

MINUTES OF BOSTON RETIREMENT BOARD

Administrative Session

August 20, 2025

Boston Retirement Board

Board Room 816, Boston City Hall

Boston, Massachusetts 02201

TRUSTEES IN ATTENDANCE: Thomas V.J. Jackson (Chairman); Karen T. Cross, Elected Member; Sally D. Glora, Mayoral Appointed Member; Scott M. Finn, Ex Officio Member; Sean F. Kelly, Elected Member.

STAFF IN ATTENDANCE: Timothy J. Smyth, Executive Officer; Christine M. Weir, Deputy Executive Officer; John F. Kelly, Investment Analyst; Natacha Thomas, General Counsel; Ellen M. McCarthy, Comptroller; Gregory Molina, Board Secretary.

ALSO IN ATTENDANCE: Michael Manning, Kiley Murphy, Michal Sullivan, Matthew Travolini, Collen Lavin of NEPC; Michael Dwyer, Consultant; Janey Frank, Mae Bishop of BTU/RTC; Merrion Romero, Finance Intern.

Convene

The Board voted unanimously via roll call (5-0) to enter the Administrative Session at approximately 9:04 a.m.

Roll Call Vote: Member Cross: Aye; Member Finn: Aye; Member Kelly, Elected Member; Member Glora: Aye and, Chairman Jackson: Aye.

Motion accepted (5-0)

Past Minutes

Motion made, and seconded, to **accept** the Administrative Session Minutes of the 07/16/2025 meeting as presented.

Roll Call Vote: Member Cross: Aye; Member Finn: Aye; Member Kelly: Aye; Member Glora: Aye; and, Chairman Jackson: Aye.

Motion accepted (5-0)

Motion made, and seconded, to **accept** the Administrative Session Minutes of the 08/1/2025 special meeting as presented.

Roll Call Vote: Member Cross: Aye; Member Finn: Aye; Member Kelly: Aye; Member Glora: Aye; and, Chairman Jackson: Aye.

Motion accepted (5-0)

Outstanding/Ongoing Admin. Issues: Timothy J. Smyth, Executive Officer

Change to September board meeting

Mr. Smyth opened by reminding the Board that the September Board meeting will be changed from September 17, 2025 to September 18, 2025, in order to accommodate the PERAC Emerging Issues Conference.

Pension Software

Mr. Dwyer noted that contract negotiations with PTG are underway. Our experience from the Vitech upgrade several years ago provides a strong rationale for adding external resources. Even for an upgrade that does not involve a redesign, the sense was one of constant resource constraints and an ongoing choice between the day-to-day and project needs. The PTG proposal describes a team of 22 with 18 full-time staff.

It was noted that IT Director Flor O'Keefe will not only play a leading role in several PTG aspects of the project, but will also oversee the PMO. Member Glora asked if Mr. Dwyer thought that this was the proper initial staffing to start? Mr. Dwyer stated. Initially, yes. Mr. Smyth stated that from a staff perspective we are much more advanced than in 2013 when the system went live with Vitech. Staff are now more receptive to the technology changes as opposed to the previous roll out, which some staff rejected.

Member Jackson Asked that as far as identifying these supplementary resources, is that process going to start? Mr. Smyth stated that the process had already started. We've reached out to several resources and are waiting for the responses.

PERAC Memos, Reports and/or Forms for Board education:

Mr. Smyth informed the Board that there are PERAC memos in the Board package for educational purposes:

- PERAC Memo 21-2025 re FY26 Budget and the Definition of Wages in Chapter 32;
- PERAC Memo 22-2025 re fraud alert;
- PERAC Memo 23-2025 re Cost of Living for Supplemental Dependent Allowance; and,
- PERAC Memo 24-2025 re reinstatement.

Documents Presented: 1. Agenda of 08.20.2025 Administrative Session. 2. Administrative Session Minutes of 07.16.2025 and 8.1.2025. 3. September Board meeting date change to 09/18/2025. 4. BRS Board Cyber and Pension Software

2025_0820. 5. BRS Authorized Signatories for FY26. 6. PERAC Memo 21-2025 re FY26 Budget and the Definition of Wages in Chapter 32. 7. PERAC Memo 22-2025 re fraud alert. 8. PERAC Memo 23-2025 re Cost of Living for Supplemental Dependent Allowance. 9. PERAC Memo 24-2025 re reinstatement.

Outstanding/Ongoing Investment Issues: John Kelly, Investment Analyst

Private Debt Search

Ms. Murphy started by stating that the private debt search was issued in alignment with the 2025 pacing plan, targeting approximately \$100 million in commitments across credit opportunities, direct lending, and niche lending. Thus far, \$65 million has been committed: \$40 million to credit opportunities and \$25 million to direct lending. There is approximately \$35 million left to commit to private debt this year, which may be allocated to niche lending. There is also flexibility to allocate additional funds to direct lending, as discussed in July. Today, we will review the shortlist of niche lending respondents selected by the Board and determine finalists to interview in September.

Member Jackson was concerned by the number of presenters to the Board. Mr. Manning stated that there will be a few searches going on and a few presentations in the upcoming months. Real Estate is in three parts, value-add, opportunistic and debt. Mr. Manning responded by stating that there is some flexibility to extend the less pressing searches.

Mr. Sullivan gave a brief overview of the respondents and their strengths for the Private debt search. Brookfield, Infrastructure Debt Fund IV; EnTrust, Blue Ocean Onshore Fund II; Galvanize, Capital Solutions Fund I; Mesirow, Specialty Finance VII, and Pathlight, Capital Fund IV..

The Board, Board staff and NEPC discussed the merits of all the firms, other investors, track records, size of firms, investment sectors and other macro financial considerations before expressing their recommendations to NEPC. The Board identified Mesirow, Galvanize and Pathlight to present at the September 2025 Board meeting.

Real Estate Search

Ms. Murphy stated that the real estate search was issued in alignment with the 2025 pacing plan, targeting approximately \$90 million in commitments across value-add, opportunistic, and debt strategies. The search received over 80 responses. Today, we will review the respondents by strategy type and determine the next steps in the search process.

Mr. Travolini gave a brief overview of the respondents and their strengths for the Real Estate Opportunistic Search. The opportunistic respondents and NEPC recommended managers are Starwood, Distressed Opportunity Fund XIII, Related Fund Management, Related Real Estate Fund IV and Greystar, Greystar Essential Housing Fund.

The Board, Board staff and NEPC discussed the merits of all the firms, other investors, track records, size of firms, investment sectors and other macro financial considerations before expressing their recommendations to NEPC. The Board identified Starwood and Related to present at the November 2025 Board meeting.

Mr. Travolini gave a brief overview of the respondents and their strengths for the Debt search. The Debt respondents and NEPC recommended managers are ACORE, Opportunistic Credit II; Basis Management Group, BIG Real Estate Fund III; BGO, US Value-Add Lending II; Oaktree, Oaktree Real Estate Debt Fund IV.

The Board, Board staff and NEPC discussed the merits of all the firms, other investors, track records, size of firms, investment sectors and other macro financial considerations before expressing their recommendations to NEPC. The Board identified Tristan Capital, Tristan Income Plus Strategy II; Oaktree, Oaktree Real Estate Debt Fund IV; and Basis Management Group, BIG Real Estate Fund III to present at the October 2025 Board meeting.

Member Jackson recused himself from the Meeting due to his employment with Berkshire Residential Investments. It was noted that Mr. Jackson previously filed a disclosure form. Mr. Jackson returned to the meeting after this portion of this presentation.

In the Value-Add space Mr. Travolini gave a brief overview of the respondents and their strengths for the Value-Add search. The Board, Board staff and NEPC discussed the merits of the firms, track records, size of firms, investment sectors and other macro financial considerations before expressing their recommendations to NEPC. The Board identified Artemis, Berkshire, Blue Owl, Brookfield, Intercontinental and TA Realty to conduct further due diligence on and discuss at the October Board meeting.

Q2 2025 Performance

Ms. Murphy presented the System's performance. She stated that the Total Fund Market Value was \$7,813,482,430; the fund was +0.3% for the month of July; year-to-date was +7.5%; 1-year period was +9.0%; 3-year period was +8.2% and the 5-year period was +8.0%.

Work Plan

NEPC has included an updated work plan with the meeting materials:

	AUG	SEP	OCT	NOV	DEC	JAN	FEB
TOTAL PLAN							
Asset Allocation							
Performance	Q2			Q3			Q4
Education / Review							
TRADITIONAL							
Search / Presentations	Issue EMD Search		EMD Respondents Issue Int'l Equity Search	EMD Analysis	EMD Presentations Review Int'l Equity Respondents	Int'l Equity Analysis	Int'l Equity Presentations
HEDGE FUNDS							
Program Planning							
Search / Presentations							
PRIVATE MARKETS							
Program Planning							Pacing Plan
Search / Presentations	Niche Search Review	Niche Presentations Review PE Respondents	Private Equity Analysis	Private Equity Presentations			
Performance	Q1			Q2			Q3
REAL ESTATE							
Program Planning							Pacing Plan
Search / Presentations	Search Review	Analysis/ Presentations	Presentations	Presentations			
Performance	Q1			Q2			Q3

Mr. Manning stated that in September, the Niche Private Credit Managers will present to the Board. In October, November and December the Real Estate Managers will present to the Board.

Documents Presented: 1. NEPC 2025 07 Meeting Materials.

Outstanding/Ongoing Financial Issues: Ellen M. McCarthy, Comptroller

July 2025 Financial Snapshot

Ms. McCarthy reported the July 2025 pension payroll as follows: Contributory payroll: \$67,276,867; Contributory Payees: 15,856; Non-contributory payroll: \$348,371; Total Non-contributory payees: 36; Regular Retirees: 20; Survivor/Beneficiary Retirees: 3; Disability Retirees: 4; Option C/Disb Surv: 8; Members Refunds: 60 for \$1,346,084; Members Transfers: 16 for \$586,321; Option B Refunds: 2 for \$14,240; and, Operational Warrants: \$1,196,602.

Ms. McCarthy stated that the PERAC audit was winding down. The auditor sent us a preliminary report and staff is scheduled to meet with the PERAC auditors on 08/22/2025. Ms. McCarthy does not see anything material on the preliminary report. She noted some process improvements, but nothing out of the ordinary. It will be presented at a later date to the Board.

Mr. Smyth stated that one thing that was flagged was the group classification for Municipal Protective Service Security Guards (MPSS). MPSS guards are classified as group two members. Years ago, the MPSS were considered Police and carried weapons and had arrest powers, some were actually group 4. There was a whole host of litigation, they were group 4 then they merged with the Police department. Today the MPSS Guards do not have arrest powers and should be Group 1. There is one caveat that they call them the Public Works Police, but they don't work for Public Works. So, Mr. Smyth is not sure how they would fall under that group 2 classification. PERAC considers them as Group 1 and Mr. Smyth will address that with the Board by way of a legal memorandum.

Ms. McCarthy also stated that the biennial affidavits have been mailed out to members and beneficiaries (approximately 14,600). It was noted that members have been returning them with a quick turn around period.

Board Member Finn raised the home rule petition relative to 911 Telecommunicators and group classification for group 4. Mr. Smyth indicated it would impact Police Department 911 Telecommunicators only.

Documents Presented: 1. July snapshot for calendar year 2025. 2. 06.25_Cash Receipts_Summary. 3. 06.2025 Direct Deposit Account Statement 4. 06.25_Adjusting Entries_Summary 5. 06.25_Cash Disbursements_Summary. 6. 06.2025 MMDT Account Statement. 7. 06.2025 Operating Account Reconciliation.

8. 06.2025 Retirement Payments Account Statement. 9. 06.2025 Operating Account Statement 10. Warrants Paid_06.2025 11. Trial Balance_06.2025 12. General Ledger_06.2025 13. New Retirement Account Listing June 2025 14. 06.2025 BRS Cash Projections.

Outstanding/Ongoing Operations Issues: Christine M. Weir, Deputy Executive Director

Renovation of Room 816 update

Ms. Weir stated that the construction of Room 816 is completed. There is a punch list of items that still need to be addressed, but for the most part it is completed, and staff has returned to City Hall.

July 2025 payroll update

Ms. Weir provided an update on the payroll numbers for the month of July 2025:

28	Superannuation retirees
3	Death of an active member
4	Disability cases (Section 7)
10	Did not make it to payroll
20	Superannuation.

October Payroll

Ms. Weir continued by stating that staff is gearing up for the October payroll. The System usually processes over a hundred retirees in October due to a large number of teacher retirees.

HERO Act and Military Buyback

Ms. Weir stated that this is still work in progress and that the due date is rapidly approaching, which will bring this to a conclusion.

Vacation buybacks and recalculations

Ms. Weir informed the Board about the outstanding vacation and CBA recalculations processing statistics. She stated that The Police Department has 67 cases completed. There are 239 current cases for a completion percentage of 51%. There are 231 cases for the Fire department with 126 completed, for a completion percentage of 54%. Ms. Weir updated the numbers for the Boston Housing Authority from the previous month. The staff has completed 9 cases, 36 remain to be processed for a completion rate of 20%. SENA, 21% and others at 30%. Mr. Smyth added that the System is looking to add additional resources to address the backlog.

Documents Presented: 1. New Retirement Account Listing July 2025. 2. Project update August 2025 Board Meeting.

Outstanding/Ongoing Legal Issues: Natacha Thomas, General Counsel

Ms. Thomas stated that there were no legal issues to discuss in the administrative session.

Adjourn from Administrative Session

The Board voted unanimously via roll call (5-0) to adjourn from Administrative Session and enter Executive Session at approximately 10:37 a.m.

Roll Call Vote: Member Cross: Aye; Member Finn: Aye; Member Kelly: Aye; Member Glora Aye; and Chairman Jackson: Aye.

Motion accepted (5-0)

Respectfully submitted,
BOSTON RETIREMENT BOARD



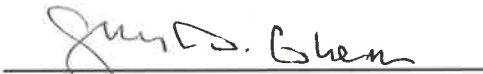
Thomas V.J. Jackson
Chairman



Scott M. Finn
Ex Officio Member



Karen T. Cross
Elected Member



Sally D. Glora
Mayoral Appointed Member



Sean F. Kelly
Elected Member