



FIREFIIGHTERS' RETIREMENT SYSTEM

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MEETING OF THE BOARD OF TRUSTEES November 9, 2021

Pursuant to Proclamation No. 117 JBE 2021 issued by Governor John Bel Edwards, there are no further restrictions reducing building occupant capacities. Full capacity as authorized by the OSFM, based upon the adopted codes, is now permitted. For that reason, the FRS board meetings are now being held in the FRS board room in Baton Rouge, Louisiana, without regard to the former capacity limitations. Proclamation Nos. 133 JBE 2021 and 137 JBE 2021 provide, in part: "All individuals in the State of Louisiana shall be required to wear a face covering over the nose and mouth when indoors in any place outside of a private residence[.]" For anyone who would like to view the meetings by remote means, the meetings will continue to be offered through Zoom audio/video sessions. Any person (including the public) can choose to attend by teleconference and submit comments regarding matters on the agenda.

A meeting of the Board of Trustees was held on November 9, 2021 at the Firefighters' Retirement System building in Baton Rouge. Chairman Perry Jeselink called the meeting to order at 8:30 a.m.

Chairman Jeselink gave the invocation and Mr. Romero led the pledge of allegiance.

Ms. Vicknair called the roll. A quorum was present.

MEMBERS PRESENT

Mr. Perry Jeselink
Mayor David Amrhein
Mr. Stacy Birdwell
Mr. John Broussard (designee of State Treasurer John Schroder)
Mr. Louis Romero
Ms. Lindsay Schexnayder (designee of Commissioner Jay Dardenne)
Mr. Jerry Tarleton
Mayor Ronny Walker*

*Attended via Zoom

OTHERS PRESENT

Steven Stockstill	Joey David*	Chris Kaufmann*
Layne McKinney	Roman Knysh*	Paul Schmidt*

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Michael Becker	Charles Dornbush*	Taylor (last name not provided)*
Jason Starns	Henry Olinde*	Christopher Hatcher*
Ben Johnson	Jill Hallows*	
Brandon Trahan	F.D. Burns*	
Ashley Vicknair	Lindsay Saienni*	
Caitlin Myers	Drew Fox*	
Greg Curran	Mark Waniewski*	
Brennen LeBlanc	Dawn Moeller*	

*Attended via Zoom

EDITORIAL NOTE: IN THE FOLLOWING MINUTE ENTRIES, ACTION REGARDING EACH VOTE WAS ACCOMPLISHED BY ROLL CALL VOTE. IN INSTANCES WHERE THE VOTE WAS UNANIMOUS, THE MINUTE ENTRY WILL SIMPLY MEMORIALIZE THE RESULT AS UNANIMOUS. IN ANY INSTANCE WHERE THE VOTE WAS NOT UNANIMOUS, THE MINUTE ENTRY WILL MEMORIALIZE THE ACTUAL ROLL CALL VOTE AND TALLY. ALL VOTING CAN BE VERIFIED BY AVAILABLE SOURCES.

MINUTES

MOTION: Mr. Birdwell moved to approve the minutes of the board meeting held on October 13 & 14, 2021. Mr. Romero seconded. The motion passed unanimously

The discussion of this matter was concluded with no further action being needed or taken.

APPLICANTS

- New Members

PROCEDURE: The FRS enrollment process, including the completion of the applicant forms, the physical examination, and the completion of any waivers of preexisting conditions, must be completed and all documents received by FRS within six months of the date of employment. If the FRS enrollment process is not completed within six months from the date of employment, the applicant will be a member eligible to begin vesting for regular benefits from the date of employment, but not eligible to begin vesting for disability benefits until the completion of the enrollment process. It is the statutory responsibility of the employer to insure that the enrollment process is timely completed or to provide FRS with notice of noncompliance by the applicant. If a member who has not completed the enrollment process becomes injured in the line of duty and applies for disability benefits, then the member must prove that the disabling condition was not preexisting. Each enrollment application is reviewed by staff to determine eligible job classification,

date of hire, employer certification, and medical waiver information. Each application for membership was completed and submitted in accordance with all applicable state laws.

Mr. Trahan presented the list of new member applicants for the month of November 2021. (see attached Exhibit #1) He stated that all applications were in order.

MOTION: Mr. Birdwell moved to approve the new member applicants for the month of November 2021. Mr. Romero seconded. The motion passed unanimously.

The discussion of this matter was concluded with no further action being needed or taken.

- Retirees

PROCEDURE: To retire, a member must furnish the retirement office with an application for retirement. When the application is received by the retirement office, the member's file is reviewed for proper documentation and to determine that the applicant meets the legal criteria necessary to receive payment in the form of a monthly retirement benefit. Calculations for retirement are performed by the benefit analyst and verified by the system's administrator. All retirement applications were submitted and benefits calculated in accordance with all applicable state laws.

Mr. Trahan presented the list of new retirees for the month of November 2021. (see attached Exhibit #2) He explained that there was a member placed on the new retiree list by mistake and this member was only a new DROP participant. He stated that all applications were in order.

MOTION: Mr. Birdwell moved to approve the retiree applicants for the month of November 2021. Mr. Romero seconded. The motion passed unanimously.

The discussion of this matter was concluded with no further action being needed or taken.

- Survivor Applications

PROCEDURE: Survivors applying for benefits must furnish the retirement office with a notarized application for survivor benefits, a copy of the member's death certificate, a marriage licence (if beneficiary is a spouse), and the beneficiary's birth certificate. Once received, the deceased member's records are reviewed by staff to determine survivor benefit eligibility and to determine that the survivor's benefit calculation is completed per all applicable state laws and any merger agreements.

[NOTE: Individuals who retired under another retirement system where FRS is a third party administering payments as a result of a merger, and where the individual becomes deceased after the merger, the beneficiary or survivor is still required to submit all necessary documents; however,

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payment is made as set forth in the merger agreement (contract) affecting beneficiaries and survivors.] (R.S. 11:2256 and R.S. 11:2259)

Patty Morgan Badon- Mr. Trahan presented the application of Patty Morgan Badon, surviving spouse of Richard Murray Badon. He stated that the application was in order.

MOTION: Mr. Romero moved to approve the survivor application for Patty Morgan Badon. Ms. Schexnayder seconded. The motion passed unanimously.

Curstine Melan Kilcrease- Mr. Trahan presented the application of Curstine Melan Kilcrease, surviving spouse of Percy Bryan Kilcrease. He stated that the application was in order.

MOTION: Mr. Birdwell moved to approve the survivor application for Curstine Melan Kilcrease. Mr. Romero seconded. The motion passed unanimously.

Mona Marie Wallace- Mr. Trahan presented the application of Mona Marie Wallace, surviving spouse of Dana Mark Wallace. He stated that the application was in order.

MOTION: Mr. Birdwell moved to approve the survivor application for Mona Marie Wallace. Mr. Romero seconded. The motion passed unanimously.

The discussion of this matter was concluded with no further action being needed or taken.

- Disability Applications

PROCEDURE: To obtain disability benefits, a member must furnish the retirement office with an application for disability retirement. For the following applicant(s), the application for disability retirement, current job duties, and all medical records pertaining to the injury or illness were received and reviewed by the retirement office staff. An appointment was scheduled with a State Medical Disability Board doctor specializing in the area of the claimed disability. The doctor submitted a detailed report in laymen's terms of his findings based on the examination performed and the medical records reviewed. Prior to the meeting, the board of trustees was provided with the disability application, job description, State Medical Disability Board doctor's report and all medical records related to each applicant, for their review. (R.S. 11:215, 216, 218, & 2258)

[NOTE: By giving advance notice on its duly posted agenda, the board of trustees reserved the right to enter executive session pursuant to R.S. 42:17(A)(1) for discussion of any privacy protected physical or mental health information related to the disability applicants.]

██████████ Mr. Trahan presented the disability application of ██████████ Mr. Trahan stated that, based on the report by State Medical Disability Board doctor, ██████████

██████████ the staff recommendation was for approval of the Application for Disability Retirement (Job-Related) and suspending the requirement of disability recertification.

MOTION: Mr. Birdwell moved to accept the staff recommendation regarding ██████████. Mr. Broussard seconded. The motion passed.

██████████ Mr. Trahan presented the disability application of Brandon Landry. Mr. Trahan stated that, based on the report by State Medical Disability Board doctor, ██████████ the staff recommendation was for approval of the Application for Disability Retirement (Job-Related) and suspending the requirement of disability recertification.

MOTION: Mr. Birdwell moved to accept the staff recommendation regarding ██████████. Mr. Broussard seconded. The motion passed.

The discussion of this matter was concluded with no further action being needed or taken.

FRS, ET AL v JOSEPH R. GRECO, ET AL

FRS, et al. v. Joseph R. Greco, et al., Suit No. 641387, 19th Judicial District Court, East Baton Rouge Parish, Louisiana

[NOTE: By giving notice on its duly posted agenda, the board of trustees reserved its right to enter executive session pursuant to R.S. 42:17(A)(2) for discussion of strategy or negotiations with respect to actual litigation, and where an open meeting would have a detrimental effect on the litigation position of FRS in the judicial matter cited above; all pertinent notifications had been provided.]

Mr. Stockstill recalled that, at last month's board meeting, Ms. Donovan and her attorney (Chris Hatcher) were scheduled to make a statement to the board. However, Ms. Donovan's attorney notified the FRS staff that he had a scheduling conflict with the date of last month's FRS board meeting and he asked for the matter to be moved to this November board meeting. He added that Ms. Donovan's attorney, was attending this month's meeting via Zoom to make a statement on behalf of Ms. Donovan.

Mr. Hatcher addressed the board and apologized for not being available to speak during the meeting last month due to a scheduling conflict. He explained that there is active litigation here, so he is representing Ms. Donovan. He added that she asked him to reach out to the board and explain that she is one of 8 defendants in the law suit. He said she is a retired member of FRS and she is also a retired member from the Parochial Employees Retirement System. Mr. Hatcher explained that Ms. Donovan's access to the FRS DROP account is frozen and has been since this litigation began in 2015. He added that he was requested by Ms. Donovan to ask the board to allow her to have access to the DROP account or at least a portion of it.

Mr. Hatcher concluded his remarks and, in deference to the pending litigation, this matter was concluded with no action being taken.

MONTHLY FLASH REPORT - OCTOBER 2021

Mr. Barnes presented the monthly flash report for the month of October 2021. (see attached Exhibit #3) The overall fund was up/down as follows: 2.6% for the month of October as compared to the allocation index of 2.9%; 12.0% for the calendar year to date as compared to the allocation index of 10.6%; 25.0% for the trailing 12 months as compared to the allocation index of 22.7%; and 12.6% for the trailing 3 years as compared to the allocation index of 12.9%.

The discussion of this matter was concluded with no action being needed or taken.

FRS INVESTMENT REPORT

- Investment Guidelines - Fisher Investments

Mr. Stockstill drew the board's attention to a memo submitted by NEPC titled "Fisher Investments Proposed Guideline Changes". (see attached Exhibit #4) He recalled that this memo was presented to the board during last month's board meeting. He added that Fisher is one of the best performing managers in the system's portfolio and Fisher's representatives were attending today's meeting via Zoom. Mr Stockstill said questions arose during last month's meeting concerning the risks associated with the changes being requested by Fisher and the consequences thereof. Roman Knysh, Vice President at Fisher Investments, addressed the board. He introduced Charles Dornbush, Senior Equity Analyst with Fisher Investments. Mr. Knysh explained that Fisher has been overseeing FRS' assets since 2004 with the current guidelines. He added that the equity market has become robust and it was discussed what would happen if the equity markets start deteriorating. He then added that, to be proactive, what Fisher has noticed is that they might need to implement some defensive measures. Mr. Knysh further explained that, to be defensive, Fisher is asking for more flexibility in the smaller sectors.

Mr. Dornbush addressed the board. He explained that Fisher's request came about as part of Fisher's defensive planning strategies. He said Fisher noticed that FRS' guidelines were a little bit different than what Fisher's new clients have currently.

Mr. Barnes asked about Fisher's request to allow individual positions at the time of purchase to go from 5% to 10%. Mr. Knysh explained that clients with an absolute weight maximum can be more binding than some of the larger positions in an index. He explained that some of the largest stocks in the index are weighted at 2%, 2.5%, 3% in the index. Mr. Dornbush stated that being a top down and bottom up manager, means there is context to give Fisher flexibility to implement their views.

Mr. Stockstill explained that there were two primary observations expressed during last month's meeting when the board discussed the proposed changes in the guidelines. He added that the first observation was, why try to fix what is not broken? Alternatively, he added, if Fisher is making money for the system and this is a way to safely add more value at a time when the system can use more value, then perhaps that should be discussed.

Mr. Dornbush responded explaining that the current guidelines are fine and are being managed perfectly well but receiving an increased flexibility would allow Fisher to be at the level that they see fit. Mr. Knysh explained that if the board is not comfortable with the higher maximum, Fisher is comfortable with just giving some flexibility on the smaller sectors.

Mr. Stockstill asked Mr. Barnes if anything he has heard today changed NEPC's recommendation? Mr. Barnes said no and that the goal over the past few years has been to reduce the amount of risk within the portfolio because of the system's prior experience with other managers.

Mr. Becker addressed the board. He explained that the new guidelines might pose a problem in the large sectors. He added that, in the new guidelines there is 58% in one sector of the portfolio, with \$140 million dollars. He said having that type of concentration risk is inconsistent with the risk tolerance previously expressed by the board. He added that, increasing from 2.5% of the benchmark to 22.5% in the case of real estate, that is 9 times the benchmark weight within the investment thesis. Mr. Becker said, if the investment thesis ends up being correct, they have out-performed the benchmark most likely and have added a lot of value to the portfolio. Mr. Becker added that, in the instance that Fisher's thesis is wrong, it would be detrimental in terms of performance and, as Mr. Barnes indicated, the system has wanted to take a more benchmark approach over the prior years and this too would be inconsistent. He concluded his statement by agreeing with NEPC's recommendation to not change the guidelines.

The discussion of this matter was concluded with no action being needed or taken.

- NEPC Operational Due Diligence - Hamilton Lane

Mr. Stockstill drew the board's attention to a document containing certain questions that were originally submitted by FRS to NEPC regarding NEPC's due diligence of Hamilton Lane (see attached Exhibit #5), and a second document containing NEPC's responses thereto (see attached Exhibit #6), and a third document explaining the results of NEPC's analysis of Hamilton Lane's Secondaries and Primaries. (see attached Exhibit#7) Mr. Barnes explained that NEPC is conducting its due diligence exercise in two segments. The first segment tested Hamilton Lane's own secondaries due diligence processes and the accuracy of their forecasting on the secondaries as well as the processes for the track record valuation on the primaries side. He added that the second segment is still underway.

Mr. Barnes explained that the third document referenced by Mr. Stockstill is NEPC's analysis of Hamilton Lane's secondaries and primaries due diligence data. Mr. Barnes explained that NEPC had requested data from Hamilton Lane to conduct the analysis and Hamilton Lane has been very responsive providing the requested data. He added that NEPC tested the projected financial results and the forecasted exit dates for Hamilton Lane's secondaries due diligence process. Mr. Barnes said that the secondary investments that were analyzed, on average, had outperformed what was forecasted by 43%. The investments that had underperformed what was forecasted made up about 61% of what NEPC had analyzed. He said the under performance averaged about 13%.

Mr. Barnes continued to update the board on NEPC's process by explaining there have been meetings held with different departments of Hamilton Lane. He added that diligence questions have also been sent to HarbourVest regarding that firm's compliance and operations. He added that, speaking with NEPC's research team, they are expecting to have the reports completed by the middle to the end of this month. He concluded his update by stating that he will have a member of NEPC's operational due diligence team present at next month's meeting to present the reports.

Mr. Stockstill asked Mr. Barnes if NEPC can provide a similar report with HarbourVest so they can be compared to Hamilton Lane, with the objective of measuring which firm is better at predicting the investments that the two managers make. Mr. Barnes answered by explaining he will have to get with the research NEPC team to see if that would be possible.

Mr. Drew Fox addressed the board. He said NEPC has been a great partner in this project. He added that NEPC conducted a very detailed analysis and have been asking focused questions. Mr. Fox also added that Hamilton Lane responded to NEPC's questions, and they felt confident that their answers made NEPC feel comfortable.

The discussion of this matter was concluded with no action being needed or taken.

- FRS Money Market Account (Collective Trust Government Short Term Investment Fund)

Mr. Becker explained to the board that the system has received questions from retirees and some board members regarding the lack of interest earnings on the money market account. Mr. Becker drew the board's attention to a descriptive summary sheet titled "Collective Trust Government Short Term Investment Fund, Class I". (see attached Exhibit #8) He then asked Paul Schmidt and Jill Hallows, with BoNY Mellon, to address the subject.

Mr. Schmidt introduced himself and Jill Hallows, who is a Senior Relationship Manager with BoNY's Cash Investment Management Group. Ms. Hallows referenced the summary sheet and explained the nature of the fund, which is only one of several investment vehicles that BoNY offers.

Chairman Jeselink asked about BoNY's outlook for interest earnings on the fund going forward. Ms. Hallows said, unfortunately, there is not another BoNY investment vehicle that provides the same daily liquidity and safety.

Mr. Becker explained that this fund holds high quality government-related investments. He added that this fund cannot invest in anything that is over one-year in maturity. He said, if the board is so inclined, and as an alternative to the governmental fund, it could invest in a fund holding securities that are longer in duration and has a higher yield. Mr. Becker added that, in doing so, there is a higher interest rate risk. He explained that the thought process in the past has been to find the safest money market fund, and that is why FRS currently uses a short term, treasury related fund.

Mr. Schmidt explained the management fee in the governmental fund. He explained that FRS is currently invested in a fund that charges a 15 basis point management fee. Mr. Becker asked Mr. Schmidt what happens if the governmental fund is not making a gross yield in excess of what BoNY is charging in fees? Mr. Schmidt explained that the fees are typically waived, meaning they are no longer paid by FRS to BoNY. He said no one is making any fees when the rates are so low.

Mr. Becker said he is not suggesting making any changes, he just wanted the board to be aware of why the governmental money market fund is not accruing interest. Moreover, there are alternatives, but with the alternatives there comes some specific risks.

Chairman Jeselink stated that he would like to receive more information on the matter. Mr. Becker said he will work with Mr. Schmidt and Ms. Hallows to narrow down the top 2 or 3 potential funds and report back to the board.

The discussion of this matter was concluded with no action being needed or taken.

ACTUARIAL VALUATION - FY 2020-21

Greg Curran, FRS Actuary, drew the board's attention to the FRS Annual Valuation for FY 2020-21. (see attached Exhibit #9) Mr. Curran then highlighted certain portions of the valuation, including the schedules. He explained the Summary Results by indicating that, since last year, FRS has - (i) Increased its funding percentage from 75.63% to 78.76%, (ii) Decreased its UAL by \$30 million, and (iii) Decreased the employer contribution rate by 0.5% beginning July 1, 2022.

Chairman Jeselink asked Mr. Curran if FRS decided to give a COLA, and not reduce the assumed rate of return, where would the COLA money come from? Mr. Curran explained that it would come from the same money now being used to reduce the assumed rate of return. He added, if the system experienced a future investment loss, then FRS would experience increasing costs because the assumed rate of return would be less conservative.

Mr. Stockstill asked Mr. Curran, according to the Frozen UAL chart in the Valuation (p16), since each year's UAL payment is factored into the employer contribution rate, if the UAL balance decreases each year, then wouldn't that have the effect of lessening the employer contribution rate? Mr. Curran answered affirmatively. Mr. Stockstill then asked if Mr. Curran could reference the Frozen UAL chart and develop a model showing what the employer contribution rate would go down to each year based on that component alone, assuming each year's earnings rate is achieved and all other variables remaining equal? If so, could Mr. Curran assume 1% less than and 1% more than the current earnings rate, so there would be three different numbers. Mr. Stockstill then asked if that analysis would be helpful to Mayor Amrhein and Mayor Amrhein said that it would be helpful. Mr. Curran replied that he would be able to do so.

Mr. Stockstill then asked Mr. Curran what options are available to the board in a plan of this nature if costs keep going up because of investment losses? Mr. Curran answered that to keep paying down the system's UAL, or the plan contributions would need to be changed, or changing the benefit structure of the plan would change the costs. Mr. Curran confirmed that there are only a limited number of tools available for the board to lower the employer contribution rate. After receiving questions from the board members, and discussing subjects related thereto, Mr. Curran concluded his presentation.

MOTION: Mr. Romero moved to accept the Valuation report as presented by Mr. Curran including the recommended valuation rate of 6.9%. Ms. Schexnayder seconded. The motion passed.

The discussion of this matter was concluded with no further action being needed or taken.

FINANCIAL REPORTING

Greg Curran drew the board's attention to a report titled "Information for Financial Reporting as of June 30, 2021" (see attached Exhibit #10) He highlighted certain portions of the report and answered questions from the board.

MOTION: Ms. Schexnayder moved to accept the report as presented by Mr. Curran. Mr. Birdwell seconded. The motion passed.

The discussion of this matter was concluded with no further action being needed or taken.

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION - PRELIMINARY AND STATEMENT OF FIDUCIARY NET POSITION - PRELIMINARY FOR FIRST QUARTER OF FY2021-22

Mr. Layne McKinney, FRS CPA, addressed the board. He drew the board's attention to two reports titled "Statement of Changes in Fiduciary Net Position-Preliminary " (see attached Exhibit #11) and

"Statement of Fiduciary Net Position-Preliminary for first quarter of FY2021-22". (see attached Exhibit #12) He explained each report on a line-by-line basis.

MOTION: Mr. Tarleton moved to accept the Statement of Changes in Fiduciary Net Position - Preliminary the Statement of Fiduciary Net Position-Preliminary for the first quarter of FY2021-22 as presented by Mr. McKinney. Mr. Romero seconded. The motion passed.

The discussion of this matter was concluded with no further action being needed or taken.

FRS BUDGET TO ACTUAL COMPARISON FY2021-2022

Mr. Johnson, FRS Accountant, addressed the board. He drew the board's attention to the FRS FY2021-22 Annual/Quarterly Budget to Actual Comparison. (see attached Exhibit #13) In explaining some of the line items of the report, he highlighted certain variances.

MOTION: Mr. Romero moved to accept the staff report as presented by Mr. Johnson. Mr. Tarleton seconded. The motion passed.

The discussion of this matter was concluded with no further action being needed or taken.

FRS POLICY

Brandon Trahan, FRS Benefits Analyst, presented the board a proposed amendment to FRS Policy No. 09132007, titled "Military Service Installment Purchase of Credit". (see attached Exhibit #14) He explained that the purpose of this policy is to establish procedures whereby FRS members may purchase credit for military service on an installment basis. He added that this policy was created in 2007. Mr. Trahan stated that the original language said "The FRS actuary shall calculate the actuarial equivalence of credit based on the total of monthly payments made prior to default. The member shall be credited with such service as certified by the system actuary". He explained that the new language would say "All prior payments will be refunded, without interest, and no service will be credited to the member." Mr. Trahan continued explaining that any member applying to purchase credit for military service on the installment basis shall first be required to sign an agreement acknowledging his understanding of the FRS installment policy and his consent to comply with the provisions thereof.

MOTION: Mr. Tarleton moved to accept the amendment to FRS Policy No. 09132007. Mr. Birdwell seconded. The motion passed.

The discussion of this matter was concluded with no further action being needed or taken.

HR166 STUDY COMMITTEE

[The HR166 Study Committee met on November 9, 2021 in Baton Rouge at 3:00 p.m. to discuss the following business set forth in its posted agenda - (i) Discussion and action regarding HR166 requiring the formation of a FRS study committee to submit a report to the House of Representatives prior to the beginning of the 2022 regular session of the legislature, and all related matters. The minutes of that meeting are embedded herein. Committee members present were- Mr. Jeselink, chairman; Mayor Amrhein, Mr. Broussard, Mr. Birdwell, Mr. Romero, Ms. Schexnayder, Mr. Tarleton, Mayor Walker, Mr. Adams, and Mr. Bergeron. Also present were Robert Klausner, committee legal counsel; Mr. Stockstill, Layne McKinney, Ben Johnson, Brandon Trahan, Ashley Vicknair, Caitlin Myers, Joey David, Chris Kaufmann, and Paul Schmidt.]

Mr. Klausner addressed the committee and led a discussion concerning the payroll for the various districts, the current employer contribution rate, the need for a sponsoring governmental commitment to guarantee revenue, and federal social security implications. He also added that he is in the process of drafting a master agreement related to those subjects. Chief Adams then addressed the committee concerning Mr. Klausner's observations.

The discussion of this matter was concluded with no action being needed or taken.

ADJOURNMENT

Mr. Tarleton moved to adjourn. Mr. Romero seconded. The motion passed unanimously.

FUTURE MEETINGS

**FRS Board of Trustees
Thursday, December 9, 2021 at 8:30 a.m.
3100 Brentwood Dr. Baton Rouge, LA**

SUBMITTED BY:

APPROVED BY:



Ashley Vicknair, FRS Board Secretary



Perry Jeselink, FRS Chairman