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NEW YORK CITY TEACHERS' RETIREMENT SYSTEM

3

BOARD MEETING

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Held on Thursday, February 17, 2022 via

7

Videoconference

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3:34 p.m.

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10 ATTENDEES:

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DEBRA PENNY, Chairperson, Trustee

12

DAVID KAZANSKY, Trustee

13

ALISON HIRSH, Comptroller's Office

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THOMAS BROWN, Trustee

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CYNTHIA COLLINS, Trustee

16

RUSSELL BUCKLEY, Trustee

17

VALERIE BUDZIK, Teachers' Retirement System

18

PATRICIA REILLY, Teachers' Retirement System

19

CYNTHIA COLLINS, Mayor's Office

20

JOHN DORSA, Bureau of Asset Management

21

22 REPORTED BY:

23

YAFFA KAPLAN

24

JOB NO. 7321264

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ATTENDEES (Continued):

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PHILIP DUKES, Mayor's Office

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THAD McTIGUE, Teachers' Retirement System

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LIZ SANCHEZ, Teachers' Retirement System

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ISAAC GLOVINSKY, Teachers' Retirement System

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ANTHONY MEZZACAPPA, Teachers' Retirement System

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SUSAN STANG, Teachers' Retirement System

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CARMELA CRIVELLI, Teachers' Retirement System

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RENEE PEARCE, Teachers' Retirement System

11

MARTA ROSS, ESQ., Law Department

12

MICHAEL SAMET, Office of the Actuary

13

KATE CHEN, Teachers' Retirement System

14

KAVITA KANWAR, Teachers' Retirement System

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MATT LASKOWSKI, Teachers' Retirement System

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NATARAJAN KRISHNAMOORTHY, Teachers' Retirement

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System

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IVAL GRANT-WILLIAMS, Teachers' Retirement System

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JOSEPHINE DEORIO

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KEVIN BALAAD

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Proceedings

2 MS. REILLY: Good afternoon. Welcome to
3 the Teachers' Retirement System Board meeting
4 for February 17, 2022. I will start by
5 calling the roll.
6 Thomas Brown?
7 MR. BROWN: I am here.
8 MS. REILLY: Cynthia Collins?
9 MS. COLLINS: Present.
10 MS. REILLY: Alison Hirsh?
11 MS. HIRSH: Here.
12 MS. REILLY: David Kazansky?
13 MR. KAZANSKY: Present.
14 MS. REILLY: Russell Buckley?
15 MR. BUCKLEY: Good afternoon, Patricia.
16 I am present.
17 MS. REILLY: And Debra Penny?
18 MS. PENNY: Here.
19 MS. REILLY: We have a quorum. So next
20 is our update from TRS operations. Kavita
21 Kanwar is going to give that to us.
22 MS. KANWAR: Thank you, Patricia.
23 Members have been notified that their account
24 statements for the fourth quarter of 2021 are
25 now available. On February 10, 2022, the

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1 Proceedings
2 quarterly account statements were posted on
3 our website for approximately 128,000 members
4 who are currently in service or on leave.
5 On February 1st, TDA quarterly
6 statements were posted online for
7 approximately 60,000 members who have TDA
8 referral accounts. On January 31st, the TDA
9 quarterly statement for TDA beneficiary
10 participants were mailed to a population of
11 approximately 1,400 members. Thank you.
12 MS. REILLY: Thank you, Kavita. Next on
13 the agenda is a report from the Actuary.
14 Mike, if you wanted to do that.
15 MR. SAMET: Good afternoon. I just want
16 to note that the Office of the Actuary has
17 issued the first fiscal note for this
18 legislative session, Fiscal Note 2022-01. The
19 proposed legislation for this fiscal note
20 would increase the limits for the basket
21 clause investments from 25 to 35 percent and
22 increase the limits for investments in foreign
23 equities from 10 to 30 percent. The costs or
24 in this case hopefully the savings if this
25 legislation is passed will depend on the use

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1 Proceedings
2 of the increased limits and the investment
3 performance of the new investment

4 opportunities.

5 Just to let you know, we have
6 approximately another 50 requests for fiscal
7 notes inhouse of which approximately 15 would
8 affect TRS, and I will be reporting on those
9 over the next couple of months as we work our
10 way through those requests. Thanks.

11 MS. REILLY: Thank you, Mike. So next
12 on the agenda is the executive director's
13 report and the first item on there is the
14 matter of the next meeting, and it has been
15 suggested that the next regular meeting of the
16 Teachers' Retirement Board be held on the
17 third Thursday of the month, March 17, 2022.

18 The next is a resolution for attendance
19 at a conference. The following resolution has
20 been submitted: "Be it resolved that the
21 Trustees of the Teachers' Retirement Board
22 hereby approve the attendance and
23 participation of the Executive Director and/or
24 her designees and any interested Trustee at
25 the National Conference of Public Employees'

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1 Proceedings

2 2022 Annual Conference Exhibition from May
3 21st through May 25, 2022."

4 MS. PENNY: Thank you, Patricia. Do I
5 hear a motion?

6 MR. BROWN: So moved.

7 MS. PENNY: Thank you, Mr. Brown. Do I
8 hear a second?

9 MR. KAZANSKY: Second.

10 MS. PENNY: Thank you, Mr. Kazansky.
11 Any question or discussion? All those in
12 favor, please say aye. Aye.

13 MR. KAZANSKY: Aye.

14 MR. BROWN: Aye.

15 MR. BUCKLEY: Aye.

16 MS. HIRSH: Aye.

17 MS. COLLINS: Aye.

18 MS. PENNY: Any opposed? Any
19 abstentions? Okay. Motion carries.

20 MS. REILLY: Next on the agenda is the
21 calendar, and the first item is approval of
22 the following minutes: January 6, 2022 for
23 the investment meeting minutes and January 20,
24 2022 board meeting minutes.

25 MS. PENNY: Thank you, Patricia. Do I

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1 Proceedings

2 hear a motion to approve the minutes of the
3 investment meeting and the board meeting?

4 MR. KAZANSKY: So moved.

5 MS. PENNY: Thank you, Mr. Kazansky. Do

6 I hear a second?
7 MR. BROWN: Second.
8 MS. PENNY: Thank you, Mr. Brown. And
9 any questions?
10 MR. BUCKLEY: I just want to quickly
11 note in the January 6th minutes I am noted as
12 a trustee in those minutes which statutorily I
13 was not at the time. I just want to point
14 that out before they are passed.
15 MS. PENNY: Thank you, Mr. Buckley.
16 Noted. All right. All those in favor with
17 that one change, please say aye. Aye.
18 MR. KAZANSKY: Aye.
19 MR. BROWN: Aye.
20 MR. BUCKLEY: Aye.
21 MS. HIRSH: Aye.
22 MS. COLLINS: Aye.
23 MS. PENNY: Any opposed? Any
24 abstentions? Okay. Motion carried.
25 MS. REILLY: Next, the calendar items.

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1 Proceedings
2 You all received the electronic version of the
3 calendar items for your review.
4 MR. KAZANSKY: Please waive the reading
5 of the calendar.
6 MS. REILLY: Thank you.
7 MS. PENNY: Do I hear a motion to accept
8 the calendar?
9 MS. HIRSH: Motion.
10 MR. BUCKLEY: So moved, second.
11 MS. PENNY: Any discussion about the
12 calendar items? All those in favor, please
13 say aye. Aye.
14 MR. KAZANSKY: Aye.
15 MR. BROWN: Aye.
16 MR. BUCKLEY: Aye.
17 MS. HIRSH: Aye.
18 MS. COLLINS: Aye.
19 MS. PENNY: Any opposed? Any
20 abstentions? The calendar has been approved.
21 MS. REILLY: Next on the agenda is on
22 the TRS presentation, and we have Ival
23 Grant-Williams here. She is our deputy
24 director in charge of operations.
25 MS. GRANT-WILLIAMS: Hello. My name is

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1 Proceedings
2 Ival Grant-Williams. I am the deputy director
3 of operations and the employee management
4 group. It is my pleasure today to introduce
5 and update you on the TRS Strategic Plan, a
6 living document that guides decision-making
7 across the agency.

8 Strategic planning at TRS is used as an
9 organizational management activity to set
10 priorities, focus energy and resources,
11 strengthen operations, ensure that employees
12 and stakeholders are working toward common
13 goals, establish agreement around intended
14 outcome and results, and assess and adjust the
15 agency's direction in response to a changing
16 environment. The strategic plan guides what
17 we do and not only articulates the actions
18 needed to make progression but also how to
19 measure success.

20 The current plan covers Fiscal Year '22,
21 '23, and '24 with strategic priorities,
22 initiatives, and action items for a
23 year-to-year reference point for
24 decision-making. We can go to the next slide.

25 While the strategic priorities and

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1 Proceedings
2 business model are the same each year, the
3 strategic action items are actually refreshed
4 each year as part of ongoing strategic
5 planning. This ensures continued progress and
6 alignment of the highest level decisions of
7 the agency with the strategic priorities.

8 The priorities are self-explanatory, but
9 let's just take a quick look at them here
10 starting with operational excellence. That
11 includes meeting member expectations through
12 efficient daily operations and a leadership
13 strategy and human resource activities to
14 support a ready, willing, and able workforce.
15 Change management ensures the agency
16 transitions are efficient and business-driven
17 and aligned with the modernization of our
18 pension management system. Business
19 resumption has been the pulse of our
20 operations due to the current health pandemic,
21 but it proves that TRS can adjust quickly to
22 improve the work life of employees and provide
23 online features that members desperately need
24 during a crisis.

25 We are maximizing the value of every

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1 Proceedings
2 dollar spent to accomplish agency goals
3 through greater productivity and cost
4 reductions. And with member centricity we are
5 working diligently for members to achieve the
6 maximum benefit from their membership with
7 increased services and less delays. So again,
8 these priorities have been linked to strategic
9 action items that are refreshed and resolved

10 each year. Next slide.

11 There are strategic initiatives in the
12 plan that respond to the current environment,
13 both internally and externally. These
14 initiatives differ a little bit from the
15 strategic action items because they touch
16 every part of the agency, one being diversity,
17 equity, and inclusion. We embarked on this
18 journey with an assessment of perceptions and
19 experiences along with a completion of an
20 initial staff demographic analysis. The
21 results will inform a review and edit of our
22 current practices and procedures such as the
23 need to create and incorporate diversity,
24 equity, and inclusion statements into all job
25 postings and standardization of hiring

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1 Proceedings

2 practices. We also incorporate the adherence
3 to a code of ethics and equal employment
4 opportunity standards to the performance
5 appraisals for all staff with direct reports
6 while partnering with the city's Workforce
7 program to provide employees with a forum for
8 discussions around social justice, physical,
9 and mental health. Next slide.

10 The other strategic initiative is the
11 modernization of our pension management
12 system. That is a multiphase and multiyear
13 effort. It involves an extensive actionable
14 plan to support the TRS business model and
15 business transformation. Starting from the
16 top, as an old system will be removed and
17 replaced, data will be made available in the
18 right system at the same time with the least
19 business disruption. The integrity of data is
20 maintained in both the new and legacy systems
21 while transactions are completed across
22 systems. We identify when only one system is
23 in use and prevent users from using multiple
24 systems unnecessarily. We confirm that data
25 integrity is maintained as all systems and

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1 Proceedings

2 their related data tables are decommissioned,
3 and we implement a process for identifying the
4 tables and functions for decommissioning that
5 is robust and repeatable. All throughout
6 supporting the seamless sharing of information
7 between the new and legacy systems to support
8 ongoing business processing.

9 So in closing and summary, the TRS
10 strategic plan is current, industry-relevant,
11 and actionable. Thank you.

12 MR. BROWN: Thank you.
13 MS. REILLY: Any questions?
14 MR. BUCKLEY: I have one question. If
15 there is a full version of the report, I would
16 love to see it.
17 MS. REILLY: Okay. Sure.
18 MR. BUCKLEY: Thank you.
19 MS. REILLY: Next on the agenda is other
20 business or questions and comments from the
21 public -- I'm sorry. So next on the agenda
22 and questions and comments from the public.
23 Do we have any? Seeing none.
24 MS. PENNY: Seeing none, it's time for
25 executive session. Do I hear a motion to go
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1 Proceedings
2 into executive session?
3 MR. BROWN: So moved.
4 MS. PENNY: Thank you, Mr. Brown. Do I
5 hear a second?
6 MR. KAZANSKY: Second.
7 MS. PENNY: Thank you, Mr. Kazansky.
8 Any questions or discussion? All those in
9 favor of moving into executive session, please
10 say aye. Aye.
11 MR. KAZANSKY: Aye.
12 MR. BROWN: Aye.
13 MR. BUCKLEY: Aye.
14 MS. HIRSH: Aye.
15 MS. COLLINS: Aye.
16 MS. PENNY: Any opposed? Any
17 abstentions? Okay. We are moving into
18 executive session.
19 (Discussion off the record.)
20 MS. PENNY: Okay. We are back into
21 public session. Ms. Stang, would you please
22 report out?
23 MS. STANG: In executive session we
24 discussed an investment contract matter.
25 MS. PENNY: Thank you so much. Anything
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1 Proceedings
1 else for public session? Okay. Do I hear a
2 motion to adjourn?
3 MR. KAZANSKY: So moved.
4 MS. PENNY: Thank you, Mr. Kazansky.
5 And that second was from Mr. Brown.
6 MR. BROWN: Second.
7 MS. PENNY: Any discussion? All those
8 in favor, please say aye. Aye.
9 MR. KAZANSKY: Aye.
10 MR. BROWN: Aye.
11 MR. BUCKLEY: Aye.
12 MS. HIRSH: Aye.

13 MS. COLLINS: Aye.
14 MS. PENNY: Any opposed? Any
15 abstentions? We stand adjourned. Thank you.
16 (Time noted: 3:50 p.m.)
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1 Proceedings
2 C E R T I F I C A T E
3 STATE OF NEW YORK)
4 : ss.
5 COUNTY OF QUEENS)
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7 I, YAFFA KAPLAN, a Notary Public
8 within and for the State of New York, do
9 hereby certify that the foregoing record of
10 proceedings is a full and correct
11 transcript of the stenographic notes taken
12 by me therein.

13 IN WITNESS WHEREOF, I have hereunto
14 set my hand this 1st day of March, 2022.
15
16

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18 _____
19 YAFFA KAPLAN
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