

**OFFICIAL PROCEEDINGS OF THE BOARD OF
TRUSTEES CITY OF LANSING
EMPLOYEES' RETIREMENT SYSTEM
MEETING MINUTES**

Regular Meeting
10th Floor Conference Room

July 21, 2026
Tuesday, 10:00 a.m.

The meeting was called to order at 10:02 a.m.

Trustee Bahr presiding.

Present: Trustees Bahr, Dedic, Garza, Jeffries, Kalis, O'Leary, Sanchez-Gazella, Wright – 8

Absent (Excused): Trustee Schor.

Others present: Karen E. Williams, Thomas Lindemann, Human Resources/Retirement Office; Attorney Daniel DuChene, City Attorney's Office; Attorney Aaron Castle, VanOverbeke, Michaud and Timmony; Crystal Thomas, Finance; Larry Ebright, retiree.

It was moved by Trustee Kalis and supported by Trustee Jeffries to approve the Official Minutes of the Employees' Retirement System Board meeting of June 16, 2026, with amendments.

Adopted by the following vote: 8 – 0.

There were no public comments for items on the agenda.

Secretary's Report:

7 new members, 0 reinstatement(s), 2 refund(s), 0 transfers, 0 retired. Total active membership: 438. Total deferred: 69. 2 Death(s): Roxanne Estelle (Non-Bargaining Supervisory) died 6/6/2026, age 76; Raymond Platt (UAW) died 6/20/2026, age 61, beneficiary to receive 50%. Refunds made since the last regular meeting amounted to \$10,521.37. Retirement allowances for the month of June 2026 amounted to \$2,062,375.03. Total retirement checks printed for the ERS System: 907. Total retirement checks printed for both systems: 1,737. Eligible domestic relations orders received: 0. Domestic relations orders pending: 0. Eligible domestic relations orders certified: 0.

It was moved by Trustee Kalis and supported by Trustee Wright to approve the following request for Regular Age and Service Retirement:

Larry Ebright (UAW), 28 years and 5 months of service, age 57, effective 7/1/2026.

Adopted by the following vote: 8 -0.

It was moved by Trustee Kalis and supported by Trustee Sanchez-Gazella to approve the following request for Regular Age and Service Retirement:

Barbara Battle (Teamsters 243, CTP), 9 years and 4 months of service, age 67, effective 7/18/2026.

Adopted by the following vote: 8 -0.

There were no requests for duty disability.

There were no requests for non-duty disability.

Ms. Williams reported a request for refund of accumulated contributions from Monica Baker, not vested, in the amount of \$18,203.70. Mr. Lindemann reported that the termination date shown on Ms. Baker's notarized form did not agree with the Retirement Office records and that the actual termination date was in December 2021, placing the request within the applicable five-year period. The Board discussed the importance of correcting the paperwork and maintaining an accurate record. Attorney Castle agreed that the file should document the corrected termination date.

It was moved by Trustee O'Leary and supported to approve Trustee Kalis request for refund of accumulated contributions in the amount of \$18,203.70, subject to correction of the termination-date discrepancy in the supporting documentation.

Adopted by the following vote: 8 -0.

Ms. Williams reported a request for refund of accumulated contributions for Karen Krish, not vested, in the amount of \$8,567.61. Ms. Krish was deceased and had not requested a refund at separation because she had planned to use the Reciprocal Retirement Act. Attorney Castle advised that, because Ms. Krish died before expiration of the five-year period, the refund was payable and should be divided equally between her two designated beneficiary children.

It was moved by Trustee Dedic and supported by Trustee Kalis to approve the refund of Ms. Christ's accumulated contributions in accordance with legal counsel's advice.

Adopted by the following vote: 8 – 0.

Ms. Williams reported upcoming training and education events. The MAPERS Fall Conference was scheduled for October 3–6, 2026, in Kalamazoo, Michigan. Trustees interested in attending were asked to contact Mr. Lindemann for registration.

Ms. Williams also reported that the IFEBP Conference is scheduled for October 25–28, 2026, in New Orleans, Louisiana. Trustees interested in attending were asked to contact Mr. Lindemann. Mr. Lindemann reported that IFEBP had received the registration payments and was working through a backlog in processing hotel and registration confirmations.

Ms. Williams reported that Trustee Schor had a work obligation. Trustee Schor is an ex officio member; formal excusal was not required.

The Employees Retirement System Board received public comment from Marilyn Chick.

Marilyn Chick, Senior Buyer in the Purchasing Department, addressed the Board regarding concerns about orientation and information provided to employees concerning the City's retirement plans, mandatory contributions, vesting requirements, and interest credited on accumulated contributions.

The Board and Retirement Office explained that the ERS defined benefit plan, and the defined contribution plan are separate components of the City's retirement arrangements. Ms. Williams explained that mandatory contribution requirements are established through collective bargaining agreements and that the defined contribution plan is administered separately.

Attorney Castle advised that the Board is required to follow applicable law and collective bargaining agreements and does not have authority to waive mandatory contribution requirements or change the interest rate established by the retirement ordinance. Ms. Chick's questions and concerns were discussed by the Board and staff.

The Board received and acknowledged a letter from Trustee Larry Ebright announcing his retirement from the City of Lansing and from the Employees' Retirement System Board effective July 1, 2026. Trustees thanked Mr. Ebright for his service to the Board.

Ms. Williams presented the following Employees' Retirement System invoices for July 2026: Asset Consulting Group, \$21,768; Integrity Asset Management, \$41,672.27; T. Rowe Price, ERS portion, \$21,579.94; and William Blair, ERS portion, \$30,081.

It was moved by Trustee Dedic and supported by Trustee Wright to approve the Employees' Retirement System invoices for July 2026.

Adopted by the following vote: 8 -0.

Attorney Aaron Castle reported that he had no legal report for the Board for July. He indicated that he was available to answer questions.

Ms. Williams provided an update on the Trustee Election results. She reported that the deadline for submitting nominating petitions for the ERS trustee position was 4:00 p.m. on June 15, 2026. One petition was received and certified by Retirement Technician Thomas Lindemann. Matthew Bahr submitted a valid petition and was the sole candidate. Accordingly, a general election was not necessary.

It was moved by Trustee Wright and supported by Trustee Dedic to accept the election result and formally declare Matthew Bahr elected to the Employees' Retirement System Board. The term runs through June 30, 2030.

Adopted by the following vote: 8 -0.

Ms. Williams presented a notice of vacancy resulting from Trustee Ebright's departure from City employment. She explained that, under Chapter 292 of the City of Lansing Code of Ordinances, a trustee who leaves City employment is considered to have resigned from the Board and the Board must declare the office vacant by resolution.

The Board discussed the expiration date of the vacant term. The Retirement Office records were reviewed during the meeting, and the resolution was amended to reflect June 30, 2027, as the expiration date of the vacant term.

It was moved by Trustee Dedic and supported by Trustee Jeffries to adopt the following:

CITY OF LANSING EMPLOYEES RETIREMENT SYSTEM

RESOLUTION

Adopted: 7/21/2026

Re: ERS Trustee Vacancy

WHEREAS the City of Lansing Employees Retirement System (the "Retirement System") is governed and administered pursuant to the provisions of Chapter 292 of the City of Lansing Code of Ordinances (the "Retirement Ordinance"); and

WHEREAS, the Retirement Ordinance establishes the Board of Trustees of the Retirement System (the "Board") and sets forth its composition, terms of office, quorum requirements, etc.; and

WHEREAS, the Retirement Ordinance states in relevant part that "in the event a member Trustee leaves the employ of the City, he or she shall be considered to have resigned from the Board and the Board shall, by resolution, declare his or her office of Trustee vacated as of the date of adoption of such resolution."; and

WHEREAS, ERS Trustee has left the employ of the City of Lansing as of July 21, 2026, and has effectively resigned from the Board as of that date; therefore, be it

RESOLVED, that the Board hereby declares the office of Police Trustee expiring June 30, 2027, to be vacated as of the date this Resolution is adopted by the Board; and be it further

RESOLVED, that on account of the June 30, 2027, expiration of the regular term of office of Police Trustee on the Board, the Board deems it necessary to conduct a special election to fill the vacancy created by Trustee Ebright's resignation; and be it further

RESOLVED, that the vacant ERS Trustee position on the Board shall be filled pursuant to a special election conducted in accordance with the Board's Election Policy; and be it further

RESOLVED, that the winner of the special Trustee Election process shall be sworn in as Police Trustee on the Board to complete the unexpired four-year term of office ending June 30, 2027.

Adopted by the following vote: 8 – 0

Ms. Williams presented the proposed posting for the ERS trustee vacancy. She reported that nominating petitions would be available beginning July 24, 2026. Candidates must obtain no fewer than 25 and no more than 50 signatures from active ERS members. The deadline for submitting petitions was reported as Friday, August 21, 2026. If necessary, a primary election would be held August 28, 2026, and the election to fill the vacancy would be held September 4, 2026.

It was moved by Trustee Kalis and supported by Trustee Sanchez-Gazella to approve the posting and the use of an electronic ballot for the special election.

Adopted by the following vote: 8 -0

Ms. Williams reported that Northern Trust was proposing a change to the method by which custody fees are paid. Rather than receiving invoices for payment, Northern Trust proposed deducting custody fees directly from the System's Northern Trust account through a direct debit arrangement. Ms. Williams reported that Northern Trust representatives will attend the August joint meeting, at which time the Board can discuss the proposed custody-fee process and other securities-related changes, including securities lending.

The Board discussed Asset Consulting Group's proposed use of CARTA as a third-party data aggregator for private equity and alternative investment information. The data would be collected and processed by CARTA and returned to ACG for performance reporting. Trustee Wright reported that he reviewed the agreement and noted that ACG remains responsible for its subcontractors under the ACG agreement. Legal counsel reviewed the arrangement and had no objection.

It was moved by Trustee Dedic and supported by Trustee Kalis to approve the CARTA agreement/arrangement with Asset Consulting Group.

Adopted by the following vote: 8 -0.

Ms. Williams requested Board approval to continue exploring equipment and service options for digitizing the Retirement Office's paper files. The Retirement Office has been scanning files and has records dating back to the 1970s. Staff discussed the need for a scanner/document-imaging solution that would support optical character recognition and allow documents to be readily located.

The Board discussed the City's records management process and the use of Laserfiche for personnel files. Staff explained that digitization would be an ongoing process and that future documents would need to be scanned as they are received. The Board also discussed retention of historical records, including death records, refunds, retirement applications, deferred member records, and other documents containing information not fully captured in the pension administration system.

Ms. Williams reported that the Retirement Office would consult with the Treasurer's Office, to explore available City and outside options, and obtain information and potential quotations for mass scanning and document-imaging services. Possible solutions would be presented at the August joint meeting.

It was moved by Trustee Jeffries and supported by Trustee Wright to authorize the Retirement Office to continue the search and obtain additional information and options for digitizing Retirement System records and equipment needs.

Adopted by the following vote: 8 -0.

It was moved by Trustee Dedic and supported by Trustee Jeffries to adjourn the Employees' Retirement System Board July meeting.

Minutes approved on August 18, 2026.

Crystal Thomas, Secretary
Employees' Retirement System

Matthew Bahr, Chairperson
Employees' Retirement System