

MINUTES OF BOSTON RETIREMENT BOARD

Administrative Session

April 15, 2026

Boston Retirement Board

Board Room 816, Boston City Hall

Boston, MA 02201

TRUSTEES IN ATTENDANCE: Sean F. Kelly, Elected Member; Karen T. Cross, Elected Member; Sally D. Glora, Mayoral Appointed Member; Scott M. Finn, *Ex Officio* Member.

STAFF IN ATTENDANCE: Christine M. Weir, Deputy Executive Officer; Natacha Thomas, General Counsel; John F. Kelly, Investment Analyst; Ellen M. McCarthy, Comptroller; Gregory Molina, Board Secretary.

ALSO IN ATTENDANCE: Michael Manning, Kiley Murphy of NEPC; Bill Bower, Yasmin Landy, Jean Lee, Art Greenwood of Fidelity; Mike Roberge, Matt Barrett, Greg Jones of MFS; Jane Henderson, Alex Torrens, Laura MacDonald of Walter Scott; Elissa Cadillac of BTU/RTC.

EXCUSED ABSENCE: Timothy J. Smyth, Executive Officer

Convene

The Board voted unanimously via roll call (3-0) to enter the Administrative Session at approximately 9:04 a.m.

Roll Call Vote: Member Cross: Aye; Member Kelly: Aye; and, Member Glora: Aye. **Motion accepted (3-0).**

Executive Session Minutes

Motion made, and seconded, to **accept** the Administrative Session minutes of March 18, 2025, meeting as presented.

Roll Call Vote: Member Cross: Aye; Member Glora: Aye; and, Member Kelly: Aye. **Motion accepted (3-0).**

Outstanding/Ongoing Administrative Issues:

Selection of Board Chair

Ms. Weir stated that Member Scott Finn has asked that the vote be delayed until he arrives to express his interest in the open Chairman position. The Board approved a five-minute recess. Member Finn arrived at the meeting at 9:18 a.m. Discussion was had about Chair position. Mr. Kelly gave a short statement asking for support as Chair.

Motion made, and seconded, to name Member Sean Kelly as Board Chair.

Roll Call Vote: Member Cross: Aye; Member Glora: Aye; Member Kelly: Aye and, Member Finn: Aye. **Motion accepted (4-0).**

Rescheduling May board meeting

Ms. Weir stated that there were a proposed date change, time and location for the May Board meeting to accommodate COLA discussion.

Motion made, and seconded, to move the May 20, 2026, meeting to May 27, 2026; change location from Board Room 816 to Conference Room 801; and, to change the start time from 9:00 a.m. to 10:00 a.m.

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

IT Update

Ms. Weir provided the Board with an update on IT issues. Of note, IT Director Flor O'Keefe returns on May 4, 2026. Ms. O'Keefe will manage the various cybersecurity activities currently underway.

Vacancy of Fifth Board Member

Chair Kelly thanked Thomas Jackson for his years of service to the Boston Retirement Board. Ms. Weir asked the Board to approve the notice of vacancy for the fifth member that will be publicly posted. Mr. Smyth provided written recommendations in the memo presented to the Board, including:

1. Accept and post the draft Notice of Vacancy with PERAC, BRS's website, Boston City Clerk and the City Record. Please note it includes a deadline to respond by 05/01/2026, obviously this may be adjusted as the Board sees fit.
2. Adopt the draft Board Policy relative to vacancy of fifth Board member for this and future use, this is a PERAC recommendation.
3. Assuming we receive responses to our notice of vacancy, schedule in person interviews with the Board as soon as practicable during May with a goal of a Board vote at the June board meeting.

Motion made, and seconded, to accept the proposed recommendations as presented and move forward on the interviews.

Roll Call Vote: Chair Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

Board Election and appointment of Election Officer

Ms. Weir noted that the Board package contains information relative to the upcoming Board election. Discussion was had relative to timelines and nomination of Timothy J. Smyth as election officer.

Motion made, and seconded, to appoint Timothy J. Smyth, as Election Officer for the upcoming Board elections.

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

YesElections

Ms. McCarthy informed the Board that the Board solicited bids from two vendors. YesElections has been the election vendor for the past several election cycles. Ms. McCarthy noted that the costs for Survey & Ballot Systems was approximately \$50,620.00 and YesElections was approximately \$49,562.00. Ms. McCarthy, after consulting with Mr. Smyth, recommended YesElections.

Motion made, and seconded, to retain YesElections for the upcoming Board elections.

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

Motion made, and seconded, to accept the deadlines and schedules as proposed.

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

PERAC Memos, Reports and/or Correspondence for Board education:

Mr. Smyth offered the following PERAC issued documents for Board education:

- PERAC Memo 13-2026 re tobacco company list;
- PERAC Memo 14-2026 re mandatory retirement board member training; and,
- PERAC Memo 15-2026 re Proposed Amendment to the Standard Rules for Disclosure of Information Regulations 840 CMR 6.00.

Documents Presented: 1. Administrative Session Agenda for 04.15.2026 Board Meeting. 2. Administrative Session Minutes of 3.15.2026. 3. Administrative Session Minutes of 03.18.2026 4. IT Update 5. Memo to Board re 2026 board election and proposed dates. 6 6A. Survey & Ballot Systems quote. 6B. Yes Elections Quote. 6C. Proposal Estimated Cost of Election. 7. PERAC Memo 13-2026 re tobacco company list. 8. PERAC Memo 14-2026 re mandatory retirement board member training. 9. PERAC Memo 15-2026 re Proposed Amendment to the Standard Rules for Disclosure of Information Regulations 840 CMR 6.00.

Outstanding/Ongoing Investment Issues: John Kelly, Investment Analyst

International Equity Search

Mr. Manning opened by stating, as a reminder, at the February meeting, NEPC presented the full list of search respondents, organized by investment style: core, growth, and value. The growth respondents were reviewed in greater detail, and three finalists were selected to present at today's meeting. The core and value respondents were also presented in February, and a shortlist of managers was identified for additional analysis. Today, we will review the analysis on the selected value managers alongside the incumbent, Todd. The core analysis will be presented in May.

Fidelity

Mr. Greenwood opened by introducing himself and his colleagues and thanking the Boston Retirement Board for the opportunity that we have to present today. Fidelity believes it has positively impacted on the local community and the broader Boston economy with the current Commonwealth Pier project that we've been building in the seaport for the last six plus years.

Ms. Landy continued by stating that the diversified international strategy is a time-tested approach that was architected by Bill Bower in 2001. Mr. Bower leverages Fidelity's research team, which provides deep sector coverage, regional focus, and a consistent long-tenured Portfolio Manager team. The Diversified International process historically has generated consistent above benchmark returns and strong risk adjusted performance. The strategy is a strong fit for long-term investors, because it has historically delivered better downside protection than the benchmark as capital preservation is important to the process.

Mr. Bower stated their investment process starts with idea generation which leverages Fidelity's deep resources to select the most attractive companies within a global industry. Through fundamental analysis they focus on earnings potential, business model, and a competitive advantage. They prefer durable or improving businesses with viable structure for long-term profitability. They look for strong earnings growth prospects, favorable pricing power, unit growth above industry and increasing market share.

Mr. Bower went on to share that they look for valuations that appear attractive relative to the quality and durability of earnings across each sector; evaluate relative to historical levels and peers. They look for strong management teams that act like shareholders. They went on to give some perspective on Japan and AI. They finished by thanking the Board for their time.

MFS

Mr. Jones opened by introducing himself and his colleagues in attendance. Mr. Roberge thanked the Board for their time and consideration this morning and shared that we're right here across town in the Back Bay. At MFS we create long-term value by allocating capital responsibly. He went on to share what makes their International Growth different from other strategies. They invest with a long-term horizon by assessing investment opportunities in the context of a 5–10+ year time horizon. They focus on high quality companies by seeking to invest in blue chip companies with durable business models. They aim to benefit from long-term above-average growth potential across full market cycles seeking to invest in companies that have the potential to compound above average growth at high returns. They maintain strong valuation discipline by utilizing a patient and contrarian approach. They collaborate closely with MFS integrated global research platform which benefits from MFS global research analysts located around the world.

Mr. Barrett went on to share the portfolio is run by himself in London and Kevin Dwan in Singapore. It generally has held 50 to 80 holdings and conviction determines position size. Stock selection drives alpha and they conduct semi-annual in-depth risk reviews to ensure no unintended risks. He stressed again the stability and consistency in both the management teams running portfolios as well as their investment process and thanked the Board.

Walter Scott

Ms. Henderson opened by thanking the Board for including us in your discussion today. More importantly on behalf of the entire team at Walter Scott that's 180 people in Edinburgh Scotland and nine of us are now located in the US. Thank you very much for the trust and confidence you place in us and the patience you've demonstrated to date. We recognize that this performance has not looked as you or we anticipated and today we're going to provide some context on that performance.

Ms. MacDonald continued by stating that I assure you we have the utmost confidence and belief in the stability of the firm and our investment team and the related team's conviction in the investment philosophy process that we follow. We hold a great level of enthusiasm for and conviction in the companies we hold on your behalf and the portfolio that we've built. Our investment philosophy tells us that ultimately, it's the companies that are going to generate wealth that drive return in the market and we maintain a very high confidence in those companies and the portfolio's overall ability to drive future return that will be to the benefit of the city of Boston portfolio.

Ms. Henderson stated, I'm also acutely aware that since inception we have fallen very short of what you expected of Walter Scott and that we have not delivered on generating the expected alpha for you over the last five years. Over the last 5 years annualized returns there has been a very significant bifurcation and different performance types of style of investing performed differently. If you've invested in quote unquote value companies with low PES over the last five years, price to earnings ratios, you've done well. However, if you look at the pure potential earnings growth in a portfolio in the last five years, it's been incredibly strong and if you were invested there you would have performed very, very well. Despite the performance of the last 5 years, we believe we're poised to do a lot better at some point in the near future.

The Board, staff and NEPC staff discussed the respondents and their respective strengths and past performance. It was also noted that the System's long-standing relationship with current manager, fees, NEPC's ratings of managers, and commitment amount.

*Motion made, and seconded, to **hire** MFS in the International Equities Growth space, to replace Walter Scott's previous allocation, as presented.*

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

International Equity (Value) Review

Ms. Murphy stated that the following is a list of managers under consideration for this search. LSV Asset Management LSV, International Large Cap Value Equity. Mondrian Investment Partners Limited, Mondrian International Equity Value Opportunities. Silchester International Investors LLP, Silchester International Value Equity. Todd Asset Management LLC, Todd International Intrinsic Value. It was noted Todd has performed well and lowered their management fees.

The Board and NEPC staff discussed the strategies of the responding managers and current relationship with Todd Asset Management LLC. Managers performance – net of fees.

*Motion made, and seconded, to **retain** Todd Asset Management LLC in the International Equity Value space, as presented.*

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

March 2026 Flash Report

Mr. Manning reported that the plan performance in the month of March 2026 was -4.9%; 3 months was -0.9%; 1 year was +13.4%; and, 3-year was +9.6%.

Work Plan

A work plan for CY26 was provided in the Board materials by NEPC and discussed.

Documents Presented: 1. NEPC 2026 04 Meeting Materials. 2. Fidelity Diversified Intl Equity. 3. MFS Intl Growth Ex-EM. 4. Walter Scott EAFE.

Outstanding/Ongoing Financial Issues: Ellen M. McCarthy, Comptroller

Ms. McCarthy discussed new appropriation amounts that will be forwarded to the employer units after the Board adopted the revised funding schedule (“glide approach”) in April 2026.

March 2026 Financial Snapshot

Ms. McCarthy reported the March 2026 pension payroll as follows: Contributory payroll: \$67,569,730 Contributory Payees: 15,989; Non-contributory payroll: \$348,371; Total Non-contributory payees: 36; Regular Retirees: 62; Survivor/Beneficiary Retirees: 6; Disability Retirees: 8; Option C/Disb Surv: 8; Members Refunds: 71 for \$1,733,166; Members Transfers: 29 for \$2,264,003; Option B Refunds: 3 for \$283,189 and, Operational Warrants: \$800,164.

PERAC Annual Statement

Ms. McCarthy stated that PERAC requires that the annual PERAC statement be completed and filed with them by May 1, 2026. The draft annual statement was provided to the Board for its review. Ms. McCarthy explained the highpoints of the annual statement and offered to answer any questions.

Motion made, and seconded, to **accept** The PERAC annual statement as presented.

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. Motion accepted (4-0).

Affidavits

Ms. McCarthy discussed outstanding affidavits.

Documents Presented: 1. Boston non-teachers’ approval - Approval of Revised Funding Schedule (glide approach) 2. 01.2026 Operating Account Reconciliation 3. 02.26 Cash

Receipts Summary_(preliminary) 4. 02.2026 Direct Deposit Bank Account Statement.) 5. 02.26_Cash Disbursements Summary_(preliminary). 6. 02.2026 MMDT Bank Account Reconciliation. 7. 02.2026 BRS Cash Projections. 8. 02.2026 Operating Account Reconciliation. 9. 02.2026 MMDT Bank Account Statement (1). 10. 02.2026 Operating Bank Account Statement. 11. 02.2026 Retirement Payments Bank Account Statement. 12. General Ledger_02.2026_(preliminary). 13. Trial balance_02.2026_(preliminary). 14. Warrants Paid_02. 15. 2025 Boston Retirement System Annual Statement. 16. 2025 Boston Retirement System Annual Statement (1). 17. Boston Revised Appropriation for FY27 approved by PERAC - 04.06.2026. 18. Checks held March 2026.

Outstanding/Ongoing Operations Issues: Christine M. Weir, Deputy Executive Director

March 2026 Pension Payroll update

Ms. Weir went on to provide an update on the payroll figures for the month of March 2026:

76 Cases made it to payroll (including 65 superannuations, 8 disabilities and 3 death of active cases);

7 Cases did not make payroll.

Backlog Processes update

Ms. Weir updated military buyback project and vacation leave buyback.

Documents Presented: 1. New March 2026 benefit payroll. 2. Schedules_1-7_Final. 3. April 2026 statistics.

Outstanding/Ongoing Legal Issues: Natacha Thomas, General Counsel

Attorney Thomas stated to the Board that there were no legal issues to discuss at this time. Attorney Thomas did want to inform the Board that PERAC has approved the electronic signatures for members. Next month we will have on the agenda regulations that the Board can adopt for us to move ahead and collect signatures.

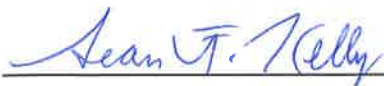
The Board and staff discussed the implementation of electronic signatures, City's role, HIPPA, onboarding process, medical documentation, employer documentation and new hires. The Board and staff discussed the Board member election process, voting regulations, deadlines, terms and election timelines.

Adjourn from Administrative Session

The Board voted unanimously via roll call (4-0) to adjourn from Administrative Session and enter Executive Session at approximately 11:38 a.m.

Roll Call Vote: Interim Chairman Kelly: Aye; Member Cross: Aye; Member Finn: Aye; and, Member Glora: Aye. **Motion accepted (4-0).**

Respectfully submitted,
BOSTON RETIREMENT BOARD



Sean F. Kelly
Interim Chairman/Elected Member



Scott M. Finn
Ex Officio Member



Karen T. Cross
Elected Member



Sally D. Glora
Mayoral Appointed Member

VACANT
Fifth Member