

TUCSON SUPPLEMENTAL RETIREMENT SYSTEM BOARD OF TRUSTEES
Virtual Meeting Minutes

Thursday, September 24, 2026, at 8:30 A.M.

A) Call to Order

Chairman Mark Rubin called the meeting to order at 8:31 a.m.

B) Consent Agenda Approval of:

1. Minutes regular meeting August 27, 2026
2. September 2026 Ratification Report
3. FY27 Budget vs. Actual Report - August

It was moved by Teri Traaen, seconded by Tarlton Ferrin, and passed by a roll call vote of 5 – 0, to approve the consent agenda. Silvia Amparano and John O’Hare absent.

C) Disability Application

1. Frederico Molina *(Board may enter Executive Session pursuant to A.R.S. 38-431.03(A)(1) to discuss this agenda item.)

It was moved by Tarlton Ferrin, seconded by Angele Ozoemelum, and passed by a roll call vote of 5 – 0, to enter executive session. Silvia Amparano and John O’Hare absent.

It was moved by Tarlton Ferrin, seconded by Dave Samer, and passed by a roll call vote of 5 – 0, to return to regular session. Silvia Amparano and John O’Hare absent.

It was moved by Tarlton Ferrin, seconded by Angele Ozoemelum, and passed by a roll call vote of 5 – 0, to approve the disability application of Frederico Molina effective May 7, 2026. Silvia Amparano and John O’Hare absent.

D) Proposed Code Changes Review – Cassie

Catherine Langford explained the Board has recommended several Tucson City Code changes to go to Mayor and Council over the last few years. It is necessary to review these recommendations as Board membership has changed as they have evolved over time. The primary recommended changes relate to the disability application process. There is a total and permanent disability standard in the Code that is intended to mean that the individual cannot work at all in any position and that the disability is expected to continue for an indefinite period. The changes fine tune the definition of total and permanent disability to include that the disability must occur or worsen during employment with the city, the disability is expected to result in the member’s death or last for at least five years, and it must be both total and permanent. Language has also been added stating that if the member is totally and permanently disabled for social security purposes, that social security determination would be treated as conclusive evidence of a disability under the System. The Code changes also clarify that the member cannot be performing any services for the city when an application is filed and considered, and they must

be under the care of a qualified health care professional rather than a health care provider that does not have any experience in the specialty under which the diagnosis falls. The changes also include clarification that an independent doctor must be engaged by the System and provide their opinion regarding whether the medical evidence indicates that the individual is totally and permanently disabled as defined in the City Code. The Board review process includes a Board determination that the application is complete, then the Board can move on to a decision of the merits of the application if it is complete. If the application is deemed incomplete it can be sent back to the member with instructions on what the Board wants to see to complete the application. Language has also been added to state the Board will review the provided documentation when it is revealed during the disability audit process that the retiree has earned income higher than that allowed by social security. These changes are all a result of issues the Board faced as a part of the disability application and determination process. Section 22-34(b) has been updated to allow the City to Mayor and Council to hold member contribution rates at their current level if the organization continues to make contributions above the required rate. An update has also been added to clarify that contributions made in the form of a service purchase are not included in the calculation to double the contribution balance for a lump sum death benefit payment. Section 22-36(c)(3) has been added to prevent employees from transferring time that would result in the employee receiving double credit for a single period of time. Two changes regarding IRS compliance have also been added. One would increase the maximum contribution balance allowed to be sent to a Safe Harbor IRA for non-vested members who do not request a refund from \$5,000 to \$7,000. The minimum required distribution age has been updated to cite the IRS code as the age has recently changed and is expected to change again. The final change is in the definition of spouse. This revision would remove the recognition of a registered domestic partner as a spouse for the purposes of TSRS. This recommendation was approved in 2024 based on inaccurate information that the city was not maintaining a registry of domestic partners.

Kimberly Swanberg explained that when presented with the recommended updates the City Manager's Office questioned the revision removing registered domestic partners from the definition of spouse. Further research showed that the city is still maintaining a registry of domestic partnerships and charging for the registration. Part of the confusion resulted when the benefits office removed registered domestic partners as dependents.

Ms. Langford stated that it is not required for pension rules to be aligned with benefits rules, and the information the Board based the recommendation on was proven to be incorrect.

Chairman Mark Rubin asked whether staff knew how many City employees have registered domestic partners.

Ms. Swanberg answered no, but the information could be obtained.

Chairman Rubin asked whether a registered domestic partnership created any community property interest in an employee's earnings.

Ms. Langford answered it does not. The provision was put in place when same sex marriages were not permissible under Arizona law, and this provision gave employees a mechanism to have access to benefits for their domestic partner.

Dawn DePorter advised TSRS staff have not previously coordinated with the domestic partner registry. There have been some questions asked at retirement seminars, but no situations have come up where this is an issue. Current TSRS forms account for registered domestic partners falling under the definition of spouse.

Chairman Rubin clarified that if the recommendation to remove registered domestic partners from that definition staff would have to work to update all the TSRS forms.

Ms. DePorter confirmed the forms would have to be updated.

It was moved by Tarlton Ferrin, seconded by Teri Traaen, and passed by a roll call vote of 5-0, to rescind the recommendation to change City Code Section 22-30(ee). Silvia Amparano and John O'Hare absent

Tarlton Ferrin asked for clarification on the recommended change to Section 22-30(o).

Ms. Lanford explained it stated it was the formula language worked out by staff to describe the process in calculating the lump sum death benefit payable amount. The goal is to be clear that the amount of the service purchase is not doubled when a death benefit refund is paid out for a vested participant who passes away.

It was moved by Tarlton Ferrin, seconded by Teri Traaen, to approve the proposed City Code changes as amended.

Ms. Swanberg advised the item was tentatively scheduled to go to Mayor and Council on December 1, 2026.

Motion passed by a roll call vote of 5 – 0. Silvia Amparano and John O'Hare absent.

E) MC Climate Action Plan - Staff

Kimberly Swanberg advised that the City Manager's Office had put the Climate Action Plan for investments on hold and this item will be removed from future agendas until further direction is received.

F) Administrative Discussions

1. FY26 Draft Budget vs Actual Report -Staff
2. FY26 Draft Financial Statements – Staff
3. Staffing Update – Staff

Kimberly Swanberg provided the Budget to Actual report for fiscal year 2026, and drafts of the Statement of Fiduciary Net Position and Statement of Changes to Fiduciary Net Position for the fiscal year ended June 30, 2026.

Ms. Swanberg advised that interviews were conducted earlier in the week for the Pension Manager position.

Chairman Mark Rubin stated that he had been the TSRS Board Chair for just under eight years and felt it was time to step down. Staff is actively looking for a replacement.

G) Call to the Audience

None heard.

H) Future Agenda Items

1. Employee Education Plan
2. Investment Policy Statement Update
3. Large Cap Equity Structure Study

Kimberly Swanberg said the Board retreat is scheduled for October 22, 2026, at the Tucson Convention Center.

I) Adjournment

It was moved by Dave Samer, seconded by Angele Ozoemelum, and passed by a roll call vote of 4 – 0, to adjourn. Silvia Amparano, John O'Hare, and Teri Traaen absent.

Adjourned 9:52 a.m.

Board Members Present

Mark Rubin, Chair
Teri Traaen, Human Resources Director (left 9:50 a.m.)
Angele Ozoemelum, Business Services Director
Dave Samer, City Manager Appointee
Tarlton Ferrin, Elected Employee Representative

Board Members Absent

Silvia Amparano, Elected Employee Representative
John O'Hare, Elected Retiree Representative, due to technical difficulties

Staff Present

Kimberly Swanberg, Interim Pension and Treasury Administrator
Dawn DePorter, Interim Pension Manager
Jennifer Stash, City Attorney's Office

Guests Present

Catherine Langford, Yoder & Langford
Frederico Molina, City of Tucson Employee
Joe Ebisa, WithIntelligence
Gar Chung, FIN-News