

MEETING OF THE TRUSTEES

CITY OF CHATTANOOGA GENERAL PENSION PLAN

November 20, 2025

This regularly scheduled meeting of the City of Chattanooga General Pension Plan Board of Trustees was held on November 20, 2025 at 8:30 a.m. in the J. B. Collins Conference Room, City Council Building. Trustees present were Daisy Madison, Aon Miller, Katie Reinsmidt, Weston Porter, and Jeffrey Wilson. Others in attendance at the meeting were Scott Arnwine, CBIZ IAS, Inc.; Valerie Malueg, Office of the City Attorney; Jed Cooper, First Horizon Bank; Debbie Talley, Purchasing Department; Dessalyn Sammons, Starla Benjamin, and Cheryl Powell, City Human Resources Department.

Definitions in the document: GPP is General Pension Plan, OPEB is Other Post-Employment Benefits

The meeting was called to order by Chair Daisy Madison.
A quorum was present at the beginning of the meeting.

Approval of Minutes

Jeffrey Wilson made a motion to approve the minutes from the August 21, 2025 regular meeting. Aon Miller seconded the motion. The minutes were approved.

Administrative Actions

Cheryl Powell presented the Administrative Actions for the quarter. Retirement activity was heavier than usual for the third quarter on this report. There were 21 retirements in total with 4 from vested deferred participants. Eight retirees exercised the option to receive a DROP payment amounting to \$565k. Termination activity was relatively normal with low benefits on average. One payment was made to vested deferred participant terminating their participation in the GPP.

A recallable distribution from GoldenTree Distressed Debt IV for the GPP was received in the amount of \$240,000.00.

Jeffrey Wilson made a motion to approve administrative actions with corrections. Katie Reinsmidt seconded the motion. The administrative actions were approved.

Public Comment

There were no public comments

Statement of Investment Objectives – Board review; signatures on signature page

There were no changes made to the body of the Statement of Investment Objectives. With the investment allocation study there are changes to the target allocation in the Exhibit tables for both GPP and OPEB to accommodate the increase to 10% in the target percentage allocated to Private Debt.

Katie Reinsmidt made the motion to accept the categorical target allocation changes in the Statement of Investment Objectives to increase the target for Private Debt to 10% for both GPP and OPEB. Aon Miller seconded the motion. The motion carried.

Investment Performance Review 3Q2025 – CBIZ Investment Advisory Services

Scott Arnwine some brief preliminary comments about the current market and political conditions.

- Indices continue to be affected by the 7 tech stocks
- AI and who will benefit, where data centers will be located, and who are the suppliers
- Example of Russell 2000 index where about half of stocks within the index are losing money. Managers are usually invested in stocks in the top half of the index. In a 'non-quality' rally, the non-earners outperform the earners. In the short term, managers may underperform before fortunes change.
- Jobs reports and unemployment reports are subject to interpretation as to the direction of the economy.

Scott Arnwine provided a review of plan results for the quarter. The GPP fund ended the quarter at \$401.9 million, up 4.5% for the quarter and 9.3% for the year to date. Compared to the chart against all public plans, which can vary widely in size, on page 10 of the report, the GPP is slightly lower than the median among all the plans. Total Equity had a 7% increase for the quarter. Among the managers:

- Diamond Hill was off the benchmark for the quarter because their process prevented ownership of some of the value stock performers.
- Patten and Patten was below the benchmark for the quarter, also underweight by some of the performing stocks.
- Wedge Capital and Kerusso outperformed the benchmark.
- Kennedy, the small cap manager, was below the benchmark, because they do not own the 'non-earning' names that rallied.

Fixed Income overall was up 2% for the quarter and performed above the Bloomberg Global Aggregate index of 0.6%.

The OPEB Trust ended the quarter at \$189 million, up 5.3% for the quarter and 10.9% year to date.

On the Private Credit manager search, Scott presented the results of their research and supplied the Board with results of eight managers. The criteria for the search included a fund size of least \$300 million, investment style structured with lower leverage, no first fund offerings, existing institutional client base, closed end rather than evergreen funds, and overall assets under management of at least \$1 billion of assets.

For Private Credit, our current portfolio includes three distressed GoldenTree funds and Medley (which is closing down). Considering that the GPP already has Private Credit investments, that this kind of investment is illiquid, and the actuarial return assumption, the suggested investment for each fund is \$30 million in the GPP and \$15 million in OPEB.

The manager list for discussion and selection included four managers with asset-based/specialty finance strategies four managers with opportunistic credit strategies were suggested:

- Asset-based/specialty finance strategies
 - Ares Pathfinder core
 - Castl lake Asset Based Private Credit (Brookfield)
 - Davidson Kempner Income
 - Mesirow Specialty Finance
- Opportunistic credit strategies
 - GoldenTree Private Credit
 - Gramercy Capital Solutions
 - Ironsides Opportunities
 - Sixth Street TAO
- Other strategies
 - Harbourvest Credit Strategies

The Board had a short discussion and decided to have Scott invite the managers for Ares, Mesirow, GoldenTree and Ironsides for interviews. Each manager will have approximately 30 minutes for presentation and Q&A. A special called meeting will be scheduled to accommodate the interviews. The Board decided that Wednesday, January 14, 2026 is the best date to schedule the interviews. Cheryl Powell will arrange the special meeting. Scott Arnwine will extend the invitations to the managers.

Pension Board Purchasing Policy – board discussion

At the August meeting, the Board received a copy of this document outlining three options for making purchases of services for the board. This is a continuation of that discussion. These options for discussion are the following:

- Hire a consultant.
- Perform the function among the board members and board staff
- Utilize the City Purchasing department

The main issue is board representation in the evaluation and scoring process. Due to open meetings requirements, only one board member can be included on an evaluation and scoring committee. The Purchasing department requires that only employees can be included on a City Purchasing department committee, thus the only board member that can be included must be a City employee.

Debbie Talley attended the meeting to answer board questions about the City Purchasing policy. After some discussion about the differences between the three options and the independence of the board, it was decided to stay with option 3 with a recommendation made to Finance to modify the rules to allow a non-city Board member to be eligible to be included in an evaluation and scoring committee for purchases the Board is making.

Weston Porter will draft the proposal document to submit to request this change in City Purchasing department policy.

This item will be on the agenda for the next regular meeting.

Report from First Horizon

Jed Cooper reported that the SOC1 report he received from First Horizon operations pertaining to the data incident did not answer the question about guardrails in place to protect GPP and OPEB data. He will receive some information from the First Horizon Legal department to provide this information at the next meeting.

As a reminder the following summarizes the incident.

- Misdirected email – A data incident was recognized in June 2025 that emails from Kennedy Capital Management intended solely for the GPP was directed to a person not associated with the GPP account from 11/2024 – 6/2025. While this could be a serious situation, fortunately in this instance, no account numbers were included in the emails, and no exchange of data was involved.

At the next meeting Jed Cooper will provide the Trustees with information about the safeguards First Horizon has in place to secure data.

Report from Counsel

Progress on research on the firefighter issue:

The Private Acts of 1937 created the GPP. Valerie had the intern for the City Attorney research the historical background for the foundation of the GPP. Historically, the Fire and Police have been excluded from participation in the GPP. It is not necessary to make any amendments to the Private Acts to make a change to the GPP. The sections of City Charter/City Code for the GPP can be amended to make any change to the GPP. An actuarial analysis is required for any amendment made to the GPP.

There was no other business to discuss.

Aon Miller made a motion to adjourn the meeting. Collin Thul seconded.

Daisy adjourned the meeting.

**CITY OF CHATTANOOGA GENERAL PENSION PLAN
ADMINISTRATIVE ACTIONS**

**Meeting of Trustees
November 20, 2025**

PART I - PARTICIPANT SUMMARY

SUMMARY OF PENSION PLAN APPLICATIONS

Name	Department	Type	Option	Monthly Amount	Effective Date	DROP	Notes
Davis, Eddie G	YFD	Imm Early	B	\$923.35	9/1/2025		vested
Dossett, Christopher T	Public Works	Rule of 80	no	\$1,998.22	9/1/2025	\$77,898.28	
Kyles, Darryl E	General Government	Imm Early	C	\$427.52	9/1/2025		vested
Neal, Gregory S	Fire logistics	Imm Early	D	\$872.70	9/1/2025		
Skidmore, Bruce	Technology Services	normal	no	\$547.60	9/1/2025		vested
Tate, Dennis	Neighborhood service	normal	A	\$383.46	9/1/2025		vested
Moody, Nedra	Early Learning	Imm Early	no	\$495.33	10/1/2025		
White, Kevin	Public Works	Rule of 80	B	\$1,935.77	10/1/2025	\$83,395.61	
Hawkins, Hennrietta	Early Learning	normal	no	\$572.74	11/1/2025		
Tibbals, Barbara	Public Works	normal	no	\$1,905.40	11/1/2025	\$23,769.69	
Burt, Ronnie C	Public Works	normal	no	\$2,639.91	11/1/2025		
Long, Jimmy C	Community Development	normal	B	\$2,990.93	11/1/2025		
Poole, Mary S	Police services	normal	no	\$1,491.65	11/1/2025		
Fletcher, Chewonna	Early Learning	normal	no	\$1,590.33	11/1/2025	\$41,406.33	
Emry, Eric L	Public Works	normal	C	\$2,358.86	12/1/2025	\$117,404.04	
Brownell, Daniel J	Wastewater	normal	no	\$892.89	12/1/2025		
Cunningham, Anthony L	Public Works	normal	no	\$1,791.61	12/1/2025	\$47,766.71	
Hussar, Daniel J	Early Learning	Imm Early	B	\$719.54	12/1/2025		
Pettross, Robert M	Police services	Rule of 80	E	\$1,808.30	12/1/2025	\$24,415.58	
Murphy, James R	Wastewater	normal	C	\$3,107.20	12/1/2025	\$149,092.46	
Kinder, John T	Wastewater	normal	D	\$1,774.02	12/1/2025		

21

\$31,227.33

\$565,148.70

DEATH BENEFITS - DECEASED ACTIVE OR VESTED EMPLOYEES

Name	Employee	Type	Option	Date of Death	Amount or Monthly Amount	Effective Date	Notes
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BENEFIT REVISIONS/CONVERSIONS - PENDING BOARD REVIEW/APPROVAL

NAME	TYPE	Option	Previous amount approved	Revised amount	Effective date
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SELECTION OF OPTIONAL BENEFIT REPORT - VESTED OR ATTAINED AGE 62 OR GREATER

Pre-Retirement option election

NAME	OPTION	Effective Date
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DISABILITY BENEFIT REPORT

NAME	TYPE	Employee Number	Insurance Benefit Amount	Effective Date	Notes
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LUMP SUM DISTRIBUTIONS (FOR RATIFICATION - CHECKS PROCESSED)

Return of contributions			41	\$95,062.27	
NAME	Department	Employee Number	Termination Date	Refund Amount	Notes
Green, Valicia L	Public Works	86986	3/18/2025	\$3,624.80	
Harvey, Daniel L	Wastewater	104752	5/12/2025	\$426.69	
Lee, Chrisann	Human Resources	87670	5/13/2025	\$5,161.36	
Bullard-Moore, Ethel Joy	Community Develop:	104280	5/16/2025	\$1,762.98	
Riddle, Austin L	Police services	101853	5/16/2025	\$2,728.50	
Welsh, Frank A	Public Works	102024	5/19/2025	\$2,102.39	
Weaver, Braden C	Library	100892	5/20/2025	\$1,604.17	
Ritchie, Mahaley A	Parks and Outdoors	103646	5/22/2025	\$746.21	
Phillips, Nicholas E	Public Works	105205	5/23/2025	\$101.64	
Heegeman, Charles T	Police services	103192	6/6/2025	\$1,022.74	
Lynch, Jason T	Public Works	103413	6/6/2025	\$791.71	
Dufour, Daniel J	Tech services	102429	6/10/2025	\$3,178.20	
Augustus, Amaris K	Early Learning	103550	6/13/2025	\$1,245.77	
Koch, Jonathan D	Public Works	102185	6/13/2025	\$1,926.57	
Harp, Juliette R	Community Developr:	84343	6/19/2025	\$4,080.18	vested
Hogan, Kaylor D	Public Works	103066	6/26/2025	\$1,784.95	
Grimes, Martell J	Wastewater	88534	6/27/2025	\$3,602.16	
Masterson, Bobbie	Tech services	101913	6/30/2025	\$3,268.96	
Toney, Frederick	Public Works	105384	6/30/2025	\$83.30	
Welch, Aaron G	Tech services	103215	6/30/2025	\$2,738.69	
Yanez, Azarius J	General Government	103218	6/30/2025	\$2,550.30	
Hobbs, Lee S	Wastewater	103564	7/7/2025	\$1,320.40	
Pierce, Jenelle M	Mayor office	87689	7/8/2025	\$4,797.73	
Reuter, Daniel	RPA	100090	7/8/2025	\$10,313.70	
Harvey, Christopher E	Wastewater	101526	7/9/2025	\$2,451.43	
Cox, Rachel H	Public Works	87326	7/14/2025	\$3,437.98	
Ricks, Briana F	Economic Developme	101961	7/15/2025	\$2,376.48	
Stonesifer, Christina	Finance	67720	7/15/2025	\$1,448.18	
Battle, Javonte R	Public Works	102940	7/18/2025	\$1,070.27	
Dunstan, William M	Public Works	56180	7/18/2025	\$4,840.00	
Hartkopf, Aidan R	Wastewater	105064	7/25/2025	\$261.33	
Thompson, Christopher M	Traffic Ops	104722	7/31/2025	\$341.96	
Velazquez, Julio C	Parks and Outdoors	88374	7/31/2025	\$2,915.15	
Kerpet, Randy W	Wastewater	105437	8/2/2025	\$153.37	
Mikos, Stephanie M	Mayor Office	81096	8/5/2025	\$2,675.82	
Hall, Jacob R	Transportation	105206	8/7/2025	\$229.10	
Johnson-Praino, Tami E	Public Works	100399	8/8/2025	\$4,682.16	
Evans, Robert M	Public Works	105404	8/11/2025	\$151.36	
Short, Tonya M	Public Works	86987	8/12/2025	\$3,164.11	
Ginn, Ernest V	Public Works	103309	9/19/2025	\$2,104.59	
Grewal, Preet S B	Economic Developme	103877	10/1/2025	\$1,794.88	

RETURN OF DECEASED RETIREE BASIS

Name	RETIREE NAME	Date of Death	Refund Amount	Notes
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PART II -- ACCOUNT SUMMARY

ACCOUNTS PAID

COMPANY	AMOUNT PAID	Qtr Ending	PURPOSE
Current quarter	71,750.60	9/30/2025	
Fiscal Year to date	71,750.60		FY2026
<i>Budget</i>	<i>368,014.00</i>		<i>FY2026</i>
Same quarter last year	68,755.95	9/30/2024	
Prior Fiscal Year Actual	390,120.52		FY2025
Cavanaugh Macdonald	-	9/30/2025	GPP valuation
Cavanaugh Macdonald	8,200.00	9/30/2025	GPP GASB 67 & 68
Cavanaugh Macdonald	-	9/30/2025	Experience Study
Cavanaugh Macdonald	6,492.00	9/30/2025	Consulting service
Records Management	-	9/30/2025	Minutes, supplies
Chattanooga Times Free Press	30.14	9/30/2025	Meeting ad
CBIZ IAS	25,000.00	9/30/2025	Investment consulting services
First Horizon Bank	32,028.46	9/30/2025	Administrative expense
City of Chattanooga services	-	9/30/2025	Administrative expense annual
COMPANY TOTAL	71,750.60		

Investment Managers -- Fees Paid

COMPANY	AMOUNT PAID	Qtr Ending	PURPOSE
Current quarter	130,595.43	9/30/2025	
Fiscal Year to date	130,595.43		FY2026
Same quarter last year	130,284.35	9/30/2024	
Total Prior Fiscal Year	518,689.29		FY2025
Kennedy Capital Mgmt	46,264.00	9/30/2025	Investment management fees
Patten & Patten	21,641.16	9/30/2025	Investment management fees
Kerusso Capital Management	23,417.29	9/30/2025	Investment management fees
Wedge Capital	39,272.98	9/30/2025	Investment management fees
MANAGER TOTAL	130,595.43		

ACCOUNTS RECEIVED

COMPANY	AMOUNT RECEIVED	FYTD	EFF DATE	REASON
Fiscal Year to date		509,757.56	FY2024	
Fiscal Year to date		615,002.00	FY2025	
Fiscal Year to date		396,000.00	FY2026	
	Qtr Ending	9/30/2025		
DTC Diversified Partners III	\$0.00			distribution check
TerraCap Partners III	\$0.00			distribution
TerraCap V	\$0.00			distribution
GoldenTree Distressed Fund 2014	\$0.00			distribution
GoldenTree Distressed Fund III	\$0.00			distribution
GoldenTree Distressed Debt IV	\$240,000.00			distribution (recallable)
Medley Opportunity Fund III	\$0.00			distribution
Greenspring Global Partners IV	\$0.00			distribution
Greenspring Opportunity Fund III	\$0.00			distribution
FCA Venture Partners III	\$0.00			distribution - Final
COMPANY TOTAL		240,000.00		

REPORT OF MISCELLANEOUS ACCOUNT TRANSACTIONS

COMPANY	AMOUNT	FYTD	EFF DATE	REASON
Fiscal Year to date		435,000.00	FY2026	capital call
Fiscal Year to date		0.00	FY2026	all other transactions
redeem Pointer	-5,000,000			asset reallocation
redeem Ironwood	-2,500,000			asset reallocation
Cash	7,500,000			asset reallocation
Sell Diamond Hill	-1,200,000			to pay benefits
Cash	1,200,000			to pay benefits
GoldenTree Distressed Fund III			9/30/2025	capital call
GoldenTree Distressed Debt IV			9/30/2025	capital call
MISCELLANEOUS TOTAL		0.00	435,000.00	

REPORT OF ACCOUNT(S) PAID 9/30/2025

COMPANY	AMOUNT PAID THIS PERIOD	FYTD	MONTH	PURPOSE
Total Prior Fiscal Year		127,093.33		FY2025
<i>Budget</i>		139,948.00		FY2026
Fiscal Year to date		36,118.61		FY2026
Symetra	12,017.87		5/1/2025	Long Term Disability (50%)
Symetra	11,917.23		6/1/2025	Long Term Disability (50%)
Symetra	12,227.03		7/1/2025	Long Term Disability (50%)
Symetra	12,166.94		8/1/2025	Long Term Disability (50%)
Symetra	11,724.64		9/1/2025	Long Term Disability (50%)
TOTAL		60,053.71	36,118.61	

**CITY OF CHATTANOOGA OPEB TRUST
ADMINISTRATIVE ACTIONS**

PART II -- ACCOUNT SUMMARY

ACCOUNTS PAID

COMPANY	AMOUNT PAID	Qtr Ending	PURPOSE
Current quarter	17,566.58	9/30/2025	
Fiscal Year to date	17,566.58		FY2026
<i>Budget</i>	82,980.00		FY2026
Same quarter last year	22,014.51	9/30/2024	
Total Prior Fiscal Year Actual	82,492.28		FY2025
Cavanaugh Macdonald	-	9/30/2025	OPEB valuation
Cavanaugh Macdonald	1,958.00	9/30/2025	OPEB GASB 74/75
CBIZ IAS	5,000.00	9/30/2025	Investment consulting services
First Horizon Bank	10,608.58	9/30/2025	Administrative Expense
COMPANY TOTAL	17,566.58		

Investment Managers -- Fees Paid

COMPANY	AMOUNT PAID	Qtr Ending	PURPOSE
Fiscal Year prior			
Fiscal Year to Date	28,051.41	9/30/2025	
Kerusso	28,051.41	9/30/2025	
MANAGER TOTAL	28,051.41		


ACCOUNTS RECEIVED

COMPANY	AMOUNT RECEIVED	EFF DATE	REASON
Prior quarter total			
GoldenTree /Distressed Co-Investment Fund	\$0.00	9/30/2025	distribution
Greenspring Opportunities Fund VII	\$0.00	9/30/2025	distribution
COMPANY TOTAL			

REPORT OF MISCELLANEOUS ACCOUNT TRANSACTIONS

COMPANY	AMOUNT	EFF DATE	REASON
Fiscal year to date	-	FY2026	capital calls
Fiscal year to date		FY2026	all other transactions
			asset reallocation
			asset reallocation
			asset reallocation
			asset reallocation
GoldenTree Distressed Co-Investment Fund III		9/30/2025	capital call
StepStone VC Opportunities VII	-	9/30/2025	capital call
MISCELLANEOUS TOTAL	0.00	0.00	

APPROVED:


Chairman


Secretary