

BOARD OF EDUCATION RETIREMENT SYSTEM
Board Meeting Agenda
October 23, 2024

1. Calendar Item 1: Noting of the Minutes of the Meeting of the Board of Education Retirement System held on September 10, 2024 – **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: Actuarial Interest Rate – **FOR DISCUSSION.**
5. Calendar Item 19: Adoption of the Actuary’s Recommendation Regarding the Actuarial Interest Rate Extension – **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 Enter into an Agreement with Aksia CA LLC to Provide Private Markets Investment Consulting Services to the Board of Education Retirement System – **FOR CONSIDERATION AND ACTION.**
8. Calendar Item 22: Request for Proposals for a Disparity Study – **FOR DISCUSSION.**
9. Calendar Item 23: Adoption of BIPOC Strategy with Private Markets and Private Market Pacing Recommendations – **FOR DISCUSSION.**
10. Calendar Item 24: STAR Report Review – **FOR DISCUSSION.**
11. Calendar Item 25: Election of an Alternate Member of the Executive Committee – **FOR CONSIDERATION AND ACTION.**

Board of Education Retirement System
Meeting of the Board of Trustees
Summary Minutes
September 10, 2024

Appearances:

Adriana Alecia
Karine Apollon
Phoebe-Sade Arnold
Shirley Aubin
Marjorie Dienstag
John Dorsa*
Gregory Faulkner
Anthony Giordano
Angela Green

Naveed Hasan
Alice Ho
Jessamyn Lee
Donald Nesbit
Sharon Odwin
Maisha Sapp
Frank Sirabella*
Manny Tavarez

*Denotes Alternate stepping in for Primary Trustee.

Meeting commenced at approximately 4:34pm.

Agenda Item 1 - Calendar Item 1: Noting the Minutes of the Meeting of the Board of Retirement held on June 27, 2024. On a motion by Mr. Giordano and a second by Ms. Apollon, this item was unanimously approved.

Agenda Item 2 - Calendar Items 2-17: Ordinary Business. On a motion by Ms. Apollon and a second by Mr. Giordano, these items were unanimously approved.

Agenda Item 3 – Calendar Item 18: Adoption of the Actuary's Recommendation Regarding the Tax Deferred Annuity Loan Insurance Premium Rate for Loans Originating On or After October 01, 2024. On a motion by Mr. Giordano and a second by Mr. Sirabella, this item was unanimously approved.

Agenda Item 4 – Calendar Item 19: Authorization for the Adoption of an Administrative Budget for Fiscal Year 2025 for the Board of Education Retirement System. On a motion by Ms. Aubin and a second by Ms. Sapp, this item was approved with an abstention from Mr. Dorsa.

Agenda Item 5 – Calendar Item 20: Election of Alternate Member of Audit Committee. On a motion by Ms. Apollon and a second by Mr. Giordano, Ms. Dienstag was unanimously elected to the Audit Committee with Mr. Hasan serving as Ms. Dienstag's alternate. On a nomination by Ms. Ho and a second by Mr. Giordano, Mr. Tavarez was unanimously approved to serve as Ms. Ho's alternate.

Agenda Item 6 – Calendar Item 21: Internal Audit Semiannual Update. On a motion by Ms. Aubin and a second by Ms. Apollon, this item was discussed.

Agenda Item 7 – Calendar Item 22: Authorization to the Comptroller of the City of New York to Invest, Sell and Exchange the Funds of the Retirement System. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was unanimously approved.

Agenda Item 8 – Calendar Item 23: Authorization to Enter into an Agreement with Aksia CA LLC to Provide Private Markets Investment Consulting Services to the Board of Education Retirement System. On a motion by Mr. Giordano and a second by Ms. Aubin, this item was considered. On a motion by Ms. Apollon and a second by Ms. Aubin, this item was tabled with an abstention from Mr. Faulkner.

Agenda Item 9 – Calendar Item 24: Bureau of Asset Management(BAM) Responsible Property Management Standards. On a motion by Ms. Aubin and a second by Ms. Apollon, this item was considered. On a motion by Mr. Giordano and a second by Mr. Tavarez, the motion to table failed with an opposition by Ms. Hirsh and abstentions from Ms. Aubin and Ms. Alecia. On a vote, this item failed with one opposition by Ms. Apollon and five abstentions by Ms. Alicea, Ms. Aubin, Mr. Faulkner, Mr. Giordano and Ms. Lee.

Agenda Item 10 – Calendar Item 25: STAR Report Review. On a motion by Mr. Dorsa and a second by Ms. Apollon, this item was unanimously tabled.

On a motion by Mr. Giordano and a second by Ms. Apollon, the meeting was adjourned at approximately 7:24pm.

REQUEST MEMO

To: Sharon Koppula, Director, Contracts and Procurement

Cc: Sanford Rich, Executive Director; Lisvett Jaen, Deputy Director, Contracts and Procurement

From: Salil Mehta, Deputy Director Investment Strategy

Date: June 4, 2024

Re: Negotiated Services (NS) Request

*All questions appearing below must be **thoroughly** addressed. If approved, the below information will be used by the to determine whether it is not practicable and/or advantageous to award a contract by competitive sealed bidding or competitive sealed proposals. When submitting the completed Request Memo, you must also attach the vendor's Statement of Work and the expected cost to BERS associated with this request (Vendor's Cost Proposal). If the space provided is insufficient to provide complete responses, please attach additional sheets of paper to provide a complete response.*

I am writing to request an exception to competitive procurement to contract with **Aksia LLC**. Please find the justification for this request below.

1. Provide a description of the goods/services being procured.

This is mostly a monthly extension of current services from Aksia. Specifically:

Advisory/Research

- BERS & BAM Monthly Pipeline Calls
- Support Memos (instead of Recommendation Memos) following a review of BAM's due diligence.
- Discuss proposed investments and DEI memos at Executive Committee meetings
- Annual Plan: this will be addressed either in October, as previously discussed, or in December as part of a month-to-month contract arrangement.
- MAX Access
- Monthly/Quarterly Private Markets and ESG Update Emails
- IPS Review (if required)

Operations/Risk

- Input cash flows and NAVs into MAX
- Monthly cash flow reconciliation (but not cash flow authorization)
- Quarterly cash flow, unfunded commitment and IRR reconciliation with GPs (subject to the GP's provision of data to Aksia)

- Generate and distribute one standard quarterly report from MAX at a consistent time (property level real estate reports and customize real asset classification are not considered “standard” reports)
- Amendment and LPAC consent
- Underlying portfolio company data collection into MAX (subject to the GP’s provision of data to Aksia)

2. What are the benefits of this service?

BERS has engaged with Aksia as a specialty consultant to diligence and advise on alternative assets in the pension. This third-party and independent review is helpful for Trustees to fulfil their fiduciary responsibilities of understanding and choosing investments for the portfolio.

Alternatives is a unique asset class where we assemble many private investments, hence the more routine diligence and advisory needs of the specialty consultant is needed versus the general consultant which is more complementary to existing Investment department.

3. What is the term of this contract, including any extensions, if any? Indicate dates.

Term is monthly, with cost escalations every two months, for up to one year:

November 18 2024 through November 30 2024

December 2024 and January 2025

February 2025 and March 2025

April 2025 and May 2025

June 2025 and July 2025

August 2025 and September 2025

October 2025 and November 2025

4. Is this request retroactive (is the vendor already provided services)? If the answer is “yes,” please explain why.
No

5. The three main circumstances in which a Negotiated Services procurement method may be used are provided below. Select the applicable circumstance(s) **and** provide a statement describing how the circumstance is applicable to this request.

A. BERS’ requirements are such that only one vendor can satisfactorily meet the requirements and it is not practical to alter the agency’s requirements to enable competition.

B. A time-sensitive situation where a vendor must be retained quickly for one of the following reasons:

- To fulfill or comply with a time-sensitive legal mandate/requirement;
- an existing vendor has been terminated, has defaulted, has withdrawn from, or has repudiated a contract, or has become otherwise unavailable, or BERS has decided not to renew or extend an existing contract in the best interest of the City and BERS requires a substitute or successor vendor;

- iii. **a compelling need for goods, services, construction, and/or construction-related services exists that cannot be timely met through a competitive procurement process;**

BERS is seeking a temporary contract pending award of an RFP so as to avoid disruption in specialty consulting service.

C. Such other circumstances determined to be in the best interest of BERS, please explain in detail.

6. What research was done to determine that this company is the best provider of this service?

BERS has worked with Aksia currently for their existing multi-year contract.

7. What is the annual and total contract amount?

- Months 1-2: \$25k/month
- Months 3-4: \$35k/month
- Months 5-6: \$50k/month
- Months 7-8: \$75k/month
- Months 9-10: \$125/month
- Month 11-12: \$150k/month

8. Has the vendor provided a detailed Scope of Work describing all the goods/services/deliverables to be provided during the term of the requested contract (including any extension term, if applicable), along with a corresponding Cost Proposal. Have you reviewed Work Plan and Cost Proposal for completeness and accuracy?

E-mail on May 31, which both Investment Deputy Director, Salil Mehta, and Executive Director, Sanford Rich, have reviewed.

9. Is the pricing offered fair and reasonable? If so, how was this substantiated?

Aksia's scope of work has been more complex than expected in their original contract and there has been considerable inflation since. The ending point in the pricing escalator reflects an approximate mark-to-mark of what Aksia would have requested for a new service contract with BERS whereas the starting point reflects a substantial discount to the mark-to-market cost. This is based on a verbal discussion with former Director Antonio Rodriguez and current Executive Director Sanford Rich as well as e-mail communication with Aksia.

10. Has the vendor provided assurance that BERS is receiving the lowest price(s) offered for the services we are receiving? If so, in what form was that assurance provided?

No

11. How will future requests for the goods/services/deliverables described here be addressed?

There is a current RFP for these services, beginning in 2025.



BERS INVESTMENT MEETING

PUBLIC SESSION



May 15, 2024

An aerial photograph of a city skyline, likely New York City, featuring the Chrysler Building and the Manhattan skyline. The image is overlaid with a semi-transparent blue filter. A dark blue rounded rectangle is centered on the image, containing the text "STAR Implementation" in white, bold, sans-serif font.

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



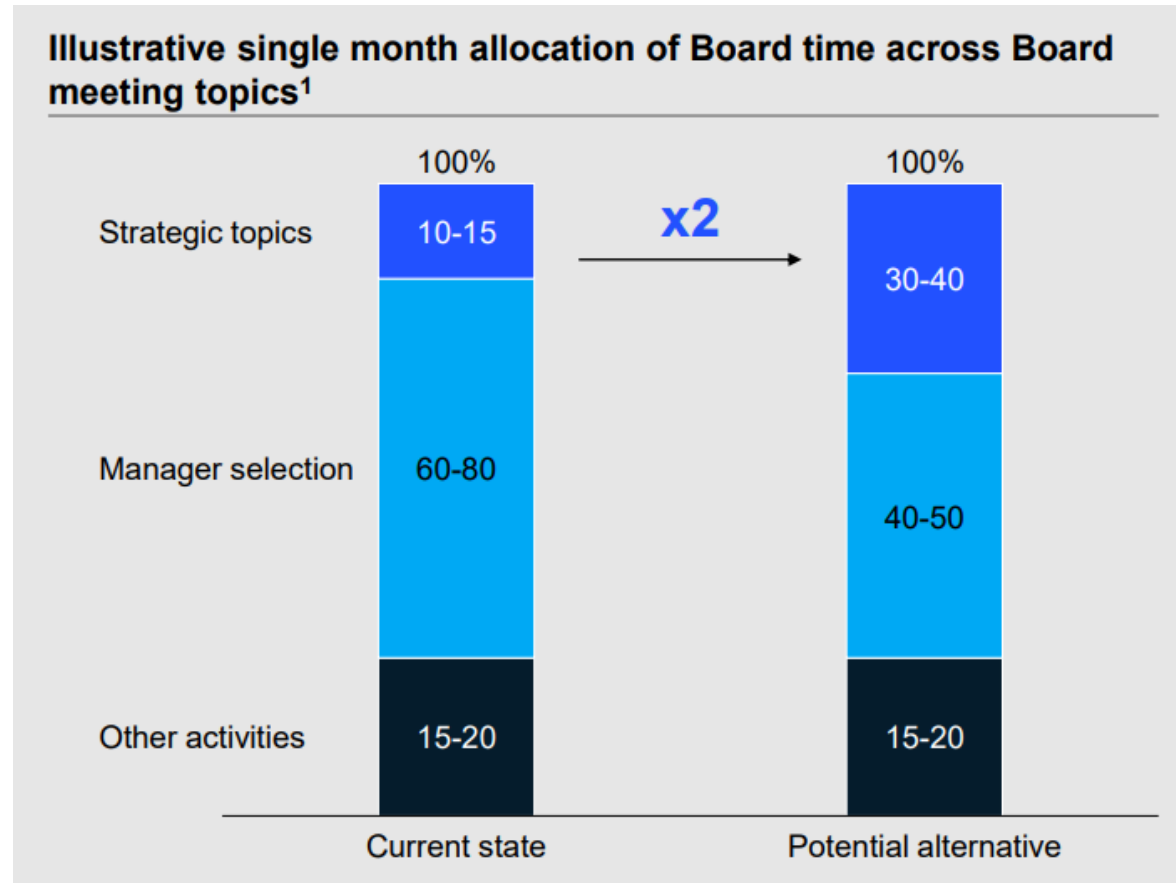
Joint Manager Meeting Proposal

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	
Manager Presentations	}
BAM Cross-System Updates	
System-Specific Investment 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	
Education Sessions	
Thought Leadership	}
Investment risk	

Takes place at the start of the month

Tacks on to board Regular Meetings

Follows recurring cadence



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



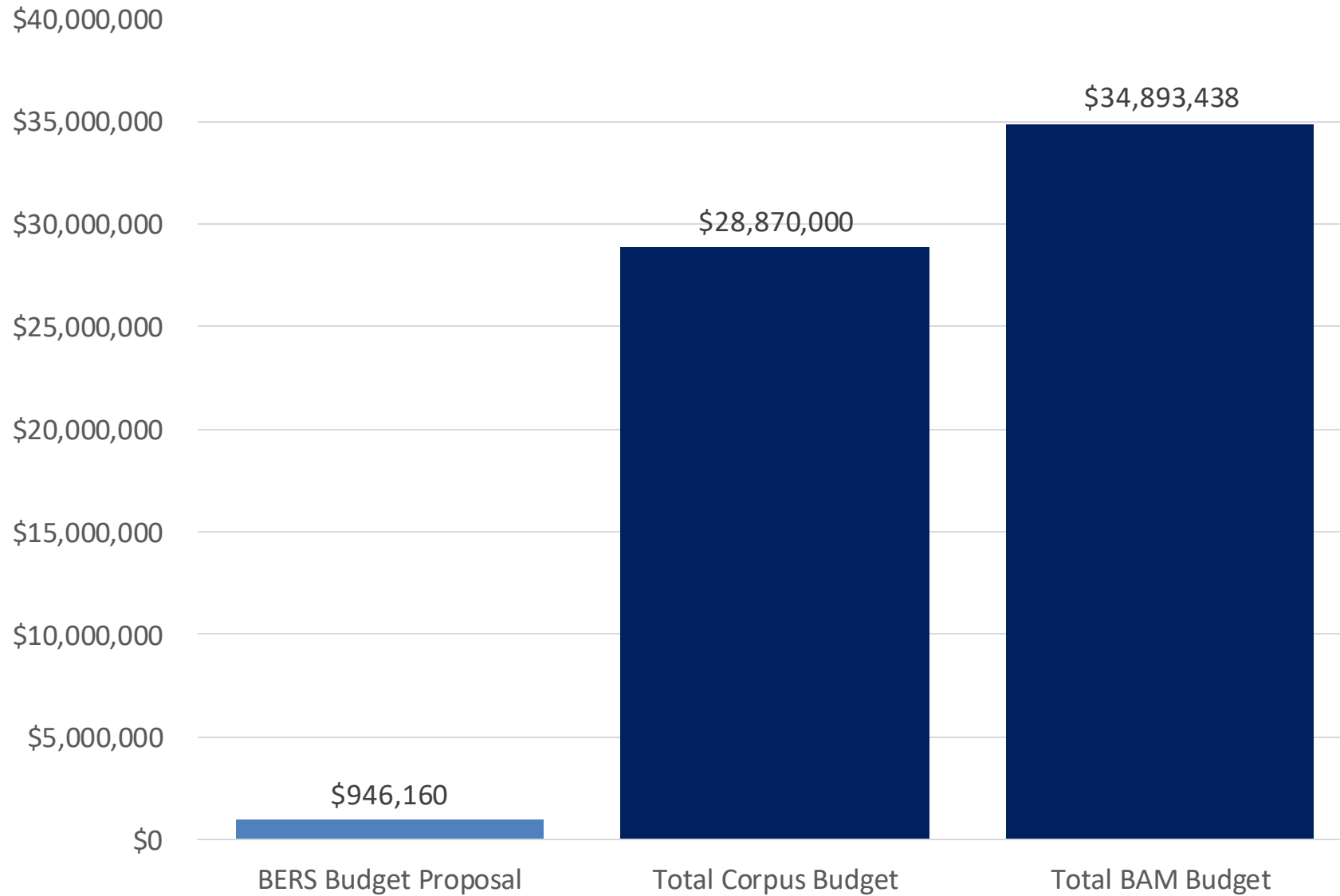
This resourcing proposal would

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

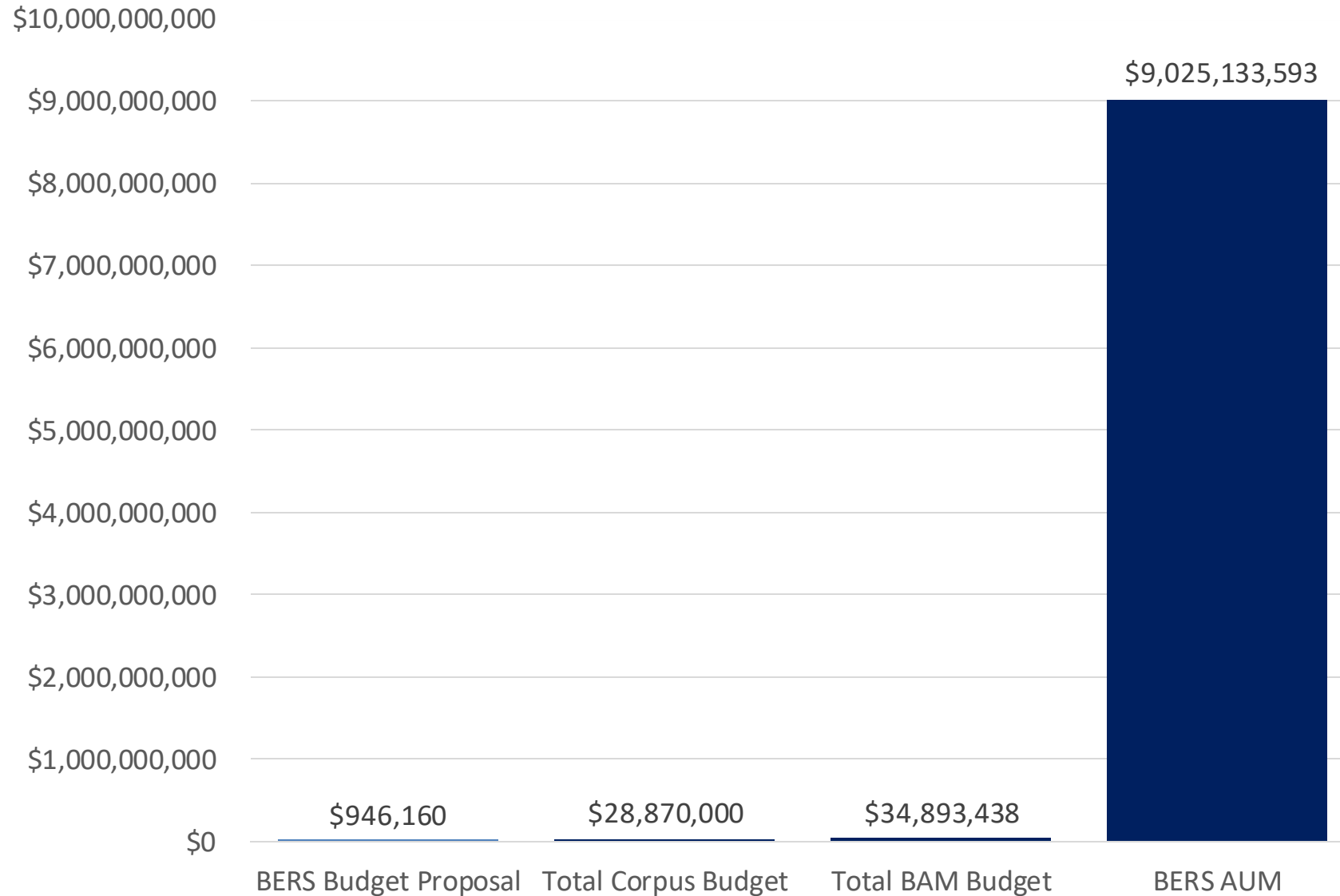
BAM corpus funding would be approximately one basis point (0.01%) of the AUM of the five combined systems



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

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	<i>As investment staff scale to meet future demands, potential for a corresponding resource demand on back-office</i>		

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%



OCTOBER 2024

**ADOPTION OF THE ACTUARY'S RECOMMENDATION REGARDING THE
ACTUARIAL INTEREST RATE EXTENSION**

- WHEREAS,** the Actuarial Interest Rate (AIR) and the rates of special interest, additional interest, and supplementary interest used to determine employer contributions to BERS, the amount of interest to be paid into certain constituent funds of BERS, and the amount of interest to be credited on accumulated member contributions and increased-take-home-pay reserves of Tier 1 and 2 BERS members, which are enacted by the New York State Legislature and codified in section 13-638.2 of Administrative Code of the City of New York are scheduled to expire as of July 1, 2025; and
- WHEREAS,** the BERS Board, upon recommendation of the Actuary, supports proposed legislation providing for a four-year extension of the current AIR and the rates of special interest, additional interest, and supplementary interest; now therefore, be it
- RESOLVED,** that the Board requests that the Corporation Counsel develop, with the review and assistance of the Actuary, and that the New York State Legislature and Governor enact, legislation providing for a four-year extension of the current AIR and the rates of special interest, additional interest, and supplementary interest.

Respectfully Submitted,

Sanford R. Rich
Executive Director

OCTOBER 2024

ADOPTION OF THE DISABILITY COMMITTEE'S RECOMMENDATIONS

- WHEREAS,** the Disability Committee of the Board of Trustees ("Disability Committee") held a meeting on September 24, 2024; 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 7 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 September 24, 2024.

Respectfully Submitted,

Sanford R. Rich
Executive Director

OCTOBER 2024

**AUTHORIZATION TO ENTER INTO AN AGREEMENT WITH AKSIA CA LLC
TO PROVIDE PRIVATE MARKETS INVESTMENT CONSULTING SERVICES**

- WHEREAS,** in August 2019, the Board authorized an agreement with TorreyCove Capital Partners to provide private markets investment consulting services to BERS for a period of three years with an option to extend the agreement for an additional two years; and
- WHEREAS,** in February 2020, in light of the pending acquisition of TorreyCove Capital Partners by Aksia LLC, the Board resolved to consent to an assignment of the above agreement; and
- WHEREAS,** as a result of the acquisition, which was completed in April 2020, TorreyCove Capital Partners became known as Aksia TorreyCove Partners LLC (Aksia TorreyCove); and
- WHEREAS,** in March 2022, Aksia TorreyCove changed its name to Aksia CA LLC (Aksia CA); and
- WHEREAS,** in October 2022, the Board authorized an extension of an agreement with Aksia CA for an additional two (2) years through November 17, 2024; and
- WHEREAS,** the expiration of the agreement with Aksia CA is approaching and BERS is in the midst of the procurement process for a replacement vendor to provide private markets investment consulting services; and
- WHEREAS,** in order to bridge the gap between the expiration of the existing agreement with Aksia and an agreement with a replacement vendor, it is the recommendation of the administrative staff of BERS that the Board enter into an the agreement with Aksia CA based upon the Statement of Work provided by Aksia CA beginning on November 18, 2024 and extending through April 30, 2025, at a cost not to exceed \$182,500 based upon the price schedule provided by Aksia; now therefore be it
- RESOLVED,** that the Board of Trustees authorizes the Executive Director of BERS to enter into an agreement with Aksia CA to provide private markets investment consulting services through April 30, 2025, at a cost not to exceed \$182,500; 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