

**REGULAR MEETING OF THE ANNUITY AND PENSION BOARD
EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE
789 N. WATER ST. (Employees' Retirement System)
WEDNESDAY, MARCH 25, 2026 – 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 February 26, 2026.

- II. Chief Investment Officer Report.

- III. Administration & Operations Committee Report.
 - A. Approval of Close out of 2025 Budget.
 - B. Approval of Change of Vendor for the Retired Public Safety Officer Insurance Premium Deduction Program.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (III.C.), as provided in Section 19.85 (1) (e), Wisconsin Statutes, for deliberating or negotiating 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.

- C. Consider, Discuss, and Potentially Approve Recommendation Regarding the Results of RFQ for Actuary.

- IV. Legislative Committee Report.
 - A. Review, Consider, and Make Recommendations Regarding Amendment to Board Rule II.C.6.
 - B. Review, Consider, and Make Recommendations Regarding Amendment to Board Rule VII.G.2.c.

- V. New Business.
 - A. Retirements, Death Claims, and Refunds (February).
 - B. Conference Requests – March 25, 2026 Board Meeting.

- VI. Medical Reports.
 - A. All Duty & Ordinary Disability Applications & Re-examinations (March).

- VII. Unfinished Business.
 - A. Pending Legal Opinions and Service Requests Report.
 - B. Pending Legislation Report.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VII.C.), 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.

- C. Pending Litigation Report.
 - D. Executive Director’s Report – Inventory of ERS Projects.

- VIII. Informational.
 - A. Conferences.
 - B. Class Action Income 2026 YTD.
 - C. Minutes of the Investment Committee Meeting Held February 12, 2026.
 - D. Minutes of the Special Legislative Committee (Committee of the Whole) Meeting Held February 26, 2026.
 - E. Report on Bills.
 - F. Securities Lending Revenue and Budget Report.
 - G. Preliminary Performance Report and Asset Allocation.

MEETING REMINDERS

INVESTMENT COMMITTEE MEETING

THURSDAY, APRIL 16, 2026 – 9:00 A.M.
 789 N. WATER ST.

REGULAR MEETING OF THE ANNUITY AND PENSION BOARD

WEDNESDAY, APRIL 29, 2026 – 9:00 A.M.
 789 N. WATER ST.

I.

APPROVAL OF MINUTES

- A. Regular Meeting Held February 26, 2026.

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

Minutes of the Regular Meeting
held February 26, 2026 via teleconference

The meeting was called to order at 9:30 a.m.

Board Members Present: John Barmore
 Matthew Bell, Chair
 Bill Christianson
 Justin DeCleene
 Deborah Ford
 Timothy Heling
 Rudolph Konrad
 Nik Kovac

Retirement System Staff Present: Patrick McClain, Executive Director
 Daniel Gopalan, Chief Financial Officer
 Gust Petropoulos, Deputy Director - Disability
 David Silber, Chief Investment Officer
 Erich Sauer, Deputy Chief Investment Officer
 Keith Dickerson, Pension Investment Analyst - Senior
 Thomas Courtright, Pension Investment Analyst – II
 Mary Turk, Business Operations Analyst
 Jan Wills, Board Stenographer

Others Present: Lauri Rollings, City Attorney's Office; Lauren Albanese, Financial News; Terry Siddiqui, DS Consulting, Inc., seven members of the public called in to the meeting.

Appointment of Committees for 2026.

Administration & Operations Committee. Mr. Bell said he would like to nominate Mr. Christianson to be the Chairman of the Administration & Operations Committee. Mr. Christianson stated he would love to be the Chair of the Committee as he said it aligns with his duties as Comptroller. He thanked Mr. Bell for the nomination.

Investment Committee. Mr. Bell said that appointment had already been made for Mr. Heling.

Legislative Committee. Mr. Bell said that appointment had already been made for Ms. Ford.

Litigation Committee. Mr. Bell said that the Litigation Committee is a Committee of the Whole and would be determined on an as-needed basis.

Approval of Minutes.

Annual Meeting Held January 28, 2026. Mr. McClain noted he had one correction to make to the minutes on page six, under the Suspension of Duty Disability retirement item. He stated the very last sentence of the main paragraph should read that if the member is under suspension for one year, the “Board,” not “he,” would have the option to cancel his benefit altogether. Mr. McClain wanted to clarify that it would be the Board that has the authority to permanently revoke a benefit. Mr. Bell stated that the change can be made.

It was moved by Mr. Bell, seconded by Mr. Heling, and unanimously carried, to approve the minutes for the Annual Meeting Held January 28, 2026, as amended.

Chief Investment Officer Report. Mr. Sauer noted the Fund value as of January 31, 2026 was \$6.67 billion. He said the Fund return of 1.9%, net of fees, for the month outperformed the blended benchmark by approximately 43 basis points. Mr. Sauer said the main driver of relative performance was Public Equity Style Bias which added 39 basis points, primarily from the Fund’s Small Cap and Value Biases. He noted Manager Selection added 11 basis points. Mr. Sauer said 10 out of 14 active managers outperformed. He said the Fund underperformed over the one- and 20-year time periods, while outperforming or in-line in all other time periods. He stated as of February 25, 2026, the Fund return is 1.5% month-to-date, which brings the year-to-date return up 3.4%, and the Fund value to \$6.77 billion. Mr. Sauer noted eight out of the Fund’s 13 active mandates are outperforming year to date. He said the Public Equity Asset Class, along with the Total Fund, are exceeding their respective benchmarks year to date, net of fees. Mr. Sauer said year to date, the Fund had a change in the value of investments of \$221.4 million, received contributions of \$210.8 million, and paid out benefits and expenses of \$44.0 million. He said the following monthly withdrawals would be made: \$12.4 million from Brandes, \$7.7 million from DFA US Small Cap, \$7.3 million from Earnest, \$7.1 million from DFA International Small Cap, and \$4.2 million from AQR’s Emerging Market Strategy. Mr. Silber said the ERS benchmarks its Public Equity allocation to the ACWI IMI, which is up 5.27%, year-to-date. He said the Fund’s Public Equity portfolio over the same period is up over 7% to start the year. Mr. Silber also referenced the S&P 500, which is up 1.65% year-to-date, and noted that the Fund’s Public Equity style bias and diversification, things that Staff and the Committee emphasize in the Public Equity structure, have benefitted the Fund in recent months.

Mr. Silber said he would be making a comment before the Board went into closed session. Mr. Silber said the ERS has several categories of investments and investment managers that manage the Fund’s investments on the Fund’s behalf. He said one of these categories is Public Equity. Mr. Silber said Public Equity Investment Managers manage investments that are publicly traded on the stock market. He stated one of the current investment managers has had some investment developments that Staff feels are notable and would like to discuss with the Board and request direction from the Board. Mr. Silber said these discussions need to be done in closed session for competitive reasons so Staff is requesting that the Board now convene in closed session to discuss the matter.

Mr. Bell advised that the Annuity and Pension Board may vote to convene in closed session on the following item (III.A.), as provided in Section 19.85(1)(e), Wisconsin 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.

Consider, Discuss, and Potentially Approve Recommendation regarding Public Equity Investment Manager.

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

The Board convened in closed session at 9:42 a.m.

The Board re-convened in open session at 10:07 a.m.

It was moved by Mr. Bell, seconded by Mr. Heling and unanimously carried, to approve the Recommendation regarding Public Equity Investment Manager.

Investment Committee Report. Mr. Heling said that at its February 12, 2026 meeting, “Board Chairman Matt Bell announced that his appointment for Committee Chair for 2026 was myself, Tim Heling. After that, the Investment Committee unanimously elected Deborah Ford as its Vice-Chair.” Mr. Heling said Callan gave a presentation on their 2026 capital market assumptions, which included a slide that shows the Fund’s existing strategic asset allocation target is projected to generate an annualized 7.03% return over the next 10 years. He said Callan also modeled a scenario that replaced the Fund’s existing 3.3% Liquid Real Assets target with additional Core Real Estate, and Callan projects that making this change would increase the Fund’s annualized expected return to 7.06% and decrease projected volatility from 11.57% to 11.53%. Mr. Heling stated the Committee then went into closed session on items related to the Core Fixed Income Investment Manager Search, the Morgan Stanley Prime Property Fund consent to Restructure, and the contemplated Real Assets Structure Changes. He said the Committee then came back into open session and approved the Fixed Income Manager Search Finalists and the Recommendation regarding Morgan Stanley Prime Property Fund, LLC consent to Restructure. Mr. Heling noted, in addition, after Callan provided their Real Assets Benchmark and Structure Changes Update in open session, the Committee Approved the Real Assets Structure recommended within the Callan memo. He said the approved Real Assets Structure replaces the 3.3% Liquid Real Assets allocation with additional Core Real Estate, resulting in a 12% target to Core Open End Private Real Estate. Mr. Heling said after that, the Committee approved updates to the Fund’s Statement of Investment Policy that incorporated the new Real Assets Structure. He said the inception date for the Fund’s new benchmark will be April 1, 2026. Mr. Heling said finally, Staff went over the Fund’s 4th quarter 2025 performance report, and also presented the annual Value Add Analysis. He said the Value-Add Analysis estimates that the ERS has been able to add an additional \$929 million to the Fund’s value, net of fees, over the past 31 years by implementing the Fund’s Stock, Bond, Private Equity, and Absolute Return allocations in a way that has outperformed low-cost passive benchmarks. Mr. Heling noted that \$282 million of that additional value is estimated to have been generated in the past 10 years. He said the Investment Committee recommends approval of the following items: 1. Approve Fixed Income Manager Search Finalists; 2. Approve Recommendation regarding Morgan Stanley Prime Property Fund, LLC consent to Restructure; 3.

Approval of Real Assets Structure; 4. Approval of Statement of Investment Policy Update. Mr. Heling concluded that the scheduled April 16, 2026 Investment Committee meeting will be an in-person meeting. He stated the Fixed Income Manager Search Finalist Interviews are set for that day and the finalists have been invited to present in person.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following items (IV.A. and IV.B.), as provided in Section 19.85(1)(e), Wisconsin 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.

Consider, Discuss, and Potentially Approve Fixed Income Manager Search Finalists.

It was moved by Mr. Konrad, seconded by Ms. Ford, and unanimously carried, to approve the Fixed Income Manager Search Finalists.

Consider, Discuss, and Potentially Approve Recommendation regarding Morgan Stanley Prime Property Fund, LLC consent to Restructure. It was moved by Mr. Bell, seconded by Mr. Heling, and unanimously carried, to approve the Recommendation regarding Morgan Stanley Prime Property Fund, LLC consent to Restructure.

Approval of Real Assets Structure. It was moved by Mr. Bell, seconded by Mr. Christianson, and unanimously carried, to approve the Approval of Real Assets Structure.

Approval of Statement of Investment Policy Update. It was moved by Mr. Bell, seconded by Mr. DeCleene, and unanimously carried, to approve the Approval of Statement of Investment Policy Update.

New Business.

Retirements, Death Claims, and Refunds (January). Mr. McClain presented the following activity for the month of January 2026.

Administrative Withdrawal	\$19,140.74
Full Refund	\$99,719.94
Active Death Benefits reported	\$0.00
Deferred Death	\$53,408.20
Deferred Death-Member Only Refund	\$0.00
Ordinary Death Benefits reported	\$0.00
Retired Death Benefits reported	\$17,608.57

Survivor Death – Termination Benefits reported	\$8,519.01
Refund of Member Contributions paid	\$41,190.39

It was moved by Mr. Barmore, seconded by Mr. Bell, and unanimously carried, to approve the Retirements, Death Claims, and Refunds report for January 2026.

Conference Requests – February 26, 2026 Board Meeting. Mr. Bell presented the conference requests for February.

Erich Sauer	Harrison Street Annual Investor Conference
Sponsor:	Harrison Street
Location:	Boulder, CO
Date(s):	May 4 - 7, 2026
Estimated Cost:	\$2,250.00

It was moved by Mr. Bell, seconded by Mr. DeCleene, and unanimously carried, to approve the Conference Requests – February 26, 2026 Board Meeting.

Medical Reports.

All Duty & Ordinary Disability Applications & Re-examinations (February 2026).

Mr. Petropoulos presented certifications (February 2026) of the Fire and Police Medical Panel Physicians and the Medical Council relative to Duty & Ordinary Disability Retirement benefits as follows:

<u>Police – Re-examinations – Duty</u>	<u>Recommendation</u>
Andrew Wilkiewicz	Approval
<u>Police – Re-examinations – Ordinary</u>	<u>Recommendation</u>
Stephanie Ramskugler	Approval
Katrina Warren	Approval
<u>Fire – Re-examinations – Duty</u>	<u>Recommendation</u>
Andrew Korducki	Approval

It was moved by Mr. Bell, seconded by Mr. Christianson, and unanimously carried, to approve the Duty & Ordinary Disability Applications & Re-examinations for February 2026.

Unfinished Business.

Pending Legal Opinions and Service Requests Report. Ms. Rollings said there are no pending legal opinions or service requests.

Pending Legislation Report. Mr. McClain said the Legislative Committee voted on the two proposed rule amendments earlier today before the Board meeting. He said the Board can expect to see those items on next month's agenda for final approval. Mr. McClain said there has been no change on the three proxy voting bills that are pending in the state legislature. He said staff will continue to track them.

Mr. Bell said he needed to address one issue under New Business, V.A. Retirements, Death Claims, and Refunds (January). He said there was a motion to approve payroll by Mr. Barmore, but there was no second so Mr. Bell said he would make that second and he asked if there were any objections regarding. He asked Mr. McClain if a new motion should be made. Mr. McClain said for clarity, a new motion and second should be made. Mr. Bell went back to item V.A. Retirements, Death Claims, and Refunds (January) and asked for a motion to approve payroll for February 2026. It was moved by Mr. Barmore, seconded by Mr. Bell, and unanimously carried, to approve the Retirements, Death Claims, and Refunds report for January 2026.

Pending Litigation Report.

Mr. Bell advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VII.C.), 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. Heling, seconded by Ms. Ford, and unanimously carried to convene in closed session. The motion prevailed by the following roll call vote: AYES: Ms. Ford; Messrs. Barmore, Bell, Christianson, DeCleene, Heling, Konrad, and Kovac. NOES: None.

Mr. DeCleene recused himself from a portion of the discussion on VII.C.

The Board convened in closed session at 10:22 a.m.

The Board re-convened in open session at 11:21 a.m.

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 Board Secretary and by reference incorporated as part of these minutes.

Approval of 2026 A&O Committee Audit Charter. Mr. McClain said there was a request to bring back a redline version for the Trustees' review. He noted the only things changing from last year to this year are the dates on the charter and everything else remained the same. He noted Mr. Gopalan and his team have worked hard with the Legislative Audit Bureau to get this charter

in a place that balances the ERS' unique, new statutory obligations under Act 12 as well as maximizing this Board's governance control over the process. Mr. McClain said he misspoke last month when he indicated that the charter authorizes Staff to execute the engagement letter. He clarified that the charter instead authorizes Staff to execute the representation letter.

It was moved by Mr. Barmore, seconded by Mr. Bell, and unanimously carried, to approve the Approval of 2026 A&O Committee Audit Charter.

Informational.

- 1) Conferences.
- 2) Class Action Income 2026 YTD.
- 3) Adjusted Quarterly Cost Basis of Equity

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

- 4) Report on Bills.
- 5) Securities Lending Revenue and Budget Report.
- 6) 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 Mr. Kovac and seconded by Mr. Heling to adjourn the meeting.

Mr. Bell adjourned the meeting at 11:29 a.m.

Patrick J. McClain
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

Milwaukee Employees' Retirement System - March 25, 2026

Fund as of February 28, 2026

*Fund value of \$6.74b.

*Fund return of 1.7% in Feb., net of fees, outperformed by approximately 33bp.

*Primary Relative Perf. Drivers:
Public Equity Style Bias 41bp
Primarily Small Cap, Value, and International

Manager Selection
DFA Strategies 14bp

Private RE Style Bias -19bp
Underweight Principal BM

*Fund is underperforming in the 1- and 20-year periods, while outperforming or in line in all other time periods.

March Update (as of 3/18/26)

*Fund return -2.8% MTD
*Fund return 0.7% YTD
*Fund value \$6.56b

*7 out of 12 active mandates outperforming YTD.

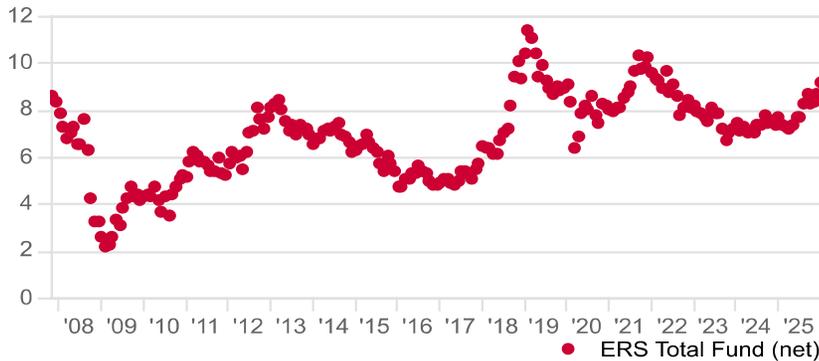
*Public Equity asset class is exceeding its benchmark YTD, net of fees.

*Investment Change: \$49.7m
*Contributions: 213.5m
*Benefits & Expenses: 85.8m

Monthly Withdrawals:
Benefits to be paid from cash

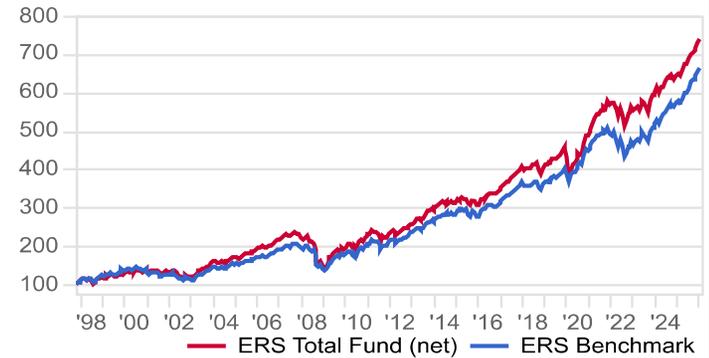
Total Fund - 10-Year Rolling Returns

11/28/1997 to 2/28/2026



Growth of \$100 - Total Fund & ERS Benchmark

11/28/1997 to 2/28/2026



Return Data

Source Data: Monthly Return

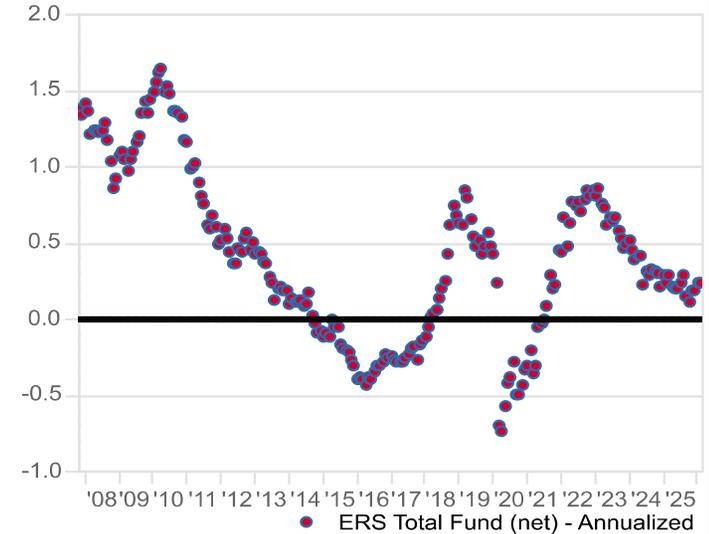
	1 Month	YTD	1 Year	5 Year	10 Year	15 Year	20 Year
Total Fund (net)	1.7	3.6	14.4	8.4	9.4	8.1	7.0
ERS Benchmark	1.3	2.8	15.0	7.9	9.1	8.1	7.1

Total Fund - 20-Year Risk & Return Data

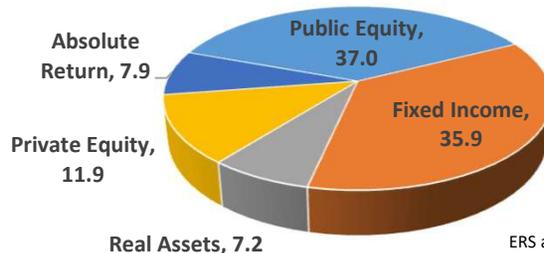
	Return	Std Dev	Tracking Error	Info Ratio (arith)	Sharpe Ratio	Alpha	Beta
Total Fund (net)	7.0	10.2	2.5	0.0	0.5	-0.6	1.1
ERS Benchmark	7.1	9.1	--	--	0.6	0.0	1.0

Total Fund - 10-Year Rolling Excess Returns

11/28/1997 to 2/28/2026

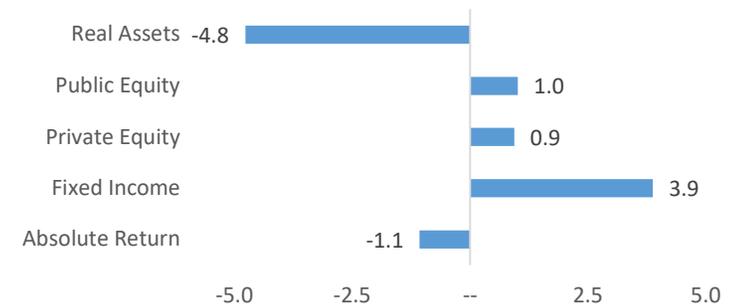


ERS Allocation as of February 28, 2026



ERS allocation weights may not total 100% due to rounding

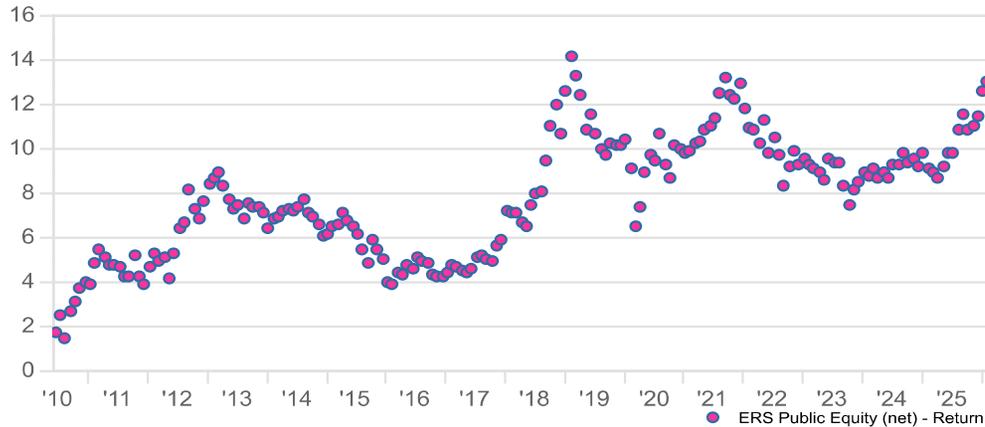
Asset Allocation vs Policy as of February 28, 2026



Milwaukee Employees' Retirement System - March 25, 2026

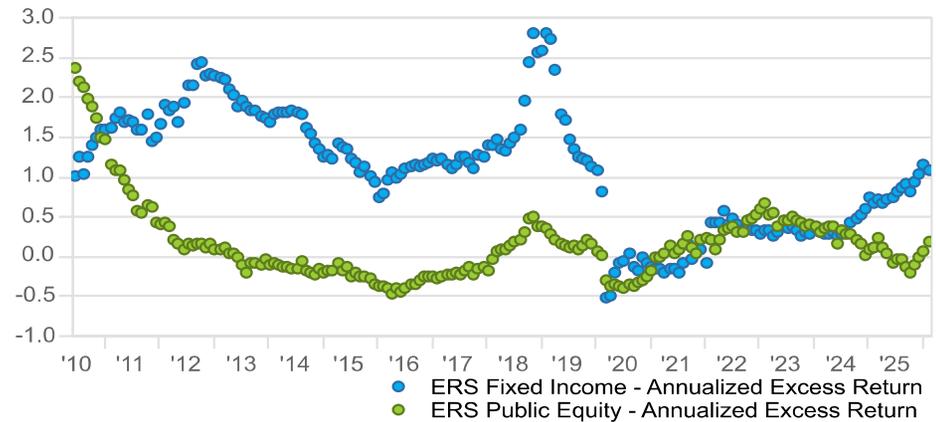
Public Equity - 10-Year Rolling Returns

06/30/2000 to 2/28/2026



Asset Class - 10-Year Rolling Excess Returns

06/30/2000 to 02/28/2026



Return Data

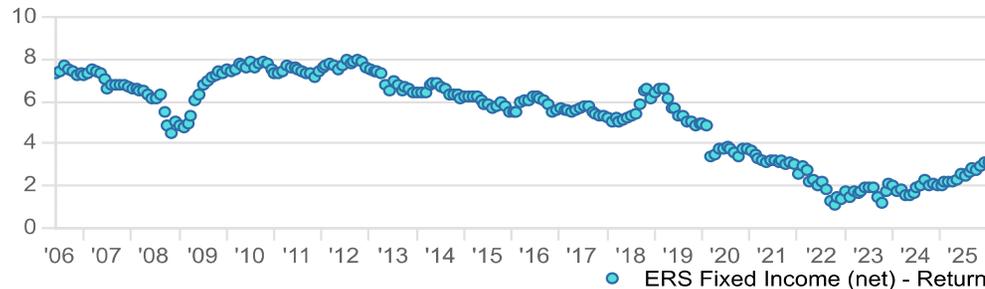
	1 Month	YTD	1 Year	5 Year	10 Year	15 Year	20 Year
Public Equity	3.0	7.5	26.8	11.8	13.4	10.8	8.7
Public Equity (net)	3.0	7.5	26.4	11.4	13.0	10.4	8.3
Public Equity Benchmark	1.6	4.9	25.1	11.3	12.8	10.4	8.4
MSCI ACWI IMI NR USD	1.6	4.9	25.1	11.3	12.8	9.7	8.2

Risk Adjusted Returns (6/30/14 - 2/28/26)*

	Return	Std Dev	Sharpe Ratio	Max Drawdown
Public Equity (net)	10.2	14.7	0.6	-25.3
Fixed Income (net)	2.4	6.3	0.1	-13.6
Absolute Return (net)	6.7	8.6	0.5	-27.1

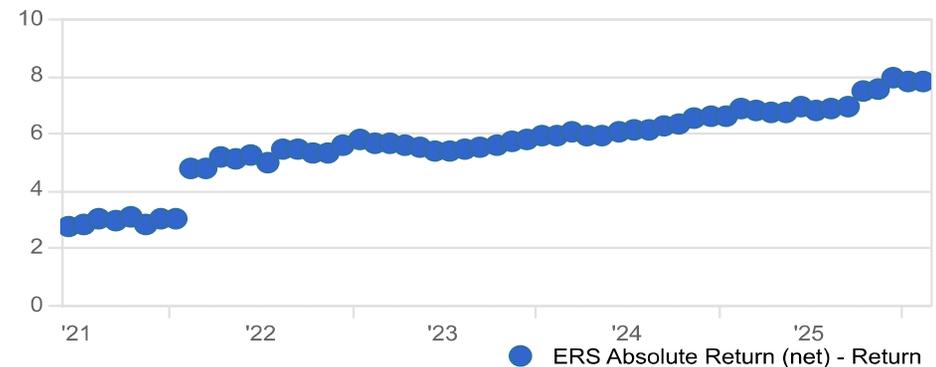
Fixed Income - 10-Year Rolling Returns

06/28/1996 to 02/28/2026



Absolute Return - 7-Year Rolling Returns

06/30/2014 to 2/28/2026



Return Data

	1 Month	YTD	1 Year	5 Year	10 Year	15 Year	20 Year
Fixed Income	1.6	1.7	7.4	2.6	3.2	3.2	4.4
Fixed Income (net)	1.6	1.7	7.3	2.5	3.1	3.1	4.3
Bbg US Agg Bond TR USD	1.6	1.7	6.3	0.4	2.0	2.5	3.3

Return Data

	1 Month	YTD	1 Year	5 Year	10 Year	Inception*
Absolute Return (net)	0.7	2.0	11.5	12.3	6.9	6.7
90-Day T-Bill + 3%	0.5	1.1	7.1	6.5	5.3	5.0

*Absolute Return inception date is June 30, 2014

III.

ADMINISTRATION & OPERATIONS COMMITTEE REPORT

- A. Approval of Close out of 2025 Budget.
- B. Approval of Change of Vendor for the Retired Public Safety Officer Insurance Premium Deduction Program.

Please be advised that the Administration and Operations Committee may vote to convene in closed session on the following item (III.C.), as provided in Section 19.85 (1) (e), Wisconsin Statutes, for deliberating or negotiating 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 Committee may then vote to reconvene in open session following the closed session.

- C. Consider, Discuss, and Potentially Approve Recommendation Regarding the Results of RFQ for Actuary.

Employees' Retirement System of the City of Milwaukee
 March 12, 2026
 Memorandum



To: Patrick McClain, Executive Director

From: Daniel Gopalan, CPA, ERS Chief Financial Officer

Re: Final 2025 Payment to the City and 2025 Budget to Actual Expenditures

I have completed my analysis for our expenditure activity for fiscal year 2025. Our total expenditures for the year ended December 31, 2025 equaled \$20,347,415.54 of which \$694,375.08 relates to non-trust activities. The remaining \$19,653,040.46 represents amounts that are funded by the Trust for 2025 expenses.

We have previously advanced the City \$18,635,000 toward these costs in 2025, leaving a balance owed of \$1,018,040.46.

The final amount payable to the City is primarily comprised of costs incurred since the middle of December, the last time the Trust reimbursed the City for expenses and for amounts accrued to close out the fiscal year.

An analysis will be provided to the City with a cover letter requesting the City to prepare an invoice for this amount to be approved by the Board for final payment in settlement of the Trust's 2025 expenses.

Below you will find the 2025 Budget to Actual Summary:

CATEGORY	BUDGET	ACTUAL	AVAIL. BALANCE
SALARIES	\$ 5,379,533.00	\$ 5,259,107.00	\$ 120,426.20
FRINGE	2,420,790.00	2,084,453.52	336,336.48
GENERAL OFFICE	221,000.00	244,603.49	(23,603.49)
OPERATING SUPPLIES	5,000.00	3,394.81	1,605.19
FACILITY RENT & PROPERTY SERVICES	669,000.00	650,309.84	18,690.16
EQUIPMENT RENTAL	25,000.00	14,008.54	10,991.46
PROFESSIONAL SERVICES	11,895,000.00	9,457,870.09	2,437,129.91
INFORMATION TECHNOLOGY	1,673,000.00	1,668,900.59	4,099.41
OTHER OPERATING SERVICE	1,525,400.00	753,271.41	772,128.59
EQUIPMENT	713,000.00	211,271.41	501,503.75
TOTAL	\$ 24,526,723.00	\$ 20,347,415.54	\$ 4,179,307.46

2025 ERS Budget vs Actual

		Budget-Non Trust				Actual-Trust		
		Budget-Trust Activity	Activity	Total Budget		Activity	Actual-Non Trust Activity	Total Actual
Direct Salary	84.1%	\$ 4,206,900.00	\$ 317,300.00	\$ 4,524,200.00		\$ 4,085,703.73	\$ 325,838.00	\$ 4,411,541.73
Indirect Salary (18.91% of DS)	15.9%	795,317.83	60,015.17	855,333.00		795,643.27	51,922.00	847,565.27
Total Salary		5,002,217.83	377,315.18	5,379,533.00		4,881,347.00	377,760.00	5,259,107.00
Fringe Benefits Applied	45.0%	2,250,998.00	169,792.00	2,420,790.00	39.6%	1,934,753.52	149,700.00	2,084,453.52
City Indirect Cost	4.2%	177,000.00	-	177,000.00	4.2%	175,900.00	-	175,900.00
Other Operating Expenditures		15,836,400.00	-	15,836,400.00		12,565,243.69	51,215.08	12,616,458.77
Equipment		713,000.00	-	713,000.00		211,496.25	-	211,496.25
Sub Total		23,979,615.83	547,107.18	24,526,723.00		19,768,740.46	578,675.08	20,347,415.54
Indirect-Non Trust Activity*	20.0%	(109,400.00)	109,400.00		20.0%	(115,700.00)	115,700.00	
Total O&M Activity		23,870,215.83	656,507.18	24,526,723.00		19,653,040.46	694,375.08	20,347,415.54
Grand Total		\$ 23,870,215.83	\$ 656,507.18	\$ 24,526,723.00		\$ 19,653,040.46	\$ 694,375.08	\$ 20,347,415.54

* Management oversight, share of other operating expenditures

Salary Detail of Non-ERS Activity		Non Trust Gross Salary Budget	Gross Salary Budget	Total Actual Gross Salary	Total Actual Direct Salary	Non Trust Gross Salary Actual	Non Trust Direct Salary Actual
L. Johnson Health	100%	73,804.00	73,804.00	74,087.89	64,081.82	74,088.00	64,082.00
Anderson Life	100%	65,378.00	65,378.00	65,377.47	54,910.82	65,377.00	54,911.00
Dollhopf Life	100%	74,494.00	74,494.00	74,493.62	64,286.63	74,494.00	64,287.00
Hann Dental	100%	70,563.00	70,563.00	69,515.08	59,318.62	69,515.00	59,319.00
Niemiec Health/LIS/FABF	5%	5,622.80	112,456.00	113,753.29	93,424.78	5,688.00	4,671.00
Bates Life	2.5%	2,406.98	96,279.00	97,389.43	84,614.04	2,435.00	2,115.00
G. Allen - WRS	95%	64,574.35	67,973.00	68,757.81	61,437.54	65,320.00	58,366.00
Gopalan- WRS	5%	6,690.60	133,812.00	109,622.51	94,665.23	5,481.00	4,733.00
Lolugu - WRS	5%	6,287.85	125,757.00	143,998.02	127,743.51	7,200.00	6,387.00
Manchu - WRS	5%	7,493.60	149,872.00	163,246.43	139,349.11	8,162.00	6,967.00
		\$ 377,315.18	\$ 970,388.00	\$ 980,241.55	\$ 843,832.10	\$ 377,760.00	\$ 325,838.00

Salary Additives for 2025

Indirect as % of Direct	18.91%	Indirect as % of Gross	15.9%
Fringe as % of Direct	47.25%		

Voucher Number	Vendor	Description	Non-Trust Expenses	ERS Expenses	Total
02218040	CAVA MACD-001	MARCH 25 RETAINER FEES	11,957.30	15,192.36	27,149.66
02224874	CAVA MACD-001	APRIL 25 RETAINER FEES	2,232.45	18,516.01	20,748.46
02230826	CAVA MACD-001	MAY 25 RETAINER FEES	16,050.73	7,677.51	23,728.24
02243658	CAVA MACD-001	JULY 25 RETAINER FEES	8,061.25	5,149.13	13,210.38
02249923	CAVA MACD-001	AUG 25 RETAINER FEES	385.35	8,954.57	9,339.92
02205449	DS CONS-001	02/03/2025 THROUGH 02/31/2025	3,132.00	-	3,132.00
02212363	DS CONS-001	02/01/2025 THROUGH 02/28/2025	2,349.00	-	2,349.00
02218990	DS CONS-001	03/01/2025 THROUGH 03/31/2025	1,392.00	-	1,392.00
02222151	DS CONS-001	04/01/2025 THROUGH 04/15/2025	261.00	-	261.00
02225718	DS CONS-001	04/16/2025 THROUGH 04/30/2025	522.00	-	522.00
02237177	DS CONS-001	06/01/2025 THROUGH 06/30/2025	696.00	-	696.00
02244542	DS CONS-001	07/01/2025 THROUGH 07/31/2025	522.00	-	522.00
02250283	DS CONS-001	08/01/2025 THROUGH 08/31/2025	1,044.00	-	1,044.00
02257834	DS CONS-001	09/01/2025 THROUGH 09/30/2025	696.00	-	696.00
02264120	DS CONS-001	10/01/2025 THROUGH 10/31/2025	696.00	-	696.00
02270720	DS CONS-001	11/01/2025 THROUGH 11/30/2025	696.00	-	696.00
02276000	DS CONS-001	12/01/2025 THROUGH 2/31/2025	522.00	-	522.00
			51,215.08	55,489.58	106,704.66



City of Milwaukee
Employees' Retirement System

Patrick J. McClain
Executive Director

David M. Silber, CFA, CAIA
Chief Investment Officer

Daniel A. Gopalan, CPA
Deputy Director

Gust P. Petropoulos
Deputy Director

MEMORANDUM

Date: March 4, 2026

To: A&O Committee

From: Patrick McClain, Executive Director PSM

Re.: Change of Vendor for the Retired Public Safety Officer Insurance Deduction Program

Purpose

Staff is requesting authorization to change the third-party administrator (TPA) / broker for the Retired Public Safety Officer Insurance Premium Deduction Program from Source1 Benefits (Source1) to Haymarket Specialty Benefits (HSB). This request is being submitted because of the acquisition of Source1 by Gallagher Benefits, and a subsequent settlement between Gallagher and what was formerly Source1. Source1 no longer functions in this arena. Under this updated setup, HSB will be acting as the Broker and GIS Benefits will serve as the General Agent.

Background

ERS currently processes insurance deductions for certain retired fire and police members under Board Rule XIX.H. – the Retired Public Safety Officer Insurance Premium Deduction Program. This Program was put in place after the Pension Protection Act of 2006 (PPA) allowed for a DB plan to take deductions to pay for qualified insurance premiums. The Program allows for the TPA to report enrollment and disenrollment information to the ERS via a file, and the ERS to then deduct the premiums and transfer the funds to the vendor/carrier.

The Program started in December 2013, for coverages effective January 2014, with Source1 as the broker and MetLife as the carrier for the coverages. All enrolled individuals are required to complete an authorization form and submit that document to ERS prior to deductions being taken from their pension payments.

ERS was informed in February 2026 that Source1 was acquired by Gallagher and could no longer serve as a TPA. Some staff of what was formerly Source1 then formed a brokerage named, "Haymarket Specialty Benefits," in an effort to continue to provide services to its clients.

On February 25, 2026, Local 215 (MPFFA) officially made a change of its Broker of Record from Source1 to HSB. The carrier continues to be MetLife.

Analysis

In accordance with Board Rule XIX.H, the ERS Executive Director is required to make an initial determination of a TPA and carrier's ability to meet the requirements set forth in the Board Rule. These are discussed below.

Third Party Administrator:

- a. In business for at least 5 years – while Haymarket is new, the key staff is generally the same as that which serviced Source1, and Source1 was the vendor for the ERS since 2013. Additionally, but for the acquisition and subsequent settlement, no change would have been required.
- b. Vendor is solvent – no adverse notations have been found in the Better Business Bureau for this company and/or named agent, John (Jack) Byrnes.
- c. Rating by the BBB – no record was found on the BBB’s website.
- d. Vendor does not have principals who have committed any fraudulent act – the principal for the new company continues to be the same individual who was the principal of Source1.

Insurance Carrier:

- a. The Carrier continues to be MetLife, therefore no change in the investment rating.
- b. The Carrier continues to be MetLife, therefore no change in licensing to operate in Wisconsin.

Given that Local 215 (MPFFA) has already approved Haymarket as a new Broker and GIS as a new General Agent, ERS expects that enrollments into this plan will continue to meet the 5% threshold required by Board Rule XIX.H.

Based upon the explanation above, approval is sought for Haymarket to be used as the vendor/TPA in lieu to Source1.

Upon approval, ERS will also send a notification of the change out to the current retirees enrolled in the Program who are having premiums deducted from their pension payments.

Additional Information

Due to a timing issue, and to ensure that our retirees are not faced with a hardship with the loss of coverage, etc., the ERS will process the same payroll file it received last month (other than any changes requested directly by members dropping coverage). All funds are transferred directly to the carrier (MetLife), so there is no risk with a new broker/TPA being introduced in the process. If the A&O denies this request, then this deduction file will not be processed.

Enclosures

1. Board Rule XIX.H
2. Copy of Release Signed by Members Upon Enrollment in this Program
3. Request from Jack Byrnes
4. Letter of Approval from Local 215 (MPFFA)

Claimants: Must meet the ERS' documentation and eligibility requirements applicable to members, survivors or beneficiaries.

H. RETIRED PUBLIC SAFETY OFFICER INSURANCE PREMIUM DEDUCTION PROGRAM

A broker, marketer, placement agent or third party administrator (Vendor) designated as the agent for an Insurance Carrier, who seeks to enroll qualified members of the ERS in the Retired Public Safety Officers Insurance Premiums Program ("Program") must first submit documentation to the Executive Director that demonstrates the following: (a) the Vendor has been in business for at least 5 years; (b) the Vendor is solvent; (c) if the Vendor has been rated by the Better Business Bureau, the Vendor has received a rating of A or better; and (d) the Vendor does not have principals who have committed any dishonest or fraudulent act at any time. In order for any Insurance Carrier to participate in the Program, it must meet the following criteria: (a) have an investment grade rating from a Nationally Recognized Statistical Rating Organization (NRSRO), as per SEC reference; and (b) be licensed to operate in Wisconsin. The Executive Director will determine if the Vendor and the Insurance Carrier have satisfied these initial requirements and if the requirements have been met, the Executive Director will present the Vendor's and Insurance Carrier's information to the A & O Committee. The A & O Committee will decide whether to permit the Executive Director to release the names, addresses and emails of eligible retirees to the Vendor for the sole purpose of the Vendor conducting an outreach to the eligible retirees. If the Vendor obtains commitments to utilize its services from at least 5% of the eligible retirees, as evidenced by signatures on the required ERS authorization form ("Retired Public Safety Officer Authorization for Insurance Premium Deduction from Pension Payment"), then the Executive Director will present the Vendor and Insurance Carrier information to the Board for its consideration and determination as to whether the Vendor and Insurance Carrier will be authorized to participate in the program.

XX. REVIEW

A. REQUEST

A "request" is a written communication from a member asking that a previous decision be modified or reversed.

1. Written request shall be mailed or delivered to the office of the ERS within 30 days of notice of initial determination.
2. The request must state the ground upon which the member contends that the decision should be modified or reversed.



Retired Public Safety Officer Authorization for Insurance Premium Deduction from Pension Payment

Person ID
or SSN: _____

Member Name: _____

Member Authorization

I hereby elect to have amounts deducted from my ERS benefit to pay for qualified insurance premiums (as provided by the Pension Protection Act of 2006) as administered by the Insurance Provider or Third Party Administrator (TPA) (hereinafter "Vendor") named below.

By signing this authorization, I agree to and understand that:

1. I am voluntarily signing up for this deduction;
2. I have read and understand the Retired Public Safety Officer Insurance Premium Deduction Program information;
3. I certify that I am a retired public safety officer, as defined by federal law;
4. The ERS is not responsible for any erroneous deductions that occur during my participation in this program;
5. The ERS is not responsible for the insurance or any associated claims, disputes, late fees, lapsed coverage, lapsed premium payments, and/or other actions related to the insurance and/or deductions;
6. The ERS is not responsible for any refunds and/or retroactive deductions that may need to occur;
7. Once funds are transferred to the Vendor, any adjustments to the deductions (e.g. refunds, insufficient deductions, etc.) will be between the Vendor and me, and will not be the responsibility of the ERS;
8. The ERS is only acting as the pay administrator for the purposes of routing the deductions from my pay check to the Vendor;
9. The ERS is not responsible for the application of the funds to my insurance account;
10. The ERS will be informed of the deduction amount to be remitted to the Vendor no later than the 10th of each month for deductions to be taken from that month's payment, failing which deductions may not be taken from that payment (and the responsibility to pay the Vendor directly will reside with me);
11. Deductions cannot exceed my monthly annuity payment after all other deductions are taken, including federal and state income tax withholding, that no partial deductions will be taken and that they will reduce my net annuity payment;
12. Deductions will continue to be made from my pension payment until a) the ERS receives directions from me to stop, b) the Vendor does not inform the ERS of any deductions that need to occur, or c) if my benefit ceases;
13. Deductions will only be taken from monthly annuity payments (not from one-time and/or lump sum payments);
14. Deductions will be taken on a post-tax basis (the amount of the deduction will not affect the taxability of my regular benefit payment);
15. The Vendor may at any time inform the ERS of a change to the deduction amount, and the ERS will deduct the new amount from my pension payment if the funds are available;
16. The ERS will not inform me of any changes to the deduction amount;
17. The ERS will not inform me of any deductions that were not taken due to the unavailability of funds;
18. The ERS will not send a separate statement informing me of the total deductions withheld during the course of the year (this amount will be available on the payment advice);
19. This authorization will be effective the later of the first payroll period after receipt of this form by the ERS or the date listed below.

Participant Signature _____

Date _____

WAIVER OF CLAIMS

By signing this form, I agree that I will not make any legal claim of any kind against the ERS, its Board, staff and advisors, and the employer should my participation in this program result in unexpected tax liability to me, including interest and penalties. I understand that my ability to participate in this program is a valuable benefit for which I am willing to sign this waiver of all claims. I further release the ERS, its Board, staff and advisors, and the employer from any liability arising from the administration of payments to any insurer.

Participant Signature _____

Date _____

IMPORTANT LEGAL NOTICE

THE IRS HAS NOT PROVIDED GUIDANCE TO DATE ON THE APPLICATION OF THIS PROGRAM. AS A CONDITION OF PARTICIPATION IN THIS PROGRAM, THE MEMBER ACCEPTS ALL RESPONSIBILITY FOR TRUTH OF THE INFORMATION PROVIDED TO THE ERS. IN ADDITION, IN CONSIDERATION OF PARTICIPATION, THE MEMBER AGREES THAT THE ERS, ITS BOARD, STAFF OR ADVISORS, AND THE EMPLOYER HAVE NO LIABILITY FOR ANY ADDITIONAL TAX LIABILITY, INCLUDING INTEREST AND PENALTIES THAT MAY ARISE FROM PARTICIPATION.

AS THIS WAIVER INVOLVES YOUR LEGAL RIGHTS, YOU ARE ADVISED TO SEEK COMPETENT LEGAL ADVICE PRIOR TO PARTICIPATING IN THE PROGRAM

I UNDERSTAND AND AGREE THAT I HAVE HAD A FULL OPPORTUNITY TO HAVE MY QUESTIONS ANSWERED AND TO SEEK OUTSIDE ADVICE.

Participant Signature _____

Date _____

Vendor Information and Certification

Insurance Provider: _____

TPA Name (if applicable) _____

Insurance Provider/TPA (circle one)

Representative Name & Title: _____

By signing this authorization, I certify that:

1. I am an authorized representative of the Vendor named above;
2. The member named in this release is a client of this Vendor;
3. I hereby agree to abide by the Insurance Provider Terms and Conditions of the Retired Public Safety Officer Insurance Premium Deduction Program;
4. The Vendor named in this release has a valid contract with the ERS to allow for such direct deductions for purposes of insurance under the HELPS Act and the member is eligible for such deductions

Vendor Representative Signature _____

Date _____

Retired Public Safety Officer Insurance Premium Deduction Program

The Pension Protection Act of 2006 (PPA) allow certain ERS eligible retired public safety officers to take a tax deduction of up to \$3,000 on their federal income tax return for health and long-term care insurance premiums. This law is also commonly referred to as the "HELPS" Act (Health Care Enhancement for Local Public Safety Officers). The health or long-term care insurance can include coverage for an eligible participant's spouse and dependents (but note, the deduction is available only to eligible participants).

To take advantage of this deduction, the ERS must pay the premium to the eligible participant's insurance provider directly.

The eligibility is determined by the Federal law. "Public safety officer" is defined in 26 USC 402(l)(4)(C). At this time only the following classes of ERS annuitants can participate in the program:

- Fire and Police Service Retirees
- Fire and Police Disability Retirees

Other retirement types, and survivors, are not eligible to participate in this program at this time.

More detailed information about the public safety officer tax exclusion and eligibility to participate can be obtained from the Internal Revenue Service's (IRS) (www.irs.gov).

Siddiqui, Terry

From: Jack Byrnes <jack@haymarketsb.com>
Sent: Thursday, February 26, 2026 2:24 PM
To: Siddiqui, Terry
Cc: John Barmore
Subject: IAFF Local 215 Milwaukee Fire Fighters BOR Change and Navigator Migration
Attachments: Milwaukee Local 215 BOR and GA Letter.pdf; Milwaukee Local 215 Navigator Letter.pdf

Terry,

Attached are the 2 letters that were provided to me today from IAFF Local 215 for their dental and vision plans. These letter have been filed with MetLife and Navigator and we are ready to continue managing the benefits for the Retired Milwaukee Fire and Police (Public Safety Officers) immediately.

If you have any questions or concerns that I can address. I will be happy to get on a call or come into the office to discuss.

I sent you an email yesterday that I hoped you received. Could you kindly acknowledge receipt of this email so that I know my new domain is not being trapped in spam.

Jack Byrnes
Principal Owner
312-415-6041 (m)
jack@haymarketsb.com



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***THIS EMAIL ORIGINATED FROM AN EXTERNAL SOURCE. BE CAUTIOUS WITH ANY LINKS OR ATTACHMENTS.



Patrick McClain
Executive Director
City of Milwaukee Employees' Retirement System
789 N. Water St., Suite 300
Milwaukee, WI 53202

Re: Administrative Transition – Public Safety Retiree Benefit Program (Metlife)

Dear Mr. McClain,

I am writing to advise you of the administrative transition of the voluntary retiree benefit programs serving retired City of Milwaukee Fire and Police sworn personnel. As you know, these programs were historically administered through Source 1 Benefits and later Gallagher. Following a recent settlement agreement, I have transitioned my practice and client relationships to a newly licensed agency, **Haymarket Specialty Benefits**.

Pending board approval, Haymarket Specialty Benefits will assume day-to-day administration of the Milwaukee retiree Dental and Vision program, including member service, enrollment processing, communications, premium reconciliation coordination, ERS authorization management, and compliance oversight. To ensure continuity, **GIS Benefits** will be supporting core backend administrative functions such as carrier appointments, data integrity, eligibility files, census management, and reporting.

This transition reflects an agency name change and structural realignment only. Program design, carrier relationships, billing processes, and pension deduction mechanics remain unchanged. Retirees will experience **no disruption, no changes to premium remittance, and no modifications to existing benefits**.

Since the inception of these programs, we have maintained a flawless administrative record with ERS—free of compliance issues, billing discrepancies, or eligibility disputes. Maintaining that standard remains my highest priority, and ERS will continue working with the same infrastructure and oversight personnel under the Haymarket platform.

All enrollment materials and authorization forms have been updated to reflect the new agency designation while retaining ERS formatting for internal continuity. If ERS requires any formal acknowledgment, indemnification confirmation, or additional documentation, we will provide it promptly.

My commitment to Milwaukee's retired public safety community remains steadfast, and I appreciate ERS's continued cooperation. I look forward to maintaining our partnership under Haymarket Specialty Benefits. We appreciate your attention and assistance in this time sensitive matter to maintain the continuity of benefits for our shared members.

Respectfully,

Jack Byrnes
Principal Owner



Milwaukee Professional
FIRE FIGHTERS' ASSOCIATION *Local 215*



5625 W. Wisconsin Ave., Milwaukee, WI 53213-4287
Telephone: (414) 259-8000 Website: www.milwaukeeffirefighters215.org

President Vice-President Secretary-Treasurer
ERIC J. DAUN **LOGAN DIETSCH** **JEREMY FELSECKER**

2/25/2026

Marc P. Perez
Metlife
Senior Account Executive
Group Benefit Sales
10 S. LaSalle Street
Suite 3350
Chicago, IL 60603

Broker of Record Change Authorization – Metlife

To Mr. Perez,

This letter serves as formal authorization that Milwaukee Professional Firefighters Association Local 215 (5343672) hereby designates John Patrick Byrnes III (NPN: 2432067) Haymarket LLC as its Broker of Record and GIS Benefits as its General Agent with Metlife, effective February 1, 2026.

As Broker of Record, John Patrick Byrnes III – Haymarket LLC is authorized to service the account and shall receive all applicable commissions and compensation for the duration of this appointment, unless and until revoked in writing by Milwaukee Professional Firefighters Association Local 215 (5343672). GIS Benefits as the General Agent shall receive all applicable compensation for the duration of the appointment.

This designation applies to the following group policy and any renewals associated with the following customer and account numbers:

- Customer / Account Number: 5343672
Lines of Coverage: Dental & Vision

This designation revokes Instantial d/b/a Source 1 Benefits with respect to Metlife, as of the effective date stated above. Please update your records accordingly.

Sincerely,

Eric Daun
President
Milwaukee Professional Firefighters Association Local 215



Milwaukee Professional
FIRE FIGHTERS' ASSOCIATION *Local 215*



5625 W. Wisconsin Ave., Milwaukee, WI 53213-4287
Telephone: (414) 259-8000 Website: www.milwaukeeffirefighters215.org

President Vice-President Secretary-Treasurer
ERIC J. DAUN LOGAN DIETSCHER JEREMY FELSECKER

Sara Langreck
Director of Enrollment Services
Assured Partners
1140 10th Ave SW
Waverly, IA 50677
Sara.Langreck@assuredpartners.com

RE: Broker Change Navigator Migration Request

Milwaukee Professional Firefighters Association Local 215 is requesting a transfer of account from the Assured Partners Employee Navigator platform license number to GIS Licensee Identifier: c8b4b13a-32d1-445e-9954-1fe9cb903e44. The company name in your system is Milwaukee Professional Firefighters Association Local 215 (company identifier MPS-Fire Police). Please process this change on Navigator with the Agency Change Tool to allow Navigator to execute this migration to new broker platform on their end.

Our members' benefits eligibility cannot be disrupted with any delay. I am requesting that this transfer take place immediately. Once this request has been completed with your Employee Navigator Migration Tool I would like to request that you provide me with a confirmation email.

A handwritten signature in cursive script that reads 'Eric Daun'.

Eric Daun
President
Milwaukee Professional Firefighters Association Local 215

IV.

LEGISLATIVE COMMITTEE REPORT

- A. Review, Consider, and Make Recommendations Regarding Amendment to Board Rule II.C.6.
- B. Review, Consider, and Make Recommendations Regarding Amendment to Board Rule VII.G.2.c.

II. MEMBERSHIP ON THE BOARD

...

C. DUTIES AND RESPONSIBILITIES OF OFFICERS AND EMPLOYEE

...

6. Chief Investment Officer

The Chief Investment Officer shall lead the management and operations of the Board's investment program. The Chief Investment Officer shall report to the Board.

The Chief Investment Officer is responsible for:

- a) supervision of investment staff, investment policy supervision, including monitoring fund allocation versus guidelines, monitoring fund performance and reporting major concerns;
- b) recommending changes in investment policy, asset allocation and asset management;
- c) monitoring the Investment Managers as to policy;
- d) providing investment research and analysis as required by the Board or the Executive Director;
- e) evaluating various investment proposals for feasibility, structure and compliance with the ERS goals and prepare reports for the Executive Director and the Board;
- f) recommending changes in investment guidelines based on Investment Manager activity, economic circumstances or other factors;
- g) monitoring the activity of the Investment Managers of the assets of the ERS for compliance with investment goals and guidelines as set forth by the Board and monitor the economy and efficiency of Investment Managers' activities in such areas as utilization of funds (keeping fully invested), monitoring commission levels, proxy voting and related areas;
- h) monitoring the rate of return, style and risk parameters of the Investment Managers;
- i) recommending the hiring, firing and shifting of assets; conducting due diligence on any Investment Manager selected for hire by the Investment Committee, and summarizing and making specific recommendations to the Board;
- j) conducting a continuing asset allocation study, examining current investments and other alternatives and providing the Executive Director and the Board comprehensive reports regarding the Fund, managers and alternative investments;
- k) monitoring the Custodian of Funds for accuracy of reporting, securities lending activity and cash management;
- l) reviewing and making recommendations regarding consultants and sources of information (electronic and paper research) which may improve the return on invested assets; and assisting the Executive Director in contract reviews and analysis of Actuarial Reports.

m) evaluating and managing the relationships with the Investment Consultant to ensure they are providing all necessary assistance to staff and the Board as agreed to in service contracts. The Investment Committee, in coordination with the Chief Investment Officer, shall conduct an annual review of the Investment Consultant. The Chief Investment Officer, or designated staff, shall conduct on-site (or video conference, when conditions do not allow for travel) visits with the Investment Consultant at least once every two years. The visits will be followed by a written report from the Chief Investment Officer to the Board or the Investment Committee.

m)n) the Chief Investment Officer, or designated staff, are authorized to travel to and meet with, the various companies or individuals who provide investment or financial evaluation services to the Employees' Retirement System. The purpose of these meetings is to accomplish due diligence and resolve outstanding issues. The visits will occur, at a minimum, every other year or as deemed necessary by both the Chief Investment Officer and the Chairman of the Annuity and Pension Board and/or the Chairman of the Investment Committee of the Board. The visits will be followed by a written report from the Chief Investment Officer to the Annuity and Pension Board or the Investment Committee.

VII. BOARD MEMBERS/AREAS OF RESPONSIBILITY

...

G. REVIEW AND APPROVAL OF CONTRACTS

1. Staff

The Executive Director, and the Chief Investment Officer when requested by the Executive Director, must review and recommend, prior to submission to the Board, each proposed contract for professional services that is necessary for conducting the business of the ERS. Board members and staff shall not be permitted to disclose to proposers information contained in proposals to the Board or staff analysis or summaries of proposals to the Board without formal approval by the Board. The Board shall not consider a request for disclosure unless it is in writing and signed by an authorized representative of the proposer. Source: Rules and Regulations, § 1.4j (Contracts for Professional Services), p.3

Source: Rules and Regulations, § 1.4j (Contracts for Professional Services), p.3

2. Board

- a. Except as provided in subparagraphs b and c, the Annuity and Pension Board shall have final approval over any contract entered into on behalf of the ERS after such contract has been approved by the staff and reviewed by legal counsel.
- b. The Investment Committee consists of all members of the Annuity and Pension Board and as such is considered a Committee of the Whole. The Investment Committee shall have full authority in the final approval and execution over investment-related contracts if:
 - i. The investment contract has been approved by staff and reviewed by legal counsel; and
 - ii. Delaying final approval of the investment contract to the next regular Board meeting would result in the loss of some advantage of the contract; and
 - iii. A quorum of the Board votes to approve the investment contract.
- c. The Chief Investment Officer shall, subject to the conditions and limitations stated in the Board's Statement of Investment Policy, have the authority to execute:
 - i. Any contract amendment or letter of direction required in connection with the hiring of a transition manager for the purpose of rebalancing between asset classes to achieve the asset allocation target policy objectives, or terminating and funding new asset managers; and
 - ii. Ministerial Private Real Estate and Private Equity Contract amendments.

3. Legal Counsel

The Board shall select legal counsel in accordance with Section VIII. of these Rules and Procedures to review any contract to be entered into on behalf of the ERS.

STATEMENT OF INVESTMENT POLICY
Updated January 2026

**THE EMPLOYEES' RETIREMENT
SYSTEM OF THE CITY OF MILWAUKEE**
789 N. Water Street, 3rd Floor
Milwaukee, WI 53202
(414) 286-3557

Individual manager guidelines are updated upon Annuity and Pension Board Approval

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

**- SECTION I -
STATEMENT OF INVESTMENT POLICY**

INTRODUCTION

The Employees' Retirement System of the City of Milwaukee (the "ERS") was established to provide for the present and future retirement, disability, and death and survivor benefit payments for all city and city agency employees. All of the funds of the retirement system taken in the aggregate constitute a special trust subject to applicable local, state, and federal laws, including but not limited to sections 36-15, 36-09-1, and 36-09-6 of the Milwaukee City Charter.

The Annuity and Pension Board (the "Board") is responsible for the operation of the retirement system and making effective the provisions of the Employees' Retirement Act. The Board consists of three members appointed by the President of the Common Council, the City Comptroller ex-officio, three members elected by the present members of the Employees' Retirement System and one member elected by the retired members of the Employees' Retirement System.

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

The Board is the trustee of the funds in the retirement system, and one of the missions of the Board is to assure prudent investment of the assets of the ERS. The Board is required to contract for investment management services. The Board must exercise prudence in selecting Investment Managers, but the exercise of prudence does not relieve the Board of all responsibilities. The responsibilities of the Board relating to the investment management of Fund assets include:

1. Establishing written investment objectives and guidelines governing the investment of Fund assets.
2. Using reasonable care, skill and caution in selecting investment professionals.
3. Determining the Fund's liquidity requirements, investment horizon and risk tolerance and communicating these to the appropriate parties.
4. Evaluating the performance of Investment Manager(s) and other qualified investment professionals on a systematic and regularly scheduled basis.
5. The Board and a person under contract to the ERS who invests and manages trust assets has a duty to comply with the prudent investor rule, s. 36-09-1-d and sub-unites thereof.

SCOPE OF THIS STATEMENT OF INVESTMENT POLICY

This Statement of Investment Policy reflects the investment policy, objectives, and constraints of the Employees' Retirement System of the City of Milwaukee ("ERS").

PURPOSE OF THIS STATEMENT OF INVESTMENT POLICY

This Statement of Investment Policy is set forth by the Board of the City of Milwaukee ERS in order to:

1. Define and assign the responsibilities of all involved parties.
2. Establish specific asset allocation and rebalancing procedures.
3. Establish a clear understanding for all parties of the investment goals and objectives of Fund assets.
4. Provide specific guidelines and define limitations for all Investment Managers regarding the investment of Fund assets.
5. Establish a basis for evaluating investment results.
6. Establish a framework for further review and revision of this policy.

This policy statement is designed to allow for sufficient flexibility in the management oversight process to capture investment opportunities as they may occur, while setting forth reasonable parameters to ensure prudence and care in the execution of the investment program.

DUTIES OF FIDUCIARIES

Each member of the Board of the City of Milwaukee ERS is a fiduciary. The Investment Managers are also fiduciaries.

The Board and a person under contract to the ERS to invest and manage trust assets shall invest and manage assets as a prudent investor would by considering the purposes, terms, distribution requirements and other circumstances of the trust. In satisfying this standard, the Board and such person shall exercise reasonable care, skill and caution. Investment and management decisions respecting individual investment assets must be evaluated not in isolation, but in the context of the trust portfolio as a whole and as part of an overall investment strategy having risk and return objectives reasonably suited to the trust. A reasonable effort shall be made to verify facts relevant to the investment and management of trust assets. Assets may be invested in any kind of property or type of investment consistent with the standards set forth in the Employees' Retirement Act and the Board guidelines. A Board member or a person under contract to the ERS who invests and manages trust assets who has special skills or expertise or is named in reliance upon his or her representation that he or she has special skills or expertise has a duty to use those special skills or expertise.

To fulfill such responsibilities, the Trustees are authorized and in the case of Investment Managers, required to retain professional experts including but not limited to:

1. **Staff:** The Investment Staff, as designated by the Board is the agent of the Board. The Board does not delegate investment management responsibility through the use of its Staff. **Staff duties include:**
 - A. Monitoring Investment Managers for adherence to contract terms, policies, and guidelines.
 - B. Evaluating and managing the relationships with the Investment Consultant to ensure they are providing all necessary assistance to Staff and the Board as agreed to in service contracts, in accordance with Board Rules and Regulations section II(c)(6)(m).
 - C. Monitoring the Investment Consultant's manager search process, and conducting due diligence on any Investment Manager selected for hire by the Investment Committee that was considered and recommended to ERS by its Investment Consultant.
 - D. Monitoring the Fund's cash amounts. This includes ensuring the Fund has cash available to pay Fund benefits, expenses, and capital call commitments by identifying Investment Managers to withdraw funds from. This also includes determining whether to invest contributions into cash, deposit contributions with Investment Managers, or some combination of both. Staff retains discretion in the planning and implementation of this task, which includes identifying the amount to be deposited or withdrawn into or from a respective Investment Manager. Staff works within the parameters of the asset allocation ranges and structures incorporated within this Statement of Investment Policy, strives to take actions that are consistent with the long-term risk and return objectives approved in the most recent Asset-Liability Study, and considers factors including, but not limited to, liquidity management considerations that arise during stock market downturns that often result in elevated withdrawals from Fixed Income and/or index funds. Staff will include a report on cash activity at regularly scheduled Board meetings.
 - E. Restructuring the portfolio following manager terminations, changes to the Fund's strategic asset allocation targets, and changes to an asset class's structure.
 - F. Organizing and/or participating in any special research required to manage the Fund more effectively and in response to any questions raised by the Board.
 - G. Supporting the Board in the development and approval of the Investment Policy Statement, implementing the Policy Statement and reporting at least monthly on investment activity and matters of significance.
 - H. Monitor the Investment Managers reporting systems to ensure they are sufficient to provide Staff with the information necessary to permit the Staff to provide the Board with timely, accurate and useful information.

- I. Performing on-site (or video conference, when conditions do not allow for travel) due diligence meetings with ERS Investment Managers every two years or as required by the Board in accordance with Board Rules and Regulations section – Duties of the Chief Investment Officer.
 - J. With the advice of the City Attorney's Office, and outside legal counsel when the City Attorney's Office deems necessary, approve and execute ministerial Private Real Estate and Private Equity contract amendments, pursuant to MCO 36-09-1-d-5, under the following conditions:
 - Use of delegated authority under this paragraph must be consistent with any Real Estate and Private Equity investment plan or strategy approved or adopted by the Board. For the avoidance of doubt, the prudent manner may not always be the quickest manner. Specific to Private Real Estate only, the use of delegated authority must be consistent with the philosophy that CMERS' ultimate goal is to transition its Real Estate portfolio to 4-5 commingled, open-end fund managers in a prudent manner;
 - Delegated authority may not be used to execute any contract amendments that may be reviewed and executed within the confines of the regular Board schedule;
 - Delegated authority cannot be used to execute legal documents for a new Real Estate or new Private Equity vehicle;
 - Delegated authority cannot be used to agree to terms that are more disadvantageous than what's already included in the existing agreement (with the exception of term extensions mentioned in the next bullet point);
 - Staff may not use delegated authority against the advice of CMERS' Investment Consultant or the City Attorney's Office;
 - Staff or the City Attorney's Office will report to the Board, at the next Board meeting when possible, on actions taken under this plan (including fees);
 - CMERS Executive Director may sign amendments executed under this delegation of authority on behalf of the Board;
 - Board may revoke the delegated authority at any time.
2. **Investment Consultant:** The Investment Consultant is an advisor to the Board retained to provide investment management advice and a fiduciary for the purposes of the duties assumed under the Consulting Services Agreement. The Investment Consultant will provide investment management advice concerning the investment management of fund assets. Specific responsibilities of the Investment Consultant include:
- A. Assisting in the development and periodic review of investment policy.
 - B. Conducting Investment Manager searches as authorized by the Board.
 - C. Providing "due diligence" reports or research on each of the Fund's Investment Managers.
 - D. Monitoring the performance of the Investment Managers to provide the Board with the ability to determine progress toward the investment objectives.

- E. Communicating advice on matters of policy, manager research, and manager performance to the Board.
 - F. Reviewing Fund investment history, historical capital markets' performance and the contents of this Statement of Investment Policy with all Trustees when necessary.
 - G. Providing topical research and education on investment subjects that are relevant to the Fund.
 - H. Providing asset/liability allocation review and specific recommendations as appropriate.
 - I. Communicating with all investment related professionals retained by the Fund as required or prudent.
 - J. Reviewing contracts between the Fund and all Investment Managers and providing a summary of suggested changes when necessary.
3. **Investment Managers:** The Board must contract for investment management but exercise discretion in selection of Investment Managers. When selecting Investment Managers, the Board shall only consider Investment Managers recommended to ERS by its Investment Consultant. The Board may contract with Investment Managers based on an evaluation of their investment philosophy, performance and ability to complement existing portfolio styles. The Board requires any Investment Manager recommended by its Investment Consultant to disclose to ERS whether or not they utilize a placement agent. The Board delegates fiduciary responsibility to Investment Managers through Investment Manager agreements and Board guidelines. The Investment Manager acknowledges that it is a fiduciary of ERS with respect to the investment and management of the Assets. In performing its delegated functions, the Investment Manager owes a duty to the trust to exercise reasonable care to comply with the terms of the delegations as set forth in Chapter 36 of the City Charter, 36-09-1-d, 1-d-1, 1-d-3, 1-d-4 and the Board guidelines. City Charter 36-09-1d through d-8, as of July 27, 2010, are attached as an addendum.

Each specific manager must manage Fund assets according to their role as stated in the guidelines of this Investment Policy and contracted with the Board. No deviation from this discipline is authorized unless first discussed with the Board and its Investment Consultant and written approval issued. If ERS assets are invested in collective investment funds maintained by an Investment Manager, the plan and/or trust document with respect to such collective investment funds shall be part of the guidelines and controlling in the event of a conflict with any other provision of the guidelines.

This Statement of Investment Policy communicates policies regarding the current asset allocation strategies for the assets and the duties and obligations of Investment Managers. Each Investment Manager has full discretion to make all investment decisions for the assets placed under its jurisdiction, while observing and operating within all policies, guidelines, constraints and philosophies as outlined in this Statement.

Each Investment Manager is required to manage assets as a prudent investor in accordance with s. 36-09-1-d of the Charter and sub-units thereof.

Specific responsibilities of the Investment Managers are specified in the Investment Management Agreement and Board guidelines and generally include:

- A. Exercise discretionary investment authority including decisions to buy, sell, or hold individual securities within the guidelines established in this Statement. An Investment Manager has a fiduciary duty under federal securities laws to allocate securities fairly among its various accounts. The ERS will be provided a copy of the Investment Manager's trade allocation policy and procedures and will be advised, in writing, of changes to the policy and the potential impacts on ERS' account.
- B. Communicate in a timely manner any significant changes regarding economic outlook, investment strategy, or any other factors which may have an impact upon the achievement of the Fund's investment objectives.
- C. Inform the Board regarding changes within the investment management organization within a timely manner (3 days): Examples include but are not limited to: changes in lead personnel assigned to manage the account and or other significant changes including ownership, ownership structure, investment philosophy.
- D. Inform ERS of any significant asset value lost within 30 days due to termination or withdrawal. Significant asset value is indicated by 15% of the institutional assets under management in the strategy or 10% of the institutional assets under management of the firm.
- E. Subject to such guidelines as the ERS' Board may from time to time establish, vote all proxies for securities held for the Fund so long as in the Manager's belief the result of the ballot would serve to increase the value of the investment or otherwise benefit the Fund. For additional details, refer to Section VIII, Proxy Voting Guidelines.
- F. Provide timely reporting of investment activities. Each Investment Manager shall provide reports to the Board as outlined in Section VII.
- G. Maintain records of security buy and sell transactions in accordance with industry standards.
- H. Managers utilizing separately managed accounts must reconcile monthly accounting, transaction, and asset summary with custodian valuations, report separately on gains and losses on sales, and communicate and resolve any significant discrepancies. The month-end custodian valuations will be used to calculate rates of return for performance-reporting purposes and manager fee calculations.
- I. Meet with the Board on an as needed basis.

4. **Custodian:** The Custodian acts in a ministerial capacity, which means that the Custodian does not assume fiduciary responsibility except as specified in the Custodial Agreement.

In addition, the Custodian will conduct the following responsibilities:

- A. Perform regular accounting of all assets owned, purchased, or sold, as well as monitor the movement of assets into and out of the Fund accounts.
 - B. Provide assistance to the Fund to complete activities including, but not limited to, annual audits and transaction verifications.
 - C. If directed by the Board, manage a short-term income fund for investment of any cash not invested by managers.
 - D. The Custodian, if directed by the Board, will manage the securities lending program.
5. **Transition Managers:** The Fund at times may need to utilize the assistance of a transition manager. Staff, working with its Investment Consultant, will develop a transition manager panel, with final approval from the Board. Transition managers may be used for, but not limited to, the following:
- Rebalancing between asset classes to achieve the asset allocation target policy objectives
 - Terminating and funding new asset managers

If Staff deems hiring a transition manager to be necessary, Staff will select a transition manager from the transition panel to conduct the transition, communicate with the transition manager on the goals and objects of the transition, and monitor the results of the transition. In accordance with Board Rules and Regulations section VII(G)(2)(c), Staff will be responsible for executing any contract amendments or letters of direction required by the transition manager, custodian, and investment manager, to implement the transition. Staff will be responsible for providing an update to the Board on all transition issues.

6. **Additional Professionals:** Additional Professionals, including but not limited to attorneys, actuaries and auditors may be retained by the Board as necessary to assist toward the prudent administration of the Fund.

V.

NEW BUSINESS

- A. Retirements, Death Claims, and Refunds (February).
- B. Conference Requests – March 25, 2026 Board Meeting.

Retirement Type	Retirement SubType	Last Name	First Name	Retirement Date	Option	Department
Regular	Service	JACKSON	DAWN	10/25/2025	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	BASS	ANTHONY	10/28/2025	MAX	DPW-INFRASTRUCTURE-BRIDGES & BLDGS
Regular	Deferred	JACKSON	TYNNETTA	12/9/2025	MAX	ELECTION COMMISSION
Regular	Deferred	YESBECK	CHRISTOPHER	12/14/2025	MAX	MILWAUKEE POLICE DEPARTMENT
Regular	Deferred	RENFRO	CAROLYN	1/2/2026	MAX	DEPT OF CITY DEVELOPMENT
Regular	Service	GONZALES	DAVID	1/2/2026	50	DPW - SEWER - UNDERGROUND
Regular	Service	ALLEN	BERNARD	1/3/2026	100	EMPLOYEES' RETIREMENT SYSTEM
Regular	Service	ELMER	LINDA	1/3/2026	MAX	COMMON COUNCIL - CITY CLERK
Regular	Service	HOWELL	ROBERT	1/3/2026	100	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	JONES	ALAN	1/3/2026	MAX	DPW-OPS-FLEET OPS
Regular	Service	MCELWEE	KAREN	1/3/2026	50	ELECTION COMMISSION
Regular	Service	OLIVE	LISA	1/3/2026	100	DOA - INFO & TECH MGT DIV
Regular	Service	OLIVE	SCOTT	1/3/2026	100	DPW-ADMINISTRATION SERVICES
Regular	Service	RADEMACHER	RICHARD	1/3/2026	MAX	DEPT OF NEIGHBORHOOD SRVCS
Regular	Service	SATTERFIELD	CORY	1/3/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	SCHMIRLER	THOMAS	1/3/2026	100	MILWAUKEE POLICE DEPARTMENT
Regular	Service	SCHULTZ	CHRISTOPHER	1/3/2026	100	MILWAUKEE METROPOLITAN SEWERAGE DISTRICT
Regular	Service	TALLY	R C	1/3/2026	MAX	DPW-INFRASTRUCTURE-ST/BRIDGES
Regular	Service	ZIZZO	STEVEN	1/3/2026	50	DPW-WATER-DISTRIBUTION
Regular	Service	DE SAUTEL	NANCY	1/6/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	JOHNSON	SHARON	1/6/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	KESSEN	ROBERT	1/9/2026	100	CITY OF MILWAUKEE
Regular	Service	BRAZIL	JACQUELYN	1/10/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	FRANZEN WINK	NANCY	1/10/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	VELASQUEZ	JUAN	1/10/2026	100	DPW-INFRASTRUCTURE-ST/BRIDGES
Regular	Service	WIOREK	JANE	1/10/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	CAMUY	PRUDENCE	1/12/2026	75	MILWAUKEE POLICE DEPARTMENT
Regular	Service	BURGOS	ARTURO	1/17/2026	50	MILWAUKEE POLICE DEPARTMENT
Regular	Service	DUDLEY	KEVIN	1/17/2026	MAX	DPW-OPS-SANITATION
Regular	Service	KAPITZ	LISA	1/17/2026	MAX	MILWAUKEE POLICE DEPARTMENT
Regular	Service	KRACO	CHRISTOPHER	1/17/2026	50	DEPT OF NEIGHBORHOOD SRVCS
Regular	Service	OSTERMAN	JEFFREY	1/17/2026	50	COMMON COUNCIL - CITY CLERK
Regular	Service	SIKORA	DAVID	1/17/2026	100	PATRON EXPERIENCE & STRATEGY
Regular	Service	STANKIEWICZ	BRIAN	1/17/2026	MAX	DPW-OPS-FLEET SERVICES
Regular	Service	SEAVER	EDWARD	1/21/2026	MAX	DPW-INFRASTRUCTURE-BRIDGES & BLDGS
Regular	Deferred	COONEN	ERIK	1/26/2026	100	DPW - MUNICIPAL EQUIPMENT
Regular	Deferred	KASDORF	ANNE	1/27/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	RADMER	LINDA	1/27/2026	MAX	COMPTROLLER
Regular	Service	WHITMARSH	NANETTE	1/27/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	PERTEET	GREGORY	1/30/2026	MAX	DPW-OPS-SANITATION
Regular	Service	SCHAD	GEORGE	1/30/2026	27	MILWAUKEE POLICE DEPARTMENT
Regular	Service	BARACHY	GREGORY	1/31/2026	100	FIRE - FIREFIGHTING
Regular	Service	KOBS	ROBERT	1/31/2026	100	MILWAUKEE POLICE DEPARTMENT
Regular	Service	PATTERSON	GILES	1/31/2026	75	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	SWIATKOWSKI	DANIEL	1/31/2026	50	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	TODD	BRIDGETT	1/31/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	WEST	SHERRY	1/31/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Deferred	DASHEW	BIRHANE	2/1/2026	MAX	HEALTH DEPARTMENT
Regular	Deferred	WELBON-ENCAMI	PATRICIA	2/1/2026	100	BUREAU OF SANITATION
Regular	Service	CABEZAS	JENNY	2/1/2026	MAX	MILWAUKEE PUBLIC SCHOOLS
Regular	Service	FELDMEIERS	DAVID	2/1/2026	50	MILWAUKEE POLICE DEPARTMENT
Regular	Service	LISS	DAREN	2/1/2026	50	FIRE - FIREFIGHTING

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					Deaths
Type	Last Name	First Name	Death Date	Payment Date	Amount
Retiree Death-Termination	BOWSER	BRIAN	11/27/2025	2/27/2026	\$ 385.76
Retiree Death-Termination	DIRKMAN	DONNA	12/16/2025	2/27/2026	\$ 456.82
Retiree Death-Termination	DIXON	WILLIAM	7/21/2025	2/27/2026	\$ 253.83
Retiree Death-Termination	ESCHENDAL	LEROY	12/27/2025	2/27/2026	\$ 523.12
Retiree Death-Termination	HEINRICH	DOROTHY	12/19/2025	2/27/2026	\$ 202.49
Retiree Death-Termination	JESKE	LINDA	5/6/2025	2/27/2026	\$ 391.24
Retiree Death-Termination	LISTER	WARREN	1/8/2026	2/27/2026	\$ 414.50
Retiree Death-Termination	MC GEE	VERA	10/21/2025	2/27/2026	\$ 408.44
Retiree Death-Termination	MCINTYRE	STELLA	10/20/2025	2/27/2026	\$ 359.36
Retiree Death-Termination	OBERBRUNNER	ROBERT	12/5/2025	2/27/2026	\$ 340.44
Retiree Death-Termination	REED	VERA	12/6/2025	2/27/2026	\$ 155.42
Retiree Death-Termination	RICHARDS	DONALD	12/26/2025	2/27/2026	\$ 2,516.26
Retiree Death-Termination	RYDLEWICZ	ROBERT	1/15/2026	2/27/2026	\$ 795.84
Retiree Death-Termination	SEIDL	EUGENE	11/10/2025	2/27/2026	\$ 1,404.66
Retiree Death-Termination	WILLERS	JANET	9/24/2025	2/27/2026	\$ 805.09
Retiree Death-Termination	WUTTKEN	GARY	12/12/2025	2/27/2026	\$ 1,146.72
Retiree Death-Termination	YOUNG	MABEL	1/17/2024	2/27/2026	\$ 635.63
Surv Death-Termination	GIVENS	SUSA	10/14/2025	2/27/2026	\$ 1,292.53
Surv Death-Termination	HANRAHAN	ANNA	11/29/2025	2/27/2026	\$ 1,154.81
Surv Death-Termination	HAREBO	ELIZABETH	11/22/2025	2/27/2026	\$ 681.88
Surv Death-Termination	SKORIK	SUSAN	12/14/2025	2/27/2026	\$ 2,247.03
Surv Death-Termination	STANKIEWICZ	BEVERLY	11/16/2025	2/27/2026	\$ 1,542.29
Surv Death-Termination	TAGESON	BEVERLY	11/29/2025	2/27/2026	\$ 1,710.84
Surv Death-Termination	WOJCIECHOWSKI	PATRICIA	1/7/2026	2/27/2026	\$ 619.09
TOTAL					\$ 20,444.09
Retiree Death-Cont Opt	BATES	GILBERT	1/22/2026	2/1/2026	
Retiree Death-Cont Opt	DETTLOFF	JACQUELINE	1/6/2026	2/1/2026	
Retiree Death-Cont Opt	FORECKI	RICHARD	1/17/2026	2/1/2026	
Retiree Death-Cont Opt	HARVEY	TERRY	1/31/2026	2/1/2026	
Retiree Death-Cont Opt	KELLEY	WAYNE	1/15/2026	2/1/2026	
Retiree Death-Cont Opt	LEE	LAWRENCE	2/10/2026	2/1/2026	

Type	Last Name	First Name	Death Date	Payment Date	Amount
Retiree Death-Cont Opt	LETIZIA	RONALD	1/28/2026	2/1/2026	
Retiree Death-Cont Opt	MIELCAREK	BERNARD	2/14/2026	2/1/2026	
Retiree Death-Cont Opt	PECK	ROBERT	2/3/2026	2/1/2026	
Retiree Death-Cont Opt	RAAP	MICHAEL	2/10/2026	2/1/2026	
Retiree Death-Cont Opt	RAMSEY	MANUEL	1/21/2026	2/1/2026	
Retiree Death-Cont Opt	SCHULTZ	ROBERT	2/3/2026	2/1/2026	
Retiree Death-Cont Opt	TROJANOWSKI	JOHN	2/4/2026	2/1/2026	
Retiree Death-Cont Opt	WEBER	MARTIN	12/26/2025	2/1/2026	
Retiree Death-Cont Opt	WIDIKER	PATRICIA	1/30/2026	2/1/2026	

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				Withdrawals		
Type	Last Name	First Name	Payment Date	Amount		
Administrative Withdrawal	ANDERSON	LEEAKIRRA	2/27/2026	\$	454.13	
Administrative Withdrawal	CARTER	ADRIANNA	2/27/2026	\$	66.54	
Administrative Withdrawal	COVINGTON	SHANE	2/27/2026	\$	733.12	
Administrative Withdrawal	HICKS	BRENTON	2/27/2026	\$	594.06	
Administrative Withdrawal	HORTON	NATURE	2/27/2026	\$	3,198.02	
Administrative Withdrawal	MARKS	TIMOTHY	2/27/2026	\$	1,440.24	
Administrative Withdrawal	ORWIG	EVE	2/27/2026	\$	830.98	
Administrative Withdrawal	TUCKER	ARTIE	2/27/2026	\$	2,150.81	
Full Refund	EVERETT	KENYA	2/27/2026	\$	8,501.31	
Full Refund	HART	MEGAN	2/27/2026	\$	49,374.42	
Full Refund	MARTIN	PHILLIP	2/27/2026	\$	7,689.89	
Full Refund	MONTGOMERY	OCTAVIA	2/27/2026	\$	7,870.37	
Full Refund	RIVERA ALVARADO	IVELISSE	2/27/2026	\$	5,445.80	
Member Only Refund	DUCKSWORTH	MONICA	2/27/2026	\$	1,796.90	
Member Only Refund	EWING	DESHAWN	2/27/2026	\$	4,025.27	
Member Only Refund	HOLZWART	EMILY	2/27/2026	\$	6,357.19	
Member Only Refund	HOPGOOD	KANDYCE	2/27/2026	\$	1,961.98	
Member Only Refund	KNOX	SARAH	2/27/2026	\$	2,959.90	
Member Only Refund	RIGMAIDEN	KAYLA	2/27/2026	\$	7,607.07	
Member Only Refund	ROBERTS	SELENA	2/27/2026	\$	1,342.14	
Member Only Refund	WILLIAMS	LYRIC	2/27/2026	\$	1,422.78	
				TOTAL	\$	115,822.92

Conference Requests – March 2026 Board Meeting

Erich Sauer,
Thomas Courtright

Sponsor:
Location:
Date(s):
Estimated Cost:

Aptitude Due Diligence

Aptitude
Seattle, WA
June 2-3, 2026
\$1,500.00 per person

David Silber

Sponsor:
Location:
Date(s):
Estimated Cost:

2026 Neuberger Investment Leaders' Summit &
Private Markets Annual Investors' Meeting

Neuberger Berman
New York, NY
June 15-17, 2026
\$2,400.00

Keith Dickerson,
Justin DeCleene

Sponsor:
Location:
Date(s):
Estimated Cost:

UBS Due Diligence & MFS Meeting

UBS
London, UK
June 27-July 1, 2026
\$3,750.00 per person

VI.

MEDICAL REPORTS

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

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>
1000	LOCKE, THOMAS	FIRE FIGHTER	FIRE	DD 75%	Re-Examination	Approved	Approved		09/01/2025	
1265	HOTH, SCOTT	HEAVY EQUIPMENT OPERATOR	MFD	DD 75%	Re-Examination	Approved	Approved		10/01/2023	

Number of Cases: 2

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>
THOMAS, YOLANDA	COMMERCIAL CODE ENFORCEME	DPW	Ordinary Disability	Re-Examination	05/25/2024	03/06/2026	
TOMASELLO, SHERRY	BRIDGE OPERATOR	DPW-INFRASTRUCTURE	Ordinary Disability	Re-Examination	07/28/2020	03/06/2026	

Number of Cases: 2

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.

VII.

UNFINISHED BUSINESS

- A. Pending Legal Opinions and Service Requests Report.
- B. Pending Legislation Report.

Please be advised that the Annuity and Pension Board may vote to convene in closed session on the following item (VII.C.), 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.

- C. Pending Litigation Report.
- D. Executive Director's Report – Inventory of ERS Projects.



March 25, 2026 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

None.

PART 4. SERVICE REQUESTS - OUTSIDE LEGAL COUNSEL

None.



March 25, 2026 Board Meeting

PENDING LEGISLATION REPORT

PART 1. PENDING CHARTER ORDINANCES FOR COMMON COUNCIL ACTION

None.

PART 2. PENDING CHANGES TO THE RULES & REGULATIONS

Proposed Amendments to Board Rules II.C.6. and VII.G.2.c.

See Pending Legislative Committee Referrals

PART 3. PENDING LEGISLATIVE COMMITTEE REFERRALS

Proposed Amendments to Board Rules II.C.6. and VII.G.2.c.

See prior Reports for history

- **02/26/26** Legislative Committee voted to recommend approval.
- **03/25/26** On Board agenda for final approval.

PART 4. PENDING STATE LEGISLATION

Shareholder Proxy Voting Practices of Wisconsin Public Pension Trusts (AB 767, SB 763)

Proposed legislative bills that would create requirements and limitations on shareholder proxy voting practices of the three Wisconsin public pension trusts - Wisconsin Retirement System, City of Milwaukee ERS and Milwaukee County ERS.

Disclosure Requirements for Proxy Advisors (SB 879)

Proposed bill that would require proxy advisors to disclose certain information when making recommendations regarding a company or proxy proposal that is different from the recommendation of the company's management.



March 25, 2026 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

- 02/17/26 Court of Appeals affirmed Circuit Court decision granting summary and declaratory judgment to the plaintiffs.
- 03/19/26 Deadline to file Petition for Review with the Supreme Court of Wisconsin.

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

- 03/18/26 Court of Appeals affirmed Annuity and Pension Board's decision to deny Duty Disability Retirement benefits to Benjean Lara.

Kurt Lacina v. Employees' Retirement System, et al; Case Nos. 2025AP001597 and 2024CV008283

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

See prior Reports for case history

- 11/24/25 Awaiting assignment to Appellate panel.

Part 2. ERS Administrative Appeal Hearings through the City Attorney

Jason E Rodriguez; Administrative Case No. 1443

- Administrative appeal hearing stayed pending outcome of Appellant's state workers compensation (WC) appeal under Wis. Stat. 62.624.
- **02/13/26** State of Wisconsin Department of Workforce Development Worker's Compensation Division Issued a decision in favor of the Appellant.

Frank Lockett; Administrative Case No. 1591

- **03/17/26** Appeal hearing converted into telephonic conference to discuss the parties' disagreement over whether the hearing examiner or the Annuity and Pension Board is the final decision maker disability benefit appeals. New appeal hearing date pending.

Part 3. Notice of Claim filed with ERS

Claim of Amina Bell.

Spouse of deceased member claims that member's designation of a non-spouse survivor violated her marital property rights.

- 12/09/26 Notice of claim received.
- **02/26/26** Denial of claim communicated to claimant by City Attorney's Office.

Part 4. ERS Litigation through Outside Legal Counsel

None.

**COURT OF APPEALS
DECISION
DATED AND FILED**

March 18, 2026

Samuel A. Christensen
Clerk of Court of Appeals

NOTICE

This opinion is subject to further editing. If published, the official version will appear in the bound volume of the Official Reports.

A party may file with the Supreme Court a petition to review an adverse decision by the Court of Appeals. See WIS. STAT. § 808.10 and RULE 809.62.

Appeal No. 2024AP1685

Cir. Ct. No. 2023CV7107

STATE OF WISCONSIN

**IN COURT OF APPEALS
DISTRICT I**

STATE OF WISCONSIN EX REL. BENJEAN F. LARA,

PETITIONER-APPELLANT,

V.

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

RESPONDENTS-RESPONDENTS.

APPEAL from an order of the circuit court for Milwaukee County:
THOMAS J. McADAMS, Judge. *Affirmed.*

Before White, C.J., Colón, P.J., and Geenen, J.

¶1 WHITE, C.J. Benjean F. Lara appeals from the circuit court order affirming, under certiorari review, the decision by the City of Milwaukee Annuity & Pension Board to deny his application for Duty Disability Retirement

(DDR) benefits. Lara argues that the Pension Board, and its co-respondents, the City of Milwaukee and the Employees' Retirement System of the City of Milwaukee (ERS), improperly served as the decision maker for both the initial and final determination of his application for benefits, failed to enforce the decision made by the independent hearing examiner (IHE); violated statutory time limits; improperly returned the case to the IHE for reassessment; and unreasonably relied on inconsistent medical reports that did not constitute substantial evidence. Upon review, we affirm.

BACKGROUND

¶2 Lara was employed as a Milwaukee Police Department (MPD) officer for 17 years when he was injured from hitting his head while working at an MPD facility on September 23, 2019. Lara went to the emergency room after the fall and then sought care for a concussion. After the injury, Lara was evaluated by numerous medical professionals including specialists in physical medicine; physical, vision, and speech therapy; rehabilitation; orthopedics; and counseling. Shortly after his injury, Lara began seeing Dr. Gerald Nora, a physician specializing in brain injury rehabilitation, who provided ongoing care and treatment for a “mild traumatic brain injury [from the] work-related incident.”

¶3 Lara pursued a worker's compensation claim and ultimately filed the application for DDR benefits at issue here in April 2021.¹ DDR benefits are administered under the City of Milwaukee City Charter chapter 36, which governs

¹ The record reflects that Lara also applied for and was denied ordinary disability benefits from ERS at the same time. Nonetheless, Lara has only developed arguments based on the DDR benefits denial. Issues not raised on appeal are deemed abandoned. *A.O. Smith Corp. v. Allstate Ins. Cos.*, 222 Wis. 2d 475, 493, 588 N.W.2d 285 (Ct. App. 1998).

ERS and its administration of pension, retirement, and disability benefits. MILWAUKEE, WI, CITY CHARTER (MCC) § 36-01, 36-05-3. An employee who is “permanently and totally incapacitated for duty as the natural and proximate result of an injury occurring at some definite time and place while in the actual performance of duty” may request a “duty disability retirement allowance.” MCC § 36-05-3. For police and fire department employees specifically, eligibility is determined as follows: (1) an applying member must be examined by the Medical Council, (2) the Medical Council “shall make the examination, determination and certification” required in the form proscribed by the Pension Board; (3) if the Medical Council recommends that the applicant is entitled to DDR benefits, the Pension Board “shall thereupon grant such allowance.” MCC § 36-05-3-c-1-a.

¶4 Lara underwent multiple Independent Medical Examinations (IMEs) conducted by specialists in neurology, psychiatry, psychology, and neuropsychology from November 2019 to April 2022. Although the IME reports offered different reasons to explain Lara’s symptoms, they all concluded that Lara was not disabled as a result of the workplace injury on September 23, 2019.

¶5 We recite from each IME report presented in the administrative appeal.

- Dr. Robert Graebner performed a neurological evaluation and concluded that Lara’s disability was not a result of the concussion in the workplace injury, but from an unrelated mood disorder.
- Dr. David Osmon performed a neuropsychological evaluation and concluded that Lara could not return to normal officer duty because of emotional distress caused by pre-existing psychological defense mechanisms.

- Forensic psychiatrist Dr. Caroline Palmer performed a psychiatric evaluation and concluded that Lara did not suffer from any psychiatric condition but was instead feigning symptoms or malingering, based on objective measure testing to assess legitimate symptoms.
- Dr. Sara Swanson performed a neuropsychological evaluation and concluded that Lara’s symptom reporting far exceeded what would be expected with the reported injury, that his performance on objective tests was “non-credible,” and that his reported symptoms could only be accounted for by a psychiatric illness or malingering. She concluded that Lara at most suffered a mild concussion because the ER report and CT imaging did not show any objective indicia of a head injury. She observed that Lara’s claim that his symptoms worsened over time was not consistent with a legitimate traumatic brain injury (TBI).

¶6 The Medical Council reviewed Lara’s application for DDR benefits, determined he did not meet the criteria, and recommended denying these benefits. MCC § 36-01, 36-05-3, 36-15-12. At the July 27, 2022 meeting, the Pension Board unanimously voted to accept the Medical Council’s certifications of its recommendations to approve or deny DDR and ordinary disability applications and re-examinations of eight persons, including Lara. The Pension Board notified Lara by letter that it had accepted the Medical Council’s recommendation that his application be denied.

¶7 With that denial, Lara began the municipal administrative review and appeal process in WIS. STAT. ch. 68 (2023-24).² This process allows a denied benefit claimant to challenge the Medical Council’s determination in two parts. First, the claimant may request an independent review of the denial, pursuant to WIS. STAT. § 68.08. Lara petitioned for the independent review, in which the medical evidence and reports in the record were reviewed. The independent reviewer issued a report concluding that Lara’s injuries were not a result of the fall on September 23, 2019, and recommending that the Medical Council’s decision to deny benefits be affirmed.

¶8 If the claimant is still dissatisfied after the independent review, the claimant may then request an administrative appeal hearing, at which both the appellant and the municipality may be represented by attorneys, present evidence, and examine witnesses. WIS. STAT. §§ 68.01, 68.08-68.11. The hearing may “be conducted by an impartial person ... designated to conduct the hearing and report to the decision maker.” *Id.* Next, the municipal authority must “provide an impartial decision maker ... who did not participate in making or reviewing the initial determination” to review the IHE’s report and make the final determination. Sec. 68.11(2). The decision maker makes a final determination and delivers it to the appellant within 20 days of the completion of the hearing and the filing of any briefs. WIS. STAT. § 68.12.

¶9 Lara requested an administrative appeal hearing, which was conducted by the IHE over two dates: January 12, 2023 and March 2, 2023. The IHE heard testimony from Lara; his wife; MPD Officer Anthony Rivera, who

² All references to the Wisconsin Statutes are to the 2023-24 version.

knew Lara from both shared past police work and military service; a physical therapist who treated Lara; Dr. Nora; and Dr. Swanson.

¶10 Dr. Nora testified that to a reasonable degree of medical certainty, Lara suffered a TBI as a result of his workplace accident, that the injury was the direct cause of his disability, and that he was permanently disabled. He described Lara's symptoms, which included executive dysfunction, emotional dysregulation, short-term memory loss, and vision dysfunction, as classic symptoms of a brain injury. Conversely, Dr. Swanson testified that Lara's subjective, self-reporting of his symptoms was inconsistent, and that in objective testing, he showed a definite embellishment of neurologic symptoms.

¶11 On March 14, 2023, the IHE issued his report finding that Lara qualified for DDR benefits. The IHE's report found: (1) that Lara suffered a concussion in the workplace injury on September 23, 2019; (2) it was disputed whether his injuries were permanent, but there were "no opinions to the required degree of medical certainty" that Lara was feigning or malingering; (3) Dr. Nora's testimony indicated by a preponderance of the evidence that Lara suffered permanent impairment as a result of the workplace injury; and (4) Lara's permanent medical condition prevents him from performing as an MPD officer in any capacity and he is permanently disabled from doing so. The IHE's report stated he was overruling the Pension Board's denial of Lara's DDR status.

¶12 The last page of the IHE's report was titled, "Appeal"; it informed the parties that within 45 days of the report, the parties could submit written briefs

to the Pension Board setting forth their respective positions.³ The appeal briefs were to be directed to the executive director of ERS. The appeal would be addressed at the next Pension Board meeting following the receipt of the briefs. Finally, the notice provided that “within (10) ten days of its final decision, the Board shall deliver to the appellant its written determination stating the reasons therefore. Such determinations shall be final.”

¶13 On April 4, 2023, the City of Milwaukee filed a brief with the Pension Board arguing that the IHE’s report omitted and mischaracterized key evidence such that the report was unreliable. The City noted that it rarely disputed an IHE report, that the purpose of the IHE is to aid the Pension Board’s decision-making process, and that the Pension Board retained ultimate authority over whether to grant or deny a benefits application.⁴ The City argued that the IHE’s

³ We note that the ANNUITY AND PENSION BOARD OF THE EMPLOYEES’ RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE RULES AND REGULATION RULES provide additional procedures for an appeal under the WIS. STAT. ch. 68 framework including those set forth in the appeal instruction in the IHE’s original report. As those rules would not supersede the statute, we do not address them in any detail. *See Conway v. Board of Police & Fire Comm’rs of City of Madison*, 2003 WI 53, ¶28, 262 Wis. 2d 1, 662 N.W.2d 335 (“An administrative agency has only those powers that are expressly conferred or necessarily implied from the statutory provisions under which it operates.”); MCC § 36-15-6 (“Subject to the limitations of this act ... the board shall ... establish rules and regulations ... in order to carry out the provisions of this act”); BOARD RULES I(A) (“The Board is governed by the provisions of Chapter 36 of the Milwaukee City Charter”).

⁴ We note that this brief is the only time that the City appears as itself and we follow its example. The Pension Board, ERS, and the City are co-respondents in this matter and they are represented by the City of Milwaukee City Attorney’s Office in this and similar matters. The administrative orders in the record have been denoted as ERS proceedings, with Lara as the applicant and the Pension Board as the respondent; however, the correspondence with Lara appeared to come from the Pension Board. Lara argues that it is a conflict of interest to have the Pension Board appear in multiple roles (and appear by the same attorney) in this adversarial proceeding over which it asserts it makes the final determination. While we acknowledge his complaint and also have some concern about the structure of these proceedings in general, Lara has not presented any evidence of an actual conflict.

report misstated Officer Rivera's testimony⁵ and erred when it relied on Dr. Nora's opinion because his opinion was based on Lara's subjective complaints and not objective testing.

¶14 On April 25, 2023, Lara submitted a brief to the Pension Board, noting his objection to the IHE's report being considered anything but the final determination of the administrative appeal, pursuant to WIS. STAT. §§ 68.11, 68.12. Lara argued that this was a case of credibility; the IHE heard the evidence and determined Lara and Dr. Nora were most credible. Lara disputed the value of the IME reports, arguing that Dr. Nora's testimony negated Dr. Osmon's IME report, and that Dr. Palmer's IME report contradicted and negated Dr. Graebner's IME report. Lara asserted that Officer Rivera's testimony was immaterial to the final determination because he is not a medical expert.

¶15 The Pension Board returned the IHE's report to him for a reassessment of the evidence. On July 17, 2023, the IHE submitted the "Independent Hearing Examiner's Decision of Reassessment of Decision." The IHE concluded that he continued to recommend that Lara be considered eligible for DDR benefits, after consideration of the hearing transcripts, the parties' post-hearing briefs, the reconsideration request, and additional briefing he requested of the parties. The IHE's reassessment report dismissed the issue of malingering as "not involved." The IHE found that Dr. Swanson could not come to a firm conclusion that Lara was malingering. The IHE did not give weight to the IME reports of either Dr. Graebner or Dr. Osmon, neither of whom testified. He found

⁵ The IHE's report stated that Officer Rivera only noticed changes in Lara's behavior after the incident. The City argues that the transcripts show that Officer Rivera testified to observing Lara declining physically and mentally at least six months before the concussion.

those IME reports contradicted and conflicted with Dr. Palmer's IME report. The IHE gave great weight to Dr. Nora's consistent opinion, based on direct, on-going treatment, and his reference of the neuro-optometrist's reports, which offered objective evidence of a brain injury.

¶16 At the August 29, 2023 meeting, the Pension Board voted to consider Lara's claim in closed session.⁶ The Pension Board issued the "Final Determination" written decision the same day, denying Lara's claim for DDR benefits. The decision began with the Pension Board's authority to make the final determination and its request for reassessment by the IHE because the original report was defective due to material errors. The final determination established three reasons it rejected the IHE's recommendation: (1) the IHE's dismissal of multiple experts who opined that Lara was malingering; (2) multiple factual errors in the IHE's findings; and (3) the conclusory nature of both of the IHE's reports.

¶17 In the final determination, the Pension Board found that while the four IME reports separately concluded that Lara was not disabled as a result of his workplace injury, the IHE's original report did not discuss two of the IME reports and mischaracterized the other two. While the IHE gave great weight to Dr. Nora's testimony, the Pension Board considered Dr. Nora's opinion to be suspect because he relied heavily on Lara's subjective reporting of his symptoms, failed to review the emergency room report made immediately after the injury, and correlated Lara's cognitive deficits with the injury despite evidence otherwise.

⁶ The record reflects that after briefing was completed in April 2023, Lara's DDR claim was on the agenda for the May, June, and July 2023 Pension Board meetings. However, the Pension Board held over the decision for additional consideration before making the final determination at the August 29, 2023 meeting, and sending a written final determination by letter the same day.

¶18 The Pension Board discussed factual errors in both of the IHE’s reports that were refuted by the transcripts and documentary evidence. Although the IHE dismissed the testimony of Officer Rivera as non-corroborative, the transcript showed he noticed a decline in Lara’s physical and mental state at least six months before the workplace injury. The IHE noted that Dr. Swanson did not use the term malingering, but failed to consider her consistent opinion that Lara was exaggerating his symptoms. Dr. Swanson testified she did not see objective evidence of malingering or feigning. The Pension Board found it could not substantiate a finding that Lara suffered a workplace injury that directly contributed to his disabling conditions.

¶19 Pursuant to WIS. STAT. § 68.13, Lara pursued judicial review of the Pension Board’s decision in a petition and complaint for review by certiorari. The circuit court reviewed briefing and the administrative record, and issued a decision affirming the Pension Board’s decision and denying Lara’s request for the court to overturn the Pension Board’s decision on certiorari. Lara now appeals.

DISCUSSION

¶20 This appeal reaches us by certiorari. “Certiorari is a mechanism by which a court may test the validity of a decision rendered by a municipality, administrative agency, or other quasi-judicial tribunal.” *State ex rel. City of Waukesha v. Waukesha Bd. of Rev.*, 2021 WI 89, ¶18, 399 Wis. 2d 696, 967 N.W.2d 460. As such, we review the decision of the Pension Board, not the circuit court’s order. *Gehin v. Wisconsin Grp. Ins. Bd.*, 2005 WI 16, ¶5, 278 Wis. 2d 111, 692 N.W.2d 572. “The scope of our review is limited to the record of the administrative proceedings[.]” *State ex rel. Harris v. Annuity & Pension Bd., Emp. Ret. Sys. of Milwaukee*, 87 Wis. 2d 646, 651, 275 N.W.2d 668 (1979).

¶21 In the review of a certiorari action, our inquiry is narrow. *City of Waukesha*, 399 Wis. 2d 696, ¶19. We address only whether the Pension Board’s actions: (1) kept within its jurisdiction; (2) proceeded on a correct theory of law; (3) were arbitrary, oppressive, or unreasonable, representing its will and not its judgment; and (4) were supported by evidence that it might reasonably make the order or determination in question. *Harris*, 87 Wis. 2d at 651-52. Neither this court nor the circuit court assigns weight to the evidence, and we restrict our inquiry “to whether there is substantial evidence to support the” Pension Board’s decision. *Van Ermen v. DHSS*, 84 Wis. 2d 57, 64, 267 N.W.2d 17 (1978).

¶22 Lara argues that the Pension Board’s actions were contrary to law as well as arbitrary and unreasonable. First, he argues that the IHE was the proper impartial decision maker, not the Pension Board, because the Pension Board cannot make both the initial and final determination under WIS. STAT. § 68.11(2). Second, he argues that the Pension Board violated the statutory time limit to issue the final determination. Third, he contends that the Pension Board acted unreasonably and contrary to law when it returned the issue to the IHE for reassessment. Fourth, Lara asserts that the Pension Board’s reliance on the inconsistent IME reports was arbitrary and unreasonable. The Pension Board responds that Lara has not met his burden of proof for his claims and that substantial evidence supports the decision.

I. Correct final decision maker

¶23 Lara argues that the Pension Board violated WIS. STAT. § 68.11(2) because the IHE was the final decision maker, only the IHE could make credibility

determinations,⁷ and the IHE’s original report was the final determination. He then asserts that the Pension Board’s issuance of the final determination was contrary to law because it also made the initial determination of Lara’s eligibility for DDR benefits. He contends the Pension Board acted unreasonably and contrary to law when it did not promptly approve the IHE’s decision. He asserts that previously, the Pension Board had always followed the IHE’s recommendation. The Pension Board argues that it did not make the initial determination, it is the impartial decision maker of the final determination, and the IHE is not the decision maker, despite any language used by the IHE here, or any pattern in previous decisions.

¶24 To resolve the question of whether the IHE or the Pension Board makes the final determination, we must interpret WIS. STAT. § 68.11. “[T]he purpose of statutory interpretation is to determine what the statute means so that it may be given its full, proper, and intended effect.” *State ex rel. Kalal v. Circuit Ct. for Dane Cnty.*, 2004 WI 58, ¶44, 271 Wis. 2d 633, 681 N.W.2d 110. “As a general rule, courts apply the ordinary and accepted meaning of language in statutes, unless it leads to an absurd result.” *Seider v. O’Connell*, 2000 WI 76, ¶32, 236 Wis. 2d 211, 612 N.W.2d 659 (citation omitted).

¶25 Under WIS. STAT. § 68.11(2), a municipal authority must “provide an impartial decision maker” to make the final decision on the administrative appeal. The decision maker “may be an officer, committee, board, commission or the governing body who did not participate in making or reviewing the initial

⁷ We note that we address the issue of credibility determinations in section III on the Pension Board’s authority to return the report to the IHE to reassess.

determination.” *Id.* However, the decision maker is not required to conduct the hearing; instead, the municipal authority may appoint “an impartial person, committee, board or commission” to conduct the hearing “and report to the decision maker.” *Id.*

¶26 Although an IHE could be appointed by a municipal authority to serve as the impartial decision maker, it is not a requirement, by the statute’s plain meaning. The statute requires only that the impartial decision maker not participate in the initial determination. There is no support in WIS. STAT. § 68.11(2) or within § 68.11—and Lara offers no other legal authority—that requires that the IHE be the “impartial decision maker.” Therefore, we conclude that the Pension Board had statutory authority to be the decision maker of the final determination.

¶27 Therefore, we turn to the Pension Board’s impartiality, and specifically, whether it made the initial determination on Lara’s benefit application. As the United States Supreme Court held, “prior involvement in some aspects of a case will not necessarily bar [an] official from acting as a decision maker”; however, the official should not “have participated in making the determination under review.” *Goldberg v. Kelly*, 397 U.S. 254, 271 (1970).

¶28 To resolve whether the Pension Board made the initial determination, we interpret relevant sections of the MCC. See *Milwaukee Police Ass’n v. Hegerty*, 2005 WI 28, ¶11, 279 Wis. 2d 150, 693 N.W.2d 738. “Like statutory interpretation, the interpretation and application of a municipal ordinance is a question of law” that we review independently. *Grycowski v. Milwaukee Emps.’ Ret. Sys./Annuity & Pension Bd.*, 2021 WI App 7, ¶32, 395 Wis. 2d 722, 953 N.W.2d 904.

¶29 In the MCC provisions governing DDR benefits, a member applying for benefits “shall be examined by a medical panel and such medical panel shall make the examination, determination and certification” required to determine benefit eligibility. MCC § 36-05-3-c-1-a. If the medical panel (here, the Medical Council) recommends that the applicant is entitled to DDR benefits the Pension Board “shall thereupon grant such allowance.” *Id.* The ordinance plainly authorizes the Pension Board to grant a DDR benefits allowance only when the Medical Council recommends the applicant for a benefits allowance.⁸ We construe the ordinance as authorizing the Medical Council to make a discretionary decision on the initial determination and recommendation on an applicant’s eligibility for DDR benefits. In contrast, the Pension Board does not have discretion; it must follow the Medical Council’s recommendation.

¶30 Lara has not identified an MCC provision that gives the Pension Board the authority or discretion to overrule the Medical Council, if the Pension Board disagreed with the Medical Council’s recommendation.⁹ The record reflects that the Pension Board adopted Medical Council’s recommendations for all applicants during that month. We consider the Pension Board’s actions for the

⁸ We observe that the use of the term “recommendation” in these MCC provisions is, at best, confusing and, at worst, risks being misleading about the Medical Council’s role and authority.

⁹ The record reflects that Lara received two letters from the executive director of ERS: (1) stating that the Medical Council submitted its certification that Lara did not meet the eligibility requirements for DDR benefits and that the Pension Board would receive that report at the July 27, 2022 meeting; and (2) stating that the “Pension Board accepted the Medical [Council’s] recommendation” that his application for benefits be denied. Lara argues this is evidence of the Pension Board making the initial determination. While the ERS director’s use of the word “accepted” may suggest that the Pension Board has authority *not* to accept the Medical Council’s recommendation, the letters do not supersede the plain meaning of the MCC provisions, which do not provide discretion to the Pension Board in this determination.

initial determination to be administrative. *See City News & Novelty, Inc. v. City of Waukesha*, 231 Wis. 2d 93, 124, 604 N.W.2d 870 (Ct. App. 1999) (concluding that a mayor who had a purely administrative role presiding over the city council meeting where the initial determination was made was not barred from being on the panel that made the final determination when there was no evidence of bias presented).

¶31 Considering the initial determination and the final determination procedures, we conclude that the Pension Board did not make both determinations. As noted, the initial determination is driven by the Medical Council’s examination determination, and the Pension Board’s role in that determination is merely ministerial. In contrast, the Pension Board makes a final determination on a DDR application with consideration of the IHE’s report. We conclude that the Pension Board’s actions were not contrary to law.

II. Violation of the statutory time limit

¶32 Lara argues that the Pension Board’s final determination was issued 160 days after the mandatory 20-day time limit in WIS. STAT. § 68.12(1), which violated his due process rights. The statute provides: “Within 20 days of completion of the hearing conducted under [WIS. STAT. §] 68.11 and the filing of briefs, if any, the decision maker shall mail or deliver to the appellant its written determination stating the reasons therefor.” Sec. 68.12(1). Lara contends that the delay harmed him because it caused over a 5-month delay in his ability to collect benefits and, later, to contest the denial of benefits.

¶33 The Pension Board argues that the 20-day time limit is directory, not mandatory. Although the Pension Board concedes the final determination was delayed, it argues it was 23 days late, not 160, as calculated from the IHE’s

reassessment report and subsequent issuance of the decision—43 days after the reassessment report, and 23 days over the statutory time limit.

¶34 “The general rule is that the word ‘shall’ is presumed mandatory when it appears in a statute.” *Karow v. Milwaukee Cnty. Civ. Serv. Comm’n*, 82 Wis. 2d 565, 570, 263 N.W.2d 214 (1978). Nonetheless, a statutory time limit is deemed directory where “there is no substantial reason why the thing by statute required to be done might not as well be done after the time prescribed as before”; there is no “injury or wrong” for the act occurring after the time limit; or there is nothing in the statute “indicating that the [L]egislature did not intend that it should rather be done after the time prescribed than not done at all[.]” *City of Appleton v. Bachman*, 197 Wis. 4, 9-10, 220 N.W. 393 (1928).

¶35 “Whether a statutory time limit is mandatory or directory is a question of law that we review independently.” *Koenig v. Pierce Cnty. DHS*, 2016 WI App 23, ¶39, 367 Wis. 2d 633, 877 N.W.2d 632. When reviewing whether a statutory time limit is mandatory or directory, case law directs us to consider these four factors: “(1) the purpose of the statute; (2) the statute’s history; (3) whether a penalty or prohibition is imposed for the violation of the time limit; and (4) the consequences of interpreting the statutory time limit as either mandatory or directory,” which includes considering whether the failure to comply with the time limit injures or wrongs the appellant. *Id.*, ¶45.

¶36 Our analysis comes down to the fourth factor—the consequences of the interpretation of the time limit under these facts and circumstances.¹⁰ To analyze the consequences, we look at whether an applicant suffers an injury or wrong if the written final determination is delivered after the time limit. Lara argues the time limit is mandatory because the delay caused him injury; however, the only injury he asserts is a delay in receiving DDR benefits or pursuing an appeal. Conversely the Pension Board contends the time limit is directory because an applicant for DDR benefits is not harmed because benefits, if granted, are provided retroactively based on the day the benefits application was filed. Specifically, the MCC provides that when DDR benefits are granted, those benefits begin “not less than 30 nor more than 90 days after the filing of the application[.]” MCC § 36-05-3-a. Therefore, the date the final determination is mailed or delivered does not affect the calculation or eventual receipt of DDR benefits, if the application is granted in the appeal. Accordingly, the delayed decision did not result in an injury to Lara. See *Karow*, 82 Wis. 2d at 572 (“[A] time limit may be construed as directory when allowing something to be done after the time prescribed would not result in an injury.”). We conclude that under the facts and circumstances of this case the 20-day time limit is directory.

¶37 Because the Pension Board conceded that the final determination was delivered outside of the time limit and we conclude the time limit was directory, we do not resolve when the time limit began or determine whether the decision was “mail[ed] or deliver[ed]” within the time limit. See *State v. Blalock*,

¹⁰ We note that the first three factors are not dispositive. Neither the purpose nor history of the statute demand a mandatory or directory interpretation of the time limit. Further, the statute does not prohibit official action by an agency if the final determination is made outside of the 20-day time limit and the time limit does not restrict the applicant’s actions.

150 Wis. 2d 688, 703, 442 N.W.2d 514 (Ct. App. 1989) (“[C]ases should be decided on the narrowest possible ground.”) Lara fails to show that the Pension Board’s delayed delivery of the final determination was unreasonable, contrary to law, or violated due process.

III. Legal authority and reasonable actions to reassess the evidence

¶38 Lara argues that the Pension Board acted unreasonably, exercising its will and not its judgment, and contrary to law when it ordered the IHE to reassess the evidence from the hearing. He contends that there is no law, rule, or authority that allows the Pension Board to delay issuing a decision for a reassessment of evidence. He further asserts that remand to the IHE for reassessment proves that the Pension Board did not have or believe it had the authority to overrule the IHE’s original report.

¶39 The Pension Board argues it has the inherent authority to undertake remedial actions to ensure the accuracy of agency decisions. “It is a fundamental and basic principle of administrative agency law that ‘an administrative agency has the power to reconsider its own decisions since the power to decide carries with it the power to reconsider.’” *Schoen v. Board of Fire & Police Comm’rs of Milwaukee*, 2015 WI App 95, ¶20, 366 Wis. 2d 279, 873 N.W.2d 232 (one set of quotation marks and citation omitted).

¶40 As we concluded above that the IHE’s original report was not a decision—instead, it was only a report to the decision maker—we are not persuaded that legal authority to reconsider a decision is on point. Our supreme court has recognized that an administrative agency may set aside the findings of an IHE or reach a different conclusion than that proposed by an IHE as long as a claimant is provided “due process of law.” *Hakes v. LIRC*, 187 Wis. 2d 582, 588,

523 N.W.2d 155 (Ct. App. 1994). Ultimately, it is the Pension Board, not the IHE, that makes the fact-finding and credibility determinations. “The hearing examiner may make initial determinations on witness credibility, but these determinations are subject to the commission’s independent review.” *Id.* at 589. The Pension Board’s final determination is an independent, original decision; it is not merely reviewing the IHE’s determination.

¶41 Similarly, we reject Lara’s argument that the IHE was the only person who could make credibility decisions. The record reflects that the IHE heard testimony, reviewed the evidence and determined admissibility, and made factual findings. When the Pension Board concluded that the IHE’s report and recommendation were not supported by the evidence and relied upon factual errors, the Pension Board required the IHE to further discuss the evidence necessary for the Pension Board to make the final determination.

¶42 “Fundamental fairness requires that administrative agencies ... set forth the reasons why a fact-finder’s findings are being set aside or reversed, and spell out the basis for independent findings substituted.” *Transamerica Ins. Co. v. Department of ILHR*, 54 Wis. 2d 272, 283-84, 195 N.W.2d 656 (1972). An administrative agency must follow a two-step procedure to set aside the IHE’s credibility determinations: (1) consult with the examiner and (2) submit a memo explaining its basis for rejecting a hearing examiner’s findings. *Id.* Here, the remand to the IHE for reassessment and examination of the evidence satisfies the first step. The Pension Board’s request for a second report from the IHE gave the Pension Board the benefit of the IHE’s impressions of material witnesses. *See id.* The final determination itself was a written explanation of its basis for rejecting the IHE’s findings; therefore, it satisfies the second step. *See id.*

¶43 The record reflects that the Pension Board’s final determination discussed three issues with the IHE’s original report. As we discussed in more detail below, the Pension Board criticized the IHE’s report: (1) for ignoring the collective weight of the four IME reports, while ignoring concerns about Dr. Nora’s opinion; (2) for containing multiple factual errors; and (3) for being conclusory and failing to consider the entire record. We conclude that the Pension Board was not acting unreasonably or contrary to law when it requested the IHE reassess the evidence and provide a report. The Pension Board satisfied the procedure set forth in *Transamerica Ins. Co.*, 54 Wis. 2d at 284. We conclude that the Pension Board’s actions to require the IHE to reassess the evidence were neither willful nor contrary to law.

IV. Inconsistent IME reports and substantial evidence

¶44 Lara argues that the Pension Board acted in an arbitrary and unreasonable manner because it relied on four IME reports that are inconsistent and reach disparate conclusions. Further, he asserts that by relying on inconsistent and speculative evidence, the Pension Board’s decision was not supported by substantial evidence. He argues the Pension Board was unreasonable when it disregarded the consistent opinion of Dr. Nora and that the Pension Board mischaracterized Dr. Nora’s opinion.

¶45 Discussing the inconsistencies in the IME reports, Lara contends that Dr. Palmer’s report contradicted both Dr. Graebner and Dr. Osmon’s report, leaving the latter opinions moot. While Dr. Palmer opined Lara lacked pre-existing mental health issues, Dr. Graebner opined Lara’s condition appeared to be an unrelated mood disorder and Dr. Osmon opined that Lara’s issues resulted from premonitory repressive defense mechanisms and prior head injuries. Dr. Swanson

opined that Lara’s brain injury was not permanently disabling, and instead his issues stemmed from depression and anxiety; Lara points out that Dr. Swanson agreed that he suffered a TBI and that depression and anxiety were common after one. He argues that by accepting Dr. Palmer’s diagnosis of no pre-existing mental health conditions, the only reasonable conclusion is that the depression and anxiety were caused by the workplace injury.¹¹

¶46 Lara argues that the inconsistency among the four IME reports prevents a finding of substantial evidence to support the Pension Board’s decision. This is simply not the standard. In our appellate review, we apply the substantial evidence test, which requires only that the findings be “supported by any credible and substantial evidence in the record, even if they are contrary to the great weight and clear preponderance of the evidence.” *Teriaca v. Milwaukee Emps.’ Ret. Sys./Annuity & Pension Bd.*, 2003 WI App 145, ¶30, 265 Wis. 2d 829, 667 N.W.2d 791 (citation omitted). Lara has the burden to prove he has a disabling condition and to prove a causative link between that condition and a work-related injury.

¶47 In this case, the Pension Board could have determined that Lara was disabled by a workplace injury based on Dr. Nora’s evidence and testimony, in

¹¹ Lara and the IHE both discussed whether the medical reports, offered without testimony by the author, may be admissible under the relaxed evidentiary rules in administrative hearings and may qualify as an exception to hearsay. See *Gehin v. Wisconsin Grp. Ins. Bd.*, 2005 WI 16, ¶¶69, 86, 278 Wis. 2d 111, 692 N.W.2d 572. Because exceptions to hearsay are “still hearsay,” administrative agencies may not “rely[] solely on uncorroborated hearsay” to satisfy the “substantial evidence” standard required to sustain their decisions. *Id.*, ¶58. Therefore, those IME reports cannot be the only evidence to support the Pension Board’s decision to deny DDR benefits to Lara. However, the substantial evidence supporting the decision was not comprised solely of these medical reports. Dr. Swanson testified at the hearing. Her conclusion that Lara was not disabled by a workplace injury corroborates the other three IME reports reaching a similar, ultimate conclusion.

union with the IHE. However, “[i]t was just as reasonable for the [Pension] Board to give credence and weight to the other witnesses presented.” *Harris*, 87 Wis. 2d at 659. The Pension Board rejected Dr. Nora’s opinion as reliant on subjective patient reporting and instead adopted the collective IME reports’ conclusion that Lara’s condition was not the result of a workplace injury. We conclude that the Pension Board’s findings and conclusions were supported by substantial evidence. The Pension Board’s decision to weigh more heavily the collective IME reports’ than Dr. Nora’s report and testimony was not an arbitrary or unreasonable action and was not contrary to law.

CONCLUSION

¶48 We conclude that the Pension Board’s decision to deny DDR benefits to Lara was supported by substantial evidence in the record and was not arbitrary, unreasonable, or contrary to law. Accordingly, we affirm.

By the Court.—Order affirmed.

Recommended for publication in the official reports.

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
WORKER'S COMPENSATION DIVISION
P.O. BOX 7901
MADISON, WISCONSIN 53707
(608) 266-1340

2019-018270

JASON E RODRIGUEZ
8080 W PLAINFIELD AVE
MILWAUKEE WI 53220

Applicant,

vs.

PLEASE SEE ENCLOSURE

CITY OF MILWAUKEE
CITY OF MILWAUKEE OTHER
200 E WELLS ST RM 701 WC DIV
MILWAUKEE WI 53202-3515

Respondent,

CITY OF MILWAUKEE
C/O CORVEL ENTERPRISE COMP INC
PO BOX 13285
OVERLAND PARK KS 66282-3285

Insurance Carrier.

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Hearings were held on May 10, 2022 and September 04, 2025 in Milwaukee, Wisconsin, in front of Administrative Law Judge Samuel H. Weinberg. The record was held open following the second hearing for the submission of post-hearing briefs, and the record was closed on October 24, 2025 upon their receipt.

APPEARANCES: The applicant appeared virtually by Attorney Christopher MacGillis. The respondents appeared by Attorney Heidi Wick-Spoerl at the May 10, 2022 hearing, and by Attorneys Theresa Montag and Joanna Fraczek at the September 04, 2025 hearing.

INTRODUCTION

The applicant, Jason Rodriguez, filed an Application for Hearing alleging entitlement to duty disability benefits under Wis. Stat. § 60.624 due to a work related non-physical mental injury that he allegedly sustained on July 25, 2018, while working for the respondent employer. The respondents dispute whether the applicant satisfies the criteria of Wis. Stats. §§ 60.624(1)(a) and (b). Specifically, the respondents contend that (1) the applicant's mental injury did not result from a situation of greater dimensions than the day-to-day mental stresses and tensions that all similarly situated employees experience; and (2) that the applicant's mental injury is not a duty-related disability. Therefore, at issue is whether the applicant meets the criteria under Wis. Stat. § 60.624 to qualify for duty disability retirement benefits.

Upon these issues, the Administrative Law Judge makes the following:

FINDINGS OF FACT AND CONCLUSIONS OF LAW

Rodriguez testified that he was hired to work as a "police aide" for the Milwaukee Police Department in 1997, and in 2000, he was brought on as a full-time police officer. Because of his exemplary performance, he was moved to the gang unit in 2013, and then in 2015, he was promoted to detective in the "elite" Special Investigation Division (SID). In that capacity, Rodriguez testified that he was responsible for conducting investigations and apprehending wanted individuals. This involved cultivating informants and going after the most violent criminals.

On July 25, 2018, Rodriguez was conducting an investigation for the SID unit when he and his partner, Detective Michael Michalski, received a call for assistance over their radio. Specifically, assistance was requested at a duplex where a wanted felon had reportedly fled into. The two immediately responded to the call, and when they arrived at the scene, Rodriguez said that he and Michalski were the first two law enforcement offices to enter the upper portion of the duplex in search of the suspect.

After entering the building, the two began to ascend the stairs together shoulder to shoulder as mandated by their training, at which point, gun shots were fired from an unknown location.

Rodriguez said he quickly retreated down the stairs and then noticed blood splatter on his clothes and on his face, which he said he knew was not his because he had not been struck by any bullets. At that point, Rodriguez testified that he turned around to check on Michalski, and he saw him fall on the right side of his face. Rodriguez said he then attempted to try and grab Michalski, but because the suspect continued to shoot from an unknown position and send bullets through the drywall at the top of the stairs, he was unable to do so. Rodriguez testified that he noticed blood pooling under Michalski's head and down the stairs, and because of the swelling underneath his eyes, Rodriguez said he thought his partner was dead. Nonetheless, when the bullets eventually stopped, Rodriguez was able to get to Michalski and carry him out of the house, at which point, he began performing chest compressions to try to resuscitate his partner. While performing the compressions, Rodriguez testified that he became even more covered in Michalski's blood, and when the life-saving measures were ultimately unsuccessful, he said he returned to the house to try and help apprehend the suspect.

Rodriguez testified that he had known Michalski for approximately 16 or 17 years, and the two were "beyond work friends." Rodriguez stated that the two spent time with each other outside of work, and he cared for him as a friend. During his time as a police officer, including his time on the "elite" SID unit, Rodriguez said he never experienced a similar event. After the incident, Rodriguez testified that they had to undergo additional training, and, specifically, they had to perform stairwell drills, which were difficult for him to complete since they caused flashbacks. He also said it was difficult to just be at work, as he went back immediately and had to walk by Michalski's desk and locker every day, which also caused him to relive the event.

After the incident, Rodriguez continued working for the Milwaukee Police Department until November 19, 2018, which was the last day he worked as an officer. The medical records submitted at hearing indicate that Rodriguez underwent regular psychological treatment at the American Behavioral Clinic with Jay Schrinksy, a licensed case social worker, through mid-2021. Schrinksy also referred Rodriguez to a psychiatrist, Jeffrey Taxman, M.D., and to a psychologist,

Alison Kravit, Psy. D., for evaluation. Both Dr. Taxman and Dr. Kravit interviewed Rodriguez and performed a number of evaluations and tests, and both diagnosed him with post-traumatic stress disorder (PTSD) and major depression, which they attributed to the July 25, 2018 event.

The records indicate that Rodriguez stopped attending his sessions with Schrinisky in the Summer of 2021, but he then resumed treatment in early 2022. However, in January of 2022, Rodriguez was charged with injury by intoxicated use of a motor vehicle, and he was eventually incarcerated in October of 2022 as a result. At hearing, Rodriguez acknowledged that he had issues with alcohol both before and after the July 25, 2018 incident, and he confirmed that he was also charged with an OWI in 1998 and again in 2001.

Rodriguez testified at hearing that he still suffers from symptoms associated with the July 25, 2018 incident. He stated that he still gets flashbacks, nightmares, and he thinks about what he could have done differently. He also noted that he has "anger issues," and he gets "jumpy" around sirens, crowds, and uniformed police officers. Rodriguez also testified that he is unable to return to work as a police officer, since his ongoing symptoms would prevent him from making quick decisions. Additionally, Rodriguez said he would be scared that he might "freeze" or "go overboard" in a stressful situation. Due to his psychological symptoms, Rodriguez filed an application for duty disability benefits, which was denied by the City on September 11, 2019. Specifically, the City did not certify that Rodriguez's mental injury was duty-related and resulted from a situation of greater dimensions than the day-to-day mental stresses and tensions that all similarly situated employees experience. Subsequently, Rodriguez filed his application contesting the denial.

At hearing, Craig Hasting, a 31-year veteran of the Milwaukee Police Department, Mark Harms, a 24-year veteran of the Milwaukee Police Department, and Schrinisky, who has treated over 400 law enforcement personnel in his career as a licensed case social worker, stated that Rodriguez's situation was not "normal" for a police officer to experience. All three noted that prior to Michalski's slaying, it had been approximately 25 years since a Milwaukee officer had been shot

and killed in the line of duty. Aside from the rarity of an officer being shot and killed in the line of duty, all three also testified that Rodriguez's experience in particular is rarely, if ever, experienced by police officers. Specifically, they noted that Rodriguez was essentially "shoulder to shoulder" with Michalski when he was shot and killed, which then caused Michalski's blood to spray all over Rodriguez. Moreover, after Michalski was shot, Harms confirmed that Rodriguez performed chest compressions on Michalski, which caused Rodriguez to become "covered from basically head to toe with [Michalski's] blood." Neither Harms nor Hasting could recall a similar situation in their decades of experience working as an officer, nor could Schrinisky in his time treating officers.

Charles Berard, a 42-year veteran of the Milwaukee Police Department and Rodriguez's supervisor when he first joined the department, testified that he knew Rodriguez as an informal leader of the units he was on and someone who had a very sociable personality. However, after the incident, he said Rodriguez became "muted" and withdrawn. Harms, who had been Rodriguez's partner for two years at one point, also testified that Rodriguez became introverted and regularly had a "blank" look on his face after the incident. Harms also stated Rodriguez acted as if he had just lost a family member.

In support of his claim for duty disability benefits, Rodriguez submitted the June 21, 2019 letter and October 20, 2020 narrative authored by Dr. Taxman. In both documents, Dr. Taxman opined that Rodriguez suffered severe PTSD as a result of the July 25, 2018 incident, which subsequently caused emotional dysregulation and severe depression. Dr. Taxman further opined that Rodriguez's experience of witnessing his partner get shot and killed in close proximity was beyond the typical day-to-day stressors law enforcement officers experience, and he stated that Rodriguez was permanently disabled as a result of the incident and unable to return to work as an officer.

Rodriguez also submitted the undated report authored by Dr. Kravit in support of his claim for duty disability benefits. Dr. Kravit interviewed Rodriguez and performed a number of cognitive tests, and given her interview and the results of those tests, she also diagnosed Rodriguez with

PTSD and severe major depressive disorder. Dr. Kravit attributed both diagnoses to the July 25, 2018 incident, and because of the occurrence, she stated that Rodriguez had been experiencing recurrent, involuntary, intrusive, and distressing memories, in addition to recurrent nightmares. She also noted that he experiences intense, prolonged psychological distress when exposed to cues that resemble or symbolize the incident. Because of the incident, she opined that Rodriguez had become reclusive and fearful of leaving his house, and he was constantly sad and fatigued.

Finally, Rodriguez also submitted the October 12, 2020 independent psychological evaluation report that was authored by Calvin Langmade, Psy.D. Dr. Langmade evaluated Rodriguez at the request of the City, which included interviewing Rodriguez, reviewing his records, and administering psychological tests. Based upon the results of the tests and his evaluation of Rodriguez, Dr. Langmade diagnosed him with alcohol use disorder, posttraumatic stress disorder, and major depressive order, and he opined that the latter two diagnoses did not develop until after the July 25, 2018 incident. Given Rodriguez's ongoing symptoms and "emotional status," Dr. Langmade opined that Rodriguez could not return to work as a police officer with or without restrictions, as he would be exposed to situations that would make him re-experience the incident and cause increased anxiety and "trauma symptoms."

In defense of the claim, the respondents submitted reports authored by Caroline Palmer, M.D., dated February 22, 2020, March 01, 2020, January 02, 2021, June 27, 2021, and April 20, 2022. In her reports, Dr. Palmer opined that Rodriguez suffers from alcohol abuse disorder, and in all her reports, she opines that she is unable, to a reasonable degree of medical probability, diagnose Rodriguez with any other mental conditions. Specifically, Dr. Palmer opines that Rodriguez's alcohol abuse disorder is likely causing his mental health symptoms, and until he undergoes a period of sobriety, it is not possible to assess any other mental conditions. Of note, Dr. Langmade addressed Dr. Palmer's conclusions in his own report that he authored for the City, and he maintained that he could render the diagnoses of PTSD and major depressive order given his testing of Rodriguez and despite his alcohol use disorder.

The respondents also submitted Rodriguez's psychiatric records from his time in prison (Exhibit 6), which document his treatment with Robert Vickrey, M.D., and Shannon Zimmermann, Psy. D from July of 2023 through September of 2023. The records note Rodriguez's diagnosis of PTSD, and they also indicate that he was not having any nightmares, flashbacks, or any other ongoing psychological issues stemming from the July 25, 2018 incident aside from some minor "avoidance phenomena." The records also note that Rodriguez was not taking any psychiatric medicine.

At hearing, Rodriguez testified that he was still suffering from PTSD-related symptoms while incarcerated, but he did not want to discuss them with his treaters there. Specifically, he stated that he was often treated in crowded rooms while incarcerated, and if he spent time discussing his symptoms and the July 25, 2018 incident, he would risk outing himself as former police officer. Essentially, Rodriguez said he did not want to discuss the incident while incarcerated because he was fearful someone might overhear that he was an officer, which could have then potentially put his safety at risk.

In order to recover duty disability benefits under Wis. Stat. § 62.624 for a non-physical mental injury, the applicant has the burden of showing (1) that the mental injury resulted from a situation of greater dimensions than the day-to-day mental stresses and tensions and post-traumatic stress that all similarly situated employees' experience; and (2) that the mental injury is a duty-related injury. For the reasons set forth below, I find that Rodriguez has met his burden in proving both criteria, and thus, I find that he has met his burden to qualify for duty disability benefits under Wis. Stat. § 62.624.

First addressing whether Rodriguez sustained a permanent, duty-related disability, I find the opinions of Dr. Taxman, Dr. Kravit, and Dr. Langmade to be best supported by the evidence, and I adopt their opinions as my own. Subsequently, I find that Rodriguez's mental injuries, including his PTSD condition, were caused by the July 25, 2018 incident. As opined by the three aforementioned doctors, I also find that Rodriguez is unable to return to work as a police officer because

of his permanent, duty-related disability. Following the incident, Rodriguez underwent extensive psychological treatment and testing with Schrimsky, Dr. Taxman, and Dr. Kravit, which confirmed diagnoses of post-traumatic stress disorder and depression. The City's own expert, Dr. Langmade, agreed with the diagnoses, and he also attributes those conditions to the effects of the July 25, 2018, occurrence. Multiple witnesses also confirmed at hearing that Rodriguez was significantly affected by the shooting, as he became withdrawn and "muted" following the incident. Specifically, multiple officers who had known Rodriguez for years credibly described how he was an outspoken leader prior to the incident, but then became introverted and withdrawn after witnessing Michalski's slaying. When considering the results of Rodriguez's psychological testing and the testimony from his fellow officers, I find that he did sustain a permanent, duty-related disability as a result of the July 18, 2025 incident.

Conversely, I do not find the opinions of Dr. Palmer to be persuasive. Although Rodriguez certainly has had issues abusing alcohol as Dr. Palmer notes, that does not mean he did not sustain a mental injury in the July 25, 2018 occurrence. In her report, Dr. Palmer essentially opines that it is impossible to diagnose Rodriguez with any sort of mental injury or condition given his alcohol abuse disorder, and while alcohol abuse can certainly cause mental health symptoms, that should not render it impossible to still assess someone for a mental injury. Dr. Taxman, Dr. Kravit, and Dr. Langmade had no such problem evaluating and testing Rodriguez for PTSD—even with his alcohol abuse disorder—and I find that their diagnoses and opinions are supported by the testing they performed, in addition to the testimony at hearing describing Rodriguez's "before and after" demeanor. Ultimately, despite Rodriguez's alcohol abuse disorder, three doctors were still able to evaluate and test him for mental injuries, and it is unclear why Dr. Palmer felt she was unable to do so. Upon considering the evidence, I find that the opinions rendered by Dr. Taxman, Dr. Kravit, and Dr. Langmade to be the most credible, and I adopt their opinions over those rendered by Dr. Palmer.

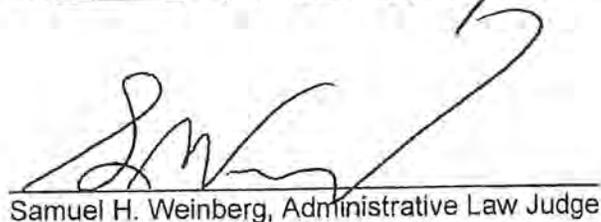
Finally, I also find that Rodriguez's PTSD condition resulted from a situation of greater dimensions than the day-to-day mental stresses and tensions that all similarly situated employees experience. Although Rodriguez's position on the SID unit was inherently a dangerous one as the City notes, that does not mean the situation Rodriguez experienced on July 25, 2018 was similar to the day-to-day mental stressors and tensions all similarly situated police officers face or can be expected to face. To the contrary, testimony at hearing indicated that it is exceedingly rare for a police officer to be shot and killed in the line of duty, and the last time it occurred in Milwaukee was almost three decades ago. Moreover, Rodriguez did not just witness the killing of any officer—he saw his partner and long-time friend shot dead while he was standing right next to him; he had his friend's blood sprayed on him and which eventually covered him "from head to toe;" and while still being shot at, he had to observe his friend's lifeless, bleeding body. As multiple other officers confirmed at hearing, such incidents are not encountered on a day-to-day basis, nor expected to be encountered. On the contrary, such incidents are rarely—if ever—encountered by other officers in the line of duty. Subsequently, I find Rodriguez satisfies the "extraordinary stress" standard under Wis. Stats. § 60.624(1)(a), and in accordance with the findings in this decision, I find that he is eligible for duty disability retirement benefits.

NOW, THEREFORE, this:

ORDER

The Employee Retirement System (ERS) shall compute the benefits payable to the applicant and shall review and adjust them on a periodic basis as required by the statute.

Dated and mailed at Madison, Wisconsin
this 13th day of February, 2026.



Samuel H. Weinberg, Administrative Law Judge

RodriguezJasonSHWemgDO

cc:

ATTORNEY THOMAS C SUCEVIC
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11040 W BLUEMOUND RD STE 100
WAUWATOSA WI 53226

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200 E WELLS ST RM 800
MILWAUKEE WI 53202

Employees' Retirement System – Executive Director's Report

March 2026

- I. Personnel Update
 - A. ERS is working to fill the Benefits Services Specialist position left vacant due to recent internal promotions.
- II. Member Services
 - A. New retirees on payroll in February – 57, and 27 are currently anticipated for the March payroll.
 - B. Retiree/Employee deaths entered in January – 33.
 - C. A Retirement Workshop for General City was held on 2/20/26 and 43 attended.
 - D. Annual Statements will be going out by the end of March. A dedicated hotline will be set up for members to call and leave a message for questions. Messages will be returned daily to answer their questions.
 - E. Below is a breakdown of to-date ERS benefits payouts/active/deferred counts:

Category	Count
Annuitants	
Death - Duty	23
Death - Ordinary	100
Disability - Duty	343
Disability - Ordinary	562
Retirement	12,901
Separation	40
Total Annuitants	13,969
Active	8,608
Deferred	3,539
Total Population	26,116

- III. Financial Services
 - A. Staff has begun work on the 2027 Budget Request which is anticipated to be presented at the next Board meeting.
 - B. Staff has sent the census data to the actuary and continues to work with the financial auditors.
 - C. We have started the MPA contract recalculation process. Our plan is to recalculate the benefits and retro payments for duty disability members for the March 2026 payroll and then complete the recalculations and retros for affected members with service retirements for the April 2026 payroll.
 - D. ERS has **implemented US Bank's Account Validation Services (AVS) to use as part our benefit payroll process.** This tool will allow us to validate member bank accounts by checking the bank account information against a database of financial institutions to confirm the bank account details provided by members. AVS should reduce the risk of errors and fraud to ERS and members by allowing staff to verify bank details prior to issuance of the payment.
- IV. Information Services
 - A. Upgrade FileNet P8 to IBM CloudPak4BA in progress.
 - B. Network Redesign in progress.
 - C. Backup Exec Upgrade in progress.
 - D. VMware Environments Upgrade in progress.
 - E. Desktop PCs Upgrade in progress.
 - F. Server Firmware Upgrade completed.

V. Administration

- A. ERS operations were conducted remotely on Monday, March 16, 2026 due to blizzard conditions throughout southeast Wisconsin. There was no significant disruption of services to ERS members and retirees as a result of the weather event. The ERS main desk line remained open and calls were routed to remote staff; and the sole in-person appointment scheduled for March 16 was rescheduled to the following day.
- B. I will be attending the Milwaukee Retiree's Association on April 14, 2026 to introduce myself and give a brief plan status update.
- C. On March 13, 2026, the HACM Board authorized staff to begin contract negotiations with the finalist candidate for the Secretary-Executive Director position. The name of the finalist candidate has not been publicly announced. **Below is a breakdown of HACM's outstanding ADECs as of March 31, 2026.**

PY 2024 ADEC	
<i>* Statutory Due Date of December 31, 2025</i>	
Balance 2/28/26	\$397,700
Interest through 3/31/26	\$2,186
Balance 3/31/26	\$399,886

PY 2025 ADEC	
<i>* Statutory Due Date of December 31, 2026</i>	
Balance 2/28/26	\$2,046,577
Interest through 3/31/26	\$11,251
Balance 3/31/26	\$2,057,828

PY 2026 ADEC	
<i>* Statutory Due Date of December 31, 2027</i>	
Balance 2/28/26	\$1,936,684
Interest through 3/31/26	\$10,647
Balance 3/31/26	\$1,947,331

Basic Website Metrics

	2025											2026	
	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.
Users	2,003	1,781	1,837	1,544	1,517	1,523	1,541	3,185	4,649	3,000	4,492	4,674	4,498
Page Views	7,574	5,915	6,211	4,831	4,618	4,993	4,827	11,016	18,685	11,595	12,222	14,697	13,800
Ave. Visit	1:47	1:28	1:30	1:25	1:15	1:21	1:22	1:27	1:54	1:08	1:02	1:26	1:21

VIII.

INFORMATIONAL

- A. Conferences.
- B. Class Action Income 2026 YTD.
- C. Minutes of the Investment Committee Meeting Held February 12, 2026.
- D. Minutes of the Special Legislative Committee (Committee of the Whole) Meeting Held February 26, 2026.
- E. Report on Bills.
- F. Securities Lending Revenue and Budget Report.
- G. Preliminary Performance Report and Asset Allocation.

Client Conferences 2026

Board Meeting: March 25, 2026

DATE(S)	CONFERENCE(S) / LOCATION(S)	SPONSOR(S)
April 20 – 22, 2026	Callan 2026 National Conference Scottsdale, AZ	Callan Associates
April 21 – 22, 2026	JP Morgan 2026 Real Estate Annual General Meeting New York, NY	JP Morgan
April 21 – 23, 2026	Dimensional Fund Advisors 2026 Annual Institutional Symposium Austin, TX	Dimensional Fund Advisors
April 24, 2026 11:30 am – 12:30 pm	1Q26 Market Intelligence Webinar Virtual	Callan Associates
May 5 – 7, 2026	2026 Annual Investor Conference – North America Boulder, CO	Harrison Street
June 16 – 17, 2026	Neuberger Berman Private Markets Annual Investors' Meeting New York, NY	Neuberger Berman
June 18, 2026 8:00 am – 11:00 am	June Regional Workshop Chicago, IL	Callan Associates
September 22 – 23, 2026 10:30 am – 2:00 pm	"Callan College" Introduction to Investments Virtual	Callan Associates

Trustee Conferences 2026

Board Meeting: March 25, 2026

DATE(S)	CONFERENCE(S) / LOCATION(S)	SPONSOR(S)
April 20 – 22, 2026	The Annual (formerly Pension Bridge) Los Angeles, CA	with.Intelligence
April 21 – 22, 2026	12 th Annual Midwest Institutional Forum Chicago, IL	Markets Group
April 21 – 22, 2026	Private Markets – The LP Perspective Chicago, IL	Pensions&Investments
April 22 – 23, 2026	Investments Institute Austin, TX	International Foundation of Employee Benefit Plans
April 27 – 28, 2026	Investment Basics Scottsdale, AZ	International Foundation of Employee Benefit Plans
April 27 – 29, 2026	Public Funds Roundtable 2026 Beverly Hills, CA	Institutional Investor
May 3 – 6, 2026	Global Conference Los Angeles, CA	Milken Institute
May 11 – 14, 2026	Portfolio Concepts and Management (Wharton Course) Philadelphia, PA	International Foundation of Employee Benefit Plans
May 16 – 17, 2026	NCPERS Advanced Fiduciary (NAF) Institute & Trustee Essentials Training 2026 (formerly TEDS) Las Vegas, NV	NCPERS
May 17 – 20, 2026	Annual Conference & Exhibition (ACE) Las Vegas, NV	NCPERS
May 20, 2026	12 th Annual Redefining Fixed Income Forum 2026 Chicago, IL	Institutional Investor
May 21, 2026	Private Credit Series Chicago 2026 Chicago, IL	Institutional Investor

Trustee Conferences 2026

Board Meeting: March 25, 2026

DATE(S)	CONFERENCE(S) / LOCATION(S)	SPONSOR(S)
June 4, 2026	10 th Annual Real Estate Midwest Forum Chicago, IL	Markets Group
June 10 – 12, 2026	2026 Visions, Insights & Perspectives (VIP) Infrastructure Chicago, IL	Institutional Real Estate, Inc.
June 15 – 16, 2026	Public Plan Trustees Institute – Level I San Diego, CA	International Foundation of Employee Benefit Plans
June 15 – 16, 2026	Public Plan Trustees Institute – Level II San Diego, CA	International Foundation of Employee Benefit Plans
July 13 – 15, 2026	Pension Bridge Private Equity Exclusive Chicago, IL	with.Intelligence
July 20 – 21, 2026	ALTSCHI Chicago, IL	Markets Group
July 22 – 23, 2026	5 th Private Equity Chicago Forum Chicago, IL	Markets Group
August 17 – 19, 2026	Public Pension Funding Forum 2026 Chicago, IL	NCPERS
September 23, 2026	12 th Annual Great Plains Institutional Forum Minneapolis, MN	Markets Group
September 28 – 29, 2026	Investment Basics Orlando, FL	International Foundation of Employee Benefit Plans
September 30 – October 2, 2026	CII Fall 2026 Conference Boston, MA	Council of Institutional Investors
October 6 – 8, 2026	P&I Convergence 2026 New York, NY	Pensions&Investments
October 24 – 25, 2026	Public Plan Trustees Institute – Level I New Orleans, LA	International Foundation of Employee Benefit Plans

Trustee Conferences 2026

Board Meeting: March 25, 2026

DATE(S)	CONFERENCE(S) / LOCATION(S)	SPONSOR(S)
October 24 – 25, 2026	Public Plan Trustees Institute – Level II New Orleans, LA	International Foundation of Employee Benefit Plans
October 24 – 25, 2026	Fiduciary in Focus Workshop 2026 (formerly PATS) Nashville, TN	NCPERS
October 25 – 28, 2026	Public Safety Conference Nashville, TN	NCPERS

Upcoming Due Diligence Meetings

Date	Manager(s)	Team
April 21, 2026	Aptitude – New York	Erich
June 2 – 3, 2026	Aptitude – Seattle	Erich and Tom
June 27 – July 1, 2026	UBS – London	Keith

Class Action Income 2026 YTD

Asset Description	Date(s)	Amount
Viacom, Inc.	1/6/2026 \$	105
The Bank of New York Mellon	1/16/2026 \$	2
CITIBANK	1/16/2026 \$	2
Warner Brothers Discovery	1/22/2026 \$	2,927
Boston Scientific Corp.	2/12/2026 \$	217
Pluralsight, Inc.	2/26/2026 \$	6,581
Total Class Action Income Received in 2026 YTD	\$	9,833

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

Minutes of the Investment Committee Meeting
held February 12, 2026 via teleconference

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

Committee Members Present: John Barmore
 Matthew Bell
 Bill Christianson
 Justin DeCleene
 Deborah Ford
 Timothy Heling
 Rudy Konrad

Committee Members Not Present: Nik Kovac (excused)

ERS Staff Present: Patrick McClain, Executive Director
 David Silber, Chief Investment Officer
 Erich Sauer, Deputy Chief Investment Officer
 Keith Dickerson, Pension Investment Analyst – Sr.
 Thomas Courtright, Pension Investment Analyst
 Dan Gopalan, Chief Financial Officer
 Robin Hayes, Pension Accounting Manager
 Jan Wills, Board Stenographer

Others present: Dario Buechi, Munir Iman, John Jackson, Mike Joecken, Adam Lozinski, Callan; Lauren Albanese, Financial News; Lauri Rollings, City Attorney's Office; Terry Siddiqui, DS Consulting, Inc.; six members of the public called into the meeting.

Appointment of Investment Committee Chair for 2026. Mr. Heling referred the first item to Board Chairman Mr. Bell who stated due to the timing of this meeting and not wanting to wait until the regular Board meeting, he said he would like to nominate Mr. Heling for the Investment Committee Chair for 2026. Mr. Bell thanked Mr. Heling for accepting this role.

Election of Vice Chair. Mr. Heling asked for any nominations for Vice Chair of the Investment Committee. Mr. Barmore nominated Ms. Ford for Vice Chair. Mr. Heling asked Ms. Ford if she would be willing to accept the position of Vice Chair and she replied "Yes, I'd be honored." Mr. Heling asked three more times if there were any more nominations for Vice Chair of the Investment Committee. He said not hearing any further nominations, Ms. Ford is the Vice Chair of the Investment Committee.

Callan 2026 Capital Markets Projections and Asset Allocation Modeling Presentation. As a matter of information, Committee members received the Callan 2026 Capital Markets Projections

and Asset Allocation Modeling Presentation booklet. Mr. Jackson stated he was here with Mr. Joecken in person and that Mr. Lozinski would give a presentation on the Capital Markets Projections and Asset Allocation Modeling for the system. He said Mr. Lozinski has been with Callan since 2017 and is a shareholder of the firm and a senior vice president. Mr. Jackson said Mr. Lozinski would go through the capital market projections and Mr. Jackson stated they update the 10-year market projections each year and present to the Committee. He noted it gives the Committee a sense of what Callan sees going forward in the markets in terms of expected returns and volatility as well as how it pertains to the ERS portfolio.

Mr. Lozinski gave a presentation on Summary of 2026 Projections (including Why Make Capital Market Projections?, How Our Capital Markets Assumptions Are Constructed, How Are Capital Market Projections Constructed?, Callan's Capital Markets Assumptions: 10 Years (2026-2035), Callan's 2026-2035 Capital Market Assumptions, 2026 Asset Allocation Modeling – CMERS Outlook, and 2026 Asset Allocation Modeling – CMERS Range of Potential Outcomes); Current Market Conditions (including A Wild Ride in 2025 But it Leads to the Same 10-Year Projections?, Key Macro Theme: Tariffs, Tracking the Effective Tariff Rate, Key Macro Theme: The Job Market, Global Equities Continue to Run in 2025, The Callan Periodic Table of Investment Returns, U.S. Economy, Labor, The Shifting Mindset at the Fed, The Fed's 'Dot Plot,' Market Expectations vs. Fed Expectations, Bond Market Forecasts of Inflation, Stock Market Returns by Calendar Year, and Market Volatility in Context). Discussion ensued.

Mr. Lozinski also provided a presentation on 2026 Expectations, including Fixed Income (Projected Fixed Income Returns, Shape of Yield Curve at Different Points in Forecast Horizon, Drowning Out the Noise, Spreads Act as a Headwind); Public Equity (including Equity Forecasts Overview, Equity Forecasts, Callan's Equity Risk Premia Forecasts Over Time, U.S. Equity Market: Key Metrics, and Equity Forecasts); and Private Markets (Core Real Estate, Private Infrastructure, Private Equity, Private Credit, and Hedge Funds). He also discussed Portfolio Implications (including 7% Expected Returns Over Past 30 Years, 7.5% Expected Returns Over Past 30 Years, 5% Expected Real Returns Over Past 30 Years, Sample Portfolios in 2026 vs. 2025, Optimization Set – Public Stocks and Bonds Plus Alternatives, Risk Aversion, 2026-2035 Callan Capital Markets Assumptions Correlations, Return Projections: Major Asset Classes, Risk Projections: Major Asset Classes, Actual Returns vs. Callan Projections, and Public Plan Return Assumptions).

Callan Core Fixed Income Investment Manager Search Presentation. Mr. Silber said he would be making a comment before the Board went into closed session. Mr. Silber stated agenda items IV. and V. are related to the Fixed Income Manager Search approved in December 2025. He said the Committee directed Callan to utilize its expertise to conduct the investment manager search. Mr. Silber said Callan is prepared to recommend finalists for the Committee to consider and these discussions need to be done in closed session for competitive and bargaining reasons. He stated he would speak to items VI. and VII. as well. Mr. Silber said agenda item VI. relates to Morgan Stanley, one of the investment managers that manages some of the ERS' core Private Real Estate allocation. He stated that all of the ERS' Real Estate investments are made by investing money into commingled vehicles that are invested by managers such as Morgan Stanley. Mr. Silber said Morgan Stanley requested the ERS' consent regarding their proposal to restructure the Prime Property Fund LLC vehicle we are currently invested in. He said to deliberate or negotiate the

ERS' investment in the Prime Property Fund LLC, we will need to request that the Committee go into closed session for competitive and bargaining reasons. Mr. Silber said for agenda item VII., part of this discussion will be in open session, but there are aspects to the request that the Committee does need to go into closed session for to further expand into the details of certain aspects that are contemplated with the Real Assets structure changes that cannot be discussed in open session for competitive reasons. He stated for all these reasons, Mr. Chairman, the Committee needs to go into closed session for these next four items.

Mr. Heling advised that the Investment Committee may vote to convene in closed session on the following items (IV, V., VI. and VII.) as provided in Section 19.85(1)(e), Wisconsin 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 Mr. Bell, and seconded by Mr. Decleene to convene in closed session. The motion prevailed by the following roll call: AYES: Ms. Ford; Messrs. Barmore, Bell, Christianson, DeCleene, Heling, and Konrad. NOES: None.

The Committee convened in closed session at 9:46 a.m.

The Committee re-convened in open session at 10:55 a.m.

Consider, Discuss, and Potentially Approve Fixed Income Manager Search Finalists. It was moved by Mr. Heling, seconded by Mr. Bell, and unanimously carried, to approve the Fixed Income Manager Search Finalists.

Consider, Discuss, and Potentially Approve Recommendation regarding Morgan Stanley Prime Property Fund, LLC consent to Restructure. It was moved by Mr. Heling, seconded by Mr. Christianson, and unanimously carried, to approve the Recommendation regarding Morgan Stanley Prime Property Fund, LLC consent to Restructure.

Callan Real Assets Benchmark and Structure Changes Update. As a matter of information, Committee members received from Callan a Memorandum regarding the Real Assets Benchmark and Structure Changes. Mr. Iman stated for context for January 20, 2026, CMERS approved the termination of an investment manager responsible for implementing the public diversified Real Assets allocation, which had a 3.3% target. He said Callan and Staff reviewed alternatives for the portfolio, with everything from sub-asset classes to potentially adding an additional manager, and even looking at an additional allocation to Private Real Estate, all while being guided by Callan's recently updated Capital Market Assumptions. Mr. Iman mentioned that a new Real Estate Structure was approved at the November 2025 Board meeting, and reiterated that all five existing Real Estate managers are in good standing. He noted it was prudent to allocate the 3.3% Real Assets allocation exposure to Private Core Real Estate, and to do it in a way that maintains the Real Estate Structure approved in November 2025, and that is the recommendation to the Committee. Mr. Iman said the main purpose of the Private Real Estate exposure is to lower overall volatility, generate predictable stable income, and achieve a return between stocks and bonds.

Approval of Real Assets Structure. It was moved by Mr. Heling, seconded by Mr. DeCleene, and unanimously carried, to approve the Approval of Real Assets Structure.

The Chair called for a break at 11:03 a.m.

The Chair resumed the meeting at 11:10 a.m.

Approval of Statement of Investment Policy Update. As a matter of information, Committee members received a redline copy and a clean copy of the Statement of Investment Policy. Mr. Silber said Principal's benchmark has always been incorporated into CMERS' Real Assets benchmark, and the Real Assets benchmark is further incorporated into the Total Fund benchmark. Mr. Silber said now that the Committee has approved a Real Assets Structure that does not include diversified Real Assets, the Statement of Investment Policy needs to be updated to account for that. He said based on the conversations in items VII. and VIII., Staff recommends updating three pages within the Investment Policy. Mr. Silber went over the changes needed to reflect the new 12% target for Private Real Estate, replace references to Real Assets to instead say Private Real Estate, and update the Fund's benchmark. Mr. Silber noted that while it is not ideal to have a mismatch within the benchmark for a couple months that is caused by the termination of the Diversified Real Assets mandate, the new benchmark will be effective April 1, 2026 since it is not a best practice to change a benchmark in the middle of a quarter. He said the only numbers that are changing within the Fund's benchmark are removing the 3.3% Diversified Real Assets component and changing the Real Estate allocation from 8.7% to 12%. Mr. Silber concluded that these recommended changes get the policy up-to-date with the Investment Committee's recent actions and Staff recommends approval.

It was moved by Mr. Heling, seconded by Mr. Bell, and unanimously carried, to approve the Approval of Statement of Investment Policy Update.

CMERS 4th Quarter 2025 Performance Update. As a matter of information, Committee members received the 4th Quarter 2025 Performance Report with the topics of Fund Overview, Public Equity, Fixed Income, Absolute Return, Private Equity, and Recent Performance Update. Mr. Sauer stated he would talk about the Total Fund, Absolute Return, Private Equity and a recent Performance Update. He said Mr. Dickerson will discuss Public Equity and Fixed Income. Mr. Sauer discussed the Market Environment and stated with the benchmark returns, the fourth quarter of 2025 was another nice quarter with the Public Equity benchmark up 3.2%, Fixed Income up 1.1%, Real Assets up 1.0%, Private Equity up 8.6%, and Absolute Return up 1.7%, which worked out to a CMERS benchmark of 2.7%. He discussed Relative Performance Expectations with the benchmark and said the Value Bias went in the Fund's favor with the Russell 3000 Value up 3.8% versus 1.1% for the 3000 Growth. Mr. Sauer said Small Cap went against the Fund but only slightly with the Russell 2000 up 2.2% versus 2.4% for the Russell 1000. He noted Fixed Income Credit was additive with Loomis outperforming the Bloomberg Agg. by about 60 basis points. Mr. Sauer commented that in a similar story to earlier in the year, the Private Equity benchmark was tough to keep up with at 8.6% versus the Private Equity portfolio, which was up 2.4%. He said that shakes out to 2.5% for the CMERS Total Fund versus 2.7% for the CMERS Benchmark. Mr. Sauer said looking at the Total Fund Performance and the longer-term performance, the Fund was up 12.9% for 2025. He said for the longer term, the numbers of seven-, 10-, and 15 years were strong

as well and matching or exceeding the benchmark and all exceeding the assumed rate of return. Mr. Sauer said for the ERS Fund Attribution, the main driver of relative performance in the 4th quarter was the Private Equity benchmark which detracted 81 points in Manager Selection, which was partially offset through a number of nice performances from the active managers. He said DFA International added 13 basis points, Earnest added 11, UBS added seven, Aptitude added five, and Loomis added five. Mr. Sauer noted the way the attribution math works, because the Fund was overweight to Private Equity and that was the best performing benchmark, that overweight added 16 basis points. He stated for the full-year attribution, Private Equity detracted 151 basis points because of the way Private Equity is benchmarked which was talked about all year. Mr. Sauer said this was partially offset by manager performance in Fixed Income so Loomis added 20 basis points and Reams added 18 basis points. He stated for the Total Fund versus the Universe, this was a really strong quarter versus the universe, which is an illustration of how even with the smaller Public Equity allocation now than a lot of the peers, when Value goes in the Fund's favor, the Fund still looks good versus the peers as shown in the 16th percentile rank. He added that similar to last quarter, the benchmark ranks well, in the top 10% of the universe, which shows how difficult that benchmark is to keep up with. Mr. Sauer stated for the longer term for the seven- and 10-year numbers, the Fund still ranks solidly in the second quartile. He discussed the 2025 Market Value Change and noted there was a \$763.5 million capital market gain. Mr. Sauer stated there was one Manager Event to report as Prologis announced that Kosta Karmaniolas joined USLF which is the fund CMERS invests in with Prologis. He said Mr. Karmaniolas is a VP of fund management with USLF and had been with Prologis for 14 years with experience on both the client and the portfolio management side. Mr. Sauer said Mr. Karmaniolas would also be taking over as the fund manager from Bobby Bransfield who is the current fund manager in addition to his role as global head of fund management. He stated Mr. Karmaniolas would be taking over for Mr. Bransfield at the end of 2026. Mr. Sauer said there are no immediate concerns but just something to monitor. Mr. Sauer added that they did get an update yesterday from Aptitude, one of CMERS' Hedge Fund of Fund managers, that two key people left the team and said one worked in portfolio management and client communication while the other person was Aptitude's legal expert. He said Aptitude felt those responsibilities are being duplicated by other parts of the organization. Mr. Sauer commented they will have some follow-up questions for Aptitude and they are on the due diligence schedule for this year and will find out how those other responsibilities are being picked up.

Mr. Dickerson gave a Public Equity overview and said it was a strong quarter, returning 3.9%, net of fees, which outperformed the benchmark of 3.2% for the quarter. He said for the year, it was a strong number at 21.5% return, net of fees. Mr. Dickerson noted while the Fund underperformed the benchmark, 21.5% is not anything to be upset about, with a good result there. He said the three-year number is a little weak, but looking across the five-, seven-, 10- and longer-time periods, there are largely in-line good results, especially with seven and 10 years returning 13.4% and 11.4%, net of fees, which are very good numbers. Mr. Dickerson said for the fourth quarter 2025, there was a really strong relative performance amongst the universe in the peer group in the 17 percentile and the one-year return was right outside the top quartile. He noted looking across the longer-time periods of the five-, the seven-, and the 10-year, there was a 30 percentile rank for the five-year, comfortably in the top half of the peer group for the seven- and 10-year with really good performance from the longer-term numbers which shows consistency of the equity performance. Mr. Dickerson said not much changed with respect to the Public Equity Portfolio Snapshot as

Equity Sector Exposure, Regional Exposure by Domicile, and Regional Exposure by Source of Revenue has been consistent over the past few quarters. He stated with respect to the Top 10 holdings, the only change that came about from the previous quarter was that Alibaba was lost in the Top 10, while Samsung moved up into the Top 10 from a holdings perspective. Mr. Dickerson noted that with the Top 10 Managers, the BlackRock Russell 1000 Value Index edged up just ahead of the S&P 500 Index Strategy, but otherwise remained largely consistent. He said the Public Equity Statistics remained consistent. Mr. Dickerson noted for Public Equity Valuation Characteristics, the majority of these strategies and the Public Equity part of the Fund, they did edge up, which should not come as a surprise given how equity markets performed in the fourth quarter. He stated as was reiterated in previous Investment Committee meetings, when Public Equity is looked at as a whole, it is maintaining those value characteristics as one would expect relative to the benchmark characteristics. Mr. Silber added that the majority of the Fund's public equity managers have forward P/E ratios below the S&P 500, which Mr. Lozinski noted in his earlier presentation was elevated compared to the last 30 years. He said the Fund's Style Bias's in Small Caps, Value, and International have benefited the Fund in the first six weeks of the year, as it also did in November and December of 2025. Mr. Dickerson talked about outperforming Equity Managers for the quarter and stated DFA International was the story of the quarter and story of the year with a 52.1% return for the one-year period, which outperformed the benchmark by 20.2%. He said when breaking down the attribution, sectors like financial and materials were key contributors to performance last year as well as the Fund size factor and that strategy is being rewarded for why Staff picked it. Mr. Dickerson noted Earnest underperformed last year and had some performance challenges in 2024, but were firmly convicted in their portfolio, the stocks they were picking, the process they were using came through in the fourth quarter with a 4.1% return and outperformed by 3.9%. He added that a lot of their performance has come from their stock selection within energy, materials, and industrials. Mr. Dickerson talked about the Underperforming Equity Managers and stated the growth managers have faced some challenges with the type of growth companies they invest in are not the type of growth companies that have been rewarded in recent history. He said when looking over the longer return periods, these funds are more or less meeting the objectives that they were hired for. Mr. Dickerson noted they will continue to watch and monitor and have conversations with the managers. He talked about the Passive Equity Managers and said they are still maintaining a low-tracking error and these types of strategies were hired for the cheap beta. Mr. Dickerson discussed Fixed Income and said it has been a bright spot for the portfolio and for the quarter, and returned 1.2%, net of fees, and outperformed the benchmark. He said for the full year, Fixed Income returned 8.3%, net of fees, outperforming the Agg. by 1%, which he stated for a Fixed Income Portfolio that is really strong. Mr. Dickerson said the longer-term performance looks good as well. He stated versus the Universe, for the most recent quarter, the Fund was in the top half, almost the top third, the one-year number in the top quartile, three-number comfortably in the top-third, with a really good performance from the Fixed Income Portfolio. Mr. Dickerson highlighted performance from Loomis and Reams specifically and said both managers had good one- and three-year performances, in addition to the quarter. He noted, when looking at these two strategies, comparatively speaking, when it is seen how they perform relative to the benchmark, if looking at the three-year number, Loomis outperforms by 3.0% and Reams outperforms by 1.0%. Mr. Dickerson said for the five-year number, Loomis outperforms by 2.6% and Reams outperforms by 0.9%. He stated also for the seven- and 10-year periods, a theme is seen where Loomis modestly outperforms Reams on a year after year, quarter-to-quarter basis and that is what is expected from these two portfolios because

Loomis is going to have a more aggressive type of characteristic to it and will be taking on more credit risk. Mr. Dickerson said Reams is Core Plus, but is on the less-aggressive side as far as Core Plus goes. Mr. Sauer then discussed Absolute Return Managers and said Staff is happy with how this part of the portfolio is performing. He said both UBS and Aptitude are outperforming over all time periods with both having a strong 2025, with Aptitude up 11.9% outperforming its benchmark by 3.6% and UBS up 9.7%, outperforming its benchmark by 1.4%. He noted both managers had a strong fourth quarter to cap off the year. Mr. Sauer said Callan mentioned earlier in this meeting an assumption of 5.7% for this part of the portfolio, so if the managers can continue to deliver something close to this, they will be doing the job Staff asked them to do. He discussed Private Equity and said earlier how difficult it was to keep up with the Private Equity benchmark, but the Private Equity portfolio is doing fine. Mr. Sauer reiterated returns are reported at a quarter lag so this page shows September 30, 2025, with four quarters of returns reflected in each calendar year. He said the returns that came in were not spectacular, but they were solid. Mr. Sauer commented that they are hearing from market participants that they are expecting IPOs and merger activity to pick up in 2026. He said if the pick-up occurs, it will lead to increased distributions and likely write-ups.

Mr. Sauer concluded with a Performance Update and said the estimated Fund Value as of February 25, 2026, was \$6.74 billion. He said Staff has seen the rotation with Value, Mid- and Small-Cap in favor which has been very good for the Fund. Mr. Sauer said there are days where the markets are down, but the Public Equity allocation still generates a positive return. He said there is a January estimated return of 1.9% versus the benchmark of 1.4%. Mr. Sauer said February month-to-date is 1.1% versus the benchmark of 0.8% with some nice outperformance in Public Equity driving a portion of that. He said the year-to-date is up 3.0% versus 2.2% for the benchmark so it is a strong start to the year. Chairman Heling gave kudos to the team and thanked them for all their hard work.

Value Add Analysis. As a matter of information, Committee members received the Historical Value Add documents for January 1, 1995 – December 31, 2025 for the CMERS Total Fund (everything except Real Assets) and the CMERS Public Equity and Fixed Income only. Mr. Silber stated this is a report that Staff provides the Committee on an annual basis. He stated the Value Add Analysis is another way to evaluate how the Fund is doing. Mr. Silber said there are two versions of this where one three-page document is the CMERS Total Fund (everything except Real Assets) and the other three-page document isolates the stock and bond part of the portfolio. He said when the analysis was first started, it just focused on the stock and bond allocations. Mr. Silber noted in 2010 the Fund added Private Equity, which, he said, was kind of a stock replacement in the portfolio. He said in 2014, the Fund added Absolute Return, the hedge fund-of-funds portfolio, which is kind of a Fixed Income replacement, implemented when rates were close to zero. Mr. Silber went over the Total Fund pages, but stated the methodology is the same for both documents. Mr. Silber noted the analysis estimates the Fund has generated \$929.7 million in additional returns above and beyond what could have been achieved investing in low-cost index funds over the past 31 years, net of investment manager fees. Mr. Silber said the analysis estimates the Fund has generated \$282.3 million in additional returns above what could have been achieved investing in low-cost index funds over the past 10 years, net of investment manager fees. Mr. Silber commended current and past Committee members for staying the course during both good and challenging times, and said the hardest decision in investing is often to do nothing and make the

decision to stay the course. He concluded that the Board and Investment team can feel good about the net-of-fee added value over the 10- and 31-year time periods and it is a testament to ERS' governance process and long-term focus.

Mr. Heling noted the Value Add Analysis shows how important the Investment team is and that the majority of the income is coming from the investment side. He gave a kudos to Messrs. Silber, Sauer, and the rest of the Investment team.

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

There being no further business, Mr. Heling adjourned the meeting at 11:55 a.m.

Patrick J. McClain
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.)

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

Minutes of the Legislative Committee Meeting (Committee of the Whole)
held February 26, 2026

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

Committee Members Present: John Barmore
 Matthew Bell
 Bill Christianson
 Justin DeCleene
 Timothy Heling
 Rudy Konrad
 Nik Kovac
 Deborah Ford, Chair

ERS Staff Present: Patrick McClain, Executive Director
 David Silber, Chief Investment Officer
 Erich Sauer, Deputy Chief Investment Officer
 Keith Dickerson, Pension Investment Analyst – Sr.
 Dan Gopalan, Chief Financial Officer
 Gust Petropoulos, Deputy Director
 Mary Turk, Business Operations Analyst
 Jan Wills, Board Stenographer

Others Present: Travis Gresham, Lauri Rollings, City Attorney's Office; Terry Siddiqui, DS Consulting, Inc.; four members of the public called in for the meeting.

Review, Consider, and Make Recommendations Regarding Amendment to Board Rule II.C.6. Mr. McClain noted that in December, the Board approved a number of amendments to the system's Statement of Investment Policy. He said those changes involved delegations of authority and adjustments of Staff responsibilities in relation to the Investment Consultant, and that the two items today are intended to capture those changes in the Board Rules. Mr. McClain said the first item related to II.C.6. has two parts to it. The first part confirms the independence of the Chief Investment Officer and clarifies that the Chief Investment Officer reports directly to the Board. The second part is the only amendment before the Board today that creates a new policy. Specifically, it creates a new reporting structure under which the Investment Committee will conduct an annual review of the Investment Consultant. It also directs Investment Staff to conduct bi-annual monitoring visits with the Investment Consultant. He commented that the changes to the first sentence of paragraph m. in Rule II.C.6. are already contained in the Statement of Investment Policy, and that the remaining portions of paragraph m. would create the new monitoring, evaluation, and reporting structure.

It was moved by Ms. Ford, seconded by Mr. Barmore, and unanimously carried, to approve the Recommendations Regarding Amendment to Board Rule II.C.6.

Review, Consider, and Make Recommendations Regarding Amendment to Board Rule VII.G.2.c. Mr. McClain noted that this is also a housekeeping item since the Board has already approved the delegations of authority to the Investment Staff related to transition managers, and ministerial Private Real Estate and Private Equity contract amendments, in the Statement of Investment Policy. He said that adding those delegations to the Statement of Investment Policy in December 2025 was sufficient to legally delegate that authority. Mr. McClain stated that the amendments before the Committee are intended to capture those delegations in the Board Rules as a matter of governance best practice. He said that delegations of authority are usually captured in the Board Rules. Mr. McClain noted that there are copies of the relevant portions of the Statement of Investment Policy included in the Committee packets related to these two delegations.

It was moved by Mr. Christianson, seconded by Mr. Bell, and unanimously carried, to approve the Recommendations Regarding Amendment to Board Rule VII.G.2.c.

There being no further business to come before the meeting, it was moved by Mr. Bell, seconded by Mr. Kovac, and unanimously carried, to adjourn the meeting.

Ms. Ford adjourned the meeting at 9:07 a.m.

Patrick J. McClain
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
2026
Department
Employees' Retirement System

City of Milwaukee
Departmental
Appropriation Budget Balances

As of: 2026-03-31

	Budget	2026-1	2026-2	Year to Date Expended	Life to Date Commitments	Remaining Budget
<i>Regular Departmental Appropriations:</i>						
Employee Salaries & Wages	5,384,455.00	-	-	-	-	5,384,455.00
Base Pay-Salary & Wage	-	410,191.40	174,387.08	584,578.48	-	(584,578.48)
Overtime Premium	-	187.09	168.73	355.82	-	(355.82)
Other Worked Compensation	-	1,435.14	-	1,435.14	-	(1,435.14)
Non-Worked Compensation	-	40,801.93	-	40,801.93	-	(40,801.93)
Time Paid Not Worked	-	245,996.03	24,348.62	270,344.65	-	(270,344.65)
Employee Salaries & Wages	\$ 5,384,455.00	698,611.59	198,904.43	\$ 897,516.02	\$ -	\$ 4,486,938.98
Fringe Benefits Applied	2,423,005.00	-	-	-	-	2,423,005.00
Fringe Benefits Applied	-	215,637.64	-	215,637.64	-	(215,637.64)
Applied Employee Benefits	\$ 2,423,005.00	215,637.64	-	\$ 215,637.64	\$ -	\$ 2,207,367.36
Operating Expenditures	15,770,400.00	-	-	-	-	15,770,400.00
Office Supplies	-	-	787.63	787.63	-	(787.63)
Magazines, Subscription	-	-	1,071.99	1,071.99	-	(1,071.99)
Postal and Mailing Services	-	272.49	12,053.17	12,325.66	-	(12,325.66)
Electricity	-	4,191.40	4,284.37	8,475.77	-	(8,475.77)
Other Operating Supply	-	-	14,532.80	14,532.80	-	(14,532.80)
Building Rental	-	77,022.06	40,606.32	117,628.38	-	(117,628.38)
Consulting	-	(7,500.00)	36,603.10	29,103.10	-	(29,103.10)
Administrative Charges	-	8,768.75	75,940.71	84,709.46	-	(84,709.46)
Other Professional Services	-	(1,678,565.69)	1,054,303.23	(624,262.46)	-	624,262.46
Systems Support	-	-	194,563.60	194,563.60	-	(194,563.60)
Telephone, Communications	-	2,844.77	2,193.00	5,037.77	-	(5,037.77)
Travel & Subsistence	-	34.98	2,657.19	2,692.17	-	(2,692.17)
Printing Services	-	51.57	1,517.38	1,568.95	-	(1,568.95)
Insurance-Non Health	-	12,787.00	-	12,787.00	-	(12,787.00)
Other Misc Services	-	14,280.16	2,462.70	16,742.86	-	(16,742.86)
Operating Expenditures	\$ 15,770,400.00	(1,565,812.51)	1,443,577.19	\$ (122,235.32)	\$ -	\$ 15,892,635.32
All Equipment	1,058,000.00	-	-	-	-	1,058,000.00
Total Equipment	\$ 1,058,000.00	-	-	\$ -	\$ -	\$ 1,058,000.00
Total Regular Class	\$ 24,635,860.00	(651,563.28)	1,642,481.62	\$ 990,918.34	\$ -	\$ 23,644,941.66
<i>Other Departmental Appropriations:</i>						
Group Life Insurance Premium	4,200,000.00	356,321.29	382,885.25	739,206.54	-	3,460,793.46
Retiree's Benefit Adjustment	15,000.00	996.27	-	996.27	-	14,003.73
Other Classes	\$ 4,215,000.00	357,317.56	382,885.25	\$ 740,202.81	\$ -	\$ 3,474,797.19
Total Dept Appropriations	\$ 28,850,860.00	(294,245.72)	2,025,366.87	\$ 1,731,121.15	\$ -	\$ 27,119,738.85

Employees' Retirement System
Securities Lending Income and Expenses: 2026
As of FEBRUARY 28, 2026

Date	Income From Lending	Amounts Expended		Balance
		Fees	Administrative Transfers	
Balance 12-31-25				\$697,277.74
01/06/26	2,182.42	-	-	699,460.16
01/15/26	95,106.68	19,015.21	-	775,551.63
01/28/26			698,000.00	77,551.63
02/04/26	2,136.42	-	-	79,688.05
02/17/26	94,935.27	18,981.51	-	155,641.81
Current Totals	\$194,360.79	\$37,996.72	\$698,000.00	\$155,641.81

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

MERS PERFORMANCE ESTIMATES
February 28, 2026

Account	2025 Return	Jan 2026	Feb 2026	YTD Thru 2/28/2026
Northern Trust S&P 500 Index	17.88%	1.45%	-0.76%	0.68%
S&P 500	<u>17.88%</u>	<u>1.45%</u>	<u>-0.76%</u>	<u>0.68%</u>
Difference	0.00%	0.00%	0.00%	0.00%
BlackRock Russell 1000 Value Index	15.92%	4.56%	2.60%	7.29%
Russell 1000 Value	<u>15.91%</u>	<u>4.56%</u>	<u>2.59%</u>	<u>7.28%</u>
Difference	0.01%	0.00%	0.01%	0.01%
DFA US Large Cap Value	16.95%	4.82%	3.48%	8.47%
Russell 1000 Value	<u>15.91%</u>	<u>4.56%</u>	<u>2.59%</u>	<u>7.28%</u>
Difference	1.04%	0.26%	0.89%	1.20%
Polen	5.18%	-5.52%	-7.06%	-12.19%
S&P 500	<u>17.88%</u>	<u>1.45%</u>	<u>-0.76%</u>	<u>0.68%</u>
Difference	-12.70%	-6.97%	-6.30%	-12.87%
Earnest	10.70%	5.83%	4.25%	10.33%
Russell MidCap	<u>10.60%</u>	<u>3.06%</u>	<u>3.82%</u>	<u>6.99%</u>
Difference	0.10%	2.78%	0.43%	3.33%
DFA US Small Cap Value	9.15%	6.70%	3.45%	10.38%
Russell 2000 Value	<u>12.59%</u>	<u>6.86%</u>	<u>1.93%</u>	<u>8.92%</u>
Difference	-3.45%	-0.16%	1.52%	1.46%
Brandes	40.03%	5.40%	5.92%	11.64%
MSCI EAFE	<u>31.22%</u>	<u>5.22%</u>	<u>4.63%</u>	<u>10.09%</u>
Difference	8.81%	0.18%	1.30%	1.56%
DFA Int'l Small Cap Value	52.07%	6.78%	7.17%	14.44%
MSCI EAFE Small Cap	<u>31.83%</u>	<u>5.79%</u>	<u>4.79%</u>	<u>10.86%</u>
Difference	20.24%	0.99%	2.38%	3.58%
AQR	30.89%	10.63%	7.62%	19.06%
MSCI EM	<u>33.57%</u>	<u>8.85%</u>	<u>5.50%</u>	<u>14.83%</u>
Difference	-2.68%	1.78%	2.12%	4.22%
BlackRock ACWI Ex US Growth		5.87%	4.06%	10.16%
MSCI ACWI ex US Growth		<u>5.52%</u>	<u>3.97%</u>	<u>9.71%</u>
Difference		0.35%	0.09%	0.45%
BlackRock Global Alpha Tilts	25.05%	4.78%	1.82%	6.68%
MSCI ACWI	<u>22.34%</u>	<u>2.96%</u>	<u>1.29%</u>	<u>4.29%</u>
Difference	2.71%	1.81%	0.53%	2.39%
MFS	8.77%	-0.82%	-0.84%	-1.65%
MSCI ACWI	<u>22.34%</u>	<u>2.96%</u>	<u>1.29%</u>	<u>4.29%</u>
Difference	-13.57%	-3.79%	-2.13%	-5.94%
BlackRock Gov't Bond Index	6.24%	0.01%	1.81%	1.82%
Bloomberg Gov't Bond	<u>6.31%</u>	<u>-0.09%</u>	<u>1.81%</u>	<u>1.72%</u>
Difference	-0.07%	0.10%	0.00%	0.10%
BlackRock Aggregate Bond Index		0.21%	1.63%	1.84%
Bloomberg US Aggregate		<u>0.11%</u>	<u>1.64%</u>	<u>1.75%</u>
Difference		0.10%	0.00%	0.10%
Reams	8.70%	0.10%	1.79%	1.90%
Bloomberg US Aggregate	<u>7.30%</u>	<u>0.11%</u>	<u>1.64%</u>	<u>1.75%</u>
Difference	1.40%	0.00%	0.15%	0.15%
Loomis Sayles	9.78%	0.40%	1.04%	1.44%
Bloomberg US Aggregate	<u>7.30%</u>	<u>0.11%</u>	<u>1.64%</u>	<u>1.75%</u>
Difference	2.48%	0.29%	-0.60%	-0.31%
UBS	9.75%	1.07%	0.75%	1.82%
SOFR + 4%	<u>8.34%</u>	<u>0.64%</u>	<u>0.61%</u>	<u>1.25%</u>
Difference	1.41%	0.42%	0.14%	0.57%
Aptitude	11.94%	1.65%	0.65%	2.31%
SOFR + 4%	<u>8.34%</u>	<u>0.64%</u>	<u>0.61%</u>	<u>1.25%</u>
Difference	3.59%	1.01%	0.05%	1.06%
Principal	14.82%	5.84%	-1.10%	4.67%
Blended Benchmark	<u>16.54%</u>	<u>5.60%</u>	<u>-1.47%</u>	<u>4.05%</u>
Difference	-1.72%	0.24%	0.37%	0.62%
Baird	5.10%	0.28%	0.44%	0.72%
Bloomberg Govt/Credit 1-3 Year	<u>5.35%</u>	<u>0.23%</u>	<u>0.52%</u>	<u>0.75%</u>
Difference	-0.25%	0.05%	-0.08%	-0.03%
Total MERS	12.88%	1.88%	1.67%	3.59%

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, AQR, Principal, UBS, and Aptitude).

ACTUAL ALLOCATIONS

Feb 28, 2026

		Target	Market Value	Allocation
EQUITY				
Public Equity				
Domestic				
Passive Large Cap Equity	Northern Trust (S&P 500)	3.19%	\$ 206,225,740	3.06%
	BlackRock (Russell 1000 Value)	3.19%	\$ 221,162,751	3.28%
	Sub-Total Passive Large Cap Equity	6.37%	\$ 427,388,492	6.34%
Active Large Cap Equity	Polen (S&P 500)	1.79%	\$ 95,560,206	1.42%
	DFA (Russell 1000 Value)	2.28%	\$ 160,714,052	2.38%
	Sub-Total Active Large Cap Equity	4.06%	\$ 256,274,259	3.80%
Active Mid/Small Cap Equity	Earnest Partners (Russell MidCap)	2.95%	\$ 201,972,235	3.00%
	DFA (Russell 2000 Value)	2.81%	\$ 208,109,106	3.09%
	Sub-Total Active Mid/Small Cap Equity	5.76%	\$ 410,081,341	6.08%
Total Domestic		16.20%	\$ 1,093,744,091	16.22%
International				
Active International Equity	Brandes (MSCI EAFE)	4.74%	\$ 343,886,851	5.10%
	DFA (MSCI EAFE Small Cap)	2.62%	\$ 200,154,174	2.97%
	AQR (MSCI EM)	1.63%	\$ 125,977,269	1.87%
	Sub-Total Active International Equity	8.99%	\$ 670,018,294	9.94%
Passive International Equity	BlackRock (MSCI ACWI ex US Growth)	3.61%	\$ 249,893,015	3.71%
Total International		12.60%	\$ 919,911,309	13.65%
Global				
Active Global Equity	BlackRock (MSCI ACWI)	3.96%	\$ 275,311,866	4.08%
	MFS (MSCI ACWI)	3.24%	\$ 206,731,846	3.07%
Total Global		7.20%	\$ 482,043,711	7.15%
Total Public Equity		36.00%	\$ 2,495,699,111	37.02%
Private Equity				
	Abbott Capital (Russell 3000 Quarter Lag + 2%)	3.85%	\$ 299,572,842	4.44%
	Mesirow (Russell 3000 Quarter Lag + 2%)	3.85%	\$ 313,858,841	4.66%
	Neuberger Berman (Russell 3000 Quarter Lag + 2%)	1.65%	\$ 86,450,379	1.28%
	Apogem (Russell 3000 Quarter Lag + 2%)	1.65%	\$ 105,130,918	1.56%
Total Private Equity		11.00%	\$ 805,012,980	11.94%
TOTAL EQUITY (Public Equity + Private Equity)		47.00%	\$ 3,300,712,091	48.96%
FIXED INCOME & ABSOLUTE RETURN				
Fixed Income				
Cash				
		1.00%	\$ 170,629,691	2.53%
Passive Fixed Income	BlackRock (Bloomberg US Government)	7.75%	\$ 515,306,322	7.64%
	BlackRock (Bloomberg US Aggregate)	3.41%	\$ 226,442,714	3.36%
	Sub-Total Passive Fixed Income	11.16%	\$ 741,749,035	11.00%
Active Fixed Income	Reams (Bloomberg US Aggregate)	9.92%	\$ 853,411,909	12.66%
	Loomis Sayles (Bloomberg US Aggregate)	9.92%	\$ 653,400,320	9.69%
	Sub-Total Active Fixed Income	19.84%	\$ 1,506,812,229	22.35%
Total Fixed Income		32.00%	\$ 2,419,190,955	35.88%
Absolute Return				
		3.86%	\$ 222,789,159	3.30%
		5.14%	\$ 311,792,924	4.62%
Total Absolute Return		9.00%	\$ 534,582,084	7.93%
TOTAL FIXED INCOME & ABSOLUTE RETURN		41.00%	\$ 2,953,773,039	43.81%
PRIVATE REAL ESTATE				
Private Real Estate - Core	JP Morgan (NFI-ODCE)	2.55%	\$ 85,212,072	1.26%
	Morgan Stanley (NFI-ODCE)	3.20%	\$ 148,763,488	2.21%
	LaSalle (NFI-ODCE)	2.98%	\$ 111,995,558	1.66%
	Prologis (NFI-ODCE)	1.61%	\$ 83,432,627	1.24%
	Harrison Street (NFI-ODCE)	1.66%	\$ 49,585,293	0.74%
	Sub-Total Private Real Estate - Core	12.00%	\$ 478,989,038	7.10%
Private Real Estate - Non-Core	Non-Core Real Estate (NFI-ODCE)	0.00%	\$ 8,265,819	0.12%
TOTAL PRIVATE REAL ESTATE		12.00%	\$ 487,254,857	7.23%
TOTAL ERS			\$ 6,741,739,987	100.00%
Total City Reserve Fund		R. W. Baird		94,634,744

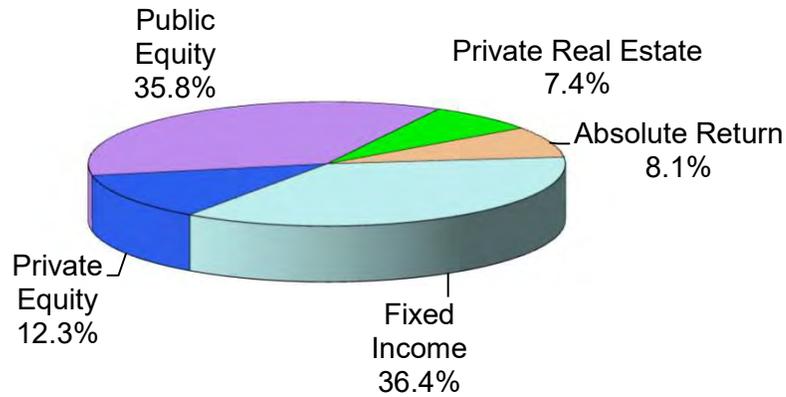
PROJECTED TARGET ALLOCATIONS

Mar 18, 2026

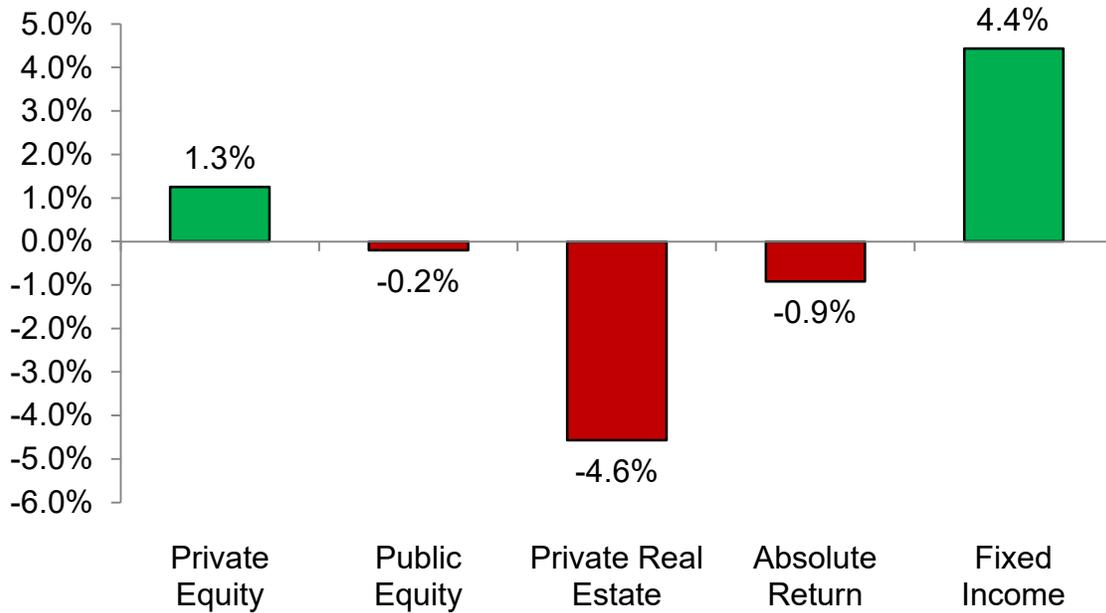
		Target	Market Value	Allocation
EQUITY				
Public Equity				
Domestic				
Passive Large Cap Equity	Northern Trust (S&P 500)	4.98%	\$ 293,659,286	4.48%
	BlackRock (Russell 1000 Value)	3.19%	\$ 210,860,686	3.22%
	Sub-Total Passive Large Cap Equity	8.16%	\$ 504,519,972	7.69%
Active Large Cap Equity	DFA (Russell 1000 Value)	2.28%	\$ 153,462,164	2.34%
	Sub-Total Active Large Cap Equity	2.28%	\$ 153,462,164	2.34%
Active Mid/Small Cap Equity	Earnest Partners (Russell MidCap)	2.95%	\$ 189,014,490	2.88%
	DFA (Russell 2000 Value)	2.81%	\$ 195,172,163	2.98%
	Sub-Total Active Mid/Small Cap Equity	5.76%	\$ 384,186,653	5.86%
Total Domestic		16.20%	\$ 1,042,168,788	15.89%
International				
Active International Equity	Brandes (MSCI EAFE)	4.74%	\$ 318,345,992	4.86%
	DFA (MSCI EAFE Small Cap)	2.62%	\$ 179,709,532	2.74%
	AQR (MSCI EM)	1.63%	\$ 114,880,582	1.75%
	Sub-Total Active International Equity	8.99%	\$ 612,936,106	9.35%
Passive International Equity	BlackRock (MSCI ACWI ex US Growth)	3.61%	\$ 233,405,719	3.56%
Total International		12.60%	\$ 846,341,825	12.91%
Global				
Active Global Equity	BlackRock (MSCI ACWI)	3.96%	\$ 264,888,453	4.04%
	MFS (MSCI ACWI)	3.24%	\$ 194,005,027	2.96%
Total Global		7.20%	\$ 458,893,481	7.00%
Total Public Equity		36.00%	\$ 2,347,404,094	35.80%
Private Equity				
	Abbott Capital (Russell 3000 Quarter Lag + 2%)	3.85%	\$ 300,462,842	4.58%
	Mesirow (Russell 3000 Quarter Lag + 2%)	3.85%	\$ 313,858,841	4.79%
	Neuberger Berman (Russell 3000 Quarter Lag + 2%)	1.65%	\$ 86,450,379	1.32%
	Apogem (Russell 3000 Quarter Lag + 2%)	1.65%	\$ 102,691,787	1.57%
Total Private Equity		11.00%	\$ 803,463,849	12.25%
TOTAL EQUITY (Public Equity + Private Equity)		47.00%	\$ 3,150,867,943	48.05%
FIXED INCOME & ABSOLUTE RETURN				
Fixed Income				
Cash				
Passive Fixed Income	BlackRock (Bloomberg US Government)	7.75%	\$ 507,047,218	7.73%
	BlackRock (Bloomberg US Aggregate)	3.41%	\$ 222,656,917	3.40%
	Sub-Total Passive Fixed Income	11.16%	\$ 729,704,135	11.13%
Active Fixed Income	Reams (Bloomberg US Aggregate)	9.92%	\$ 839,007,676	12.80%
	Loomis Sayles (Bloomberg US Aggregate)	9.92%	\$ 642,071,859	9.79%
	Sub-Total Active Fixed Income	19.84%	\$ 1,481,079,535	22.59%
Total Fixed Income		32.00%	\$ 2,388,845,688	36.43%
Absolute Return				
	Aptitude (SOFR + 4%)	3.86%	\$ 221,363,322	3.38%
	UBS (SOFR + 4%)	5.14%	\$ 308,674,995	4.71%
Total Absolute Return		9.00%	\$ 530,038,317	8.08%
TOTAL FIXED INCOME & ABSOLUTE RETURN		41.00%	\$ 2,918,884,004	44.52%
PRIVATE REAL ESTATE				
Private Real Estate - Core	JP Morgan (NFI-ODCE)	2.55%	\$ 85,212,072	1.30%
	Morgan Stanley (NFI-ODCE)	3.20%	\$ 148,763,488	2.27%
	LaSalle (NFI-ODCE)	2.98%	\$ 111,995,558	1.71%
	Prologis (NFI-ODCE)	1.61%	\$ 83,432,627	1.27%
	Harrison Street (NFI-ODCE)	1.66%	\$ 49,585,293	0.76%
	Sub-Total Private Real Estate - Core	12.00%	\$ 478,989,038	7.30%
Private Real Estate - Non-Core	Non-Core Real Estate (NFI-ODCE)	0.00%	\$ 8,262,893	0.13%
TOTAL PRIVATE REAL ESTATE		12.00%	\$ 487,251,931	7.43%
TOTAL ERS			\$ 6,557,003,879	100.00%
Total City Reserve Fund		R. W. Baird		94,371,139

PROJECTED VERSUS POLICY ALLOCATIONS

Asset Mix Using Projected Balances



Asset Allocation vs. Current Policy Benchmark



YTD Market Value Change

December 31, 2025 Market Value including City Reserve & PABF Accounts			\$ 6,474,031,325
Monthly Cash Outflows thru	<u>March 18, 2026</u>		
Retiree Payroll Expense		\$ (82,704,217)	
PABF Payroll Expense		\$ -	
Expenses Paid		\$ (2,605,000)	
GPS Benefit Payments		\$ (444,410)	
Sub-Total Monthly Cash Outflows		\$ (85,753,627)	\$ (85,753,627)
Monthly Cash Inflows thru	<u>March 18, 2026</u>		
Contributions		\$ 213,447,173	
PABF Contribution		\$ -	
Sub-Total Monthly Contributions		\$ 213,447,173	\$ 213,447,173
Capital Market Gain/(Loss)			\$ 49,650,147
Value including City Reserve & PABF Accounts as of	<u>March 18, 2026</u>		\$ 6,651,375,017
Less City Reserve Account ¹			\$ 94,371,139
Less PABF Fund ²			\$ 2,592
Net Projected ERS Fund Value as of	<u>March 18, 2026</u>		\$ 6,557,001,287

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.

2026 ESTIMATED MONTHLY CASH FLOWS

Revised 3/19/2026

(in 000's)

	<u>12/31/2025</u>	<u>1/31/2026</u>	<u>2/28/2026</u>	<u>3/31/2026</u>	<u>4/30/2026</u>	<u>5/31/2026</u>	<u>6/30/2026</u>	<u>7/31/2026</u>	<u>8/31/2026</u>	<u>9/30/2026</u>	<u>10/31/2026</u>	<u>11/30/2026</u>	
Beginning Cash Account Balance													
Townsend Cash Account	-	-	-	-	-	-	-	-	-	-	-	-	-
Cash Contribution Account	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee Cash Account	53,360	71,342	168,690	-	-	-	-	-	-	-	-	-	-
Total Cash Available	53,360	71,342	168,690	-	-	-							
Less: Estimated Cash Needs for non-Investment Outflows	41,500	41,500	41,500	-	-	-	-	-	-	-	-	-	-
Cash Available for Other Outflows	11,860	29,842	127,190	-	-	-							
For Monthly Cash Outflows of:													
	<u>Jan-2026</u>	<u>Feb-2026</u>	<u>Mar-2026</u>	<u>Apr-2026</u>	<u>May-2026</u>	<u>Jun-2026</u>	<u>Jul-2026</u>	<u>Aug-2026</u>	<u>Sep-2026</u>	<u>Oct-2026</u>	<u>Nov-2026</u>	<u>Dec-2026</u>	<u>Total 2026</u>
Retiree Payroll Expense	(41,364)	(41,785)	(42,009)	(42,113)	(42,217)	(42,321)	(42,426)	(42,531)	(42,636)	(42,741)	(42,847)	(42,953)	(507,943)
Normal Retirement Payroll	(41,298)	(41,406)	(41,509)	(41,613)	(41,717)	(41,821)	(41,926)	(42,031)	(42,136)	(42,241)	(42,347)	(42,453)	(502,498)
Retiree Lump Sum Payments	(66)	(379)	(500)	(500)	(500)	(500)	(500)	(500)	(500)	(500)	(500)	(500)	(5,444)
Real Estate Capital Calls	(136)	-	(25)	(23,000)	-	-	-	-	-	-	-	-	(23,162)
Private Equity Capital Calls	(59)	(3,870)	(2,307)	-	-	-	-	-	-	-	-	-	(6,236)
Expenses Paid through City	(2,053)	(552)	(439)	(2,053)	(2,053)	(2,053)	(2,053)	(2,053)	(2,053)	(2,053)	(2,053)	(2,053)	(21,521)
PABF Payroll	-	-	-	-	-	-	-	-	-	-	-	-	-
Sub-Total Monthly Cash Outflows	(43,613)	(46,207)	(44,780)	(67,166)	(44,270)	(44,374)	(44,479)	(44,584)	(44,689)	(44,794)	(44,900)	(45,006)	(558,861)
For Monthly Cash Inflows:													
Sponsoring Agency and Employee Contribution	4,429	2,629	2,635	2,642	2,649	2,655	3,717	2,669	2,675	2,682	2,689	3,764	35,835
Real Estate Distributions	1,736	-	(93)	-	-	-	-	-	-	-	-	-	1,642
Private Equity Distributions	11,965	7,848	2,506	-	-	-	-	-	-	-	-	-	22,319
Miscellaneous Income	183	358	462	300	300	300	300	300	300	300	300	300	3,704
Security Lending Transfer	698	-	-	-	-	-	-	-	-	-	-	-	698
City and Agency Required Contribution	205,085	-	-	-	-	-	-	-	-	-	-	-	205,085
PABF Inflow	-	-	-	-	-	-	-	-	-	-	-	-	-
Sub-Total Monthly Cash Inflows	224,096	10,835	5,510	2,942	2,949	2,955	4,017	2,969	2,975	2,982	2,989	4,064	269,282
Net Monthly Cash Inflows/(Outflows) Before Withdrawals	180,483	(35,372)	(39,270)	(64,224)	(41,321)	(41,419)	(40,462)	(41,615)	(41,714)	(41,812)	(41,911)	(40,942)	(289,579)
Net Monthly Cash Surplus (Need)	192,342	(5,529)	87,920	(64,224)	(41,321)	(41,419)	(40,462)	(41,615)	(41,714)	(41,812)	(41,911)	(40,942)	(120,687)
Monthly Cash Withdrawals (Additions)													
AQR	-	4,200	(4,200)	-	-	-	-	-	-	-	-	-	-
BlackRock Global Alpha Tilts	-	-	-	-	-	-	-	-	-	-	-	-	-
BlackRock Russell 1000 Value Index	-	-	-	-	-	-	-	-	-	-	-	-	-
BlackRock US Government Bond Index	(24,000)	-	-	-	-	-	-	-	-	-	-	-	-
Blackrock US Aggregate Index Fund	(151,000)	-	-	-	-	-	-	-	-	-	-	-	-
Brandes	-	12,400	-	-	-	-	-	-	-	-	-	-	-
Dimensional Fund Advisors US Large Cap	-	-	-	-	-	-	-	-	-	-	-	-	-
Dimensional Fund Advisors International	-	7,100	-	-	-	-	-	-	-	-	-	-	-
Dimensional Fund Advisors US Small Cap	-	7,700	-	-	-	-	-	-	-	-	-	-	-
Earnest	-	7,300	-	-	-	-	-	-	-	-	-	-	-
Loomis Sayles	(55,000)	(50,000)	-	-	-	-	-	-	-	-	-	-	-
MFS	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern Trust S&P 500 Index	-	-	-	-	-	-	-	-	-	-	-	-	-
Polen	-	-	33	-	-	-	-	-	-	-	-	-	-
Principal	67,500	148,213	-	-	-	-	-	-	-	-	-	-	-
Reams	-	-	-	-	-	-	-	-	-	-	-	-	-
Transition Account	-	7	49	-	-	-	-	-	-	-	-	-	-
UBS A&Q	-	-	-	-	-	-	-	-	-	-	-	-	-
Goldman/Aptitude	-	-	-	-	-	-	-	-	-	-	-	-	-
Sub-Total Monthly Cash Withdrawals	(162,500)	136,920	(4,118)	-	-	-							
Estimated Month-End Cash Balance													
Cash Available	29,842	131,390	83,802	(64,224)	(41,321)	(41,419)	(40,462)	(41,615)	(41,714)	(41,812)	(41,911)	(40,942)	
Estimated Cash Needs for non-Investment Outflows	41,500	41,500	41,500	-	-	-	-	-	-	-	-	-	
Total Cash Estimated on Hand For Next Month	71,342	172,890	125,302	(64,224)	(41,321)	(41,419)	(40,462)	(41,615)	(41,714)	(41,812)	(41,911)	(40,942)	