



Illinois Police Officers' Pension Investment Fund

Board of Trustees Meeting Minutes

Friday, December 12, 2025

A regular meeting of the Board of Trustees of the Illinois Police Officers' Pension Investment Fund was conducted at the Twin Towers Plaza, 456 Fulton St., Peoria, IL. 61602. Members of the public were invited to participate remotely or in person.

Members of the Board of Trustees:

- Paul Swanlund, Participant Trustee, Chairperson
- Lee Catavu, Participant Trustee, Vice-Chairperson
- Scott Bowers, Participant Trustee, Secretary
- Daniel Hopkins, Beneficiary Trustee
- Mark Poulos, Beneficiary Trustee
- Michael Inman, Municipal Trustee
- Debra Nawrocki, Municipal Trustee
- Philip Suess, Municipal Trustee
- Vacant, Illinois Municipal League Trustee

Attendees:

IPOPIF Staff:

- Richard White, Executive Director
- Kent Custer, Chief Investment Officer
- Greg Turk, Deputy Chief Investment Officer
- Barbara Meyer, Investment Officer
- Steve Yoon, Investment Officer

- Amy Zick, Senior Accountant
- Matt Roedell, Senior Accountant/Auditor
- Kate Cobb, Administrative Analyst
- Samantha Lambert, Administrative Analyst
- Joe Miller, Information Technologist
- Shawn Curry, Manager of External Affairs and Communication

Others Present:

- Rick Reimer, General Legal Counsel, Reimer, Dobrovlny & Labardi PC
- Taylor Muzzy, Fiduciary Legal Counsel, Jacobs, Burns, Orlove & Hernandez, LLP
- Tim McEnery, Verus
- Samantha Grant, Verus
- Scott Whalen, Verus
- Brian LeFevre, Sikich CPA, LLC
- Sean Crawford, Albourne America LLC
- Peter Sung, Albourne America LLC (Zoom)
- Tim Rabe, MetLife Investment Management
- Kevin Buckle, MetLife Investment Management
- Ed Hwang, MetLife Investment Management
- Robert Kircheff, Shenkman Capital Management
- Daniel Dupont, Payden & Rygel
- Brian Miller, Payden & Rygel
- Kim Shepherd, Shepherd Communications (Zoom)
- Members of the Public (Zoom)

Agenda

All members of the Board of Trustees, staff, legal counsel, and the public were provided with a copy of the agenda. The agenda was also posted on the IPOPIF website and IPOPIF office meeting room.

Board of Trustees

1. Call Meeting to Order and Roll Call

The meeting was called to order by Chairperson Swanlund at 9:03 A.M.

A roll call was conducted. Six Trustees were present in the meeting room. Two (2) Trustees were absent, and one (1) Trustee seat is vacant. A quorum was established with the required number of six (6) Trustees present in the meeting room.

Board of Trustees Roll Call:

Present:

- Paul Swanlund, Chairperson
- Lee Catavu, Vice-Chairperson
- Scott Bowers, Secretary
- Debra Nawrocki
- Mark Poulos
- Michael Inman

Absent:

- Phil Suess
- Daniel Hopkins

Vacant:

- 1 Trustee seat

All individuals present are reflected in the list of attendees.

2. Remote Meeting Participation

A motion was made by Trustee Inman and seconded by Trustee Poulos to allow Trustee Hopkins to participate in the December 12, 2025, meeting of the Board of Trustees by audio, video, or internet conferencing due to OMA exception 120/7(a).

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Inman, and Nawrocki

Nayes- None

Absent- Trustees Suess and Hopkins

Vacant- 1

Trustee Hopkins joined the Board of Trustees meeting at 9:05 A.M.

3. Annual Comprehensive Financial Report (ACFR) Fiscal Year 2025–Approval of Report:

Discussion and Potential Action:

Executive Director White, Senior Accountant Amy Zick, and Brian LeFevre, Principal, Sikich CPA LLC, presented the Annual Comprehensive Financial Report (ACFR) Fiscal Year 2025 to the Board of Trustees. Sikich was engaged to perform the audit of the Fund's financial statements as of and for the year ended June 30, 2025.

Executive Director White, Ms. Zick, and Mr. LeFevre answered all questions.

A motion was made by Trustee Inman and seconded by Trustee Nawrocki to approve the annual comprehensive financial report as of and for the Fiscal Year ended June 30, 2025.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

Mr. LeFevre left the Board of Trustees meeting at 9:22 A.M.

Investments

4. High-Yield Bond Investment Manager- Interviews and Selection: Discussion and Potential Action:

Investment Officer (IO) Yoon, and Chief Investment Officer (CIO) Custer presented the US High Yield Bond Manager Interviews to the Board of Trustees. Samantha Grant, Verus reviewed the recommendations to the Board of Trustees.

Three managers were invited to present to the IPOPIF Board of Trustees as finalist candidates. IPOPIF staff and Verus recommended that the Board select one manager for an allocation of 2% of the total IPOPIF Fund.

The IPOPIF interim asset allocation targets a 4% weight to high yield bonds (HY), which declines to 3% in the long-term allocation. High-Yield exposure is currently invested in the passive State Street Global Assets High-Yield Bond commingled fund. The Board approved a search for an active US high-yield bonds manager on June 13, 2025.

At 9:24 A. M. Tim Rabe, Kevin Buckle, and Ed Hwang, MetLife Investment Management, presented to the Board of Trustees and answered all questions.

Chairperson Swanlund called a recess at 9:55 A.M.

Open session resumed at 10:04 A.M.

At 10:05 A. M. Daniel Dupont, and Brian Miller, Payden & Rygel, presented to the Board of Trustees and answered all questions.

At 10:23 A. M. Robert Kircheff, Shenkman Capital Management, presented to the Board of Trustees and answered all questions.

CIO Custer, IO Yoon, Verus Consultant Samantha Grant answered all questions.

A motion was made by Trustee Inman and seconded by Trustee Poulos to approve investment in the MetLife Opportunistic High Yield strategy with an allocation of 2% of the total IPOPIF Fund as well as approve an exception to the 10% strategy concentration limit (IPS section V.C.3) for MetLife.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

5. Reinhart Contract Assignment: Discussion and Potential Action:

CIO Custer presented to the Board of Trustees that Baird Financial is acquiring 45% voting interest in Reinhart, which represents a change of control and assignment of the Investment Advisory Agreement (IMA). The Board of Trustees' approval is required for the IMA assignment, and it is believed that the transaction is constructive for Reinhart. Staff and Verus recommend approving the assignment of the IMA.

A motion was made by Trustee Inman and seconded by Trustee Nawrocki to approve the assignment of the Reinhart Investment Management Agreement to allow continued management of the assigned IPOPIF US Small Cap portfolio following the closing of a transaction in which Baird Financial Corporation ("Baird") will acquire approximately 45% voting interest in Reinhart Partners.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

6. Chief Investment Officer Report: Discussion and Potential Action:

Chief Investment Officer (CIO) Custer provided an investment update, including performance, funding, growth, asset allocation, rebalancing, monthly participant fund cash flow, and other various updates. He also reviewed the US Small Cap transition process using Loop Capital to fund new US Small Cap managers, Reinhart and Hood River.

CIO Custer answered all questions.

7. Verus Quarterly Report- 3Q2025: Discussion and Potential Action:

Verus consultants Scott Whalen and Tim McEnery reviewed the investment markets and IPOPIF performance as of September 30, 2025.

Total assets increased to \$14.5B over the quarter. The IPOPIF Investment Portfolio returned 5.2% during the quarter, matching its Policy Index return, but trailing the Broad-Based Policy Index due to its higher equity allocation. Since its inception in April 2022, the IPOPIF Investment Portfolio has returned 7.7% on an annualized basis through the end of Q3, compared to the Policy Index of 7.6% and the Broad-Based Policy Index of 7.9%. The IPOPIF Investment Portfolio has performed better than its median peer since inception in April 2022 and ranked in the 13th percentile in a representative universe of Public Pensions with assets greater than \$1 billion.

CIO Custer and Verus answered all questions.

Chairperson Swanlund called a recess at 11:45 A.M.

Open session resumed at 11:55 A.M.

8. Albourne Quarterly Report: Discussion and Potential Action:

Sean Crawford, Albourne, presented a report to the Board of Trustees on IPOPIF private market investments and performance as of September 30, 2025.

Mr. Crawford briefed the Board of Trustees on funding status, performance overview, and a performance summary.

Mr. Crawford and CIO Custer answered all questions.

9. Private Real Assets/Real Estate Strategic Plan: Discussion and Potential Action:

Sean Crawford, Albourne, presented to the Board of Trustees the strategic investment plan for real estate and real assets. The objectives will be to enhance returns of the portfolio and promote diversification from equity beta and vintage year concentration.

Mr. Crawford answered all questions.

Lunch Break

A motion was made by Trustee Inman and seconded by Trustee Poulos to recess for lunch at 12:30 P.M.

Motion carried by a voice vote:

Ayes- 7

Nayes- None

Absent- 1

Vacant- 1

A motion was made by Trustee Poulos and seconded by Trustee Inman to return to public session.

Motion carried by a voice vote:

Ayes- 7

Nayes- None

Absent- 1

Vacant- 1

The Board of Trustees returned to public session at 1:15 P.M.

Investments (cont.)

10. Investment Consultant Firm Search- Selection of Finalists: Discussion and Potential Action:
CIO Custer and DCIO Turk briefed the Board of Trustees on the search for the selection of a general investment consultant that began in June 2025 and recommended that the Board select final candidates to present at the January 16, 2026, Board Meeting.

CIO Custer answered all questions.

A motion was made by Trustee Catavu and seconded by Trustee Inman to invite Verus and NEPC to the Board of Trustees Meeting on January 16, 2026.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

Board of Trustees

17. Retainer Agreement- Jacobs, Burns, Orlove & Hernandez, LLP: Discussion and Potential Action:

Executive Director White presented a retainer agreement to the Board of Trustees regarding services that are provided by Jacobs, Burns, Orlove & Hernandez, LLP. This agreement is effective through June 30, 2026.

Executive Director White answered all questions.

A motion was made by Trustee Catavu and seconded by Trustee Poulos to approve the Attorney Retainer Agreement with Jacobs, Burns, Orlove & Hernandez, LLP (JBOH) through June 30, 2026, and authorize the Executive Director to execute this agreement.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

18. Fiduciary Legal Counsel- Approve Service Provider Search: Discussion and Potential Action:

Executive Director White briefed the Board of Trustees on a request to search for a Fiduciary Legal Counsel. The current fiduciary legal counsel was retained in February 2021, and by policy, external contracted service providers must be submitted for bid every five years through the RFP process.

IPOPIF seeks to hire outside Fiduciary Legal Counsel to provide independent legal advice and services related to the full range of institutional investment issues that impact IPOPIF and the Board, including but not limited to fiduciary duties and liability, government ethics and conflicts of interest, Board governance, the Illinois Pension Code, the Illinois Open Meetings Act, the Illinois Freedom of Information Act, the Illinois Governmental Ethics Act, public body contracts and procurement, Illinois administrative law and procedure.

It is anticipated that the contract with the Fiduciary Legal Counsel will be for five years and will include performance review periods and termination provisions. The Executive Director will be responsible for the RFP search process, interaction with the respondent firms and communication with the Board of Trustees.

Executive Director White answered all questions.

A motion was made by Trustee Catavu and seconded by Trustee Inman to approve a search for a Fiduciary Legal Counsel

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

19. Retainer Agreement- Governmental Liaison: Discussion and Potential Action:

Executive Director White briefed the Board of Trustees on a request regarding the interim use of Vision MAI Consulting.

The 104th General Assembly of the Illinois Legislature will begin sessions in January 2026, and the Fund must have a presence in Springfield to monitor and report on activities that may impact the Fund. As a temporary measure to keep these services in place during the formal RFP search process and in accordance with the Purchasing and Professional Services Contracting Policy, Executive Director White engaged with Vision M.A.I. to provide government liaison services for a brief period of time in the beginning of 2026. The contract term will be

limited to the time until the RFP selection is finalized by the Board of Trustees and will be limited as well to the fees billed for these services.

A motion was made by Trustee Poulos and seconded by Trustee Catavu to approve limited term engagement with Vision M.A.I. for governmental liaison services.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

20. Governmental Liaison- Approve Service Provider Search: Discussion and Potential Action:

Executive Director White presented a request for services search to the Board of Trustees. The Governmental Liaison provides independent advice and services related to the full range of legislative issues that impact IPOPIF and the Board, including but not limited to fiduciary duties and liability, government ethics and conflicts of interest, Board governance, the Illinois Pension Code, the Illinois Open Meetings Act, the Illinois Freedom of Information Act, the Illinois Governmental Ethics Act, public body contracts and procurement, Illinois administrative law and procedure.

A proposed request for proposal (RFP) schedule was provided to the Board of Trustees for reference. The Executive Director will be responsible for the RFP search process, interaction with the respondent firms, and communication with the Board of Trustees.

Executive Director White answered all questions.

A motion was made by Trustee Poulos and seconded by Trustee Catavu to approve a search for a Governmental Liaison service provider.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Sues

Vacant- 1

21. Legislative Platform- IPOPIF Governance Structure: Discussion and Potential Action:

The Legislative Committee met on June 13, 2025, and discussed the recent legislative session, which included amendments to the pension code with direct impact upon the governance structure of the IPOPIF. Ultimately, these amendments were removed from the final version of the bill, and the bill was not presented to the General Assembly for a vote.

The Legislative Committee discussed these and other changes to the governance structure of the IPOPIF and voted unanimously to recommend that the Board of Trustees communicate to the Illinois General Assembly that the current governance structure, which includes the composition of the Board of Trustees as a whole, is acceptable to the Fund and is against any changes.

The Board of Trustees is asked to formally adopt the position that the current statutory composition of the Board, which includes the active, retiree, municipal, and appointed members of the Board, is appropriate for the continued governance of the fund and opposes any changes to the current composition.

Executive Director White answered all questions.

A motion was made by Trustee Poulos and seconded by Trustee Inman to adopt the position that the current statutory composition of the Board, which includes the active, retiree, municipal, and appointed members of the Board, is appropriate for the continued governance of the fund and oppose any changes to the current composition.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Sues

Vacant- 1

22. Legislative Platform- DROP Program: Discussion and Potential Action:

The Deferred Retirement Option Plan (DROP) proposal has been reviewed by the Legislative Committee in the past and has been monitored by our liaison at the Legislature. While the DROP program legislation does not directly impact our fund, and while it is likely that the Board of Trustees would not espouse any position on the creation of a DROP program, the Board is aware that certain design components of the DROP program could potentially have an impact on the fund, which necessitates an interest in continued monitoring of future DROP legislation.

The Legislative Committee met on June 13, 2025, and discussed the recent legislative session, which included amendments to the pension code that included language to add for certain police and fire plans in Illinois. The legislation did not pass, but it is probable that the DROP program will be introduced again.

Executive Director White answered all questions.

A motion was made by Trustee Inman and seconded by Trustee Poulos to adopt a position of opposition to any guaranteed interest rate that would be included for a DROP program.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Sues

Vacant- 1

23. Legislative Platform- Amortization Period and Funding Formula: Discussion and Potential Action:

The Board of Trustees has discussed, on June 13, 2025, pension funding in the past and has adopted the statutorily required funding formulas in conjunction with the amortization experience

study, which mandates 90% funding of pensions by the year 2040 and uses the Projected Unit Credit formula.

The Legislative Committee recommended via a unanimous vote that the Board of Trustees adopt a position to support the actuarial funding change of 90% funding by the year 2055 (currently 2040) and the use of the Entry Age Normal (EAM) funding formula (currently Projected Unit Credit).

Executive Director White answered all questions.

A motion was made by Trustee Poulos and seconded by Trustee Inman to approve adopting a position to support the actuarial funding of 90% funding by the year 2055 (currently 2040) and the use of the Entry Age Normal (EAM) funding formula (currently Projected Unit Credit).

The Board of Trustees engaged in further discussion regarding this subject, and an amended motion was made.

A motion was made by Trustee Catavu and seconded by Trustee Poulos to table this subject matter until the Legislative Committee discusses it in January 2026.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1

24. Public Comments:

The Open Meetings Act (OMA) states that any person must be permitted an opportunity to address public officials under the rules established and recorded by the public body. (5 ILCS 120/2.06(g)). An opportunity for public comment was provided at 1:54 P.M. No comments were heard, and no discussion was provided.

At the request of Trustee Suess, General Legal Counsel Reimer read a public comment from Trustee Suess that stated the following, "For the January 16th, 2026 meeting I am requesting

that the following item be placed on the meeting's agenda: " Discussion and vote to select the Chief Investment Officer given the May 1, 2026 expiration date of his employment contract and the required 60 days' notice period if not selected to remain." I would further request that Mr. Reimer read this request into the minutes of the December 12th meeting".

Additional conversation was had by the Board of Trustees. General Legal Counsel Reimer answered all questions.

Adjournment

Adjournment:

A motion was made by Trustee Inman and seconded by Trustee Catavu to adjourn the Board of Trustees Meeting.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Bowers, Poulos, Hopkins, Inman, and Nawrocki

Nayes- None

Absent- Trustee Suess

Vacant- 1


Meeting adjourned at 1:58 P.M.

Respectfully submitted by:

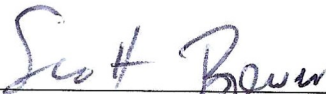


Kate Cobb, Administrative Analyst

Approved by:



Paul Swanlund, Chairperson, Board of Trustees



Scott Bowers, Secretary, Board of Trustees

Date Approved by the Board of Trustees: January 16, 2026