



**BOARD MINUTES FOR THE REGULAR MEETING
HELD WEDNESDAY, MARCH 18, 2026, AT 8:30 A.M.
RETIREMENT TRUST ADMINISTRATION BUILDING, 1039 CHELSEA**

Members in Attendance:

Robert Studer, Chairman
Karl C. Rimkus, Vice Chairman
Isaura Valdez, in at 8:42 AM
Karina Brasgalla
Matt Kerr
Deborah G. Hamlyn
Rene Peña
Rep. Chris Canales, in at 8:37 AM

Members Absent:

Rep. Art Fierro

Others in Attendance:

Robert Ash, Executive Director
Adrian Sanchez, Deputy Executive Director
Karina Chavez, Administrative Assistant
David Garcia, Benefits Supervisor
Eduardo Miranda, Legal Counsel
April Shamy, Office of the Comptroller
Alex Ford, Callan LLC
Blaise Keane, Heitman
Gabrielle Hanson, Heitman
Elysha Johnston, UBS
Husayn Hasan, UBS
Joshua Snider, Legal Counsel
Lilliana Khoury, Legal Counsel

- Item 1. Benefits Supervisor David Garcia called the meeting to order at 8:33 AM. Garcia noted that a quorum was met.

MOMENT OF SILENCE

The Retirement Trust Board held a moment of silence in memory of our former employee and retiree, Paulina Castillo.

PLEDGE OF ALLEGIANCE

The Retirement Trust Board recited the Pledge of Allegiance.

NOTICE TO THE PUBLIC

Benefits Supervisor David Garcia read the Notice to the Public.

All matters listed under the CONSENT AGENDA will be considered by the Retirement Trust Board to be routine and will be enacted by one motion in the form listed below. There will be no separate discussion of these items unless members of the Retirement Trust Board or persons in the audience request specific items be removed from the CONSENT AGENDA to the REGULAR AGENDA for discussion prior to the time the Retirement Trust Board votes on the motion to adopt the CONSENT AGENDA.

CONSENT AGENDA

Item 2. Approve the Minutes of the Regular Board Meeting of February 18, 2026.

Item 3. Consideration and action on the following retirements:

	<u>Name</u>	<u>Department</u>	<u>Service Time (estimated)</u>
A.	Age & Service Retirement:		
1.	Arenas, Jesus	El Paso Water	28 years 01 month
2.	De Avila, Javier	Code Enforcement	27 years 06 months
3.	De La Rosa, Raymundo M.	El Paso Water	18 years 08 months
4.	Diaz, Ana C.	Airport	20 years 08 months
5.	Garza, Robert	Parks and Recreation	22 years 01 month
6.	Gonzalez, David A.	Parks and Recreation	07 years 08 months
7.	Holguin, Victor M.	Airport	37 years 10 months
8.	Jimenez, Leticia	Human Resources	16 years 03 months
9.	Leverett, Amanda S.	Zoo	30 years 03 months
10.	Martinez, Francisco	El Paso Water	13 years 04 months
11.	Montisano, Joseph	Zoo	06 years 10 months
12.	Olvera, Maria G.	Airport	17 years 00 months
13.	Sepulveda Jr., Hector	El Paso Water	34 years 04 months
B.	Early Retirement:		
1.	Moreno, Vicente C.	El Paso Water	16 years 01 month
C.	Deferred Retirement:		
1.	Trujillo, Victor L.	Streets and Maintenance	08 years 04 months

Item 4. Consideration and action on survivor benefit applications for:

- A. Lozano, Maria Teresa, survivor of Alfredo Lozano, retiree.
- B. Melendez, Christina, survivor of Roberto A Melendez, retiree.
- C. Pierce, Manuela, survivor of Guadalupe H Pierce, retiree.

Item 5. Consideration and action on the following Committee reports/appointments:

- A. Ad Hoc Selection Committee
- B. Administrative Services Committee
- C. Executive Committee
- D. Facility and Maintenance Committee
- E. Financial Oversight Committee
- F. Investment Committee

Motion made by Karl Rimkus to approve the Consent Agenda; seconded by Deborah Hamlyn. The motion required polling:

Karina Brasgalla	aye
Matt Kerr	aye
Deborah Hamlyn	aye
Karl Rimkus	aye
Rene Peña	aye

Motion carried.

REGULAR AGENDA

Item 6. Discussion and action regarding the Treasurer's Report for the month ended February 28, 2026.

April Shamy of the Office of the Comptroller ("OTC") presented on behalf of Deputy Chief Financial Officer/Comptroller Margarita Marin; the Board received the Treasurer's Report for the month of February 2026.

The Treasurer's Report is prepared monthly by the OTC based on information received from the Trust's custodian.

The report consists of two statements ("Statement of Net Assets Available for Benefits" and the "Statement of Changes in Net Assets Available for Benefits"), three schedules ("Quarterly Statements of Changes in Net Assets Available for Benefits", "Investment Income Analysis", and "Pension Administration Actual/Budget Comparison"), and five graphs ("Net YTD Investment Income", "Net Investment Income Rate of Return", "Refunds & Administrative Expenses", "Benefits Paid to Retirees", and "Net Assets Available for Benefits Monthly").

The information in the report includes (i) receivables, which include amounts due to the Trust as of the date of the report; (ii) liabilities, which include amounts owed by the Trust as of the date of the report; and (iii) unrealized/realized investment income, which is an estimate of the value of the portfolio as of the reporting dates.

Shamy reviewed the statements, schedules, and graphs. The unaudited totals are for the periods ended February 28, 2026, including month, quarter, and fiscal year (six months). Net assets available for benefits were about \$1.15 billion, a net increase of about \$89.3 million for the fiscal year. Contributions were approximately \$33.1 million (averaging about 5.5 million dollars per month for the fiscal year). Benefits paid to retirees were about \$42.9 million. The rate of return, which is the fiscal net investment loss/gain over the average net assets available for benefits, was approximately 9.34%, exceeding the target rate of return for the fiscal year of 7.25%.

No action was taken on this item.

Item 7. Discussion and action regarding the receipt of an investment manager report from Heitman America Real Estate Trust LP (Blaise Keane and Gabrielle Hanson, Heitman).

Gabrielle Hanson and Blaise Keane of Heitman America Real Estate Trust LP presented; the Board received and reviewed the investment manager report as prepared by Heitman.

Hanson provided a firm update. Heitman is celebrating its 60th year in real estate investment management and remains 100% employee-owned. The firm manages approximately \$47 billion across private equity, private debt, and public securities. There have been no material changes to the firm since the previous annual meeting. The Retirement Trust has been an investor with Heitman for 11 years.

Keane reviewed portfolio performance. The fund currently has a gross value of \$11.3 billion and a net asset value of \$8 billion. The fund utilizes debt capital at 26.7%, which is within the target range. The portfolio is currently 92% leased. The fund provided a 4.2% gross annual dividend over the past 12 months. Net returns outperformed the peer group by over 100 basis points over the last year and nearly 200 basis points over the trailing 5-year period. The fund has achieved 60 consecutive quarters of income return outperformance relative to its peer group.

Keane reviewed asset allocation and strategy. The fund maintains a unique mix by utilizing alternative property sectors (30% of the overall mix), including self-storage, medical office, and student housing. Heitman intends to increase the allocation of alternative sectors to the mid-30% range over the coming quarters. Specific focus will be placed on broadening investments in medical office buildings to capitalize on aging demographics and shifting healthcare delivery models. The firm does not currently plan to increase its self-storage allocation, which stands at just over 20%. The firm plans to deepen "value-add" activities, such as developing apartments and industrial buildings, to deliver higher returns as the next real estate cycle begins.

Keane reviewed liquidity and redemptions. The firm addressed the redemption pool, noting an accelerated "seeking" for liquidity across private equity over the last three years due to interest rate increases. Heitman expects to conclude the process of clearing the redemption queue by the end of the 2026 calendar year. Capital for these payments is primarily projected to come from the disposition of assets.

No action was taken on this item.

- Item 8. Discussion and action regarding the receipt of an investment manager report from UBS Realty Investors LLC (Elysha Johnston and Husayn Hasan, UBS).

Elysha Johnston and Husayn Hasan of UBS Realty Investors LLC presented; the Board received and reviewed the investment manager report as prepared by UBS.

Johnston provided a firm overview. UBS Realty, part of UBS Asset Management, manages over \$200 billion in global real assets following the Credit Suisse merger. The firm emphasizes a data-driven technology infrastructure for objective investment decisions. Johnston noted portfolio management and new hires. Recent strategic hires include Erik Gilliland (Investment Analytics) and Norman Niemer (Head of Research and Data Science). Larissa Belova has served as the lead portfolio manager for the fund for over a year, succeeding Paul Canning.

Hasan reviewed portfolio performance and strategy. The Trumbull Property Fund is a \$12.6 billion core open-ended real estate fund (\$9.6 billion net assets). It is 91% leased with a current dividend yield of 3.9%. The fund outperformed the ODCE index in all four quarters of 2025. The 1-year net return was 4.9%, outperforming the benchmark by 200 basis points. The portfolio has transitioned since 2018 from over 50% office and retail to over 85% housing, industrial, and retail. There is a growing focus on specialty sectors, including senior housing, self-storage, manufactured housing, life science, and industrial outdoor storage. These sectors now comprise 6% of the portfolio.

Hasan reviewed liquidity and leverage. The fund reduced its redemption pool from over \$5 billion last year to \$4 billion currently. A \$100 million redemption payment is prepared for April. The fund is currently 22% leveraged, which is 500 basis points below the index. Management plans to increase leverage to the 25-27% range in the near term to drive returns and fund new acquisitions as the market enters a new cycle.

Hasan provided a market outlook. The market is likely at the beginning of a new cycle following a valuation reset caused by COVID-19 and rapid interest rate hikes. Hasan noted sector outlook for apartments, retail, and office.

No action was taken on this item.

- Item 9. Discussion and action regarding the receipt of an investment performance report for the month of February 2026 and related matters from Callan LLC (Alex Ford, Callan).

Alex Ford of Callan LLC presented; the Board received and reviewed the investment performance report for the month of February 2026 and rebalancing plan.

Ford provided a market overview, noting a strong first half of the fiscal year despite emerging market volatility in March. A new conflict in Iran began in late February, causing energy costs to spike and likely delaying anticipated Federal Reserve interest rate cuts previously expected for June or July.

Ford reviewed performance. The total market value stood at approximately \$1.15 billion as of February 28. The total fund was up nearly 10% for the fiscal year through February, well exceeding the discount rate. The trailing 1-year return reached over 18%, outperforming the benchmark. Domestic Equity was up approximately 7.5% for the fiscal year-to-date. The S&P 500 saw a slight decline of under 1% in February due to a rotation out of large-cap tech. International Equity was the standout performer, with the composite up nearly 50% over the trailing year. The active strategy, Arrowstreet, outpaced its index by nearly 20%, delivering a return of over 60% for the trailing year. Active strategy in Fixed Income yielded returns between 6.3% and 7.6% for the trailing year. This asset class is currently at the lower bound of its rebalancing range (just under 21%). In Real Estate, all managers outperformed the ODCE benchmark for the fiscal year, as the market showed signs of recovery.

Ford noted asset allocation and reviewed the proposed rebalancing plan. The Board reviewed the rebalancing plan intended to address the underweight status of Fixed Income and to raise cash for upcoming capital calls and benefit payments. The plan proposes to liquidate \$17 million from International Equity (which is currently overweight) and allocate \$10 million to Fixed Income, with the remainder to be distributed between Private Equity and Cash. Board Chairman and Investment Committee (“IC”) Member Robert Studer noted that the IC reviewed and recommended approval of the proposed rebalancing plan.

Motion made by Karl Rimkus to approve the rebalancing plan as developed by Callan and recommended by the Investment Committee and authorize the Executive Director to sign related documents and implement the plan; seconded by Matt Kerr. The motion required polling:

Isaura Valdez	aye
Karina Brasgalla	aye
Matt Kerr	aye
Deborah Hamlyn	aye
Karl Rimkus	aye

Rene Peña **aye**
Rep. Chris Canales **aye**

Motion carried.

Item 10. Discussion and action amending the contract with The Schlueter Group of Texas.

Executive Director Robert Ash presented; the Board received and reviewed the draft amendment to the contract with The Schlueter Group of Texas. Ash noted that the Executive Committee reviewed and recommended approval.

The amendment extends the current contract with The Schluter Group of Texas for lobbying services for an additional two years to cover the next legislative session, with fees remaining unchanged. A new covenant was added stating that the contract will terminate if the state passes legislation prohibiting municipalities from paying for lobbying services.

Motion made by Karl Rimkus to approve the contract amendment with The Schlueter Group of Texas and authorize the Chairman or Executive Director to sign related documents; seconded by Deborah Hamlyn. The motion required polling:

Isaura Valdez **aye**
Karina Brasgalla **aye**
Matt Kerr **aye**
Deborah Hamlyn **aye**
Karl Rimkus **aye**
Rene Peña **aye**
Rep. Chris Canales **aye**

Motion carried.

Item 11. Discussion and action regarding a resolution amending the Trust’s Personnel Rules.

Executive Director Robert Ash presented; the Board received and reviewed the proposed amendments to the Trust’s Personnel Rules.

The resolution proposes changes to “Section 4 Compensation and Benefits” of the Personnel Rules. If approved, the vacation accrual rate for employees with more than 5 but fewer than 15 years of service would increase to 5.24 hours per pay period to align with the City of El Paso’s employee accrual rate. The resolution also proposes authorizing a maximum vacation advance of 40 hours for new employees during periods when the Trust Office is closed (typically the last week of December). To avoid a gift of public funds, employees receiving an advancement must sign a voluntary wage garnishment to pay back the advanced hours through future accruals or their final paycheck if they leave employment before accruing the amount advanced. Trustee Isaura Valdez requested additional information on the purpose of the proposed vacation advancement. Ash advised that, unlike the City, the Trust cannot transfer employees to other departments during holiday closures, necessitating this advancement to ensure new staff members receive a full paycheck.

Motion made by Karl Rimkus to approve the resolution amending the Trust’s Personnel Rules as recommended by the Administrative Services Committee; seconded by Deborah Hamlyn. A poll was taken:

Isaura Valdez **nay**

Karina Brasgalla **aye**
Matt Kerr **aye**
Deborah Hamlyn **aye**
Karl Rimkus **aye**
Rene Peña **aye**
Rep. Chris Canales **aye**

Motion carried.

Item 12. Discussion and action on a report from the Executive Director regarding:

Executive Director Robert Ash reported on the following:

A. Fiduciary Education Opportunities

Key upcoming conferences include:

- TEXPERS to be held in Galveston, TX, from April 26–29.
- NCEPERS National Conference is scheduled for May 17–20 in Las Vegas.

Trustees interested in serving as delegates for these events should contact Benefits Supervisor David Garcia or Administrative Assistant Karina Chavez soon to meet delegate deadlines.

B. Staff Recruitment

Benefit Supervisor David Garcia will be leaving the Trust this year. Recruitment is underway, and interviews with qualified applicants are scheduled to begin next week. Recruitment for the Benefits Research Assistant will commence once the Benefit Supervisor position is filled.

C. Investment Practices Review

RVK, Inc. is currently conducting a state-required review of the Trust’s investment practices. Representatives from RVK have interviewed the Executive Director as well as Chairman Robert Studer and Vice-Chairman Karl Rimkus in their capacities as Board Officers. The review remains on schedule, with the final report expected to be presented to the full Board next month.

D. Annual Update to Mayor and City Manager

Staff is preparing the annual presentation for the Mayor and City Manager, which reviews the Trust’s performance over the past year. Presentations will be scheduled once the annual financial summary is finalized. The annual summary report will be provided to the Board of Trustees upon completion.

No action was taken on this item.

Item 13. For Notation:

A. Qualified Domestic Relations Order:

1. Roberto Nunez and Veronica Frias

B. Refund of Contributions:

	<u>Name</u>	<u>Department</u>	<u>Total Refund</u>
1.	Aguilar, Dolores	Airport	\$ 8,078.73
2.	Anaya, Ryan	Purchasing and Strategic Sourcing	\$ 2,463.19
3.	Andrefsky, Bette	Zoo	\$ 4,072.14
4.	Bach, Jacob	Parks and Recreation	\$ 502.40
5.	Caro, Hector	Sun Metro	\$ 6,319.03

6.	Carrasco, Michelle	Libraries	\$	11,112.39
7.	Chavez, Kate	Code Enforcement	\$	34,789.05
8.	Cisneros, Cristal	Fire	\$	32,127.82
9.	Diaz, Brenda	Human Resources	\$	5,969.34
10.	Duran, Aisha	Fire	\$	45,166.28
11.	Duran, Michael	Police	\$	21,840.06
12.	Edmond, Keith	Parks and Recreation	\$	3,147.66
13.	Flores, Jennifer	Libraries	\$	1,736.10
14.	Gandara, George	Sun Metro	\$	79,202.13
15.	Garcia, Kevin	El Paso Water	\$	2,953.95
16.	Gaytan, Oswaldo	Airport	\$	8,050.37
17.	Gonzalez, Blanca	El Paso Water	\$	1,779.72
18.	Jaquez, Javier	Zoo	\$	9,734.68
19.	Jones, Randell	Parks and Recreation	\$	1,847.90
20.	Jones, Robert	Sun Metro	\$	21,507.68
21.	Leyva, Luis	Animal Services	\$	10,518.92
22.	Lozano Gonzalez, Martha	Capital Improvement	\$	29,699.83
23.	Luna, Gregorio	Fire	\$	43,159.80
24.	Martinez, Michael	Sun Metro	\$	1,803.88
25.	Medina, Alejandro	Information Technology	\$	4,119.36
26.	Mendoza, Manuel	Airport	\$	1,200.86
27.	Piedra, Marissa	Fire	\$	894.68
28.	Provenzano, Saverio	Libraries	\$	6,504.54
29.	Ramirez, Jose	Streets and Maintenance	\$	1,007.53
30.	Ramirez, Michelle	Animal Services	\$	1,621.47
31.	Raudry, Robert	El Paso Water	\$	14,523.96
32.	Rodriguez, Ricardo	Public Health	\$	20,077.80
33.	Ruesga, Damariz	Fire	\$	1,642.41
34.	Saenz, Marisa	Parks and Recreation	\$	4,429.20
35.	Sepulveda, Dario	El Paso Water	\$	2,610.93
36.	Sisneros, Darrell	Zoo	\$	6,609.78
37.	Skinner, Deandre	Sun Metro	\$	4,824.63
38.	Tiburcio, Rebeca	Airport	\$	10,052.01
39.	Vizcaino, Edgar	Airport	\$	21,916.00
40.	Weems, Eddie	Parks and Recreation	\$	1,941.52
41.	Williamson, Kyle	Police	\$	215.14
42.	Withers, Myah	Fire	\$	1,487.48
43.	Zarate, Jesica	Police	\$	5,016.86
44.	Zavala, Abril	Parks and Recreation	\$	4,620.43
			\$	502,899.64

Item for notation only. No action was required on this item.

OPEN COMMENT PERIOD

The Board of Trustees allowed speakers from the public to comment on any pension-related issue that was not on the agenda. During the Open Comment Period of the meeting, the public was given an opportunity to address the Board.

There were no speakers to comment on any pension-related issue that was not on the agenda.

Motion made by Karl Rimkus to retire into Executive Session; seconded by Rep. Chris Canales. None opposed. The Board retired into Executive Session pursuant to the Texas Government Code, Section 551.071 Consultations with Attorney at 9:35 AM.

Motion made by Rep. Chris Canales to reconvene from Executive Session; seconded by Rene Peña. None opposed. Motion carried at 10:23 AM.

EXECUTIVE SESSION

The Board will retire into EXECUTIVE SESSION pursuant to the Texas Government Code, Sections 551.071-551.076 and Section 551.078 to discuss any of the following:

- Section 551.071 CONSULTATION WITH ATTORNEY**
- Section 551.072 DELIBERATION REGARDING REAL PROPERTY
- Section 551.074 PERSONNEL MATTERS
- Section 551.075 CONFERENCE WITH EMPLOYEES
- Section 551.076 DELIBERATION REGARDING SECURITY DEVICES
- Section 551.078 DELIBERATION REGARDING DISABILITY APPLICANT'S MEDICAL RECORDS

EX1. Section 551.071

Discussion and action regarding contract negotiations with Pension Technology Group LLC.

No action was taken on this item.

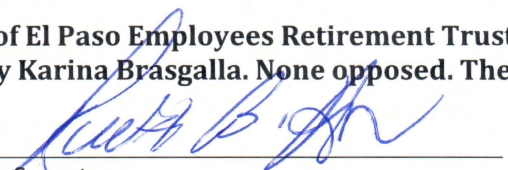
EX2. Section 551.071

Discussion and action regarding clarifications to Chapter 2.64.140 of the pension ordinance.

Motion made by Rene Peña to authorize the Executive Director/Legal Advisor and the Trust's compliance counsel to work with the City Attorney's Office to develop language that may clarify and amend Chapter 2.64 of the El Paso Municipal Code based upon the Board's directions, with periodic updates being provided to the Board of Trustees; seconded by Rep. Chris Canales. None opposed. Motion carried.

Item 14. Adjournment.

Motion made by Matt Kerr to adjourn the City of El Paso Employees Retirement Trust Board Meeting on March 18, 2026; seconded by Karina Brasgalla. None opposed. The motion was carried at 10:24 AM.


Secretary


Chairman