



Seattle Retirement

Seattle City Employees' Retirement System

Board of Administration Meeting
Pacific Building, 720 3rd Avenue, Suite 900, Seattle, WA
(206) 386-1293

Minutes, March 12, 2026

Board Members Present: Sherri Crawford (Chair), Judith Blinder, Maria Coe, Joseph Hoffman, Dwight Dively, Kimberly Loving, Dan Strauss

Staff Members Present: Jeff Davis, Paige Alderete, Jason Malinowski, Mengfei Cao, Nina Melencio, George Emerson

Others Present: Mike Monaco (MMPL), Gary Smith (City Attorney's Office), Nick Collier (Milliman), Julie Smith (Milliman), Bill Schrier (ARSCE), Kevin Balaod (With Intelligence), Mike Nagan (ARSCE), Bill Schrier (ARSCE), Alexandra Zhang (CBO)

Call to Order

Sherri Crawford, Chair, called the meeting to order at 10:00 am.

Public Comment

There was no public comment.

Administrative Consent Agenda

Provided in the Retirement Board packet were the minutes from the February 12, 2026 Retirement board regular meeting, ratification of Retired Payroll, Office Payroll, and other payments and withdrawals.

The following items represent normal expenses:

Pension Payroll	\$26,263,794.59
Office Payroll*	511,874.33
Admin Expenses	658,180.55
Investment Expenses	520,163.71
Total Expenses – February 2026	\$25,954,013.18

**Includes estimated benefit costs*

Retirements, Withdrawals, Other Payouts as of February 2026:

	Count	Monthly Pension	Lump Sum Distribution
Retirements	23	\$65,101.16	\$580,914.25
Withdrawals	30	n/a	\$740,687.36

Motion: Upon motion by Sherri Crawford, seconded by Judith Blinder, the Board of Administration accepted and approved the Administrative Consent Agenda. The motion passed unanimously (5-0).

Experience Study/Adoption of Assumptions - Milliman

Nick Collier and Julie Smith of Milliman presented the 2026 Experience Study and answered questions from the Board. The purpose of the report is for the Board to adopt assumptions that are to be used in the January 2026 Actuarial Valuation. The highlight of the presentation is the retirement mortality assumptions and amortization method.

Milliman studied the period from January 1, 2022 through December 31, 2025. There are two types of assumptions:

- Demographic – member behavior
- Economic – forecasts of a global nature

Estimates for future results are based on experience, future expectations, and professional judgement. Milliman recommended SCERS to retain the 6.75% investment return assumption. All current economic assumptions are reasonable for use in the 2026 valuation. The only change is increasing administrative expenses from 0.8% to 0.9% of payroll.

(10:10 – Kimberly Loving joined the meeting.)

Actual number of deaths was more than expected for both healthy retired males and healthy retired females. Milliman is projecting lower life expectancies. The lower life expectancies will reduce the liabilities since pensions are projected to be paid over a shorter period.

(10:16 am – Dan Strauss joined the meeting.)

Milliman’s proposed assumptions include:

- Inflation Keep at 2.60%
- Investment Return Keep at 6.75%
- Wage Growth Keep at Inflation + 0.75%
- Membership Growth Keep at 0.25%
- Interest on post-2011 contributions Keep at Inflation + 1.25%
- Administrative Expenses Increase to 0.90%
- Portability Increase to 6.0%
- Amortization Method Move to 20-year layered amortization
- Merit Salary Scale No change
- Death While Active Update table
- Retirement Various adjustments resulting in lower rates
- Disability No change
- Retired Mortality Update table
- Termination Increase rates at lower service levels
- Probability of Refund Reduce rates

There was discussion on the recommended assumptions, particularly on the 15-year versus 20-year layered amortization method. The 20-year layered amortization will provide more stability to the fund. Even with a significant downturn, the 20-year layered amortization provides funding progress without a significant increase to the contribution rate.

Motion: Upon motion by Sherry Crawford, seconded by Judith Blinder, the Board of Administration accepted the assumption recommendations in Milliman's 2022-2025 Investigation of Experience Study, including accepting the recommended economic assumptions, modifying the demographic assumptions, and adopting a 20-year layered amortization method. The effective date of these changes will be January 1, 2027. The motion passed unanimously (7-0).

Investment Committee Report – February 26, 2026

Jason Malinowski reported on the February 26, 2026 Investment Committee meeting. There were no voting items on the agenda. The committee members were joined by the Investment Advisory Committee (IAC). The IAC shared their annual report for 2025, which included strategic guidance and recommendations for 2026.

NEPC reviewed the portfolio's performance through December 31, 2025. The fund returned 14.8% net of fees in 2025 and outperformed the strategic policy benchmark. The fund is at \$4.9 billion.

Staff gave their annual presentation looking back at activity from the prior year and what the team is planning for 2026.

Administrative Committee Report – February 26, 2026

Paige Alderete presented the Administrative Report for February 26, 2026.

The committee discussed the possibility of changing the meeting cadence for Investment Committee and Administrative Committee meetings. The committee asked staff to come back to the March meeting with options. The committee reviewed the Executive Director evaluation timeline. A survey was sent to all Board members to review and evaluate the Executive Director for his 2025 performance.

There were two voting items on the agenda. The Administrative Committee has three board-appointed members. A member is needed to replace Jamie Carnell. Maria Coe has volunteered to be on the committee. Joseph Hoffman is the board's at-large member. His term is ending June 30, 2026. He has agreed to serve another term.

Motion: Upon motion by Sherry Crawford, seconded by Judith Blinder, the Board of Administration appointed Maria Coe to serve on the Seattle City Employees' Retirement System Administrative Committee. The motion passed (6-0). Maria Coe did not vote.

Motion: Upon motion by Sherry Crawford, seconded by Judith Blinder, the Board of Administration reappointed Joseph Hoffman to serve as the at-large member of the Board of Administration for a three-year term (July 1, 2026 – June 30, 2029). The motion passed (6-0). Joseph Hoffman did not vote.

Executive Director Update

Jeff Davis reviewed upcoming agenda items for future meetings. At the March Investment Committee meeting, the staff will do an Overlay Program Deep Dive and Capital Market presentation. At the March Administrative Committee, the 2025 Board Self-Evaluation survey will be finalized, there will be a follow-up to the meeting cadence discussion, and staff will review recommended changes to the Overpayment Policy and Underpayment Policy. At the April Board meeting there will be follow-up on any voting items from the March Investment and/or Administrative Committee meetings.

The candidacy period for Retired Trustee Elections will be April 9 through 23, 2026. The Notification of Election announcement is on the SCERS website and on the Member Self-Service Portal. The announcement will be on the Annual Active Member statements that are sent out in March. A postcard will be sent to all retirees letting them know the retired seat is open. A notice was also placed in the Daily Journal of Commerce on March 16, 18, and 24. There was discussion whether there was a legal requirement for newspaper publication. Mike Monaco will research. If it is an ordinance requirement, a change can be wrapped into technical changes that he and staff are currently reviewing.

Good of the Order

There was nothing for the Good of the Order.

Adjourn Meeting

Motion: Upon motion by Sherri Crawford, seconded by Judith Blinder, the Board of Administration voted to adjourn the meeting at 11:07 am. The motion passed unanimously (7-0).