

**CITY OF EL PASO EMPLOYEES RETIREMENT TRUST
BOARD MINUTES FOR THE REGULAR MEETING
HELD WEDNESDAY, FEBRUARY 20, 2019, AT 8:30 A.M.
RETIREMENT TRUST ADMINISTRATION BUILDING, 1039 CHELSEA**

Members in Attendance:

Nick Costanzo, Chairman
Robert Studer, Vice Chairman
Presi Ortega
Mario R. Hernandez
Diana Nuñez
Rep. Sam Morgan
Karl C. Rimkus
Matt Kerr

Members Absent:

Rep. Isabel Salcido

Others in Attendance:

Eduardo Miranda, Attorney
Luis Mier, Treasury Service Coordinator, City's Comptroller's Office
Robert Ash, Executive Director
Karina Chavez, Administrative Assistant
David Garcia, Payroll/Accounts Payable Specialist
Alex Browning, Callan LLC
Martin Robinson, Wedge
John Carr, Wedge

- Item 1. David Garcia, Payroll/Accounts Payable Specialist, called the meeting to order at 8:34 am. Garcia noted that the quorum was met.

PLEDGE OF ALLEGIANCE

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 January 16, 2019.

Item 3. Consideration and action on the following retirements:

	<u>NAME</u>	<u>DEPARTMENT</u>	<u>SERVICE TIME (EST)</u>
A.	Age & Service Retirement:		
1	Aguilar, Evangelina F.	Police	16 years 05 months
2	Arrieta, Jessie Lazarin	Municipal Court	13 years 03 months
3	Brown, Alicia C.	Library	41 years 09 months
4	Castaneda, Eduardo	SAM	18 years 01 months *
5	Glasser Jr., John R.	Mass Transit	18 years 05 months *
6	Gonzalez, Rosa M.	EPWU	30 years 05 months
7	Guzman, Victor	EPWU	34 years 10 months *
8	Hamilton, Gabriele	Fire	12 years 09 months
9	Lopez, Francisco A.	Mass Transit	29 years 03 months *
10	Lopez, Javier L.	EPWU	34 years 04 months *
11	Matamoros, David	Mass Transit	20 years 00 months *
12	Medina, Enedina	EPWU	11 years 09 months
13	Munoz, Fernando	Parks & Rec.	15 years 11 months
14	Olivas, Yolanda	Health	09 years 11 months
15	Pacheco, Rosa M.	SAM	15 years 06 months
16	Puga, Eddie	Airport	19 years 07 months
17	Ramirez, Robert	Airport	20 years 00 months *
18	Romero, Teresa	Mass Transit	20 years 08 months
19	Saucedo, Eduardo	Mass Transit	19 years 00 months *
20	Trejo, Erick V.	EPWU	10 years 06 months
B.	Early:		
1	Elenez, Priscilla E.	Airport	07 years 00 months
2	Rios, Rodolfo	Health	07 years 03 months
C.	Deferred:		
1	Fierro, Joe A.	SAM	21 years 08 months
2	Lara, Susan M.	HR	08 years 02 months

* The 3-year average was used to calculate the final pension benefit.

** The 12-month average was used to calculate the final pension benefit.

- Item 4. Consideration and action on survivor benefit applications for:
 A. Vasquez, Eva V. survivor of Felipe C. Vasquez

- Item 5. Consideration and action on invoices as follows:

<u>COMPANY</u>	<u>DESCRIPTION OF SERVICE</u>	<u>PERIOD</u>	<u>FEE DUE \$\$</u>	
A. AQR Emerging Equities Fund LP	Investment Fees	Mo. Ended 01/31/19	\$17,023.56	**
B. AQR Style Premia Fund LP	Investment Fees	Mo. Ended 12/31/18	\$22,270.00	**
C. AQR Style Premia Fund LP	Investment Fees	Mo. Ended 01/31/19	\$21,884.00	**
D. BKD, LLP	Audit Fees	Year Ended 08/31/18	\$7,200.00	
E. BNY Mellon	Custodial Fees	Qtr. Ended 12/31/18	\$40,866.42	
F. Buck Global, LLC	Actuarial Fees	Mo. Ended 01/31/19	\$10,668.08	
G. Eduardo Miranda	Legal Fees	Mo. Ended 01/31/19	\$1,012.50	
H. Gordon Davis Johnson & Shane PC	Legal Fees 0063	Mo. Ended 11/30/18	\$1,521.00	
I. Gordon Davis Johnson & Shane PC	Legal Fees 0063	Mo. Ended 01/31/19	\$1,820.00	
J. Gordon Davis Johnson & Shane PC	Legal Fees 0064	Mo. Ended 11/30/18	\$389.48	
K. Gordon Davis Johnson & Shane PC	Legal Fees 0064	Mo. Ended 12/31/18	\$98.28	
L. Gordon Davis Johnson & Shane PC	Legal Fees 0064	Mo. Ended 01/31/19	\$236.60	
M. Janus Henderson	Investment Fees	Qtr. Ended 12/31/18	\$44,170.42	
N. Lazard Asset Management	Investment Fees	Qtr. Ended 12/31/18	\$43,711.11	**
O. Mellon Investments Corporation	Investment Fees	Qtr. Ended 12/31/18	\$53,110.42	**
P. Riverbridge Partners, LLC	Investment Fees	Qtr. Ended 12/31/18	\$70,447.65	
Q. Salient Capital Advisors, LLC	Investment Fees	Qtr. Ended 12/31/18	\$60,099.16	
R. Xerox Financial Services	Copier Lease	Mo. Ended 01/31/19	\$306.24	
S. UBS Realty Investors, LLC	Investment Fees	Qtr. Ended 12/31/18	\$81,028.10	**
T. Wedge Capital Management	Investment Fees	Qtr. Ended 12/31/18	\$54,190.68	
U. Jose Guadarrama	Grounds Maint.	Mo. Ended 01/31/19	\$150.00	

- * To be paid by Directed Brokerage credits.
- ** For Notation Only – to be withdrawn from the commingled account.
- *** Performance based fee.

- Item 6. Consideration and action on the following Committee reports/appointments:
- A. Actuary Committee
 - i. Matt Kerr appointed as an Actuary Committee Member.
 - B. Administrative Services Committee
 - C. Audit Committee
 - i. Matt Kerr appointed as Chair of the Audit Committee.
 - ii. Rep. Isabel Salcido appointed as an Audit Committee Member.
 - D. Facilities and Maintenance Committee
 - E. Investment Committee
 - i. Matt Kerr appointed as an Investment Committee Member.

Chairman, Nick Costanzo, noted that Trustee, Isabel Salcido, is attending the El Paso Days in Austin.

**Motion by Presi Ortega to approve the Consent Agenda; seconded by Diana Nuñez.
 The motion required polling:**

Presi Ortega aye
Mario R. Hernandez aye

Diana Nuñez **aye**
Robert Studer **aye**
Rep. Sam Morgan **aye**
Karl Rimkus **aye**
Matt Kerr **aye**

Motion carried.

REGULAR AGENDA

Item 7. Discussion and action regarding the Treasurer's Report for the month ended January 31, 2019.

Luis Mier, Treasury Services Coordinator for the City of El Paso, presented on behalf of Pat Degman, Comptroller; the Board received and reviewed the Treasurer's Report for the month ended January 31, 2019.

Mier reviewed the "Statement of Net Assets Available for Benefits". The unaudited totals in the statement are for the fiscal year through January 31, 2019. Mier reviewed assets. Cash and investments for the fiscal year declined by about 35.2 million dollars. For the month of January, cash and investments increased by approximately 27.7 million dollars. Mier reviewed the liabilities for the fund. Total liabilities increased by approximately 3.1 million dollars. The total net assets available for benefits decreased by approximately 34.6 million dollars for the fiscal year, which includes an increase of about 28.4 million dollars for the month of January.

Mier reviewed the "Statement of Changes in Net Assets Available for Benefits". The unaudited totals reflect the five months ended January 31, 2019. The net change in fair value of investments decreased by about 25.2 million dollars for the fiscal year. Mier reviewed deductions. Benefits paid to retirees totaled approximately 26.1 million dollars. Refunds totaled about 1.3 million dollars.

Mier reviewed the "Quarterly Statement of Changes in Net Assets Available for Benefits". The unaudited totals reflect the two months ended January 31, 2019. Mier reviewed additions to the fund. Mier noted the total net increase to the fund of about 5.5 million dollars for the quarter. Contributions totaled about 5.1 million dollars. Mier reviewed deductions. Benefits paid to retirees were about 10.9 million dollars for the quarter. Refunds totaled approximately 191 thousand dollars.

Mier reviewed the "Investment Income Analysis". For the month of January, the realized losses totaled approximately 1.3 million dollars; unrealized gains were about 35.9 million dollars. The net investment income was negative 2.66 percent for the fiscal year.

Mier noted the graphs for net investment income and rate of return through the current fiscal year. Mier reviewed the graphs for deductions including refunds, administrative expenses and benefits paid to retirees beginning with fiscal year 2013 through the current fiscal year. Mier noted that the 13th check payments are footnoted at the bottom of the "Deductions - Benefits Paid to Retirees" graph. Robert Ash, Executive Director, noted that new administrative expenses resulted from the new facility including utilities when prompted by Vice Chairman, Robert Studer. Studer requested that the Treasurer add a footnote to the "Deductions - Refunds & Admin Expenses" graph that indicates the date of completion of the new facility.

When prompted by Trustee, Presi Ortega, Ash advised that as of 5:00 am the fund balance totaled approximately 794.4 million dollars.

No action was taken on this item.

- Item 8. Discussion and action regarding the receipt of an investment manager report from Wedge Capital Management (John Carr and Martin Robinson, Wedge).

John Carr and Martin Robinson of Wedge Capital Management presented; the Board received and reviewed the investment manager report from Wedge Capital Management hereafter referred to as "Wedge".

Robinson complimented the new facility. Robinson provided an overview of the firm. Wedge was founded in 1984. The firm's assets under management are about 10.5 billion dollars. There are 18 General Partners, an increase from the previous year. Robinson reviewed value across strategies: Traditional Equity, Quantitative Equity and Fixed Income.

Carr reviewed performance. The Trust is invested in the firm's small/mid cap value fund. The portfolio was down about 15 percent in calendar year 2018. Since inception, the portfolio earned about 10 percent return net-of-fees adding about 29 million dollars in value in terms of market appreciation. The ending market value of the portfolio for calendar year 2018 was about 25.6 million dollars. Carr noted that the Trust initially invested 35 million dollars and has withdrawn about 39 million dollars. Carr advised that as of February 19, 2019, the market value had increased to 29.5 million dollars. Carr noted the volatility in the equity market; year-to-date through the close of the market on February 19th, the portfolio had earned about a 15.6 percent return gross-of-fees, slightly outperforming the index. Trustee, Presi Ortega, requested a comparison of performance for the firm's individual small-cap and mid-cap portfolios. Carr reviewed expected return correlated to volatility.

When prompted by the Chairman – Nick Costanzo, Robert Ash, Executive Director, commented on the firm's performance. Ash advised that the portfolio has been down seven out of the last eight quarters. Ash noted that the Trust's Investment Committee "IC" discussed the firm's investment strategy in detail with Wedge and the Trust's investment consultant. The issues with performance are primarily attributed to stock selection. Carr confirmed and reviewed one of the underperforming stocks, PG&E Corp. Carr advised that the stock is no longer in the portfolio noting that PG&E Corp is still in the index. Ash noted that the firm's concentrated portfolio performed similar to the index. Vice Chairman, Robert Studer, discussed sector weightings and stock performance. Studer noted that 67 of the 132 stocks in the firm's portfolio had underperformed. Ash advised that the firm's performance prompted the IC to question the benefits of active over passive management. Carr responded by reviewing the characteristics of the firm's Traditional Equity Strategy including holdings and the earnings growth potential of the strategy in comparison to the index.

No action was taken on this item.

- Item 9. Discussion and action regarding a report from Callan LLC (Alex Browning, Callan).

Alex Browning of Callan presented; the Board received and reviewed the "dashboard", the January "flash" report and the quarterly report.

Browning reviewed the dashboard. Since 2013, the funded ratio has steadily increased. In the last quarter for calendar year 2018, the fund had a loss of about 7.45 percent (outperforming the benchmark). Browning discussed market volatility and the recent market rally in January. Browning advised that the Trust met the long-term benchmark of 7.5 percent over the last

seven years, noting that in recent years the Trust has not met that goal. The Board discussed performance. Trustee, Presi Ortega, recommended placing Wedge Capital Management “Wedge” on “watch” based on their underperformance over the last seven quarters. When prompted by Chairman – Nick Costanzo, Robert Ash, Executive Director, discussed expected performance for active management. Ortega reviewed a study performed by independent research company, Morningstar, regarding active management. Ortega expressed concern that, according to the study, the majority of active managers underperformed their benchmark net-of-fees over a one-year period. Ortega advised that he will likely request longer time periods from the study and requested that Browning comment on the findings. Browning noted that Callan performs a similar annual survey with a rolling three-year period. Browning advised that, according to their survey, the vast majority of active managers outperform their benchmark over longer periods of time. Browning advised that he will provide the survey to the Board. Browning recommended that the Board establish a timeline to reevaluate Wedge before placing them on watch. Trustee, Karl Rimkus, commented on the difficulty of benchmarking a small/mid cap fund such as Wedge’s portfolio. Browning noted that the Trust’s Investment Committee “IC” discussed the benchmark with Wedge; both Callan and Wedge agreed that the most appropriate benchmark for the portfolio is the Russell 2500 Value.

Motion made by Presi Ortega to place Wedge Capital Management on watch; seconded by Robert Studer. The motion required polling:

Presi Ortega	aye
Mario R. Hernandez	aye
Diana Nuñez	aye
Robert Studer	aye
Rep. Sam Morgan	aye
Karl Rimkus	aye
Matt Kerr	aye

Motion carried.

Ash advised that pursuant to the Trust’s Investment Policy Statement, managers on watch will meet semi-annually with the Trust’s Investment Committee.

Browning reviewed the “Fourth Quarter 2018 Investment Committee Performance Review”. Browning reviewed the U.S. economy. The final revision of third-quarter GDP growth came in at 3.4 percent. Consumer spending was up 3.5 percent; down slightly from a strong 3.8 percent in the second quarter. As of February 1st, Federal Reserve Officials are projecting fourth-quarter GDP at 2.5 percent. The labor market remains strong. Unemployment climbed to 3.9 percent in December; although this was largely due to a rise in the participation rate. There has been modest inflation. The Fed’s outlook for 2019 has signaled market participants to expect two rate hikes instead of the previously anticipated three.

Browning reviewed the “Periodic Table of Investment Returns”. Callan believes the table conveys a strong case for diversification across asset classes, capitalizations and equity markets. The table highlights the uncertainty in all capital markets. Browning reviewed the graph of stock market returns over 230 years noting that 70 percent of the time the stock market has positive return. Browning reviewed historical 10-year yields. Browning noted that fears of slowing global growth pushed investors into the relative safety of fixed-income investments.

Browning reviewed recent activity. Callan recently reviewed absolute return benchmarks and alternative courses of action regarding program structure and real estate benchmarks and expectations. Callan updated the new "Board Summary Dashboard" through September 30, 2018. Callan is working with the Texas Pension Review Board on certifying "Callan Education" as qualifying for credit. Trustee, Mario R. Hernandez, requested information regarding potential online training. Browning responded that Callan presently does not have an electronic module for training.

Browning reviewed manager organizational changes. AQR announced a reduction in headcount after experiencing record headcount growth over the past three years, including 2018. While evaluating the business environment, AQR decided that it would be prudent to make a reduction of less than 5 percent of headcount.

Browning noted the managers on "watch": Salient Advisors (MLPs), UBS (real estate), AQR (emerging markets), Vulcan (domestic equity) and Wedge (domestic equity). Trustees - Hernandez, Karl Rimkus and Robert Studer - expressed concern regarding the number of managers on watch and suggested review of the process regarding manager selection. When prompted by Rimkus, Browning advised that the Trust's watch process is similar to other Callan clients.

Browning reviewed the January "flash" report. Browning reviewed actual and target asset allocation. Browning advised that the plan is currently well allocated within the guidelines. Browning reviewed asset distribution across investment managers noting the capital calls for the private equity portfolio. Browning reviewed returns for the periods ended January 31, 2019. In January, the portfolio generated about 37 million dollars. Browning noted that in the last year the portfolio had negative return of about 62 million dollars. Browning reviewed return by asset class noting that returns for private equity and real estate are listed as zero percent as returns for those portfolios are only available on a quarterly basis. Browning noted the underperformance of absolute return. Browning advised that the total fund return was similar to the benchmark after taking into account the zero return indicated for private equity and real estate.

Robert Ash, Executive Director, commented on the trend of increasing volatility.

No additional action was taken on this item.

Item 10. Discussion and action on asset rebalancing as recommended by Callan LLC.

Alex Browning of Callan presented. Browning reviewed the proposed rebalancing activity. With a target of 6.0 million dollars cash and in accordance with the Investment Policy Statement and the target allocation ranges, Callan recommends taking 2.0 million dollars from Mellon Dynamic (4.9 million dollars above target), 2.7 million dollars from Riverbridge (6.78 million dollars above target) and 1.3 million dollars from Vulcan (3.39 million dollars above target). Robert Ash, Executive Director, advised that rebalancing is necessary to raise cash for benefit payments and sustain target allocation.

Motion made and amended by Robert Studer to partially liquidate the three portfolios in the amount as recommended by Callan and authorize the Executive Director to complete any necessary paperwork to effectuate the partial liquidation; seconded by Diana Nuñez. The motion required polling:

Presi Ortega

aye

Mario R. Hernandez **aye**
Diana Nuñez **aye**
Robert Studer **aye**
Rep. Sam Morgan **aye**
Karl Rimkus **aye**
Matt Kerr **aye**

Motion carried.

- Item 11. Discussion and action regarding an amendment of the Trust's Purchasing Policy to increase the amounts before informal and formal bidding is required.

Robert Ash, Executive Director, presented; the Board received and reviewed the draft resolution amending the Trust's Purchasing Policy and draft revised Purchasing Policy.

Ash reviewed the proposed amendments. If approved, the Purchasing Policy would be amended to increase the minimum for goods and non-professional services for formal and informal bids. The proposed amendment indicates that goods and non-professional services of 7,500 dollars or less will be considered small purchases; goods and non-professional services between 7,500.01 dollars to 15,000 dollars shall require that a minimum of three quotes be obtained; and goods and non-professional services in excess of 15,000 dollars require that formal bids be solicited. Ash advised that the Trust's Administrative Services Committee had reviewed the Purchasing Policy and agreed with staff's assessment that an increase was necessary. Ash noted that the limits had been adjusted previously.

Motion made by Karl Rimkus to approve; seconded by Diana Nuñez. The motion required polling:

Presi Ortega **aye**
Mario R. Hernandez **aye**
Diana Nuñez **aye**
Robert Studer **aye**
Rep. Sam Morgan **aye**
Karl Rimkus **aye**
Matt Kerr **aye**

Motion carried.

- Item 12. Discussion and action regarding an amendment to the Trust's Personnel Rules and Regulations to amend Section 2, Subsection L. entitled "Salary Increases" specifically merit increases to provide for possible merit increases for those at the top of their respective wage bracket.

Robert Ash, Executive Director, presented; the Board received and reviewed the draft resolution amending the Trust's Personnel Rules and Regulations.

Ash reviewed the proposed amendment. The proposed merit increase would be a one-time payment that would not be added to the base salary of the employee, and no pension contribution would be deducted from said one-time merit increase. The proposed guidelines indicate that employees who receive a performance evaluation rating of 3.49 or less would not receive a merit increase. Employees who receive a performance evaluation rating between 3.5 and 3.99 may receive a one-time merit increase payment equal to one-half of their bi-weekly pay. Employees who receive a performance evaluation rating of 4.0 and above may receive a

one-time merit increase payment equal to full bi-weekly pay. Ash noted that the Trust's Administrative Service Committee previously reviewed the request. Vice Chairman, Robert Studer, noted that for great or excellent performance the employee would receive an equivalent of two or four percent respectively. Trustee, Diana Nuñez, reiterated that the employees' base salary would not increase.

Ash expressed that the amendment would incentivize good performance for those employees at the maximum salary. When prompted by Chairman, Nick Costanzo, Ash advised that Trust employees are typically hired at entry level and remain with the Trust with performance that has merited increases. Presently, there is only one employee that has reached the maximum salary. Ash does not recommend changing the salary brackets at this time.

Motion made by Karl Rimkus to approve; seconded by Diana Nuñez. The motion required polling:

Presi Ortega	aye
Mario R. Hernandez	aye
Diana Nuñez	aye
Robert Studer	aye
Rep. Sam Morgan	aye
Karl Rimkus	aye
Matt Kerr	aye

Motion carried.

Item 13. Discussion and action regarding a report from the Executive Director.

Robert Ash, Executive Director, reported on the following:

- TEXPERS annual meeting will be held April 7th through April 10th in Austin, Texas. Trustees interested in attending should contact Karina Chavez, Administrative Assistant. Attendees will be listed as delegates. Ash noted that delegates may vote in the municipal caucus.
- NCPERS annual conference will be held May 19th through May 22nd. Trustees interested in attending should contact Karina Chavez, Administrative Assistant. Attendees will be listed as delegates. Delegates will have the opportunity to vote on issues related to other municipalities.
- Ash expressed his gratitude to the Board for their attendance to the open house held in January and noted the positive feedback from attendees.
- The Administrative Services Committee "ASC" will meet to review proposed amendments. The Actuary Committee will meet pending additional actuarial information.
- Ash welcomed new Trustee, Matt Kerr.
- Form 1099R was distributed to retirees on time. Ash noted that some forms had to be reprinted. Ash advised of the increased volume of retirees in office with questions regarding the recent tax law change. Ash advised that the City has requested that the Trust print Form 1099R going forward. Ash noted that the ASC will discuss that request, pending receipt of a proposal from PTG.
- David Garcia, Payroll/Accounts Payable Specialist, provided Trustees an updated list of their completed/pending compliance regarding the minimum training requirements of the state. Trustees should reach out to administration with any questions/concerns.

- Ash reviewed proposed legislation from the 86th Legislature. Ash noted that staff will continue to monitor the session and advised that the Board may choose to contact the Legislature in writing.
 - HB 1887 and companion bill SB 322. The bills are relating to the evaluation and reporting of investment practices and performance by the Trust. Ash listed some of the proposed requirements including a listing of commissions and fees of investment managers. Ash advised that the bill would require an unrelated third party evaluation of the Trust's investment processes to be performed once every three years. The first evaluation must be completed by January 1, 2020. The Trust would be responsible for costs of each evaluation. When prompted by Trustee, Karl Rimkus, Ash advised that TEXPERS has not commented on HB 1887.
 - SB 680 proposes a limit on the maximum benefit. Ash noted the limit is comparable to the salary of a general in the US Army; Ash does not anticipate any negative impact from the proposed bill.

No action was taken on this item.

Item 14. For Notation:

- A. Directed brokerage credit balance for the month ended December 31, 2018: \$14,874.85
- B. Refund of Contributions:

	NAME	DEPARTMENT	TOTAL REFUND
1	Alarcon, Jesus	ESD	\$5,254.73
2	Arras, Benigno	ESD	\$17,750.09
3	Avila, Gustavo A.	Police	\$14,685.30
4	Barbour, Kimberly	Fire	\$3,151.13
5	Beard, Brittany	Animal Services	\$10,613.66
6	Calderon, Lorena	Fire	\$624.44
7	Carrasco Ortiz, Julia	Comptrollers	\$2,018.94
8	Connelly, Clare	MCAD	\$1,736.31
9	Cueto, Ruben R.	EPWU	\$5,861.50
10	Delgado, Brandon	Mass Transit	\$256.08
11	Del Hoyo, Jose	Animal Services	\$2,117.62
12	Escamilla, Obed	EPWU	\$3,271.64
13	Estala, Cynthia M.	EPWU	\$212.43
14	Hernandez, Jose R.	Community Development	\$5,647.52
15	Hester, Morgan	Planning & Inspections	\$8,571.00
16	Knoedler, Jaime	MCAD	\$16,709.60
17	Lara, Edgar	SAM	\$237.94
18	Meza, Efren	MPO	\$58,433.32 *
19	Moniz, Josh	EPWU	\$8,277.08
20	Munoz, Joshua	Municipal Clerk	\$246.02
21	Murillo, Catalina	Human Resources	\$1,938.54
22	Payan, Adrian	Fire	\$7,887.22

23	Powell, Tanya	Animal Services	\$1,068.03
24	Quintero, Julie	Mass Transit	\$17,616.20
25	Ramirez, Juan G.	ESD	\$18,999.07
26	Regalado, Miguel	ESD	\$15,075.43
27	Reyes-Rivera, Mario	EPWU	\$1,047.44
28	Rubio, Frank	EPWU	\$690.83
29	Sedillo, Justin	International Bridges	\$3,512.11
30	Segovia Jr., Raul	EPWU	\$6,878.27
31	Silva, Jonathan	Mass Transit	\$4,483.08
32	Stanaland, Christopher	SAM	\$288.24
33	Tovar Jr., Hugo	IT	\$11,150.09
34	Vasquez, Hector	Mass Transit	\$2,312.48
35	Whiting, Timothy	Mass Transit	\$7,517.86
TOTALS			<u>\$266,141.24</u>

* Eligible for Early Retirement

** Additional interest/contributions due

For notation, no action required on this item.

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

OPEN COMMENT PERIOD

The Board of Trustees will allow speakers from the audience to comment on any pension related issue that is not on the agenda. During the Open Comment Period of the meeting, audience members who sign up to address the Board will be given an opportunity to address the Board. Unless modified by the Chair, speakers will be allowed three (3) minutes for their comments. For more information, please contact Karina Chavez at the Retirement Trust Office at (915) 212-0112.

Motion made by Mario R. Hernandez to retire into Executive Session to discuss items under Sections 551.071-551.076 and Section 551.078; seconded by Diana Nuñez. Motion carried.

Motion made by Diana Nuñez to reconvene from Executive Session; seconded by Robert Studer. Motion carried.

Item 15. 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

A. Section 551.071 and 551.074

Discussion and action regarding the annual performance evaluation of the Trust's Executive Director.

Motion made by Robert Studer to approve the annual evaluation of the Trust's Executive Director and that he be granted a merit increase of five percent effective on his anniversary date, January 19, 2019; seconded by Presi Ortega. The motion required polling:

Presi Ortega	aye
Mario R. Hernandez	aye
Diana Nuñez	aye
Robert Studer	aye
Rep. Sam Morgan	aye
Karl Rimkus	aye
Matt Kerr	aye

Motion carried.

Robert Ash, Executive Director, expressed his gratitude to the Board and staff. The Board thanked Ash for his continued service to the Trust.

Item 16. Adjournment.

Motion made by Presi Ortega to adjourn the City of El Paso Employees Retirement Trust Board Meeting on February 20, 2019; seconded by Diana Nuñez. Motion carried.


Secretary


Chairman