



SFERS

San Francisco Employees' Retirement System

San Francisco City and County Employees' Retirement System

RETIREMENT BOARD MEETING MINUTES

Wednesday, July 9, 2025

1145 Market Street, 6th Floor

San Francisco, CA 94103

11:00 AM

Please take notice that the Retirement Board will begin its meeting with a closed session item. The Board will take public comment before going into closed session, limited to the topic of the closed session item. The Board will return to open session and begin the public portion of the meeting with General Public Comment, not earlier than 11:30 AM

Members of the Board will attend this meeting in-person. Members of the public attending the meeting in person will have an opportunity to provide public comment on every item. In addition to in-person public comment, members of the public may provide public comment remotely by phone. The Board will hear remote public comment on each agenda item in the order that commenters add themselves to the queue to comment on the item.

MISSION STATEMENT

San Francisco City and County Employees' Retirement System is Dedicated to Securing, Protecting and Prudently Investing the Pension Trust Assets, Administering Mandated Benefit Programs, and Providing Promised Benefits.

RETIREMENT BOARD MEMBERS

A.J. Thomas, President

Leona Bridges, Vice President

Joseph Driscoll

Shruti Gandhi

Scott Heldfond

Stephen Sherrill

Tim O'Connor

Alison Romano, CEO & CIO

Retirement Board Meeting

PUBLIC COMMENT CALL-IN: 415-655-0001

Access Code: 2663 513 9171

Providing Public Comment

- Public comment will be available on each item on this agenda. Each speaker will be allowed 2 minutes to speak. Comments or opportunities to speak during the public comment period are available via phone call by calling **(415) 655-0001**, access code **[2663 513 9171]**, press '#' then '#' again.
- When connected you will hear the meeting discussions, but you will be muted and in listening mode only.
- When your item of interest comes up, dial *3 to be added to the speaker line. Best practices are to call from a quiet location, speak clearly and slowly, and turn down your television, radio, or computer.

Retirement Board Meeting Calendar

July 9, 2025

Page 3 of 14

DISABILITY ACCESS

The San Francisco Employees' Retirement System is wheelchair accessible. This meeting will be broadcast and captioned on SFGovTV. Remote public participation is available upon request for individuals who cannot attend in person due to disability. Making a request to participate remotely no later than one hour prior to the start of the meeting helps ensure availability of the meeting link. Sign Language Interpretation is also available upon request. Allowing a minimum of 48 business hours for accommodation requests (for example, for auxiliary aids and services) helps ensure availability. To request accommodation, please contact the Board Secretary at jennie.ngo@sfgov.org or 415.487.7012.

There is accessible parking in the vicinity of 1145 Market Street at Civic Center Plaza. Accessible **MUNI** lines are available at the corner of Market Street and 8th Street. The closest accessible **MUNI /BART** station is Civic Center Station.

Materials accompanying the agenda are available for public inspection and copying at SFERS, 1145 Market Street, 7th Floor. For additional information, please contact Jennie Ngo, Board Secretary, at (415) 487-7012. Written reports or background materials for calendar items are available for public inspection and are available online at <https://mysfers.org/about-sfers/retirement-board/>.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE SUNSHINE ORDINANCE TASK FORCE.

Sunshine Ordinance Task Force, City Hall, 1 Dr Carlton B. Goodlett Place, Room 244, San Francisco, CA 94103-4689
(415) 554-7724 by fax at (415) 554-7854 or by email at sotf@sfgov.org

Citizens interested in obtaining a free copy of the Sunshine Ordinance can print a copy of Chapter 67 of the San Francisco Administrative Code on the Internet, <http://www.sfgov.org/sunshine/>

Any materials distributed to the Retirement Board (or committee) within 72 hours of the meeting or after distribution of the agenda packet to Board (or committee) members are available for public inspection at SFERS, 1145 Market Street, 7th Floor, during regular office hours.

Lobbyist Registration and Reporting Requirements:

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code sections 2.100 – 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94103, telephone (415) 252-3100, fax (415) 252-3112 and web site: www.sfgov.org/ethics

Meetings are recorded by SFGovTV, the Government Channel 26. For rebroadcast scheduling call (415) 554-4188. Video on demand is available at: <http://sfgovtv.org>

1. Roll Call

| | |
|-------------------------------|----------|
| Commissioner Leona Bridges | Absent |
| Commissioner Joseph Driscoll | 11:00 AM |
| Commissioner Shruti Gandhi | 11:12 AM |
| Commissioner Scott Helfond | 11:00 AM |
| Commissioner Tim O'Connor | 11:00 AM |
| Commissioner A.J. Thomas | 11:00 AM |
| Commissioner Stephen Sherrill | 11:20 AM |

2. Communications

| | | |
|---------------------|---------------------------------------|-----------------------|
| 3. 071024-03 | Discussion and Possible Action | CLOSED SESSION |
|---------------------|---------------------------------------|-----------------------|

The Board left Closed Session at 11:40 and continued with Open Session to Item # 4.

4. 070925-04 General Public Comment – Not earlier than 11:30

There were no comments from the public and General Public Comment was closed.

| | | |
|---------------------|--------------------|---|
| 5. 070925-05 | Action Item | Minutes of May 14, 2025 Retirement Board Meeting |
|---------------------|--------------------|---|

Action: Moved by Commissioner Helfond, seconded by Commissioner O'Connor, to approve Minutes of the May 14, 2025, Retirement Board Meeting.

Retirement Board Meeting Calendar

July 9, 2025

Page 5 of 14

Ayes: Commissioner Gandhi, Helfond, O'Connor, Thomas, Sherrill

Absent: Commissioner Bridges, Driscoll

CONSENT CALENDAR

All matters listed hereunder constitute a Consent Calendar, are considered to be routine by the Retirement Board and will be acted upon by a single vote of the Retirement Board. There will be no separate discussion of these items unless a member of the Retirement Board requests, in which event the matter shall be removed from the Consent Calendar and considered as a separate item.

| 6. 070925-06 | Action Item | Consent Calendar |
|---|--|---|
| 070925-06a | Action Item | Voluntary Retirement Board List No. 1-25 |
| 070925-06b | Action Item | Decisions of Hearing Officers |
| Applicant - A Effective Date: 04/01/2024 | 8238 Public Safety Comm Dispatcher DEM | Ordinary Disability Retirement/Vest Granted |
| Applicant - B Effective Date: 07/01/2023 | Q082 Captain 3 Police | Industrial Disability Retirement/Stip Granted |
| Applicant - C Effective Date: 11/20/2024 | Q004 Police Officer 3 Police | Industrial Disability Retirement Granted |
| Applicant - D Effective Date: 02/04/2022 | H030 Captain, Fire Suppression Fire | Industrial Disability Retirement/Stip Granted |
| Applicant - E Effective Date: PERS | 8304 Deputy Sheriff Sheriff | CalPERS Disability Retirement Certified |
| Applicant - F Effective Date: 11/03/2023 | H020 Lieutenant, Fire Suppression Fire | Industrial Disability Retirement/Stip Granted |
| Applicant - G Effective Date: 11/30/2022 | H020 Lieutenant, Fire Suppression Fire | Industrial Disability Retirement/Stip Granted |
| Applicant - H Effective Date: 10/01/2024 | H003 EMT/Paramedic/Firefighter Fire | Industrial Disability Retirement Granted |

Retirement Board Meeting Calendar

July 9, 2025

Page 6 of 14

| | | |
|---|--|---|
| Applicant - I Effective Date: 11/01/2021 | 2727 School Custodian Supervisor I CCD | Ordinary Disability Retirement/Vest Granted |
| Applicant - J Effective Date: 12/15/2023 | H003 EMT/Paramedic/Firefighter Fire | Industrial Disability Retirement/Stip Granted |
| Applicant - K Effective Date: 07/01/2021 | Q004 Police Officer 3 Police | Industrial Disability Retirement/Stip Granted in part/ Denied in part |
| Applicant - L Effective Date: 04/16/2024 | H020 Lieutenant, Fire Suppression Fire | Death as a Result of Duty Granted (Date of Death - 4/16/2024) |
| Applicant - M Effective Date: 07/01/2020 | 8202 Security Guard FAM | Ordinary Disability Retirement/Vest Granted |
| Applicant - N Effective Date: 09/01/2019 | 1934 Storekeeper AIR | Ordinary Disability Retirement/Vest Granted |

070925-06c

Discussion Item

Retirement Board Member Reports and Comments

Report by Commissioner Leona Bridges who attended the Milken Institute 2025 Global Conference, May 4-7, 2025, Beverly Hills, CA.

Report by Commissioner Leona Bridges who attended the NASP 36th Annual Financial Services Conference, June 2-4, 2025, Columbus, OH.

Documents provided to the Retirement Board prior to the current meeting: Voluntary Retirement Board List, Decisions, Conference Request, Conference Attendance Reports.

Public Comment was called.

There were no comments from the public and Public Comment was closed.

Action: Moved by Commissioner Helfond, seconded by Commissioner O'Connor, to adopt the Consent calendar.

Ayes: Commissioner Gandhi, Helfond, O'Connor, Thomas, Sherrill

Absent: Commissioner Bridges, Driscoll

ADMINISTRATION CALENDAR

7. 070925-07 Action Item Board Resolution Recognizing Darlene Armanino

Documents provided to the Retirement Board prior to the current meeting: Draft Resolution

Public Comment was called.

There were no comments from the public and Public Comment was closed.

Action: Moved by Commissioner Helfond, seconded by Commissioner O'Connor to approve Board Resolution Recognizing Darlene Armanino

Ayes: Commissioner Driscoll, Gandhi, Helfond, O'Connor, Thomas, Sherrill

Absent: Commissioner Bridges

8. 070925-08 Action Item Declaration of Vacancy on Retirement Board Occurring February 20, 2026, and Approve Proposed Election Schedule

Documents provided to the Retirement Board prior to the current meeting: Staff Memorandum

Public Comments was called.

There were no comments

Action: Moved by Commissioner Helfond, seconded by Commissioner Gandhi to declare Vacancy on Retirement Board Occurring Feb 20, 2026, and approve proposed election schedule.

Ayes: Commissioner Driscoll, Gandhi, Helfond, O'Connor, Thomas, Sherrill

Absent: Commissioner Bridges

9. 070925-09 Action Item Approval of CEO & CIO Compensation

Documents provided to the Retirement Board prior to the current meeting: Memorandum

Public Comments was called.

There were no comments.

Action: Moved by Commissioner Helfond, seconded by Commissioner Sherrill to approve of the CEO & CIO's total annual compensation of \$740,483 which consists of an annual base salary of \$435,578 and a 70% retention bonus of \$304,905, effective as of July 1, 2025 through June 30, 2026, which is

consistent with the CEO & CIO's current compensation structure. The retention bonus shall be payable quarterly. The annual base salary is subject to any base salary increases that may be negotiated between the City and the Municipal Executives Association (MEA), of which the CEO & CIO is a member.

Ayes: Commissioner Driscoll, Gandhi, Helfond, O'Connor, Thomas, Sherrill

Absent: Commissioner Bridges

10. 070925-10 Action Item President's Committee Assignments

Documents provided to the Retirement Board prior to the current meeting: Staff Memorandum

Public Comments was called.

There were no comments.

Action: Moved by Commissioner O'Connor, Seconded by Commissioner Gandhi to approve President's Committee Assignments.

Ayes: Commissioner Driscoll, Gandhi, Helfond, O'Connor, Thomas, Sherrill

Absent: Commissioner Bridges

11. 070925-11 Discussion Item Operations Oversight Committee Report

Documents provided to the Retirement Board prior to the current meeting: Memorandum.

Public Comments was called.

Alison Romano, CEO & CIO, provided an update to the Retirement Board noting that while the focus the past few years has primarily been on the budget, recent efforts have expanded to include broader operational oversight. She reported that the Committee held a productive discussion covering the Quality Assurance Program, and update on Member Services, and detailed overview of upcoming IT initiatives.

Public Comment was called.

There were no comments from the public and Public Comment was closed.

Action: This is a discussion only item.

12. 070925-12 Discussion Item Personnel Committee Report

Documents provided to the Retirement Board prior to the current meeting: Memorandum.

President Thomas accepted report as presented.

Public Comment was called.

There were no comments from the public and Public Comment was closed.

Action: This is a discussion only item.

13. 070925-13 Discussion Item Update on SFERS Strategic Plan

Documents provided to the Retirement Board prior to the current meeting: Memorandum

Alison Romano, CEO and CIO, reported that no changes are being recommended to the current Strategic Plan. The budget has been aligned with the plan's objectives, and unit heads have developed work plans accordingly. The organization continues to make progress, with key priorities for the upcoming year focused on IT modernization and resiliency.

The board engaged in a question-and-answer session.

Public Comment was called.

There were no comments from the public and Public Comment was closed.

Action: This is a discussion only item.

14. 070925-14 Discussion Item Chief Executive Officer's Report

Documents provided to the Retirement Board prior to the current meeting: Memorandum, Retirement Board Forward Calendar for August 2025 to February 2026, Public Retirement Conferences and Training Programs for SFERS Trustees – Nossaman LLP.

Alison Romano, CEO & CIO provided an administrative update and reminded the Commissioners about the highlighted trainings.

Public Comment was called.

There were no comments from the public and Public Comment was closed.

Action: This is a discussion only item.

DEFERRED COMPENSATION PLAN CALENDAR

15. 070925-15 Discussion Item Deferred Compensation Committee Report

Documents provided to the Retirement Board prior to the current meeting: Memorandum.

Alison Romano, CEO & CIO reported on a productive Committee Meeting. Several items discussed there will be addressed in the next agenda item by Diane Chui Justen, including proposed changes reviewed by the Committee.

Public Comments was called.

There were no comments from the public and Public Comment was closed.

Action: This is a discussion only item.

16. 070925-16 Discussion Item SFDCP Monthly Report

Documents provided to the Retirement Board prior to the current meeting: Memorandum, May 2025 Monthly Activity Report, and SFDCP Q2 Newsletter.

Diane Chui Justen, Deferred Compensation Director, reported on May 2025 Monthly Activity Report & Q2 SFDCP Newsletter.

The board engaged in a question-and-answer session.

Public Comments was called.

There were no comments from the public and Public Comment was closed.

Action: This is a discussion only item.

17. 070925-17 Action Item Updates to the SFDCP Loan Policy

Documents provided to the Retirement Board prior to the current meeting: Memorandum

Diane Chui Justen, Deferred Compensation Director, reported that the Committee held a Q&A session and made minor clarifying edits to the policy. Both the redline and clean versions are provided. The Committee unanimously voted to recommend the policy to the Retirement Board for approval.

The board engaged in a question-and-answer session.

Public Comments was called.

There were no comments from the public and Public Comment was closed.

Action: Moved by Commissioner Driscoll, seconded by Commissioner Helfond to approve proposed changes to the SFDCP Loan Policy

Ayes: Commissioner Driscoll, Gandhi, Helfond, O'Connor, Thomas, Sherrill

Absent: Commissioner Bridges

President Thomas called for a break at 12:33 PM and return to Open Session at 12:45 PM.

INVESTMENT CALENDAR

18. 070925-18 Discussion Item Investment Committee Report

Documents provided to the Retirement Board prior to the current meeting: Staff Memorandum

President Thomas reported on the Board's recent education session, which featured presentation on geopolitical risks by Thomas Mucha and Jared Gross from JP Morgan Asset Management. The session was well-received by attending members, with positive feedback on its value. He noted that both presenters have previously worked with staff, highlighting the relevance and continuity of the educational content.

Public Comments was called.

There were no comments from the public and Public Comment are now closed.

Action: This is a discussion only item.

19. 070925-19 Discussion Item Annual Private Credit Update

Documents provided to the Retirement Board prior to the current meeting: Staff Memorandum, SFERS Annual Private Credit Update.

Alison Romano, CEO & CIO, Kurt Braitberg, Managing Director, Public Markets, Eunice McHugh, Director, Private Credit, Austin Rathe, Senior Portfolio Manager, Private Credit, Henry Toothman, Investment Office, Private Credit, Richard Grimm of Cambridge Associates, provided a detailed review on the current market environment.

As of December 31, 2024, the Private Credit Portfolio had approximately \$3.3 Billion in NAV (9.1% of Total Plan assets) and total exposure (NAV + Unfunded) of \$5.5 Billion (15.1%) of Total Plan

Assets) Since inception, the Private Credit Portfolio has generated a net IRR of 9.7% and a net TVPI of 1.3x.

The board engaged in a question-and-answer session.

Public Comments was called.

There were no comments and Public Comment was closed.

Action: This is a discussion only item.

20. 070925-20 Discussion Item Chief Investment Officer's Report

Documents provided to the Retirement Board prior to the current meeting: Staff Memorandum, Exhibit 1: Performance and Market Update, Exhibit 2: Plan Value Report, Exhibit 3: Update on Closed Investments.

Alison Romano, CEO & CIO, provided a written report on performance, market update, plan value and reported on the following closed investments:

Strategic Partners Infrastructure IV L.P.

Under its delegated authority, SFERS committed \$75 million to Strategic Partners Infrastructure IV L.P., which closed on June 11, 2025. This investment is classified as an Infrastructure investment within the Real Assets portfolio and is SFERS' 13th investment with The Blackstone Group in the Real Assets portfolio.

More information about the firm is available at <https://www.blackstone.com>

Stripes VII, LP

Under its delegated authority, SFERS invested \$50 million in Stripes VII, LP. The investment closed on June 30, 2025.

The fund will be classified as Growth Equity within SFERS' Private Equity portfolio.

More information about Stripes Group is available at <https://www.stripes.co/>

Artemis Real Estate Partners Healthcare Fund III, L.P.

Under its delegated authority, SFERS committed \$60 million in Artemis Real Estate Partners Healthcare Fund III, L.P., of which \$40 million closed on June 30, 2025. Subsequent closings can occur at future dates until the commitment amount is reached. The investment is classified as a

Real Estate investment within the Real Assets portfolio and is SFERS' third investment with Artemis Real Estate Partners.

More information about the firm is available at <https://www.artemisrep.com/>.

TERMINATED INVESTMENTS

Boyu Capital Investment Management Limited

The CEO and CIO approved the termination of Boyu Capital Investment Management Limited on June 11, 2025 with final proceeds to be finalized at a future date. The termination was approved by the CEO & CIO in accordance with SFERS Manager Selection, Monitoring and Termination Policy approved by The Retirement Board at its meeting on July 20, 2023.

The investment was classified as Equities within SFERS' absolute return portfolio share class B of SFARI II.

Public comments was called.

There were no public comment, and Public Comments was closed.

Action: This is a discussion only item.

21. 070925-21 Discussion Item Report on Investment Performance

Documents provided to the Retirement Board prior to the current meeting: Staff Memorandum

Ali Kazemi, Managing Director Wilshire provided report on Investment Performance of the Retirement Fund for the quarter ended March 15, 2025.

For the quarter ended March 31, 2025, the Retirement Fund was valued at \$36.05 Billion. The net of fee total returns for the quarter and the trailing one-year were 0.17% and 4.15%, respectively.

Wilshire's Quarterly Performance Summary report provides a detailed review of the market environment as well as return, risk, and performance attribution at the Total Fund and Asset Class levels.

The board engaged in a question-and-answer session.

Public comments was called.

There were no public comments, and Public Comments was closed.

| | | |
|----------------------|------------------------|--|
| 22. 070925-22 | Discussion Item | Retirement Board Member Good of the Order |
|----------------------|------------------------|--|

Action: This is a discussion only item.

23. 070925-23 Adjournment