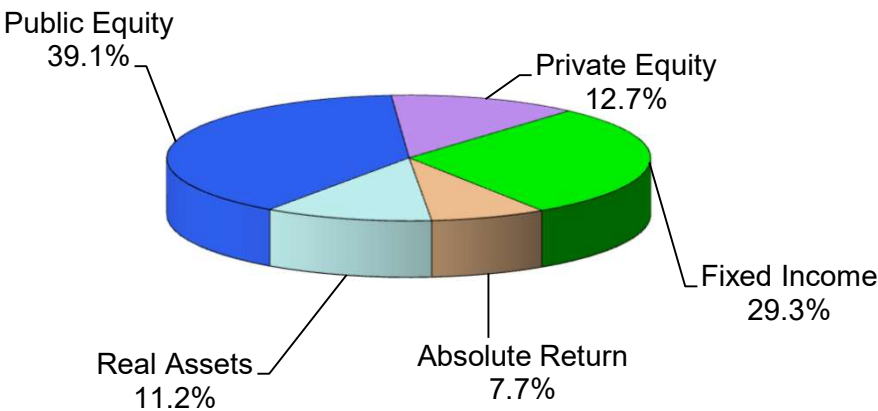
PROJECTED TARGET ALLOCATIONS

Nov 19, 2024

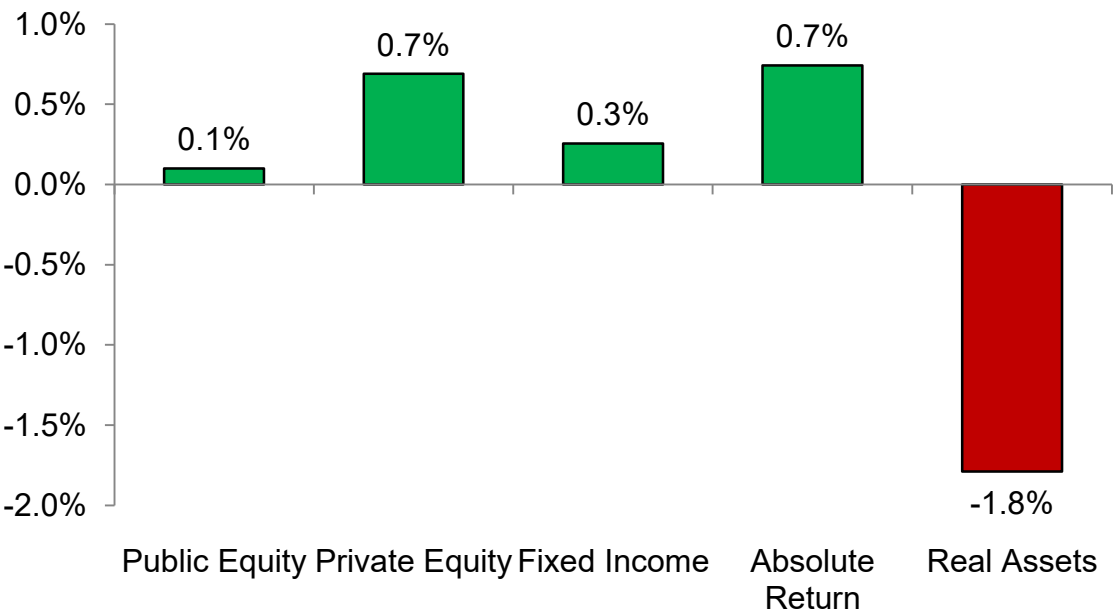
		Target	Market Value	Allocation
EQUITY				
Public Equity				
Domestic				
Passive Large Cap Equity	Northern Trust (S&P 500)	3.45%	\$ 206,686,824	3.47%
	BlackRock (Russell 1000 Value)	3.45%	\$ 203,760,532	3.42%
	Sub-Total Passive Large Cap Equity	6.90%	\$ 410,447,356	6.89%
Active Large Cap Equity	Polen (S&P 500)	1.94%	\$ 121,437,737	2.04%
	DFA (Russell 1000 Value)	2.46%	\$ 150,298,893	2.52%
	Sub-Total Active Large Cap Equity	4.40%	\$ 271,736,630	4.56%
Active Mid/Small Cap Equity	Earnest Partners (Russell MidCap)	3.20%	\$ 179,613,278	3.02%
	DFA (Russell 2000 Value)	3.05%	\$ 207,185,027	3.48%
	Sub-Total Active Mid/Small Cap Equity	6.24%	\$ 386,798,305	6.50%
Total Domestic		17.55%	\$ 1,068,982,290	17.96%
International				
Active International Equity	Brandes (MSCI EAFE)	5.14%	\$ 306,873,720	5.15%
	William Blair (MSCI ACWI ex US)	3.91%	\$ 224,316,950	3.77%
	DFA (MSCI EAFE Small Cap)	2.84%	\$ 161,498,589	2.71%
	AQR (MSCI EM)	1.76%	\$ 102,562,290	1.72%
Total International		13.65%	\$ 795,251,549	13.36%
Global				
Active Global Equity	BlackRock (MSCI ACWI)	4.29%	\$ 254,636,395	4.28%
	MFS (MSCI ACWI)	3.51%	\$ 209,000,439	3.51%
Total Global		7.80%	\$ 463,636,834	7.79%
Total Public Equity		39.00%	\$ 2,327,870,673	39.10%
Private Equity				
	Abbott Capital (Russell 3000 Quarter Lag + 2%)	4.20%	\$ 296,422,836	4.98%
	Mesirow (Russell 3000 Quarter Lag + 2%)	4.20%	\$ 283,922,122	4.77%
	Neuberger Berman (Russell 3000 Quarter Lag + 2%)	1.80%	\$ 72,843,078	1.22%
	Apogem (Russell 3000 Quarter Lag + 2%)	1.80%	\$ 102,306,752	1.72%
Total Private Equity		12.00%	\$ 755,494,788	12.69%
TOTAL EQUITY (Public Equity + Private Equity)		51.00%	\$ 3,083,365,461	51.79%
FIXED INCOME & ABSOLUTE RETURN				
Fixed Income				
Cash				
		1.00%	\$ 99,778,549	1.68%
Passive Fixed Income	BlackRock (Bloomberg US Government)	7.22%	\$ 418,116,144	7.02%
Active Fixed Income	Reams (Bloomberg US Aggregate)	12.83%	\$ 743,429,652	12.49%
	Loomis Sayles (Bloomberg US Aggregate)	7.95%	\$ 480,469,333	8.07%
	Sub-Total Active Fixed Income	20.78%	\$ 1,223,898,984	20.56%
Total Fixed Income		29.00%	\$ 1,741,793,678	29.26%
Absolute Return				
	Aptitude (SOFR + 4%)	3.00%	\$ 188,199,848	3.16%
	UBS (SOFR + 4%)	4.00%	\$ 272,708,980	4.58%
Total Absolute Return		7.00%	\$ 460,908,828	7.74%
TOTAL FIXED INCOME & ABSOLUTE RETURN		36.00%	\$ 2,202,702,505	37.00%
REAL ASSETS				
Private Real Estate - Core	JP Morgan (NFI-ODCE)	2.50%	\$ 100,740,629	1.69%
	Morgan Stanley (NFI-ODCE)	2.70%	\$ 144,412,934	2.43%
	LaSalle (NFI-ODCE)	2.30%	\$ 105,476,758	1.77%
	Prologis (NFI-ODCE)	1.30%	\$ 82,086,006	1.38%
	Harrison Street (NFI-ODCE)	0.90%	\$ 37,202,627	0.62%
	Sub-Total Private Real Estate - Core	9.70%	\$ 469,918,954	7.89%
Private Real Estate - Non-Core	Non-Core Real Estate (NFI-ODCE)	0.00%	\$ 9,998,888	0.17%
Public Real Assets	Principal (Blended Benchmark)	3.30%	\$ 187,632,305	3.15%
TOTAL REAL ASSETS		13.00%	\$ 667,550,147	11.21%
TOTAL ERS			\$ 5,953,618,113	100.00%
Total City Reserve Fund		R. W. Baird	89,050,873	

PROJECTED VERSUS POLICY ALLOCATIONS

Asset Mix Using Projected Balances



Asset Allocation vs. Current Policy Benchmark



YTD Market Value Change

December 31, 2023 Market Value including City Reserve & PABF Accounts			\$ 5,797,273,012
Monthly Cash Outflows thru	<u>November 19, 2024</u>		
Retiree Payroll Expense		\$ (402,193,123)	
PABF Payroll Expense		\$ (4,000)	
Expenses Paid		\$ (15,437,343)	
GPS Benefit Payments		\$ (6,606,336)	
Sub-Total Monthly Cash Outflows			\$ (424,240,802)
Monthly Cash Inflows thru	<u>November 19, 2024</u>		
Contributions		\$ 241,664,574	
PABF Contribution		\$ 4,500	
Sub-Total Monthly Contributions			\$ 241,669,074
Capital Market Gain/(Loss)			<u>\$ 427,967,701</u>
Value including City Reserve & PABF Accounts as of	<u>November 19, 2024</u>		<u>\$ 6,042,668,986</u>
Less City Reserve Account ¹			\$ 89,050,873
Less PABF Fund ²			\$ 2,451
Net Projected ERS Fund Value as of	<u>November 19, 2024</u>		<u><u>\$ 5,953,615,662</u></u>

1 The City Reserve Account balance equals the market value currently held in the Baird account.

2 PABF Fund balance equals the market value currently held in the PABF account.

2024 ESTIMATED MONTHLY CASH FLOWS

Revised 11/20/2024

(in 000's)

	12/31/2023	1/31/2024	2/29/2024	3/31/2024	4/30/2024	5/31/2024	6/30/2024	7/31/2024	8/31/2024	9/30/2024	10/31/2024	11/30/2024
Beginning Cash Account Balance												
Townsend Cash Account	-	-	-	-	-	-	-	-	-	-	-	-
Cash Contribution Account	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee Cash Account	46,059	179,092	167,742	134,564	88,675	79,198	68,983	84,150	100,236	95,711	85,891	
Total Cash Available	46,059	179,092	167,742	134,564	88,675	79,198	68,983	84,150	100,236	95,711	85,891	
Less: Estimated Cash Needs for non-Investment Outflows	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	
Cash Available for Other Outflows	6,559	139,592	128,242	95,064	49,175	39,698	29,483	44,650	60,736	56,211	46,391	
For Monthly Cash Outflows of:												
Retiree Payroll Expense	(40,300)	(39,713)	(39,957)	(39,552)	(39,807)	(40,814)	(40,173)	(41,117)	(46,317)	(41,050)	(41,707)	(41,808)
Normal Retirement Payroll	(39,242)	(38,947)	(39,410)	(39,270)	(39,346)	(39,886)	(39,621)	(39,948)	(45,917)	(40,605)	(40,707)	(40,808)
Retiree Lump Sum Payments	(1,058)	(765)	(546)	(282)	(460)	(928)	(552)	(1,169)	(401)	(445)	(1,000)	(1,000)
Real Estate Capital Calls	-	-	(23)	(12,500)	-	(46)	(12,500)	-	-	(12,519)	-	-
Private Equity Capital Calls	(2,149)	(3,464)	(6,173)	(14,033)	(614)	(3,934)	(2,403)	(9,566)	(5,258)	(4,716)	(9,472)	-
Expenses Paid through City	(2,023)	(2,156)	(1,198)	-	(986)	(2,923)	(856)	(2,646)	(1,726)	(923)	(2,263)	(2,023)
PABF Payroll	(1)	(3)	(1)	(1)	-	-	-	-	-	-	-	-
Sub-Total Monthly Cash Outflows	(44,472)	(45,336)	(47,351)	(66,085)	(41,406)	(47,718)	(55,932)	(53,329)	(53,301)	(59,209)	(53,441)	(43,831)
For Monthly Cash Inflows:												
Sponsoring Agency and Employee Contribution	2,710	2,721	2,049	3,675	2,708	2,613	2,394	3,622	2,605	2,660	2,667	2,673
Real Estate Distributions	1,920	-	92	4,428	-	147	3,944	7	354	5,918	59	-
Private Equity Distributions	904	3,891	11,310	1,935	2,547	8,037	5,361	18,593	9,635	16,116	4,482	-
Miscellaneous Income	163	950	790	755	573	406	445	406	482	496	380	95
Security Lending Transfer	853	-	-	-	-	-	-	-	-	-	-	-
City and Agency Required Contribution	205,954	987	-	-	-	-	5,456	186	-	-	-	-
PABF Inflow	-	1	-	3.0	1	-	-	-	-	-	-	-
Sub-Total Monthly Cash Inflows	212,505	8,551	14,242	10,796	5,829	11,203	17,600	22,815	13,075	25,190	7,587	2,768
Net Monthly Cash Inflows/(Outflows) Before Withdrawals	168,033	(36,785)	(33,110)	(55,290)	(35,577)	(36,515)	(38,332)	(30,514)	(40,226)	(34,019)	(45,854)	(41,063)
Net Monthly Cash Surplus (Need)	174,592	102,807	95,132	39,775	13,598	3,183	(8,850)	14,136	20,511	22,191	538	(41,063)
Monthly Cash Withdrawals (Additions)												
AQR					4,100	4,000	4,000					
BlackRock Global Alpha Tilts			9,400		9,400	9,300		6,600		9,200		
BlackRock Russell 1000 Value Index							7,600	5,300	4,000	7,300		
BlackRock US Government Bond Index	(54,000)											
Brandes				12,400			12,100	11,900	11,300			
CastleArk												
Dimensional Fund Advisors US Large Cap					5,200		3,800		5,300			
Dimensional Fund Advisors International				6,200			4,400		4,300			
Dimensional Fund Advisors US Small Cap												
Earnest												
Loomis Sayles					7,500			5,200				
MFS												
Northern Trust S&P 500 Index			7,400			7,600	7,500	5,200		7,400		
Polen			4,500					4,400	4,300	4,200		
Principal												
Reams												
Transition Account		25,435	33	0								
UBS A&Q	19,000											
Goldman/Aptitude			(12,000)					12,000				
William Blair							8,600					
Sub-Total Monthly Cash Withdrawals	(35,000)	25,435	9,333	0	39,600	26,100	44,200	49,200	29,100	33,400	-	-
Estimated Month-End Cash Balance												
Cash Available	139,592	128,242	104,464	39,775	53,198	29,283	35,350	63,336	49,611	55,591	538	(41,063)
Estimated Cash Needs for non-Investment Outflows	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	39,500	-
Total Cash Estimated on Hand For Next Month	179,092	167,742	143,964	79,275	92,698	68,783	74,850	102,836	89,111	95,091	40,038	(41,063)