

BOARD OF EDUCATION RETIREMENT SYSTEM

Board Meeting Agenda

May 13, 2025

1. Calendar Item 1: Noting of the Minutes of the Meeting of the Board of Education Retirement System held on March 18, 2025 – **FOR CONSIDERATION AND ACTION.**
2. Executive Director's Update – **FOR DISCUSSION.**
3. Calendar Items 2-17: Ordinary Business – **FOR CONSIDERATION AND ACTION.**
4. Calendar Item 18: Authorization of the Rebalancing of Funds of the Board of Education Retirement System – **FOR CONSIDERATION AND ACTION.**
5. Calendar Item 19: Adoption of the Actuary's Determination for the Final Fiscal Year 2025 Employer Contribution – **FOR CONSIDERATION AND ACTION.**
6. Calendar Item 20: Adoption of the Disability Committee's Recommendations – **FOR CONSIDERATION AND ACTION.**
7. Calendar Item 21: Authorization to Amend an Agreement with Vitech Systems Sub LLC – **FOR CONSIDERATION AND ACTION.**
8. Calendar Item 22: BERS Operations Department Staffing Analysis - **FOR DISCUSSION.**
9. Calendar Item 23: Budget Review – **FOR DISCUSSION.**
10. Calendar Item 24: Authorization to Extend an Agreement with Industrial Staffing Services Inc. to Provide Temporary Staffing Services to the Board of Education Retirement System – **FOR CONSIDERATION AND ACTION**
11. Calendar Item 25: Authorization to Enter into a Lease Agreement – **FOR CONSIDERATION AND ACTION.**
12. Calendar Item 26: Adoption of BERS Bylaws – **FOR CONSIDERATION AND ACTION.**
13. Calendar Item 27: Authorization to Enter into an Agreement with Segal Marco Advisors to Provide Investment Consulting Services to the Board of Education Retirement System – **FOR CONSIDERATION AND ACTION.**

14. Calendar Item 28: Excluded Security Review – **FOR DISCUSSION.**
15. Calendar Item 29: Secondary Sale Update – **FOR DISCUSSION.**
16. Calendar Item 30: Authorization to the Comptroller of the City of New York to Approve the Private Equity Emerging Manager Program - **FOR CONSIDERATION AND ACTION.**
17. Calendar Item 31: Developed Market ex US – **FOR CONSIDERATION AND ACTION.**
18. Calendar Item 32: Annual Plans Public Equity and Fixed Income – **FOR DISCUSSION.**
19. Calendar Item 33: STAR Report Review – **FOR DISCUSSION.**

**Board of Education Retirement System
Meeting of the Board of Trustees
Summary Minutes
March 18, 2025**

Appearances:

Adriana Alecia
Karine Apollon
Shirley Aubin
Camille Casaretti,
Marjorie Dienstag
John Dorsa, Trustee
Gregory Faulkner
Anita Garcia, Trustee
Anthony Giordano

Dr. Angela Green
Naveed Hasan
Alice Ho
Dr. Darling Miramey
Donald Nesbit
Sharon Odwin
Maisha Sapp
Frank Sirabella
Manny Tavarez

Meeting commenced at approximately 4:21 PM.

Agenda Item 1 – Calendar Item 1: Noting of the Minutes of the Meeting of the Board of Education Retirement System held on December 19, 2024. On a motion by Mr. Giordano and a second by Ms. Aubin, this item was unanimously approved.

Agenda Item 2 – Executive Director Update

Agenda Item 3 – Calendar Item 2 – 17: Ordinary Business. On a motion by Ms. Apollon and a second by Mr. Hasan, this item was unanimously approved.

Agenda Item 4 – Calendar Item 18: Actuarial Interest Rate. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was discussed.

Agenda Item 5 – Calendar Item 19: Support of Legislation to Continue Certain Interest Rates. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was unanimously approved.

Agenda Item 6 – Calendar Item 20: Preliminary Fiscal Year 2026 Employer Contribution. On a motion by Ms. Apollon and a second by Mr. Giordano, this item was unanimously approved.

Agenda Item 7 - Calendar Item 21: Unfunded Accrued Liabilities Re-Amortization Bill Analysis. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was discussed.

Agenda Item 8 - Calendar Item 22: Unfunded Accrued Liabilities Re-Amortization Bill Executive Summary. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was discussed.

Agenda Item 9 - Calendar Item 23: Election of Co-Chairs of the Board of Trustees. On a motion by Ms. Apollon and a second by Mr. Faulkner, this item was considered. Mr. Faulkner nominated Mr. Nesbit and Mr. Giordano seconded this nomination. Mr. Faulkner also nominated Ms. Apollon and Ms. Dienstag seconded this nomination. The Board unanimously approved Donald Nesbit and Karine Apollon as Co-Chairs of the Board of Trustees.

Agenda Item 10 – Calendar Item 24: Election of Members of the Executive Committee. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was considered. Ms. Ali, Mr. Faulkner, Mr. Giordano, and Dr. Miramey nominated themselves to serve as primary members of the Executive Committee. Subsequently, Ms. Ali and Dr. Miramey withdrew their self-nominations. Mr. Faulkner and Mr. Giordano were unanimously approved as primary members of the Executive Committee. Ms. Ali, Ms. Casaretti, Ms. Ho, Dr. Miramey and Ms. Sapp volunteered to serve as alternates to the primary members of the Executive Committee. Subsequently, Ms. Casaretti and Dr. Miramey withdrew their self-nominations. Ms. Ho and Ms. Sapp were unanimously approved to serve as alternates to Mr. Giordano and Mr. Faulkner respectively

Agenda Item 11 – Calendar Item 25: Election of Members of the Disability Committee. On a motion by Mr. Giordano and a second by Mr. Hasan, this item was considered. Ms. Aubin nominated herself and Ms. Dienstag to serve as primary members of the Disability Committee. Ms. Aubin and Ms. Dienstag were unanimously approved as primary members. Ms. Aubin nominated Ms. Casaretti as her alternate. Mr. Faulkner nominated Ms. Ali to serve as his alternate. Ms. Ali and Ms. Casaretti were unanimously approved to serve as alternates to Ms. Aubin and Ms. Dienstag, respectively.

Agenda Item 12 – Calendar Item 26: Authorization to Enter into an Agreement with Meketa Investment Group, Inc. to Provide Private Markets Investment Consulting Services to the Board of Education Retirement System. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was unanimously approved.

** Dr. Miramey departed at approximately 5:41 PM.*

** Mr. Hasan departed at approximately 5:41 PM.*

Agenda Item 13 – Calendar Item 27: Authorization to the Comptroller of the City of New York to Restructure the Public Private Apartment Rehabilitation Program. On a motion by Ms. Aubin and a second by Ms. Apollon, this item was unanimously approved.

On a motion by Mr. Giordano and a second by Ms. Apollon, the meeting was adjourned at approximately 6:28 PM.

RENEWAL MEMO

To: Elaine Deschamps-Garcia, Director, Contracts and Procurement; Lisvett Jean, Deputy Director, Contracts and Procurement

Cc: Sanford Rich, Executive Director

From: Tene Williams, Director, Human Resources

Date: May 8, 2025

Re: Renewal Memo – **Industrial Staffing Services, Inc – DBA Equiliem – Temporary Staffing**

*All sections appearing below must be **thoroughly** addressed. When submitting the completed Renewal Memo, you may also attach the expected cost to BERS for the renewal period, attach any changes to the vendor's scope of work or terms and conditions of the contract. If approved, written notice will be sent to the Contractor of such decision at least thirty (30) calendar days prior to the start of the respective additional period confirming the renewal term and revised contract value.*

Background:

BERS executed an agreement with **Industrial Staffing Services, Inc – DBA Equiliem** effective **July 1, 2022** through **June 30, 2025** to provide Temporary Staffing Services with an amount not to exceed **\$2,500,000**. In accordance with the provisions of [Paragraph 1(B)] of the agreement, BERS may, at the discretion of the Executive Director, exercise the Board of Trustees' decision to renew this Agreement for one (1) or two (2) additional annual period(s) beyond such termination date.

BERS intends to renew the current agreement for a period of one (1) year commencing on July 1, 2025 and continuing through and until June 30, 2026. The renewal term will increase the contract value by **\$460,000** changing the not to exceed amount to **\$2,960,000**. The terms and conditions of the renewal contract will be substantially unchanged from the existing contract.


Justification of Need:

The services are still needed, and this renewal will ensure continuity of services for the contractor to provide BERS with administrative and clerical temporary employees on an as needed basis. BERS requires the services to serve BERS in a temporary capacity in a wide variety of disciplines. BERS requires temporary workers to work on assignments including, but not limited to, those in paralegal services, archival records management, customer service/front desk reception, call center operation and pension member services. Other fields include finance and accounting, information technology, investment strategy and data analysis. The contractor provides administrative staff who meet the minimum professional and educational qualifications, as defined in requests made by BERS. BERS reserves the right to change the requested number of employees, their days of service, or number or hours worked.

Alternatively, the contractor facilitates the onboarding and placement of BERS-sourced candidates.

Renewing this contract is in the best interest of BERS because renewal of this contract will avoid disruption of services and critical operational needs.

Fiscal Operations has confirmed funding is available or will be available at the time renewal contract(s) is executed.



Name: **Tene Williams**

Title: **Director of Personnel Administration**

Department: **Personnel Administration**



BERS INVESTMENT MEETING

PUBLIC SESSION



May 15, 2024



STAR Implementation

How We Got Here

1. **Strategic & Tactical Accountability Review (STAR)** — McKinsey
2. **BAM Compensation Study** — Mercer
3. **Economically Targeted Investments (ETI) Review** — David Ehrenberg



Today's Agenda

1. Update on Ongoing STAR Implementation Work

- Investment Procurement
- Consultants

2. Draft Trustee Service Compact

- BAM's Mission, Service Aspiration Statement, and Service Commitments
- BAM's Annual Workplan & Trustee Annual Calendar
- Joint Manager Meeting Pilot
- BAM's Investment Advisory Delegation
- An Annual Corpus Budget & Resource Update



Investment Procurement Update

Under the current system there are 20+ handoffs, taking 24 to 36 months per contract

BAM aims to remove ~12 handoffs and reduce the process to 7-12 months by

1. Hiring a **BAM ACCO** and a dedicated **BAM Legal Resource**, and shifting Chief ACCO responsibility to CIO
2. Exploring changes to the Procurement Policy Board rules to align public market procurement process with private market procurement process

BAM has received internal approval to move forward



Consultants

Consultants are hired by trustees, but work closely with BAM to support trustees

With input from consultants, STAR provided recommendations to

- Standardize level of support across consultants
- Improve collaboration between consultants and BAM
- Improve coordination between specialty and general consultants

In 2025, we will be putting out an RFP for general and specialty consultants on your behalf

BAM will propose updates to the RFPs to align with STAR recommendations. Trustees will edit and approve as always



Trustee Service Compact

In Your Draft Trustee Service Compact

Each year, as part of the Trustee Service Compact review process, there will be an opportunity to review and approve

- The BERS IPS, including in particular the sections on
 - **Investment Beliefs** (new)
 - Role of Comptroller
- Trustee Service Compact
 - BAM's Mission, Service Aspiration Statement, and Service Commitments
 - BAM's Annual Workplan & Trustee Annual Calendar
 - **Joint Manager Meeting Pilot**
 - BAM's Investment Advisory Delegation
 - **An Annual Corpus Budget & Resource Update**



Establishing Your Investment Beliefs

A central component of STAR implementation will be to work together to establish your system-specific Investment Beliefs. This process will

1. Align BAM and Trustees on codified & fact-based fund-level investment beliefs
2. Formally codify and update system-specific asset class-level strategies

These Investment Beliefs will reflect the unique preferences of your individual fund and will enable BAM to better customize your investment options

Once complete, these Investment Beliefs will live within your Investment Policy Statement and will inform your Trustee Service Compact



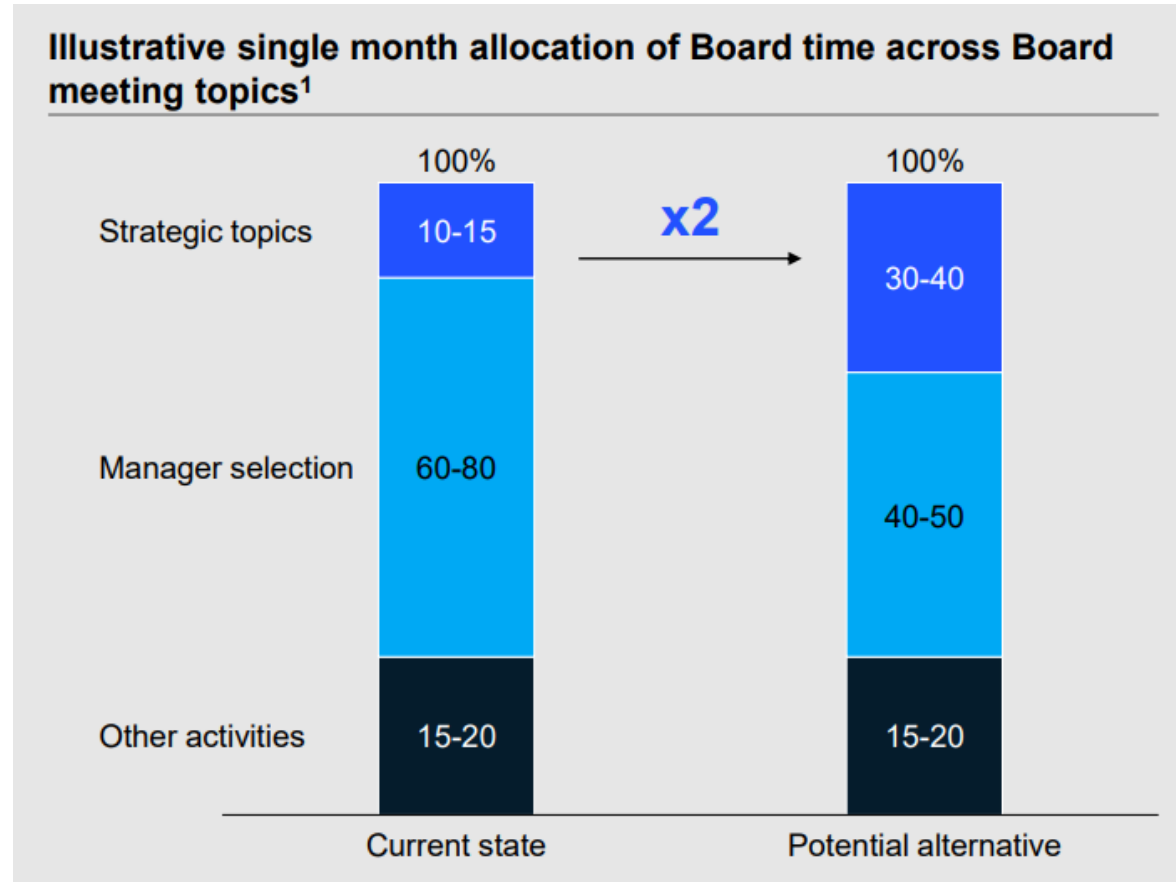
Joint Manager Meeting Proposal

Allocate Board time to strategy —

Adjust Board agendas to increase time allocation towards high-impact strategic topics

Consolidate repetitive meetings —

Create a single forum that allows managers to present to all Boards



Joint Manager Meeting Structure

BAM is proposing to pilot a Joint Manager Meeting from September to December

1. A Joint Manager Meeting (1hr)

- Presentations from new managers
- All trustees invited, not required
- Allows for reallocation of BAM time toward investment management by limiting repetitive manager presentations and condensing presentation timelines

2. System-specific Investment Meetings (1.5hrs)

- Focus on System-specific strategic topics, including portfolio construction, performance reviews, fee analysis, risk updates, etc.
- Systems vote on both new and re-up manager recommendations

3. Ongoing Education Sessions

- Weekly Thought Leadership Speaker Series
- Quarterly cross-system deep dives



Sample Monthly Calendar

November	
Joint Manager Meeting	Takes place at the start of the month
Manager Presentations	
BAM Cross-System Updates	
System-Specific Investment Meetings	Tacks on to board Regular Meetings
Standing Topics	
<ul style="list-style-type: none">• Preliminary performance update• Consultant presentations• Voting on managers	
Strategic Discussion — Review of service compact, annual budget, and strategic priorities	Follows recurring cadence
Education Sessions	
Thought Leadership	
Investment risk	



Joint Manager Meeting Process

1. BAM sends trustees a **list of managers** expected to be recommended to the boards in the next month, identifying which investments will be presented at the joint manager meeting
 1. Trustees can request that additional managers present at the JMM as needed
2. BAM sends trustees system-specific **monthly packages** with new cover note
3. Joint Manager Meeting takes place at the beginning of the month
4. Individual board meetings take place immediately after Regular Board Meetings



Current State of Corpus

BAM's current budgeted corpus headcount is **70**

With an annual budget of **\$11.1M** at current compensation levels



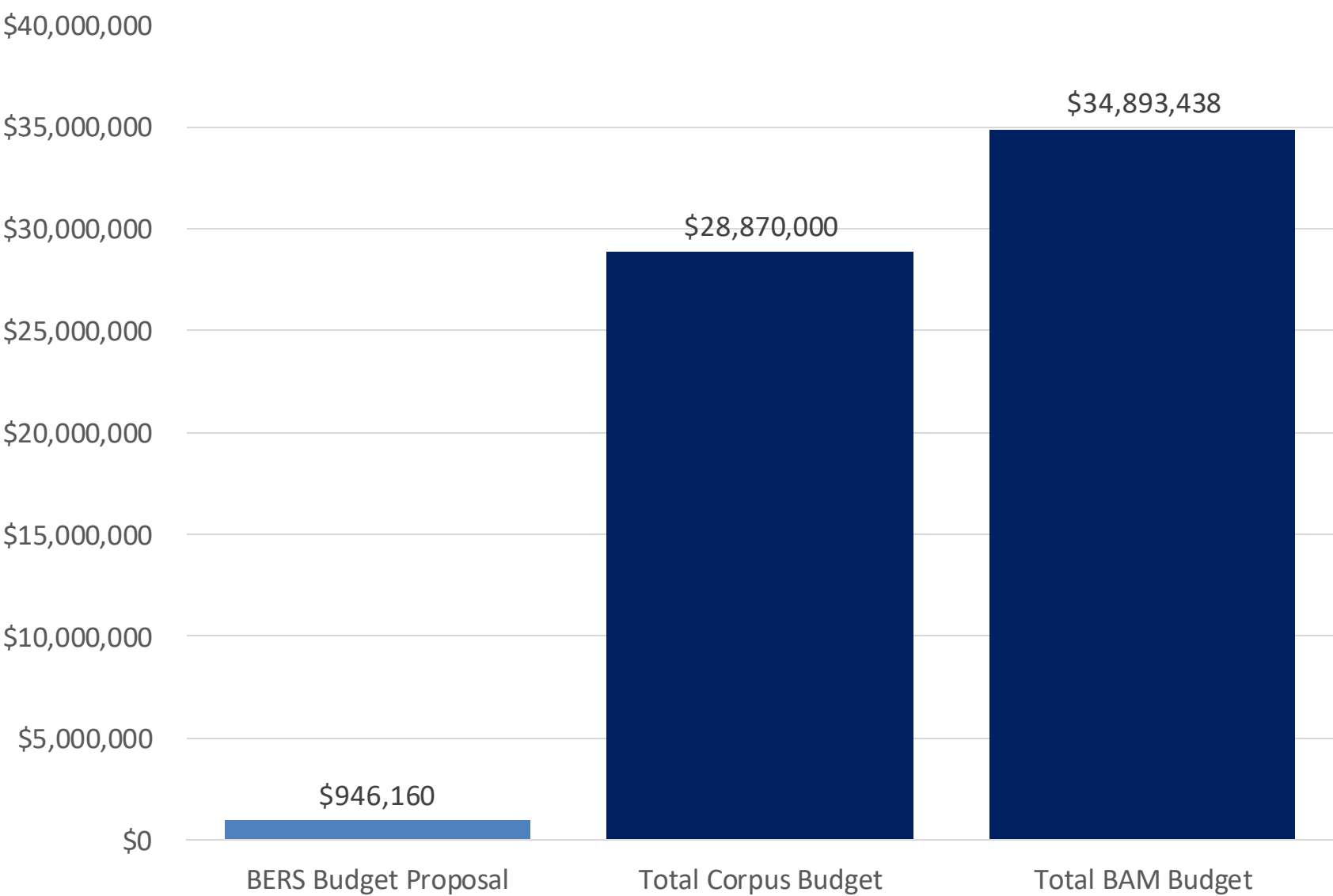
This resourcing proposal would

1. Increase headcount based on STAR recommendations to 127, reflecting
 1. Increase in AUM
 2. New Asset Allocation
 3. Improved System-specific Customization
2. Raise current team member salaries based on market comparisons from Mercer study
3. Reallocate team members to corpus funding

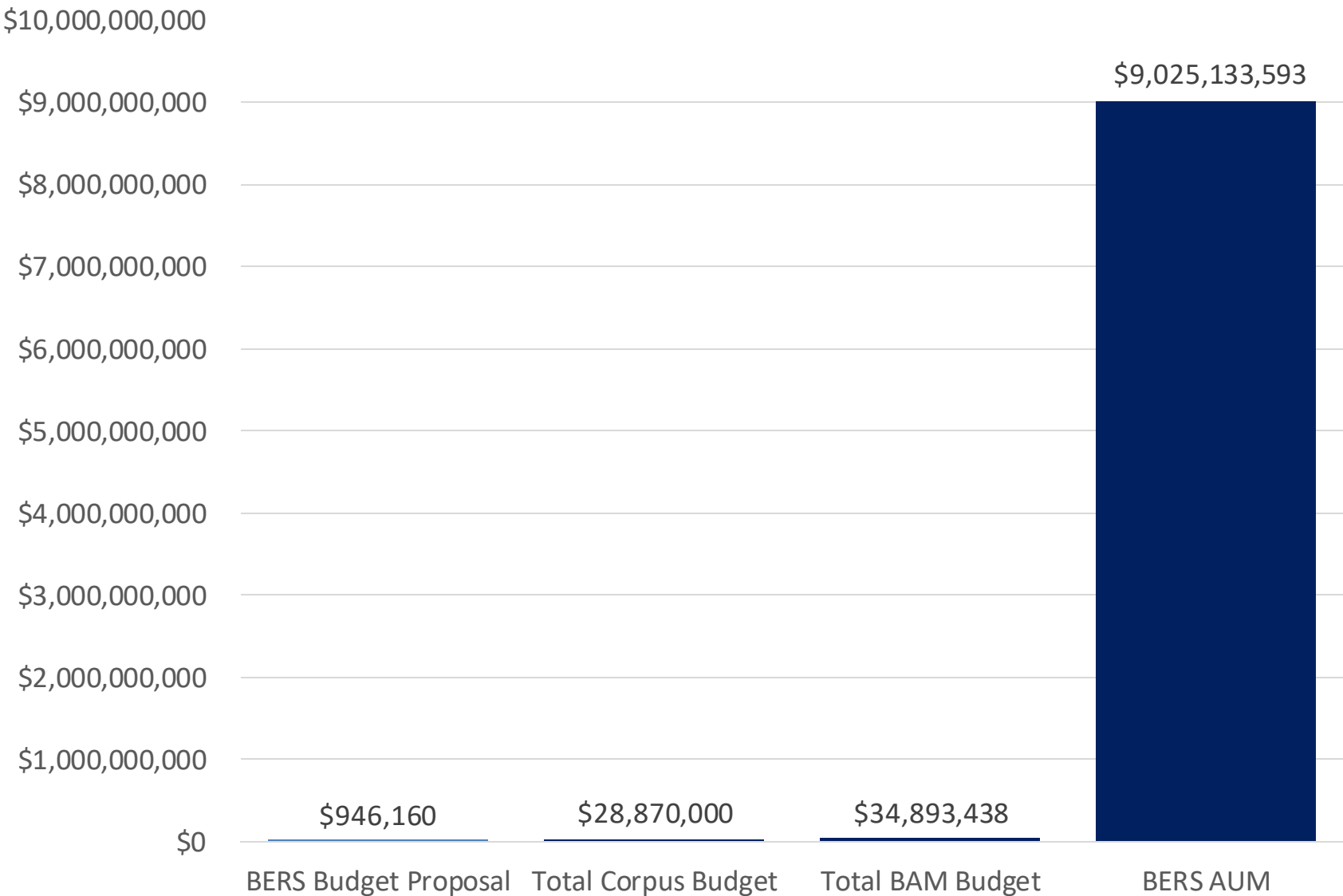
BAM corpus funding would be approximately one basis point (0.01%) of the AUM of the five combined systems



BERS Corpus Budget Proposal



BERS Corpus Budget Proposal



Proposed Total Corpus Headcount by Team

Team	Current Corpus	New Resources	Shift to Corpus	Proposed Corpus
CIO	1	-	-	1
Investment Team	39	14	(2)	51
ETIs	-	3	3	6
Risk Management	6	2	1	9
Compliance	4	-	-	4
Operations	10	-	8	18
Financial Reporting	2	1	2	5
Technology Support	3	-	1	4
Contracts	3	-	6	9
Corporate Governance	2	-	6	8
DEI & EM Strategy	-	1	1	2
ESG Integration	-	-	4	4
Private Market Legal Team	-	-	6	6
Total	70	21	36	127



Compensation Study Recommendations

The Mercer study produced market comparisons for the 75th and 50th percentiles, comparing BAM to

1. Government/Not-for-Profits
2. Financial Services
3. Public Pensions
4. Endowments and Foundations

Mercer recommends that we pursue compensation at their 75th percentile level given that

1. Our AUM is the third largest in the country
2. Our structure is uniquely complex
3. We do not have an incentive program but compete for talent with funds that do



BAM's Compensation Principles

1. **Competitive Compensation** — Seeking competitive salaries that enable BAM to attract and retain diverse talent
2. **Flattened Distribution** — Flattening the significant spread between the highest- and lowest-compensated employees in the Mercer study
3. **Public Sector Context** — Aiming for compensation that is appropriate given the public sector context and New York City and State government context

On average, BAM is proposing salaries that are 3% lower than Mercer's 50th percentile total compensation and 22% lower than the 75th percentile



Compensation Study Mapping

The Mercer Compensation Study proposed suggested salaries for 25 standardized roles within the Bureau of Asset Management

BAM has mapped each of the unique roles across the organization to one of these 25 standardized roles

BAM will be creating compensation ranges, with the proposed salaries at the top of the range

Compensation ranges will be structured based on pre-defined education and experience qualifications



Proposed Salary by Role

Compensation Study Title	Current Salary	Estimated May 2024 Salary	Proposal	50% - Proposed	Proposed Compared to 50% %	75% - Proposed	Proposed Compared to 75%
Chief Investment Officer	350K	394K	550K	-223K	-29%	-560K	-50%
Deputy Chief Investment Officer	300K	338K	475K	17K	4%	-159K	-25%
Asset Class Head	250K	281K	400K	-69K	-15%	-83K	-17%
Chief Operating Officer	200K	225K	400K	-58K	-13%	-358K	-47%
Chief Risk Officer	250K	281K	400K	20K	5%	-273K	-41%
Chief Compliance Officer	177K	199K	300K	-29K	-9%	-212K	-41%
Senior Investment Officer	175K	197K	300K	34K	13%	-60K	-17%
Investment Officer	134K	151K	200K	13K	7%	-21K	-10%
Senior Investment Analyst	95K	107K	125K	4K	3%	-14K	-10%
Investment Analyst	60K	68K	85K	-2K	-2%	-1K	-1%
Senior Investment Operations Manager	120K	135K	200K	-34K	-15%	-57K	-22%
Investment Operations Manager	97K	109K	150K	-8K	-5%	-68K	-31%
Senior Investment Operations Officer	96K	108K	125K	21K	20%	-7K	-5%
Investment Operations Officer	83K	94K	100K	-19K	-16%	-50K	-33%
Investment Operations Analyst	60K	68K	85K	-16K	-16%	-43K	-34%
Compliance Officer	115K	129K	150K	-8K	-5%	-37K	-20%
Senior Compliance Analyst	95K	107K	110K	36K	49%	26K	31%
Compliance Analyst	70K	79K	85K	-13K	-13%	-26K	-23%
Director of Contracts	140K	158K	200K	-2K	-1%	-28K	-12%
Deputy Director of Contracts	110K	124K	150K	-19K	-11%	-31K	-17%
Senior Contract Analyst	86K	97K	125K	7K	6%	-17K	-12%
Contract Analyst	69K	78K	85K	7K	9%	-5K	-6%
OGC Counsel	165K	186K	300K	-88K	-23%	-184K	-38%



Proposed Total Corpus Cost by Team

Team	Current Corpus	New Resources	Shift to Corpus	Proposed Corpus
CIO	550,000	-	-	550,000
Investment Team	10,325,000	3,175,000	-	13,500,000
ETIs	-	900,000	700,000	1,600,000
Risk Management	1,485,000	500,000	125,000	2,110,000
Compliance	645,000	-	-	635,000
Operations	1,650,000	-	1,075,000	2,725,000
Financial Reporting	425,000	300,000	500,000	1,225,000
Technology Support	625,000	-	200,000	825,000
Contracts	250,000	-	780,000	1,030,000
Corporate Governance	425,000	-	1,235,000	1,545,000
DEI & EM Strategy	-	125,000	200,000	325,000
ESG Integration	-	-	900,000	900,000
Private Market Legal Team	-	-	1,800,000	1,800,000
Total	16,380,000	5,000,000	7,515,000	28,870,000



Appendix – BAM Resourcing Proposal

STAR Recommendations

Directional

Directional

Functions		FTE as of Jan '24	Potential incremental hiring needs ¹	Additional resourcing may be needed to accommodate...
Investment roles	Private Equity	5	+9-12	<ul style="list-style-type: none"> Growing private markets allocation (29% from 24%) and need to source/diligence more deals (i.e., 47 deals in 2024 vs. 33 in 2023) Asset class strategy with greater complexity (e.g., infra co-invest) Trustee customization (e.g., type of manager, climate solutions) requires diligencing of more managers
	Real Estate	5	+0-5	
	Infrastructure	4	+0-5	
	Alt. Credit	3	+2-5	
	ETI	2	+2 ²	
Non-Investment roles	Trustee service	3-4	+1-2	<ul style="list-style-type: none"> Enhancements in Trustee service (e.g., expand education, tailor reporting) Building BAM-dedicated support capabilities – i.e., tech/data infrastructure, ACCO/legal needs for procurement, HR talent management
	IT/IS	5 ⁴	+2-4	
	Procurement (ACCO/Legal)	14 ⁴	+1-3	
	HR	<1 ⁴	+1	
	Operations	As investment staff scale to meet future demands, potential for a corresponding resource demand on back-office		

BAM's investment team may need to hire +13-29 FTEs to address current and future workload needs

Enhancing services providing to Trustees may require an additional 1-2 FTEs

Such an increase may have additional implications on back-office staffing (e.g., operations)

Total +18-39 priority positions to be filled (against BAM's 24 vacancies³ as of 1/24)



Mercer Findings – 50th Percentile

Compensation Study Title*	Current Salary**	Estimated May 2024 Salary	50% Comparison	50% Comparison - May 2024
Chief Investment Officer	350K	394K	773K	96%
Deputy Chief Investment Officer	300K	338K	458K	36%
Asset Class Head	250K	281K	469K	67%
Chief Operating Officer	200K	225K	458K	103%
Chief Strategy Officer	200K	225K	385K	71%
Chief of Staff	125K	141K	210K	49%
Chief Risk Officer	250K	281K	380K	35%
Chief Compliance Officer	177K	199K	329K	65%
Senior Investment Officer	175K	197K	266K	35%
Investment Officer	134K	151K	187K	24%
Senior Investment Analyst	95K	107K	121K	13%
Investment Analyst	60K	68K	87K	29%
Senior Investment Operations Manager	120K	135K	234K	73%
Investment Operations Manager	97K	109K	158K	45%
Senior Investment Operations Officer	96K	108K	104K	-3%
Investment Operations Officer	83K	94K	119K	27%
Investment Operations Analyst	60K	68K	101K	50%
Compliance Officer	115K	129K	158K	22%
Senior Compliance Analyst	95K	107K	74K	-31%
Compliance Analyst	70K	79K	98K	24%
Director of Contracts	140K	158K	202K	28%
Deputy Director of Contracts	110K	124K	169K	37%
Senior Contract Analyst	86K	97K	118K	22%
Contract Analyst	69K	78K	78K	0%
OGC Counsel	165K	186K	388K	109%



Mercer Findings – 75th Percentile

Compensation Study Title*	Current Salary**	Estimated May 2024 Salary	75% Comparison	75% Comparison - May 2024
Chief Investment Officer	350K	394K	1.11 M	182%
Deputy Chief Investment Officer	300K	338K	634K	88%
Asset Class Head	250K	281K	483K	72%
Chief Operating Officer	200K	225K	758K	237%
Chief Strategy Officer	200K	225K	513K	128%
Chief of Staff	125K	141K	290K	106%
Chief Risk Officer	250K	281K	673K	139%
Chief Compliance Officer	177K	199K	512K	157%
Senior Investment Officer	175K	197K	360K	83%
Investment Officer	134K	151K	221K	47%
Senior Investment Analyst	95K	107K	139K	30%
Investment Analyst	60K	68K	86K	27%
Senior Investment Operations Manager	120K	135K	257K	90%
Investment Operations Manager	97K	109K	218K	100%
Senior Investment Operations Officer	96K	108K	132K	23%
Investment Operations Officer	83K	94K	150K	60%
Investment Operations Analyst	60K	68K	128K	90%
Compliance Officer	115K	129K	187K	44%
Senior Compliance Analyst	95K	107K	84K	-21%
Compliance Analyst	70K	79K	111K	41%
Director of Contracts	140K	158K	228K	45%
Deputy Director of Contracts	110K	124K	181K	46%
Senior Contract Analyst	86K	97K	142K	47%
Contract Analyst	69K	78K	90K	16%
OGC Counsel	165K	186K	484K	161%



MAY 2025

**AUTHORIZATION OF REBALANCING OF FUNDS FOR THE NEW YORK CITY
BOARD OF EDUCATION RETIREMENT SYSTEM**

- WHEREAS,** BERS Rules and Regulations Sections 9(b)(F) and 45 require the Actuary, for purposes of determining funded status and rebalancing adjustments, to determine the actuarial value of assets and liabilities of the BERS Qualified Pension Plan (QPP) and the BERS Tax-Deferred Annuity (TDA) Program as of each fiscal year; and
- WHEREAS,** BERS' Rules and Regulations Section 45 states that where the assets of either the TDA or the QPP exceed its respective value, there shall be a transfer from such fund to the other where such value exceeds its assets; and
- WHEREAS,** the Actuary, by letter dated May 6, 2025, determined that as of July 1, 2024, the TDA was overfunded compared to its value by \$28,834,324, and that such amount should be transferred to the QPP's Contingent Reserve Fund; and
- WHEREAS,** the Actuary, by letter dated May 6, 2025, determined that as of July 1, 2024, the QPP Variable Fund was underfunded compared to its value, by \$2,700,834, and that such amount should be transferred to the QPP Variable Fund from the QPP's Contingent Reserve Fund; now therefore be it
- RESOLVED,** that the Board adopts the Actuary's recommendation and authorizes BERS staff to effectuate the internal rebalancing described above in accordance with such recommendation.

Respectfully Submitted,

Sanford R. Rich
Executive Director

MAY 2025

**ADOPTION OF THE ACTUARY'S DETERMINATION FOR THE FINAL FISCAL YEAR 2025
EMPLOYER CONTRIBUTION TO THE NEW YORK CITY BOARD OF EDUCATION
RETIREMENT SYSTEM**

- WHEREAS,** the Board of Trustees, at its meeting held on April 17, 2024, adopted the determination of the Actuary, as contained in a letter dated March 19, 2024, establishing the Preliminary Employer Contribution to the New York City Board of Education Retirement System for Fiscal Year 2025 (i.e., July 1, 2024 through June 30, 2025) in the amount of \$248,653,634 (the Preliminary 2025 Employer Contribution); and
- WHEREAS,** the Actuary, in a letter dated May 6, 2025, determined the Final Employer Contribution for Fiscal Year 2025 to be \$256,711,726; represents an increase of \$8,058,092 from the Preliminary 2025 Employer Contribution; and
- WHEREAS,** the Board of Trustees has reviewed the determination; now therefore be it
- RESOLVED,** that the Employer Contribution to the New York City Board of Education Retirement System for Fiscal Year 2025 in the amount of \$256,711,726 is hereby approved by the Board of Trustees.

Respectfully Submitted,

Sanford R. Rich
Executive Director

MAY 2025

ADOPTION OF THE DISABILITY COMMITTEE'S RECOMMENDATIONS

- WHEREAS,** the Disability Committee of the Board of Trustees ("Disability Committee") held a meeting on March 18, 2025; and
- WHEREAS,** the Disability Committee reviewed 7 applications for disability retirement; and
- WHEREAS,** the Disability Committee has made recommendations to the Board of Trustees regarding 6 applications; now therefore be it
- RESOLVED,** that the Board of Trustees hereby adopts the recommendations of the Disability Committee with regard to the applications reviewed on March 18, 2025.

Respectfully Submitted,

Sanford R. Rich
Executive Director

AUTHORIZATION TO AMEND AN AGREEMENT WITH VITECH SYSTEMS SUB LLC

- WHEREAS,** in January 2019, the Board of Education Retirement System (BERS) contracted with Vitech Systems Sub LLC (Vitech) to provide computer consulting services for the development of the next generation of its Comprehensive Pension Management System (CPMS); and
- WHEREAS,** in September 2020, the Board of Trustees authorized the Executive Director to enter into a contract with Vitech Systems Sub LLC for the addition of the V3locity Digital Self Service (DSS) platform commencing in Fiscal Year 2021 and continuing unless terminated pursuant to the terms of the associated agreements; and
- WHEREAS,** in December 2023, the Board authorized an additional commitment of funds for CPMS document and file repository capacity; and
- WHEREAS,** BERS has an ongoing need for CPMS; and
- WHEREAS,** the Board wishes to continue the V3locity™ Service Subscription for an additional year at an additional cost not to exceed \$1,120,869; now therefore be it
- RESOLVED,** that the Board authorizes an additional \$1,120,869 to continue the V3locity™ Service Subscription through December 31, 2026; and be it further
- RESOLVED,** that the Executive Director of BERS be authorized to receive and control funds and to direct the Comptroller of the City of New York to disburse funds in accordance with this resolution.

Respectfully Submitted,

Sanford R. Rich
Executive Director

MAY 2025

AUTHORIZATION TO EXTEND AN AGREEMENT WITH INDUSTRIAL STAFFING SERVICES INC., DBA EQUILIEM TO PROVIDE TEMPORARY STAFFING SERVICES TO THE BOARD OF EDUCATION RETIREMENT SYSTEM

WHEREAS, on April 8, 2022, the Board of Education Retirement System (BERS) authorized an agreement with Industrial Staffing Services Inc., DBA Equiliem, to provide temporary staffing services for a period of three years at a cost not to exceed \$2,500,000, with an option to renew for up to two additional one-year periods; and

WHEREAS, BERS has determined a need for continued temporary staffing services; and

WHEREAS, the administrative staff have recommended that BERS continue to utilize Industrial Staffing Services, Inc., DBA Equiliem, to provide temporary staffing services; now therefore be it

RESOLVED, that the Board of Trustees authorizes the Executive Director of BERS to extend the contract with Industrial Staffing Services, Inc., DBA Equiliem to provide temporary staffing services to BERS for a period of one year, commencing July 1, 2025 at an additional cost not to exceed \$460,000, such that the total amount of the agreement is not to exceed \$2,960,000, and subject to agreement by Industrial Staffing Services Inc., DBA Equiliem, and if any of the foregoing terms are not agreed upon by the parties, the agreement will be brought back to the Board for further review and action before such a contract is extended; and be it further

RESOLVED, that the Executive Director of BERS be authorized to receive and control funds and to direct the Comptroller of the City of New York to disburse funds in accordance with this agreement.

Respectfully Submitted,

Sanford R. Rich
Executive Director

AUTHORIZATION TO ENTER INTO A LEASE AGREEMENT

- WHEREAS,** BERS entered into a sub-sublease agreement for office space located at 55 Water Street, 50th Floor New York, NY; and
- WHEREAS,** the sub-sublease agreement expires on May 29, 2026; and
- WHEREAS,** in anticipation of the expiration of the sub-sublease, BERS contracted with Savills to serve as a real estate advisor to assist BERS in finding and leasing an office space; and
- WHEREAS,** after reviewing BERS' needs, evaluating various options for office space, and reviewing landlord proposals, Savills, with the concurrence of the administrative staff of BERS, recommends that BERS lease space at 55 Water Street based upon the New Water Street Corporation's (Landlord) proposal dated April 11, 2025; now therefore be it
- RESOLVED,** that the Board hereby authorizes BERS to enter into a lease with New Water Street Corporation for a term of thirty years with a cost as proposed in Landlord's proposal dated April 11, 2025 and subject to agreement by Landlord. If any of the foregoing terms are not agreed upon by the parties to the contract, the proposed contract will be brought back to the Board for further review and action before such a contract is executed; and be it further
- RESOLVED,** that the Executive Director of BERS be authorized to receive and control funds and to direct the Comptroller of the City of New York to disburse funds in accordance with this agreement.

Respectfully Submitted,

Sanford R. Rich
Executive Director

ADOPTION OF BYLAWS

WHEREAS, the BERS bylaws require certain updates to ensure that such bylaws include a current and comprehensive framework for BERS governance; now therefore be it

RESOLVED, that the Board hereby adopts the bylaws attached as hereto.

Respectfully Submitted,

Sanford R. Rich
Executive Director

BOARD OF EDUCATION RETIREMENT SYSTEM

BYLAWS

Section I – Applicable Law

1. The Board of Education Retirement System of the City of New York (“BERS” or “The New York City Board of Education Retirement System”) and the Retirement Board (“the Board” or “the Board of Trustees”) were established in accordance with Education Law § 2575.
2. BERS and the Board operate in accordance with Education Law § 2575, the BERS Rules and Regulations, the Retirement and Social Security Law, the Administrative Code of the City of New York, the Internal Revenue Code, and all other applicable state and federal laws.

Section II – Meetings of the Retirement Board

3. All Board meetings shall be held at BERS executive office or at such place as may be determined by the Co-Chairs of the Board.
4. Monthly meetings shall be held on a date set by the Co-Chairs. At each meeting, either Co-Chair shall announce the date of the next monthly or annual meeting.
5. The annual meeting shall be held in January of each year.
6. Special meetings of the full Board of Trustees shall be held on the call of either Co-Chair with the concurrence of the other Co-Chair, or on the written request of a majority of the Board including at least one employee representative, provided, however, that notice of such meetings shall be given not less than twenty-four hours in advance and shall state the special matters to be considered. No other matters shall be considered at special meetings except with the consent of all the members present.
7. If a quorum is not present, the meeting shall be adjourned.
8. Trustees must attend all Board and Committee meetings in person, as required by Article 7 of the Public Officers Law (“the Open Meetings Law”). Attendance by videoconference may be permitted in very limited circumstances, within the Open Meetings Law and BERS Videoconferencing Procedures.
9. The agenda, resolutions, and other supporting documents for each Board meeting shall be distributed by BERS staff to the Board no later than two days prior to said meeting. Matters not on the previously distributed agenda shall be considered only by unanimous consent of those trustees present at the meeting.

Section III – Co-Chairs

1. At the annual meeting, the Board shall elect from its membership two Co-Chairs.
2. A majority vote of the entire Board, including at least one employee member vote, shall be necessary for election.
3. The official term of each Co-Chair shall continue from the date of the annual meeting until the annual meeting of the succeeding year, or until a successor is chosen.
4. In the event of a vacancy in the position of either Co-Chair one month or more before the unexpired term, a special election shall be held to complete the unexpired term.

Section IV – Board Composition

1. The membership of the Board consists of the Board of Education (a/k/a the Panel for Educational Policy) and two employee representatives elected by BERS membership, in accordance with BERS Rules and Regulations § 5a.

Section V - Retirement Board and Executive Director

1. The Board is the head of BERS, in accordance with Education Law § 2575(23)(a)(3) and BERS Rules and Regulations § 5.
2. All BERS employees are under the supervision of the Executive Director, in accordance with BERS Rules and Regulations § 5.
3. As head of BERS, the Board has the sole discretion to appoint, dismiss, and set the Executive Director's compensation.

Section VI – Committees

1. The Board shall constitute from among its members the following standing committees:
 - a) The Audit Committee, whose composition, duties, and procedure are governed by the Audit Committee Charter.
 - b) The Disability Committee, whose composition, duties, and procedure are governed by the Authority and Procedure of the Disability Committee.

- c) The Executive Committee, whose composition, duties, and procedure are governed by the Authority and Procedure of the Executive Committee.
2. The Board may amend the Charters and Authority and Procedure documents of the standing committees by resolution.
3. The Board may delegate duties to ad hoc committees, or form new standing committees, by resolution specifying the composition, duties, and procedure of such committees.

Section VII – Parliamentary Procedure

1. A quorum of the Board shall consist of a majority of the Board as a whole including at least one employee representative, in accordance with BERS Rules and Regulations § 5b and Education Law § 2575. The size of the Board as a whole includes any vacancies, in accordance with General Construction Law § 41.
2. Each act of the Board shall be introduced by a motion by any member with a second by any other member.
3. Each act of the Board shall be by resolution adopted following a majority vote by the Board as a whole, in accordance with BERS Rules and Regulations § 5b.
4. The concurrence of one employee representative shall be necessary for an act of the Board, in accordance with BERS Rules and Regulations § 5b.
5. The Board will follow Robert’s Rules of Order in the conduct of its business except as otherwise noted in these Bylaws.

Section VIII – Order of Business

1. The order of business at all regular and annual Board meetings shall be as follows, provided that the Co-Chairs shall have the authority to revise the order of business for purposes of expediency:
 - a) Roll call of Board members
 - b) Noting of the minutes of the prior meeting
 - c) Executive Director’s update

- d) Ordinary business of BERS
- e) Previously tabled business
- f) New business
- g) Adjournment

Section IX – Financial Matters

1. Member Contributions

- a. The employee contributions of Tier 1 and 2 members, other than contributions required as a consequence of participation in early retirement programs, are deposited into the Annuity Savings Fund (ASF), and administered in accordance with BERS Rules and Regulations § 8 and all other applicable state and federal laws.
- b. The employee contributions of Tier 4 and 6 members, other than contributions required as a consequence of participation in early retirement programs, are deposited into the Member Contributions Accumulation Fund (MCAF), and administered in accordance with Retirement and Social Security Law § 613 and all other applicable state and federal laws.
- c. The employee contributions of members required as a consequence of participation in early retirement programs are deposited into the Additional Member Contributions Fund (AMCF), and administered in accordance with the various provisions of Article 11 and Article 15 of the Retirement and Social Security Law that established these programs and all other applicable state and federal laws.
- d. BERS shall certify the balances of these and all other funds to the Board, and publish the same its Annual Comprehensive Financial Report.

2. Administration of Benefits

- a. BERS administers all Qualified Pension Plan (QPP) benefits in accordance with Internal Revenue Code § 401(a).
- b. Service Retirement
 - i. BERS administers the service retirement benefits of Tier 1 and 2 members in accordance with BERS Rules and Regulations §§ 11 through 14-a and all other applicable state and federal laws.
 - ii. BERS administers the service retirement benefits of Tier 4 and 6 members in accordance with Retirement and Social Security Law §§ 602 through 604 and all other applicable state and federal laws.

- iii. BERS administers the service retirement benefits of members retiring under early retirement programs in accordance with the various provisions of Article 11 and Article 15 of the Retirement and Social Security Law that established these programs and all other applicable state and federal laws.

c. Disability Retirement

- i. BERS administers the disability retirement benefits of Tier 1 and 2 members in accordance with BERS Rules and Regulations §§ 15 through 19 and all other applicable state and federal laws.
- ii. BERS administers the disability retirement benefits of Tier 4 and 6 members in accordance with Retirement and Social Security Law § 605 and all other applicable state and federal laws.

d. Deferred Vested Benefits

- i. BERS administers the deferred vested benefits of Tier 1 and 2 members in accordance with BERS Rules and Regulations §§ 15 through 19 and all other applicable state and federal laws.
- ii. BERS administers the deferred vested benefits of Tier 4 and 6 members in accordance with Retirement and Social Security Law § 612 and all other applicable state and federal laws.
- iii. BERS administers the deferred vested benefits of members retiring under early retirement programs in accordance with the various provisions of Article 11 and Article 15 of the Retirement and Social Security Law that established these programs and all other applicable state and federal laws.

e. Death benefits

- i. BERS administers the death benefits of Tier 1 and 2 members in accordance with BERS Rules and Regulations §§ 20 and 21 and all other applicable state and federal laws.
- ii. BERS administers the death benefits of Tier 4 and 6 members in accordance with Retirement and Social Security Law §§ 606, 606-a, 607, and 607-i and all other applicable state and federal laws.

f. TDA Program benefits

- a. BERS administers all Tax Deferred Annuity (TDA) Program benefits in accordance with Internal Revenue Code § 403(b), BERS Rules and Regulations § 33, and all other applicable state and federal laws.

3. Loans to Members

- a. BERS administers all loan payments and policies in accordance with Internal Revenue Code § 72(p). BERS shall report to the Board the total number and aggregate amount of loans made to members monthly.
- b. BERS administers loans from the ASF in accordance with BERS Rules and Regulations § 10(5) and all other applicable state and federal laws.
- c. BERS administers loans from the MCAF in accordance with Retirement and Social Security Law § 613-b and all other applicable state and federal laws.
- d. BERS administers loans from the AMCF in accordance with Retirement and Social Security Law § 613-b, the various provisions of Article 11 and Article 15 of the Retirement and Social Security Law that established these programs, and all other applicable state and federal laws.
- e. BERS administers loans from the TDA Program in accordance with BERS Rules and Regulations Appendix A and all other applicable state and federal laws.

Section X – Conflicts of Interest

- 1. Chapter 68 of the New York City Charter governs conflicts of interest for all Board members and BERS employees.
- 2. All Board members are officers of the City of New York with substantial policy discretion within the meaning of Section 2604 of the New York City Charter (“the Charter”), and are therefore required to file annual financial disclosures with the New York City Conflicts of Interest Board per Section 2603(d) of the Charter.

MAY 2025

AUTHORIZATION TO ENTER INTO AN AGREEMENT WITH SEGAL MARCO ADVISORS TO PROVIDE INVESTMENT CONSULTING SERVICES TO THE BOARD OF EDUCATION RETIREMENT SYSTEM

WHEREAS, the Board of Education Retirement System (“BERS”) has determined a need for general investment consulting services; and

WHEREAS, BERS released Request for Proposals (“RFP”) 2024—003 Investment Consulting Services;

WHEREAS, having reviewed the proposals submitted in response to the above referenced RFP, the evaluation committee has recommended Segal Marco Advisors (“Segal”) to provide such services;

WHEREAS, it is the desire of the Board of Trustees to contract with Segal for a period of three years commencing January 4, 2026, with an option to renew for two additional one-year periods; now therefore be it

RESOLVED, that the Board does hereby authorize the Executive Director to enter into a contract with Segal Marco Advisors to provide investment consulting services to the Board for the period of January 4, 2026 to January 3, 2029, with an option to renew for two additional one-year periods, at a cost not to exceed \$792,825 for the initial three years, and a cost not to exceed \$590,782.50 for the optional two year extension, such that the total contract cost does not exceed \$1,383,607.50 and subject to agreement by Segal, and if any of the foregoing terms are not agreed upon by the parties, the contract will be brought back to the Board for further review and action before such a contract is executed; and be it further

RESOLVED that the Executive Director of BERS be authorized to receive and control funds and to direct the Comptroller of the City of New York to disburse funds in accordance with the agreement with Segal Marco Advisors.

Respectfully Submitted,

Sanford R. Rich
Executive Director

MAY 2025

**AUTHORIZATION TO THE COMPTROLLER OF THE CITY OF NEW YORK TO APPROVE
THE 2024 PRIVATE EQUITY EMERGING MANAGER PROGRAM**

- WHEREAS,** after review and discussion of the analyses and recommendations of the Comptroller of the City of New York (“the Comptroller”), the administrative staff of the Board of Education Retirement System recommend that the full Board of Trustees (“the Board”) approve the 2024 Private Equity Emerging Manager Program in accordance with the recommendations of the Comptroller; and
- WHEREAS,** the Board accepts the recommendations from its investment advisor, the Comptroller, and the administrative staff regarding the 2024 Private Equity Emerging Manager Program; now therefore be it
- RESOLVED,** that the Board hereby directs the Comptroller to effectuate the foregoing process in accordance with his recommendation of March 28, 2024; and be it further
- RESOLVED,** that the Board directs that such process shall be completed within a reasonable period of time and in a manner consistent with the Comptroller’s guidelines for such actions; and be it further
- RESOLVED,** that the Board hereby directs the Comptroller to report to the Board on the progress of such action and to make such recommendations to the Board as the Comptroller shall deem appropriate with respect to such action.

Respectfully Submitted,

Sanford R. Rich
Executive Director