EMPLOYEES' RETIREMENT SYSTEM

of the County of Milwaukee

2025 Annual Report of the Pension Board

as of and for the Years Ended December 31, 2025 and 2024

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Employees' Retirement System of the County of Milwaukee

2025 Annual Report of the Pension Board

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EMPLOYEES' RETIREMENT SYSTEM (ERS)

Milwaukee County

Dear Milwaukee County ERS and OBRA Members:

We are pleased to present the 2025 Annual Report of your Pension Board. The Employees' Retirement System ("ERS") experienced a positive investment return for the year of 13.8%. Net position restricted for pensions increased by $119.5 million. This increase was primarily due to investment returns above the expected return. Total net position at the end of the year was $1.85 billion. The management discussion and analysis, the financial statements, and the footnotes in this Annual Report provide detailed information regarding the ERS's performance. The description of the ERS included in this report highlights major plan provisions. County Ordinances, labor agreements, Pension Board Rules, and Governmental Accounting Standards Board ("GASB") pronouncements have authority over the contents of this report.

After Milwaukee County adopted a sales tax under the provisions of 2023 WI Act 12, new employees who start on and after January 1, 2025, with Milwaukee County must be members of the Wisconsin Retirement System. For current and previous members in the ERS, there are no changes to pension benefits that are being earned or to how they are paid and administered. Members of the ERS who retire or otherwise leave Milwaukee County service have several options available with respect to pension benefits. Prior to terminating employment, members should fully understand and carefully consider the various options available in order to make an informed selection of retirement benefits.

ERS members considering retirement within the next few years are reminded to watch for announcements from the County for retirement information programs. Please check the Retirement website (county.milwaukee.gov/retirement) for further information regarding these programs. If you would like to meet with the Retirement Plan Services team to discuss retirement, please schedule an appointment by calling (414) 278-4207.

Remember to keep your beneficiary designations current by informing the Retirement office of any changes. Retired members should notify the Retirement office in writing of any address changes to ensure benefit payments and year-end Form 1099-R statements are properly sent. If you have any questions, please call (414) 278-4207.

Respectfully,
The Pension Board of the Employees' Retirement System of Milwaukee County

COURTHOUSE, ROOM 210-C • 901 NORTH 9th STREET • MILWAUKEE, WI 53233 • (414) 278-4207 • (877) 652-6377

STATE OF WISCONSIN
Legislative Audit Bureau

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Independent Auditor's Report on the Financial Statements and Other Reporting Required by *Government Auditing Standards*

Senator Eric Wimberger and
Representative Robert Wittke, Co-chairpersons
Joint Legislative Audit Committee

Members of the Pension Board of the Employees' Retirement System of the County of Milwaukee; and
Ms. Erika Bronikowski, Director

Report on the Audit of the Financial Statements

Opinions

We have audited the Statements of Fiduciary Net Position, the Statements of Changes in Fiduciary Net Position and the related notes for the Employees' Retirement System of the County of Milwaukee (ERS), as of and for the years ended December 31, 2025, and December 31, 2024. These financial statements were compiled by Milwaukee County's Retirement Plan Services (RPS) and also include the financial activity of the OBRA 1990 Retirement System of the County of Milwaukee.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the ERS as of December 31, 2025, and December 31, 2024, and the changes in its financial position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards,* which is issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section. We are required to be independent of the ERS and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter

As discussed in Note 1, the financial statements referred to in the first paragraph present only the ERS and do not purport to, and do not, present fairly the financial position of Milwaukee County as of December 31, 2025, and December 31, 2024, the changes in its financial position, or where applicable, its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance. Therefore, reasonable assurance is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards*, we exercised professional judgment and maintained professional skepticism throughout the audit. We also identified and assessed the risks of material misstatement of the financial statements, whether due to fraud or error, and designed and performed audit procedures responsive to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

In addition, we obtained an understanding of internal control relevant to the audit in order to design audit procedures that were appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of RPS's internal control. Accordingly, no such opinion is expressed. We also evaluated the appropriateness of accounting policies used and the reasonableness of significant accounting estimates and related disclosures made by management, and evaluated the overall presentation of the financial statements.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis found on pages 5 through 6 and the following information found on pages 30 through 36 be presented to supplement the financial statements: the Schedules of Changes in the Net Pension Liability and Related Ratios, the Schedules of County Contributions, and the Schedule of Investment Returns, which include the related note disclosures. Such information is the responsibility of management and, although not a part of the financial statements, is required by the Governmental Accounting Standards Board (GASB) that considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America. These procedures consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audit of the financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Management is responsible for the other information included in the annual report. The other information includes the Letter from the Pension Board found on page 1 and the Other Information, as listed in the Table of Contents, found on pages 37 through 40, but does not include the financial statements and our auditor's report thereon. Our opinions on the financial statements do not cover the other information, and we do not express an opinion or provide any other form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the financial statements, or whether the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated July 15, 2026, and published in report 26-06, on our consideration of RPS's internal control over financial reporting; our testing of its compliance with certain provisions of laws, regulations, and contracts; and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of RPS's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be used in considering RPS's internal control over financial reporting and compliance. Report 26-06 is available on our website at *www.legis.wisconsin.gov/lab*.

LEGISLATIVE AUDIT BUREAU

Legislative Audit Bureau

July 15, 2026

Management's Discussion & Analysis — Required Supplementary Information
(Unaudited)
(In Thousands of Dollars)

Management is pleased to provide this overview and analysis of the financial activities of the Employees' Retirement System of the County of Milwaukee ("ERS", or the "Retirement System") for the year ended December 31, 2025. Readers are encouraged to consider the information presented in conjunction with the Financial Statements.

FINANCIAL HIGHLIGHTS

FIDUCIARY NET POSITION

- Fiduciary net position for the ERS increased by $119,469 as of 12/31/25 vs. 12/31/24 following an increase of $27,469 as of 12/31/24 vs. 12/31/23. During 2025, investment categories that experienced positive returns were Domestic Common and Preferred Stocks, Long/Short hedge funds, Corporate Bonds and Convertible Debenture, International Common and Preferred Stocks, and Private Equity. During 2024, investment categories that experienced positive returns were Domestic Common and Preferred Stocks, Futures, Long/Short hedge funds, Corporate Bonds and Convertible Debenture, and International Common and Preferred Stocks.
- The rate of return on total assets of the pension fund, net of fees, was 13.8%, 8.9%, and 10.8%, for the years ended December 31, 2025, 2024, and 2023, respectively.
- Receivables increased by $27,199 as of 12/31/25 vs. 12/31/24 due primarily to increases in pending investment sales. Receivables increased by $1,219 as of 12/31/24 vs. 12/31/23 due primarily to increases in pending investment sales and accrued interest and dividends.
- Other assets decreased by ($1,177) as of 12/31/25 vs. 12/31/24 and decreased by ($2,654) as of 12/31/24 vs. 12/31/23 due largely to a depreciation of subscription based assets of ($1,114) in 2025 and a decrease in securities lending—collateral of ($1,363) and depreciation of subscription based assets of ($1,070) in 2024, respectively.
- Liabilities increased by $24,882 as of 12/31/25 vs. 12/31/24. This increase was due primarily to an increase of payables for securities purchased. Liabilities increased by $1,215 as of 12/31/24 vs. 12/31/23. This increase was due primarily to an increase of payables for securities purchased.
- The ERS buys and sells financial futures contracts to improve the performance of the fund. The ERS purchases contracts that approximate the amount of cash held by US equity managers and cash used to pay benefits and expenses.

ADDITIONS AND DEDUCTIONS TO FIDUCIARY NET POSITION

- Total additions increased by $84,323 in 2025 vs. 2024 and total additions decreased by ($12,302) in 2024 vs. 2023. The 2025 increase is primarily the result of an increase in the net appreciation of the fair value of investments. The 2024 decrease is primarily the result of depreciation in the fair value of investments.
- Benefits paid to retirees and beneficiaries decreased by ($6,757) in 2025 and increased by $705 in 2024. The decrease in the benefits paid to retirees is due to the decrease in retirements in backdrop payments in 2025.
- 2025 saw a (27.22%) decrease in retirements from 2024. 2024 saw a (4.26%) decrease in retirements from 2023. There was no significant reason for the decrease of retirements in 2025. There was no significant reason for the decrease of retirements in 2024.
- Pursuant to Governmental Accounting Standards Board Statement No. 67, as of December 31, 2025, and December 31, 2024, the ERS funded ratio was 76.7% and 71.6% , respectively. The funding ratio gives an indication of how well the liabilities of the pension plan are funded. The higher the funding ratio, the better the plan is funded. The ratio increases are due to investment gains and pension contributions, and declines are due to investment losses, increases in plan benefits, large pension payouts, and underpayment by the County of pension annual required contributions.

The Board of Trustees of the ERS ("The Board") has the responsibility for the overall performance of the Retirement System. The Board's principal means to achieve this goal is by (1) determining an asset allocation policy which is expected to provide the long-term rate of return sufficient to fund benefits while minimizing the risk of loss through diversification, (2) selecting an appropriate number of investment managers to manage the assets within an asset class and monitoring the performance of such investment managers relative to specified benchmarks, and (3) implementing cost containment measures intended to reduce the investment fees and costs associated with investing the Retirement System's assets. The Board is the fiduciary of the Retirement System and is responsible for carrying out the investment functions solely in the interest of the members and benefit recipients.

OVERVIEW OF THE FINANCIAL STATEMENTS

The discussion and analysis is intended to serve as an introduction to the Retirement System's financial statements. The financial section is comprised of four components: (1) financial statements, (2) notes to the financial statements, (3) required supplementary information, and (4) other supplementary schedules.

(1) Financial Statements – There are two financial statements presented for the Plan. The Statements of Fiduciary Net Position (page 7) as of December 31, 2025 and 2024 indicates the fiduciary net position available to pay future benefits and gives a snapshot of the financial assets available for pension benefits at a particular point in time. The Statements of Changes in Fiduciary Net Position (page 8) for the years ended December 31, 2025 and 2024 provides a view of additions and deductions to the plan for the years presented.

(2) Notes to financial statements – The notes (pages 9-29) provide additional information that is essential for a full understanding of the data provided in the financial statements.

(In Thousands of Dollars)

(3) Required supplementary information – The required supplementary information (pages 30-36) consists of: Schedule of Changes in the Net Pension Liability and Related Ratios, Schedule of County Contributions, Schedule of Investment Returns, and related notes concerning the funding status of the plan. These schedules provide historical trend information, that contribute to understanding the changes in the funded status of the plan over time.

(4) Other supplementary schedules – The additional schedules (pages 37-40) consist of: Ten-Year Historical Trend Information on Revenues and Expenses, Fiduciary Net Position at Fair Value for 2025-2016, Actual County and Participant Contributions for 2025-2016, Active Membership Statistics, Retirements and Survivors Statistics and they are presented for the purpose of additional analysis.

COMPARATIVE FINANCIAL STATEMENTS

				2025 vs. 2024	
Retirement System's Fiduciary Net Position	**12/31/2025**	**12/31/2024**	**12/31/2023**	**Difference**	**% Change**
Assets					
Cash and cash equivalents	$50,001	$59,988	$59,661	(9,987)	(16.65%)
Receivables	37,861	10,662	9,443	27,199	255.10%
Investments, at fair value	1,805,789	1,677,473	1,647,681	128,316	7.65%
Other assets	36,660	37,837	40,491	(1,177)	(3.11%)
Total Assets	1,930,311	1,785,960	1,757,276	$144,351	8.08%
Liabilities					
Security lending obligations	29,578	29,447	30,809	131	0.44%
Other liabilities	47,404	22,653	20,076	24,751	109.26%
Total Liabilities	76,982	52,100	50,885	24,882	47.76%
Net position restricted for pensions	$1,853,329	$1,733,860	$1,706,391	$119,469	6.89%

				2025 vs. 2024	
Retirement System's Changes in Fiduciary Net Position	**12/31/2025**	**12/31/2024**	**12/31/2023**	**Difference**	**% Change**
Additions					
Employer contributions	$72,114	$71,921	$58,030	$193	0.27%
Member contributions	13,352	11,583	14,098	1,769	15.27%
Tax levy	1,235	1,396	1,183	(161)	(11.53%)
Investment income (loss)	232,416	149,894	173,786	82,522	55.05%
Total Additions	319,117	234,794	247,097	84,323	35.91%
Deductions					
Benefit payments	(193,374)	(200,132)	(199,427)	6,758	(3.38%)
Administrative expenses	(4,440)	(4,598)	(4,143)	158	(3.44%)
Withdrawals	(1,834)	(2,595)	(2,863)	761	(29.33%)
Total Deductions	(199,648)	(207,325)	(206,433)	7,677	(3.70%)
Net increase (decrease) in net position	119,469	27,469	40,664	92,000	334.92%
Net position restricted for pensions:					
Beginning of year	1,733,860	1,706,391	1,665,727	27,469	1.61%
End of year	1,853,329	1,733,860	1,706,391	119,469	6.89%

Requests for financial information – The financial report is designed to provide the Pension Board, our membership, taxpayers, investment managers, and creditors with a general overview of the ERS's finances and to demonstrate the ERS's accountability for the funds under its stewardship. Please address any questions about this report or requests for additional financial information to:

Milwaukee County ERS
901 N. 9th Street Room 210-C, Milwaukee, WI 53233
Email: ers@milwaukeecountywi.gov

(See independent auditors' report)

EMPLOYEES' RETIREMENT SYSTEM OF THE COUNTY OF MILWAUKEE
STATEMENTS OF FIDUCIARY NET POSITION
AS OF:

	December 31, 2025	December 31, 2024
ASSETS		
CASH AND CASH EQUIVALENTS	**$ 50,000,847**	**$ 59,988,486**
RECEIVABLES		
Due from sale of investments	33,531,018	5,061,381
Accrued interest and dividends	2,403,287	4,664,405
Plan members	681,094	42,083
Miscellaneous receivables	1,245,318	894,108
TOTAL RECEIVABLES	**37,860,717**	**10,661,977**
INVESTMENTS AT FAIR VALUE		
Domestic common and preferred stocks	471,176,132	445,695,695
Futures	5,786	11,303
Long/Short hedge funds	110,548,768	108,362,472
Fixed Income	342,463,509	299,514,363
International common and preferred stocks	296,902,988	244,071,996
Real estate and REITs	87,593,798	92,196,293
Infrastructure	184,939,322	185,436,956
Private equity	312,159,188	302,184,046
TOTAL INVESTMENTS	**1,805,789,491**	**1,677,473,124**
OTHER ASSETS		
Lease Asset - SBITA, net (See Note 1)	5,787,714	6,902,005
Software development costs, net (See Note 1)	1,294,238	1,487,697
Securities lending - collateral (See Note 5)	29,578,151	29,446,922
TOTAL OTHER ASSETS	**36,660,103**	**37,836,625**
TOTAL ASSETS	**1,930,311,158**	**1,785,960,211**
LIABILITIES		
Lease Liability - SBITA (See Note 1)	6,347,875	7,415,306
Securities lending - collateral (See Note 5)	29,578,150	29,446,922
Miscellaneous payables	1,973,057	3,551,435
Payable for securities purchased	33,603,779	6,712,869
Payable to OBRA retirement plan	5,479,187	4,973,335
TOTAL LIABILITIES	**76,982,048**	**52,099,866**
NET POSITION RESTRICTED FOR PENSIONS	**$ 1,853,329,110**	**$ 1,733,860,345**

The accompanying notes are an integral part of these financial statements

EMPLOYEES' RETIREMENT SYSTEM OF THE COUNTY OF MILWAUKEE
STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION
FOR THE YEARS ENDED:

	December 31, 2025	December 31, 2024
ADDITIONS:		
CONTRIBUTIONS		
County of Milwaukee	$ 72,114,200	$ 71,920,800
Plan participants	13,351,800	11,583,200
County of Milwaukee - tax levy	1,235,232	1,395,663
TOTAL CONTRIBUTIONS	**86,701,232**	**84,899,663**
INVESTMENT INCOME (LOSS)		
Net appreciation (depreciation) in fair value	217,040,760	130,348,255
Interest and dividends	8,314,496	12,435,879
Securities lending income	98,463	94,017
Other income	8,873,597	8,917,714
TOTAL INVESTMENT INCOME (LOSS)	234,327,316	151,795,865
Less: Securities lending rebates and fees, net	(31,458)	(30,042)
Less: Investment expense	(1,879,374)	(1,871,238)
Net investment income (loss)	232,416,484	149,894,585
TOTAL ADDITIONS	**319,117,716**	**234,794,248**
DEDUCTIONS:		
Benefits paid to retirees & beneficiaries	(193,374,477)	(200,131,758)
Administrative expenses	(4,440,338)	(4,597,726)
Withdrawal of membership accounts	(1,834,136)	(2,595,375)
TOTAL DEDUCTIONS	**(199,648,951)**	**(207,324,859)**
NET INCREASE (DECREASE) IN NET POSITION	**119,468,765**	**27,469,389**
NET POSITION RESTRICTED FOR PENSIONS		
Beginning of year	**1,733,860,345**	**1,706,390,956**
End of year	**$ 1,853,329,110**	**$ 1,733,860,345**

The accompanying notes are an integral part of these financial statements

Employees' Retirement System of the County of Milwaukee
Notes to the Financial Statements
For the Years Ended December 31, 2025 and 2024

(1) Summary of Significant Accounting Policies

Basis of Accounting –

The accompanying financial statements are prepared using the accrual basis of accounting. Employee and employer contributions are recognized as revenues in the period in which employee services are performed and expenses are recorded when the corresponding liabilities are incurred. Benefit payments to members are recognized in the period in which the payment was due to the member.

Reporting Entity –

As defined by accounting standards generally accepted in the United States of America ("U.S. GAAP"), the financial reporting entity consists of a primary government, as well as its component units, which are legally separate organizations for which the elected officials of the primary government are financially accountable. Based upon required criteria, the Retirement System has no component units and is not a component unit of any other government. These basic financial statements cover all of the defined benefits and operations administered by the Board for the ERS and the OBRA 1990 Retirement System of the County of Milwaukee. The ERS and OBRA are included in Milwaukee County's financial reporting entity and are presented in the County's Annual Comprehensive Financial Report as "Employee Retirement System and Pension Plans."

Contributions –

The Retirement System records employee contributions as earned. Contributions earned but not yet received from the County are reflected as contributions receivable.

Investments –

Investments, primarily stocks, bonds, certain government loans and mortgage-backed certificates, are stated at quoted fair value. Temporary cash investments are valued at cost, which approximates fair value. Investments in venture capital partnerships, real estate, long/short hedge and infrastructure are valued at estimated fair value, as provided by the Retirement System's investment managers. Investment transactions are recorded on the trade date. Dividends and interest are recorded as earned. Realized gains and losses are computed based on the average cost method. Unrealized gains and losses in the fair value of investments represent the net change in the fair value of the investments held during the period.

Investment securities, in general, are exposed to various risks, such as interest, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect amounts reported in the Statements of Fiduciary Net Position.

A summary of cash and investments at cost is as follows:

	As of December 31,	
	2025	**2024**
Fixed income	**$270,519,010**	**$280,559,679**
Domestic common and preferred stocks	**356,176,601**	**343,816,194**
International common and preferred stocks	**150,656,315**	**163,953,912**
Long/Short hedge funds	**37,707,413**	**47,707,413**
Infrastructure	**66,650,639**	**77,247,359**
Real estate and REITs	**58,925,316**	**62,178,476**
Private equity	**220,671,356**	**217,294,571**
Cash & cash equivalents	**43,470,471**	**55,416,992**
Total investments at cost	**$1,204,777,122**	**$1,248,174,596**

Valuation of International Securities –

Securities and other assets and liabilities denominated in foreign currencies are translated into U.S. dollar amounts on the date of valuation. Purchases and sales of securities and income items denominated in foreign currencies are translated into U.S. dollar amounts on the respective dates of such transactions.

Software Development Costs –

Capitalized software development costs represent direct costs related to the development and implementation of software programs utilized in the Retirement System. The amounts are being amortized over ten years using the straight-line method. Amortization expense is included in Administrative Expenses in the accompanying Statements of Changes in Fiduciary Net Position.

	As of December 31, (in thousands of dollars) 2025	2024
Software development costs		
Beginning balance	$10,799	$10,797
Acquisitions	27	2
Ending Balance	**$10,826**	**$10,799**
Accumulated amortization		
Beginning balance	$9,312	$9,088
Amortization expense.............................	220	224
Ending Balance	**$9,532**	**$9,312**
Software development costs, net	**$1,294**	**$1,487**

Expenses –

Effective January 1, 2019, administrative expenses incurred by the County related to the Retirement System are paid as part of the tax levy. Such expenses totaled $1,285,298 and $1,445,327 in 2025 and 2024, respectively.

Rate of Return –

For the year ended December 31, 2025, and December 31, 2024, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 13.8% and 8.9%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

Use of Estimates –

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Contingencies –

Claims and judgments are recorded as liabilities if all conditions of Governmental Accounting Standards Board ("GASB") pronouncements are met. Claims and judgments are recorded as expenses when the related liabilities are incurred.

Subscription-Based Information Technology Arrangements –

The Employees' Retirement System of the County of Milwaukee has two noncancellable subscription-based information technology arrangement (SBITA) for the right to use (lease of) information technology hardware/software.

An initial lease term commenced on February 25, 2021 with a 10 year term for a Pension Administration system with Vitech (now Majesco). Prior to the implementation of GASB Board issued Statement 96 this was expensed as invoiced. The implementation costs for this project of $2.1 million has been capitalized and is amortized for a 10 year period.

A SBITA was added in 2024 for a new General Ledger system (SAGE INTACCT) with an initial lease term of October 4, 2024 with a 3 year term with a total value of $45,000 ($15,000 per year paid upfront). These values are included in the schedule below:

Subscription Assets

The following is a summary of right-to-use subscription asset activity for the years ending December 31, 2025 and December 31, 2024:

Activity	**Balances at 12/31/2025**	**Balances at 12/31/2024**
Subscription Assets	$10,215,555	$10,215,555
Accumulated amortization	(4,427,840)	(3,313,549)
Net subscription Assets	**$5,787,715**	**$6,902,006**

Subscription Liabilities

The following schedule presents future annual SBITA payments as of December 31, 2025:

Subscription-Based IT Arrangements (SBITAs)	**Principal**	**Interest**
By Fiscal Year:		
2026	1,134,825	163,255
2027	1,190,227	131,346
2028	1,263,404	97,815
2029	1,339,820	62,237
2030	1,419,599	24,519
Total	**$6,347,875**	**$479,171**

(2) Description of Retirement System –

The following brief description of the provisions of the Employees' Retirement System of the County of Milwaukee ("ERS" or the "Retirement System") is provided for financial statement purposes only. Members should refer to Section 201.24 and Appendix B (ERS Rules) of the General Ordinances of Milwaukee County, and their respective collective bargaining agreements for complete details.

The Retirement System is a single-employer defined benefit plan that was created to encourage qualified personnel to enter and remain in the service of the County of Milwaukee (the "County") by providing for a system of retirement, disability, and death benefits to or on behalf of its employees. Under Chapter 201 of the Laws of Wisconsin for 1937, the County was mandated to create the Retirement System as a separate legal entity. The County did so by passing Section 201.24 of the General Ordinances of Milwaukee County. The authority to manage and control the Retirement System is vested in the Pension Board of the ERS (the "Pension Board"). The Pension Board consists of a maximum of ten members – three members appointed by the County Executive (subject to confirmation by the County Board of Supervisors), three employee members elected by active employee members, two members appointed by the County Board chairperson, one employee member appointed by the Milwaukee Deputy Sheriffs' Association, and one retiree member elected by retirees.

On January 22, 2020 the Pension Board of the ERS approved a Pension Board Charter, which included the creation of four (4) committees to assist in the administration of the Pension Board's duties.

- The Appeals and Rules Committee has been established to assist the Pension Board in overseeing the review of appeals directed to the ERS as well as the adoption and amendment of Pension Board Rules. The Appeals and Rules Committee is an advisory committee to the Pension Board, and its proposed findings and recommendations are subject to final determination by the Pension Board. The purpose of the Appeals and Rules Committee is to ensure diligent analysis of all appeals, and, in addition, with advice of legal counsel, recommend changes to the Pension Board Rules.
- The Investment Committee has been established to assist the Pension Board in fulfilling its responsibilities in all matters relating to the investment and management of the ERS's assets. The Committee manages the ERS investment program for the benefit of plan beneficiaries with core objectives of maximizing long term investment return and minimizing investment risks with due consideration to the characteristics of the underlying actuarial liabilities.
- The Actuarial, Audit and Risk Committee has been established to assist the Pension Board in fulfilling its oversight responsibilities in the areas of internal controls, risk assessment, financial audits and actuarial audits and analyses, and resulting compliance matters.
- The Governance Committee has been established to assist the Pension Board in fulfilling its oversight responsibilities in the areas of Pension Board governance, Pension Board training and evaluation, stakeholder communications, and the ERS's strategic planning.

The Pension Board, with the assistance of its actuarial professionals, determines and recommends how much Milwaukee County should contribute to the ERS based on what the Pension Board deems is necessary to properly fund the current and future payment of benefits. The Pension Board oversees the tax qualification of the ERS and oversees the administration of the ERS in accordance with adopted County Ordinances (the "Ordinances"), any amendments to the Ordinances, and the ERS Rules. The Pension Board oversees the benefit payment process from the ERS to determine whether these payments are made in accordance with the Ordinances and the ERS Rules.

ERS Pension Plan membership, which was closed to new members as of December 31, 2024, is comprised of the following:

	As of January 1	
Members	**2026**	**2025**
Inactive plan members currently receiving benefits	**7,559**	**7,658**
Inactive plan members entitled to but not yet receiving benefits	**1,639**	**1,689**
Current employees	**3,137**	**3,571**
Total participants	**12,335**	**12,918**

Membership data above is as of January 1, 2026, the date of the actuary report used to determine the total pension liability for each year.

Contributions –

The Retirement System had been substantially noncontributory until 2010. However, starting in 2011, certain members began making mandatory contributions. Most full-time, regularly-appointed employees were required to make contributions starting in 2012. The ERS employee contributions varied from 5.2% of compensation to 9.1% for 2025, and 4.3% of compensation to 6.9% for 2024. These percentages may change from year to year based on an analysis performed by the Retirement System's actuary. Act 12 has revised the calculation of the employee contribution that is discussed later in this report.

Employees who terminate County employment and are not eligible for an immediate pension payment may request a refund of all accumulated contributions made. Interest at the rate of five (5) percent per annum will accrue until the earlier of: (1) the date a refund is paid; or (2) 180 days after termination of employment. Effective December 29, 2023, employees, who terminate employment with the County, must request a refund of accumulated contributions within five (5) years of terminating County employment. Prior to December 18, 2023, terminated employees had one hundred eighty (180) days to request a refund of their contributions. Prior to December 19, 2013, terminated employees had sixty (60) days to request a refund of their contributions. The Retirement System sends an employee who terminates a written notice of the refund option. Any employee receiving this refund will forfeit their service credit and will no longer be a member of the ERS.

Contributions due from the County to the Retirement System consist of actuarially determined amounts sufficient to fund the annual service cost and interest on and amortization of the net pension liability less the expected contributions from the participants.

In 2012, the County of Milwaukee started receiving contributions from the State of Wisconsin for members who were transferred from Milwaukee County to the State of Wisconsin for future service. As a result of the agreement between the State and the County, non-vested members of the Retirement System were able to continue to accrue pension benefits with the ERS, while they were employed with the State. Once the member is vested, they are transferred to the state retirement plan, unless they remained in the same position and opted to remain in the Milwaukee County ERS plan. There are currently two employees that have opted to remain in the Milwaukee County ERS plan. The state employees were required to contribute 5.2% of their wages to the ERS in 2025 and 4.3% of their wages to the ERS in 2024, and the state contributed the same percentages to the County for 2025 and 2024.

The County makes contributions to the Retirement System based upon Actuarially Determined Contributions and legal requirements, at the discretion of the County Board. Data used in the determination of the contribution is based upon the prior fiscal year's demographics. The actual contribution made to the pension plan is set during the County's budget process and may differ from the Actuarially Determined Contribution as a result of changes in plan provisions implemented subsequent to establishment of the Actuarially Determined Contribution and budgetary restraints. During the year, the Retirement System accrues those contributions that the County has included in its current year's budget. The County contribution recorded by the Retirement System was $1,616,122 more than, and $825,445 less than, the Actuarially Determined Contribution for 2025 and 2024, respectively.

The Actuarially Determined Contribution is calculated by the Retirement System's actuary, hired by the Pension Board, using census data, following plan guidelines, and compared to current net assets. The objective is to calculate a contribution that allows the Retirement System to fulfill its obligations to its members.

Benefits –

The normal retirement benefit is a monthly pension for the life of the member beginning at normal retirement age. The pension amount is determined by the following formula:

Multiplier x Creditable Service x Final Average Salary

For most members, the normal retirement age is either 60 or 64 depending on factors including the ERS enrollment date and any relevant collective bargaining agreement. A few collective bargaining agreements also require a minimum of 5 years creditable service in addition to the age requirement. For deputy sheriff members, the normal retirement age is 57 or age 55 with 15 years of creditable service. Depending on enrollment date and collective bargaining agreement, some active members are eligible to retire when their age added to their years of creditable service equals 75 (the "Rule of 75"). The multiplier is determined by Ordinance, collective bargaining agreements, and the ERS enrollment date. At this time, the multiplier percentage can be 1.5%, 1.6%, 2% or 2.5%. A member's three or five consecutive years of highest earnings are used to calculate their final average salary as defined by the Ordinance and labor agreements. Annually after retirement, the monthly benefit is increased by 2% of the benefit paid for the first full month of retirement, subject to IRS limits. By Ordinance, the maximum benefit (excluding post-retirement increases) payable to a member is 80% of the member's final average monthly salary. After reaching this threshold, members continue to accrue benefits using the multiplier applicable to the member based on provisions of the Ordinance, collective bargaining agreements, and enrollment date; however, the multiplier applied may not exceed the post retirement increase permitted under the retirement system.

For some members, depending on enrollment date and collective bargaining agreement, the member may elect to receive a backdrop benefit. This benefit permits an employee to receive a lump-sum payment plus a monthly pension benefit upon retirement. The lump-sum payment is the total of the monthly pension amounts, adjusted for post retirement increases that a member would be entitled to from a prior date ("backdrop date") to the date that the member terminates employment plus compounded interest. The backdrop date must be at least one calendar year prior to the termination date and the member must have been eligible to retire as of that date. The member will be entitled to a post retirement increase based on the benefit earned at their backdrop date once the member terminates employment.

In 2012, the County Board passed an ordinance limiting the amount of backdrop benefit for most eligible employees who choose a backdrop date after April 1, 2013. If the member chooses a backdrop date after April 1, 2013, then the monthly backdrop benefit is calculated using the member's final average salary, service credit, and applicable multipliers as of April 1, 2013.

A member who meets the requirements for an accidental disability retirement benefit is entitled to an amount computed in the same manner as a normal pension but not less than 60% of the member's final average salary for accidental disability (75% for a represented deputy sheriff). The ordinary disability pension will not be less than 25% of the member's final average salary. A total of 15 years of creditable service is required to apply for ordinary disability.

If a member has not already attained the necessary years of service for vesting, most members are immediately vested upon attaining age 60 or 64 in service. A vested member is eligible for a deferred pension beginning as of the member's normal retirement date.

A member who is 55 years of age and has 15 years of credited service may be eligible for and may elect to receive early reduced retirement benefits. The member would be entitled to a benefit equal to the normal retirement benefit with a permanent reduction of 5% for each year prior to the normal retirement date.

Upon the death of a member (generally after 1 year of service and depending on collective bargaining agreements), a spouse with a dependent child as defined by Ordinance will receive 40% of the deceased member's salary, reduced by Social Security benefits payable to the spouse. An additional 10% of salary, reduced by Social Security benefits, is paid for each dependent child. Generally, the total benefit, including Social Security benefits, cannot exceed 90% of the prior salary level of the member. At age 60, the spouse will receive 50% of the normal retirement benefit based on the member's projected service to age 60. If there is no spouse or child, the death benefit payable to a designated beneficiary is equal to 50% of the deceased member's final average salary, but not to exceed $2,000. In addition, their designated beneficiary shall be paid the member's pension contributions, plus 5% simple interest through the date of disbursement, as a lump sum. If there is no beneficiary on file, then the member's estate shall be paid.

A member who becomes eligible for normal retirement, but continues to work may elect a Protective Survivorship Option ("PSO") designating a person to receive a pension (50% or 100% option) in the event of their death while in active service. The PSO election must be filed in writing on an approved form. In the absence of an election, a surviving spouse will be paid a 100% survivorship pension.

Currently, members may choose among several benefit payment options when retiring. The available pension options are:

-Maximum Option

Benefit payable for the member's lifetime and ceases upon member's death.

-25% Joint & Survivor

This option is an actuarially reduced pension benefit that is payable over the life of the member. Upon the member's death, 25% of the pension benefit is payable over the life of a named beneficiary, if living;

-50% Joint & Survivor

This option is an actuarially reduced pension benefit that is payable over the life of the member. Upon the member's death, 50% of the pension benefit is payable over the life of a named beneficiary, if living;

-75% Joint & Survivor

This option is an actuarially reduced pension benefit that is payable over the life of the member. Upon the member's death, 75% of the pension benefit is payable over the life of a named beneficiary, if living;

-100% Joint & Survivor

This option is an actuarially reduced pension benefit that is payable over the life of the member. Upon the member's death, 100% of the pension benefit is payable over the life of a named beneficiary, if living;

-10 Year Certain and Life

This option is an actuarially reduced pension benefit payable over the member's life but is guaranteed for a period of 10 years. In the event the member should die within 10 years after the retirement date, the benefit continues to the named beneficiary for the balance of the 10 years.

Benefits of $193.4 million and $200.1 million were paid in 2025 and 2024, respectively, including periodic pension payments of $186.5 million and $187.0 million, respectively, and backdrop lump sum pension payments of $6.9 million and $13.1 million in 2025 and 2024, respectively.

2023 Wisconsin Act 12 (Act 12) Updates to the ERS –

2023 Wisconsin Act 12 (Act 12) was enacted on June 20, 2023. Act 12 contains various provisions that have fiscal impacts to Milwaukee County, including local government program funding for shared revenue, additional sales tax authority, and changes to the ERS. This is a multifaceted piece of legislation that provided Milwaukee County the option to adopt an additional 0.4% sales and use tax. Some provisions of the bill were in effect immediately and some were contingent on the adoption of that sales tax. On July 27, 2023, the Milwaukee County Board of Supervisors adopted the additional 0.4% sales and use tax, which became effective January 1, 2024, and triggered additional provisions of the bill that impact the ERS.

In late 2023, the approved County Executive's 2024 Budget included an amendment to the amortization period used for the ERS unfunded liability payment calculation. As a consequence of Milwaukee County's extension of the amortization permitted by Act 12, the actuarial valuation of assets was reset to equal the market value of assets to reestablish the unfunded actuarial liability with a new base for the January 1, 2024 valuation.

Due to the passage of Act 12 and the adoption of the 0.4% sales and use tax, the following provisions went into effect.

Effective January 1, 2024:

- The nonpartisan Legislative Audit Bureau of WI (LAB) became responsible for conducting an annual financial audit of the retirement system that includes financial statements and an evaluation of accounting controls and accounting records maintained by the system for individual participants and departments. Additionally the LAB will contract for an actuarial audit of the retirement system every five years.
- The ERS employee contribution rate calculation was revised. Historically active ERS employees paid for a portion of the unfunded liability of the pension fund. Act 12 mandates that the revenue from the 0.4% sales tax be used to pay the unfunded liability of Milwaukee County's pension system and for payments to Pension Obligation Bonds. Per Act 40, the sales tax can also be used to pay the normal cost. Employee contributions are now equal to half of the normal cost, since employee contributions will no longer include a piece of the unfunded liability payment.
- Act 12 requires the ERS to use an interest rate that is not higher than the interest rate used by the Wisconsin Retirement System (WRS). The WRS currently uses an interest rate of 6.8%. In order to estimate the future value of pension benefits and calculate the pension system's liability, assumptions about future inflation, mortality, and investment returns are used.
- Act 12 prohibits Milwaukee County from collectively bargaining with Public Safety bargaining groups on any element of their pension benefits.
- Act 12 prohibits any benefit enhancement to the members of the ERS on or after January 1, 2024, except those required for compliance with federal law.

Effective January 1, 2025:

- As the Milwaukee County Board of Supervisors has adopted the sales tax increase, the County is required to have all new employees, who start on or after January 1, 2025, join the WRS. This results in a "soft close" of the ERS. For members in the ERS, there are no changes to pension benefits that are being earned or to how they are paid and administered.

On December 19, 2024, the County Board approved Ordinance amendments that that executed the soft freeze of the ERS as required by Act 12. The key amendments included the following:

- Closing the ERS to new entrants as of January 1, 2025;
- Documenting the mandatory employee pension contributions to the ERS for 2024 and going forward;
- Vesting members of the ERS who will not have the opportunity to return to active ERS service to become vested after December 31, 2024. The IRS requires vesting of affected members if there is a partial termination of a pension plan. To ensure there is no risk of IRS disqualification, all members who had terminated within the last five years with less than five years of service were automatically vested in the ERS.

3) Fair Value Measurements –

The GASB Board issued Statement 72 to update the existing standards on fair value (primarily Statement 31). A review of existing standards by the Board, found opportunities to improve the measurement of resources available to governments, and to increase comparability and accountability. Statement 72 was implemented January 1, 2016.

Three input categories are used to assist in the process:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities, most reliable.

Level 2: Quoted prices for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, or other than quoted prices that are observable.

Level 3: Unobservable inputs, least reliable.

U.S. treasury securities, equity securities, real estate investment trusts, and exchange traded funds classified as Level 1 are valued using active market pricing. These investments trade in robust markets where buyers and sellers can transact quickly and easily, making these investments highly liquid in nature. Additionally, futures contracts are considered in Level 1 valuations. These are defined as future contracts traded on an organized exchange based on an agreement to buy or sell at a fixed price on a future date.

Debt and debt derivative securities classified in Level 2 (including corporate securities, asset backed securities, foreign securities, SWAPS, etc.) are valued using either a bid evaluation or a matrix pricing technique. Bid evaluations may include market quotations, yields, maturities, call features and ratings. Matrix pricing is used to value securities based on the securities relationship to benchmark quoted prices. Index linked debt securities are valued by multiplying the external market price feed by the applicable day's index ratio. Level 2 debt securities also have nonproprietary information from multiple independent sources that are readily available to market participants who are known to be actively involved in the market.

U.S. equity, international equity and equity derivative securities classified in Level 2 are securities whose values are derived daily from associated traded securities. They include pooled investments that give access to diversified portfolios of equity securities whose performance is tracked as a change in the total market cap of the associated fund. These investments can be purchased and sold daily based on the funds closing net asset value (NAV).

The system assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset or liability. When inputs used to measure fair value fall into different levels in the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation.

Valuation techniques should be applied consistently, though a change might be appropriate in certain circumstances.

- *Real estate investments* consist of three core open-end real estate funds and two of these three core real estate managers have the opportunity to invest a small portion of their total allocation in value-add real estate investments, primarily in the US commercial space. The fair values of these investments have been determined using the NAV per share of the Retirement System's ownership interest in partners' capital. These investments are eligible for redemption on a quarterly basis with notice periods ranging from 10 – 90 days.
- *Short Hedge fund investments* consist of two open-end volatility risk premium funds that primarily invest in S&P 500 index options. The fair values of these investments have been determined using the NAV per share of the investments. These investments are eligible for redemption on a monthly basis with notice periods ranging from 5 – 7 days.
- *Private fund investments* consist of seven private equity fund of funds investing primarily in leveraged buyout funds, venture capital funds, special situation funds and secondary funds and two private debt funds investing primarily in directly originated loans. The fair values of these investments have been determined using the NAV per share of the investments. These investments are not eligible for redemption.
- *Infrastructure investments* consist of two core open-end infrastructure funds that primarily invest in global infrastructure assets. The fair values of these investments have been determined using the NAV per share of the investments. These investments are eligible for redemption on a quarterly basis with a notice period of 90 days.

Fair Value Disclosures as Required

	12/31/2025	Fair Value Measurements Using: Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable inputs (Level 2)	Significant Un-observable in-puts (Level 3)
Investments by fair value level:				
Equity Securities				
- Domestic Common Stocks	$ 103,866,559	103,866,559	$ -	$ -
- Domestic Stock Funds	$ 367,309,573	367,309,573	-	-
- International Stock Funds	$ 296,902,988	271,792,217	25,110,771	-
TOTAL EQUITY SECURITIES	$ 768,079,120	742,968,349	25,110,771	-
Fixed Income Securities				
- Corporate Bonds / US Gov't	$ 156,837,672	-	156,837,672	-
- Corporate Bond Funds	$ 126,024,451	126,024,451	-	-
- International Bond Funds	$ 59,601,386	-	59,601,386	-
TOTAL FIXED INCOME SECURITIES	$ 342,463,509	126,024,451	216,439,058	-
Futures				
- Futures Contracts	5,787	5,787	-	-
TOTAL FUTURES	5,787	5,787	-	-
TOTAL INVESTMENTS BY FAIR VALUE LEVEL	$ 1,110,548,416	$ 868,998,587	$ 241,549,828	$ -

Investments measured at the net asset value (NAV):

Alternative Investments	Net Asset Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
- Long/Short Hedge Funds				
PARAMETRIC DEF EQUITY FUND LLC	56,667,959	-	Monthly	5 Days
NEUBERGER BERMAN DEFENSE EQUITY	53,880,809	-	Monthly	7 Days
TOTAL ALTERNATIVE INVESTMENTS	110,548,768			
Private Equity				
- Fund of Funds				
ADAMS STREET	49,098,469	9,628,085	Illiquid	--
MESIROW FINANCIAL	71,229,914	7,940,000	Illiquid	--
SIGULER GUFF	27,175,040	5,500,000	Illiquid	--
FAIRVIEW	18,192,680	4,745,394	Illiquid	--
BPEA	45,119,053	7,305,000	Illiquid	--
BARINGS	21,404,335	6,707,314	Illiquid	--
STEPSTONE (formerly GREENSPRING)	8,147,511	560,000	Illiquid	--
- Private Debt				
BLUE OWL (formerly OWL ROCK)	36,134,076	5,600,000	Illiquid	--
ALLIANCE BERNSTEIN	35,658,110	5,950,000	Illiquid	--
TOTAL PRIVATE EQUITY	312,159,188			
Infrastructure				
IFM INFRASTRUCTURE	90,137,422	-	Quarterly	90 Days
JP MORGAN INFRASTRUCTURE	94,801,900	-	Semi-Annually	90 Days
TOTAL INFRASTRUCTURE	184,939,322			
Real Estate and REITs	-			
AMERICAN REALTY ADVISORS	27,710,479	-	Quarterly	10 Days
MORGAN STANLEY PRIME PROPERTY FUND	42,181,263	-	Quarterly	90 Days
UBS TRUMBULL R/E	17,702,057	-	Quarterly	60 Days
TOTAL REAL ESTATE	87,593,798			
TOTAL INVESTMENTS MEASURED AT NAV	695,241,076			
TOTAL INVESTMENTS	$ 1,805,789,492			

Fair Value Disclosures as Required

		Fair Value Measurements Using:		
	12/31/2024	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable inputs (Level 2)	Significant Un-observable in-puts (Level 3)
Investments by fair value level:				
Equity Securities				
- Domestic Common Stocks	$ 96,654,914	$ 96,654,914	$ -	$ -
- Domestic Stock Funds	349,040,781	349,040,781	-	-
- International Stock Funds	244,071,996	219,949,036	24,122,960	-
TOTAL EQUITY SECURITIES	689,767,690	665,644,730	24,122,960	-
Fixed Income Securities				
- Corporate Bonds / US Gov't	154,968,521	-	154,968,521	-
- Corporate Bond Funds	92,961,577	92,961,577	-	-
- International Bond Funds	51,584,265	-	51,584,265	-
TOTAL FIXED INCOME SECURITIES	299,514,363	92,961,577	206,552,786	-
Futures				
- Futures Contracts	11,303	11,303	-	-
TOTAL FUTURES	11,303	11,303	-	-
TOTAL INVESTMENTS BY FAIR VALUE LEVEL	$ 989,293,357	$ 758,617,610	$ 230,675,746	$ -

Investments measured at the net asset value (NAV):

Alternative Investments	Net Asset Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
- Long/Short Hedge Funds				
PARAMETRIC DEF EQUITY FUND LLC	55,045,816	-	Monthly	5 Days
NEUBERGER BERMAN DEFENSE EQUITY	53,316,656	-	Monthly	7 Days
TOTAL ALTERNATIVE INVESTMENTS	108,362,472			
Private Equity				
- Fund of Funds				
ADAMS STREET	59,417,736	9,986,799	Illiquid	--
MESIROW FINANCIAL	75,730,865	8,660,000	Illiquid	--
SIGULER GUFF	32,662,743	6,460,000	Illiquid	--
FAIRVIEW	13,396,469	7,289,358	Illiquid	--
BPEA	39,354,508	15,385,000	Illiquid	--
BARINGS	21,197,067	8,454,585	Illiquid	--
STEPSTONE (formerly GREENSPRING)	6,639,468	1,360,000	Illiquid	--
- Private Debt				
OWL ROCK	31,265,804	8,400,000	Illiquid	--
ALLIANCE BERNSTEIN	22,519,386	15,750,000	Illiquid	--
TOTAL PRIVATE EQUITY	302,184,046			
Infrastructure				
IFM INFRASTRUCTURE	90,522,469	-	Quarterly	90 Days
JP MORGAN INFRASTRUCTURE	94,914,487	-	Semi-Annually	90 Days
TOTAL INFRASTRUCTURE	185,436,956			
Real Estate and REITs				
AMERICAN REALTY ADVISORS	31,316,644	-	Quarterly	10 Days
MORGAN STANLEY PRIME PROPERTY FUND	42,817,679	-	Quarterly	90 Days
UBS TRUMBULL R/E	18,061,971	-	Quarterly	60 Days
TOTAL REAL ESTATE	92,196,293			
TOTAL INVESTMENTS MEASURED AT NAV	688,179,767			
TOTAL INVESTMENTS	$ 1,677,473,124			

(4) Contributions Required and Contributions Made –

The Retirement System's funding practices provide for periodic County contributions at actuarially determined rates, expressed as percentages of annual covered payroll, that are sufficient to accumulate sufficient assets to pay benefits when due. Payroll contribution rates are determined using the Aggregate Entry Age Normal method of funding. In 2023, the Retirement System also used the level percentage of payroll method to amortize the unfunded liability over a 20 year period. In late 2023, the approved County Executive's 2024 Budget included an amendment to the amortization period used for the ERS unfunded liability payment calculation. On January 1, 2024, the Retirement System reestablished the unfunded accrued liability to be amortized over a 30 year period. Future losses and assumption changes will be amortized over a 20 year period. The significant actuarial assumptions used to compute the contribution requirements are the same as those used to compute the pension benefit obligation.

County contributions totaling $72,114,200 and $71,920,800 were recorded in 2025 and 2024, respectively. The 2025 contributions were $1,616,122 more than while the 2024 contributions were $825,445 less than the Funding Contribution Amount ("FCA"), respectively. In 2025, administrative expenses in the amount of $1,285,298 (ERS of $1,235,232 and OBRA of $50,066) were paid by the Milwaukee County tax levy. In 2024, administrative expenses in the amount of $1,445,327 (ERS of $1,395,663 and OBRA of $49,664) were paid by the Milwaukee County tax levy. The County contributions do not include contributions made by the members. Member contributions were $13,351,800 for the year ended December 31, 2025 and $11,583,200 for the year ended December 31, 2024. The difference was due to the change in the employee contribution percentages from 5.2%/9.1% of pensionable compensation in 2025 from 4.3%/6.9% in 2024. See the Schedule of Contributions in the Required Supplementary Information.

The 2025 and 2024 contributions reflected in the accompanying statements were actuarially determined as of January 1, 2024 and 2023. These amounts were included in the County's 2025 and 2024 budgets. The Retirement System's financial statements as of December 31, 2025 and December 31, 2024 reflects the 2025 and 2024 contributions that were fully paid in 2025 and 2024 respectively.

(5) Deposit and Investment Risk Disclosure –

As provided by state legislative act and County Ordinance, the Board has exclusive control and management responsibility of the Retirement System's funds and full power to invest the funds. In exercising its fiduciary responsibility, the Board is governed by the "prudent person" rule in establishing investment policy. The "prudent person" rule, requires the exercise of that degree of judgment, skill and care under the circumstances then prevailing which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not in regard to speculation, but in regard to permanent disposition of their funds, considering the probable income as well as the probable safety of the principal. The Board has adopted a Statement of Investment Policy to formally document investment objectives and responsibilities. The Statement of Investment Policy can be viewed on the Penson Board's website. This policy establishes guidelines for permissible investments of the Retirement System. The Retirement System's investments are subject to various risks. Among them are credit risk, concentration of credit risk, custodial credit risk, interest rate risk, and foreign currency risk. Each of these risks is discussed in more detail below.

Concentration of Credit Risk –

Concentration of credit risk is a risk of loss that may be attributed to the magnitude of the Retirement System's investment in a single issuer, generally investments in any one issuer that represents five (5) percent or more of total investments. Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools, and other pooled investments are excluded from this definition. The Retirement System has one investment in one issuer other than U.S. Government securities and mutual funds that exceed five (5) percent of the total investments.

Credit Risk –

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The credit risk of a debt instrument is measured by nationally recognized statistical rating agencies such as Moody's Investors Services ("Moody's") and Standard and Poor's ("S&P"). With the exception of the Northern Trust Aggregate Bond Index Fund portfolio, bonds purchased and owned in each portfolio must have a minimum quality rating of "Baa3" (Moody's) or "BBB-"(S&P). The average quality of each portfolio must be "A" or better. The fixed income securities for the Northern Trust Aggregate Bond Index Fund portfolio should have a minimum quality rating of "A", with the exception of 15% of the portfolio which may have a minimum quality rating of "BBB". Moody's quality rating of "BAA3" or above is considered investment grade. Of the $7.57 million not rated by Moody's as of December 31, 2025, $4.69 million was rated by S&P as investment grade ("BB+" or higher). As of December 31, 2025, $2.88 million was not rated by S&P or Moody's. Of the $5.96 million not rated by Moody's as of December 31, 2024, $5.34 million was rated by S&P as investment grade ("BBB-" or higher). As of December 31, 2024, $0.62 million was not rated by S&P or Moody's. The credit quality ratings of investments in fixed income securities by Moody's as of December 31, 2025, and 2024, are as follows: (amounts are in thousands of dollars)

Moody's Quality Ratings	12/31/2025 Fair Value	12/31/2024 Fair Value
AAA	$4,602	$32,445
AA1	26,083	2,498
AA2	3,194	3,604
AA3	2,399	2,334
A1	6,835	6,450
A2	4,923	4,496
A3	4,904	4,151
BAA1	7,591	7,205
BAA2	11,299	10,878
BAA3	3,889	4,419
BA1	2,839	2,920
BA2	3,955	2,801
BA3	3,332	4,115
B1	1,276	1,510
B2	336	357
B3	102	-
CAA1	506	-
CAA2	-	97
NR	7,573	5,967
Total Credit Risk Fixed Income Securities	**$95,638**	**$96,247**
U.S. Government and Agencies	61,199	58,721
NT Agg Bond Index Fund (Not Rated)	66,565	66,957
TCW Emerging Market Debt (Not Rated)	59,601	51,584
IR&M Core Plus Bond Fund (Not Rated)	59,460	26,005
Total Investment in Fixed Income	**$342,463**	**$299,514**

Custodial Credit Risk – Deposits and Investments –

Custodial credit risk is the risk that, in the event a financial institution or counterparty fails, the Retirement System will not be able to recover the value of its deposits, investments or securities. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the Retirement System's name, and are held by the counterparty.

No formal policy exists on custodial risk. However, substantially all assets of the Retirement System are held in its name. The Retirement System did not own any repurchase agreements as of December 31, 2025 or December 31, 2024.

As of December 31, 2025, $2.25 million of the ERS cash deposits with banks are insured by the Federal Depository Insurance Corporation, the State Deposit Guarantee Fund, or covered by an Authorization Certificate with the bank. All OBRA cash deposits with banks are fully insured by the Federal Depository Insurance Corporation, the State Deposit Guarantee Fund, or covered by an Authorization Certificate with the bank.

As of December 31, 2024, $2.25 million of the ERS cash deposits with banks are insured by the Federal Depository Insurance Corporation, the State Deposit Guarantee Fund, or covered by an Authorization Certificate with the bank. All OBRA cash deposits with banks are fully insured by the Federal Depository Insurance Corporation, the State Deposit Guarantee Fund, or covered by an Authorization Certificate with the bank.

The following table presents the Retirement System's total cash, deposits and cash equivalents as of December 31, 2025 and December 31, 2024: (amounts are in thousands of dollars)

Schedule of Cash and Cash Equivalent Investments

	12/31/25		12/31/24	
	Carrying Value	Bank Balance	Carrying Value	Bank Balance
Cash held by various investment managers............................	$43,470	$43,740	$55,417	$55,417
Deposits with banks..	6,530	6,776	4,571	4,837
Total Deposits...	**$50,000**	**$50,516**	**$59,988**	**$60,254**

The difference between the carrying value and bank balances are due to outstanding checks and deposits not yet processed by the bank.

Foreign Currency Risk –

Foreign currency risk is the risk that changes in currency exchange rates will adversely affect the fair value of an investment or deposit.

This footnote is a required disclosure, under GASB 40, when a Retirement System directly owns investments denominated in a foreign currency. The Retirement System has no directly owned investments denominated in foreign currencies.

Interest Rate Risk –

Interest rate risk is the risk that changes in interest rates will adversely affect the fair market value of an investment. Duration is a measure of an investment's sensitivity to changes in interest rates. The higher the duration, the greater the changes in fair value when interest rates change. The Option-Adjusted Duration for a security is the percentage price sensitivity to interest rates changes of 100 basis points (or 1.0%). For example, an Option-Adjusted Duration of 5.20 means that the price of the security should fall approximately 5.20% for a 1.0% rise in the level of interest rates. Conversely, the price of a security should rise approximately 5.20% for a 1.0% fall in the level of interest rates. Interest rate changes will affect securities with negative durations in the opposite direction. The Option-Adjusted Duration method of measuring duration takes into effect the embedded options on cash flows.

The Retirement System does not have a formal investment policy that limits investment maturities as a means of managing exposure to losses arising from increasing interest rates with the exception of the cash equivalent portfolio. The investment policy limits the duration of individual securities held in the cash equivalent portfolio to 2.5 years. In addition, the duration of the entire cash equivalent portfolio should be between 1 and 2 years.

As of December 31, 2025 and 2024, the Retirement System had the following Option-Adjusted Durations for the fixed income investments: (amounts are in thousands of dollars)

	12/31/2025	
Investment Type	**Fair Value***	**Option Adjusted Duration**
Asset Backed Securities	$6,658	5.32
Commercial Mortgage-Backed	1,582	2.96
Corporate Bonds	57,200	4.45
Government Agencies	8,116	8.89
Government Bonds	30,735	10.29
Government Mortgage Backed Securities	42,151	5.93
Municipal/Provincial Bonds	9,289	6.94
Non-Government Backed C.M.O.s	54	1.65
Other *	1,052	
	156,837	
NT Agg Bond Index Fund	66,565	
TCW Emerging Market Debt Fund	59,601	
IR&M Core Plus Bond Fund	59,460	
Total	**$342,463**	

* For 2025, this represents Fixed Income where the effective duration is unavailable—$549 in Municipal/Provincial Bonds and $503 in Government Mortgage Backed Securities.

	12/31/2024	
Investment Type	**Fair Value***	**Option Adjusted Duration**
Asset Backed Securities	$3,030	5.47
Commercial Mortgage-Backed	328	2.33
Corporate Bonds	53,836	4.98
Government Agencies	10,972	8.2
Government Bonds	28,416	9.53
Government Mortgage Backed Securities	45,152	6.67
Gov't-issued Commercial Mortgage-Backed	475	5.03
Municipal/Provincial Bonds	11,641	7.57
Non-Government Backed C.M.O.s	59	1.81
Other *	1,059	
	154,968	
NT Agg Bond Index Fund	66,957	
TCW Emerging Market Debt Fund	51,584	
IR&M Core Plus Bond Fund	26,005	
Total	**$299,514**	

* For 2024, this represents Fixed Income where the effective duration is unavailable—$1,059 in Municipal/Provincial Bonds.

Securities Lending –

Section 201.24 (9.1) of the General Ordinances of Milwaukee County and Board policies permit the ERS to lend its securities to broker-dealers and other entities with a simultaneous agreement to return the collateral for the same securities in the future. The ERS participates in such a securities lending program through its custodian, Northern Trust, acting as the ERS's securities lending agent. The ERS requires collateral from the borrower in the form of cash or securities. Collateral for domestic issues is set at 102% of the fair value of the securities loaned at the time of the initial transaction. If the value falls to 100% of the fair value of the securities loaned, additional collateral is obtained to reestablish collateral at 102% of the fair value of securities loaned. Collateral for international securities is maintained at a level of 105% of the fair value of securities loaned at all times. The securities lending program guidelines attempt to preserve capital while earning a moderate rate of return. Earnings from securities lending, after all fees are paid, are split on a percentage basis with the custodian. For 2025 and 2024, the net investment income realized from security lending was $67,004 and $63,975 respectively.

The ERS also invested in several commingled funds managed by Northern Trust that participated in securities lending programs. The earnings and losses attributable to the commingled funds' securities lending programs are combined with the commingled funds' performance and are not reported separately in the ERS's financial statements.

Securities loaned and the collateral held were as follows: (amounts are in thousands of dollars)

	As of December 31			
	2025		2024	
Securities Lent for Cash Collateral	**Securities Lent**	**Collateral**	**Securities Lent**	**Collateral**
Fixed income	$21,964	$22,482	$23,747	$24,270
Domestic stocks	6,886	7,115	5,096	5,221
Subtotal	**28,850**	**29,597**	**28,843**	**29,491**
Securities Lent for Securities Collateral				
Fixed income	5,106	5,263	4,212	4,317
Domestic stocks	10,576	10,888	3,201	3,275
Subtotal	**15,682**	**16,151**	**7,413**	**7,592**
Grand Total	**$44,532**	**$45,748**	**$36,256**	**$37,083**
Percent Collateral to Securities Loaned		**102.73%**		**102.28%**

The collateral received from securities lending transactions are recorded as assets at quoted fair value as of the financial statement date. The Retirement System records an identical amount as a liability, representing the obligation of the Retirement System to return the collateral at the time the borrower of the Retirement System's securities return those securities.

The collateral received from securities lending transactions includes cash (in thousands) of approximately $29,597 and $29,491 and U.S. Treasury securities, Domestic stocks, and REITs of approximately $16,151 and $7,592 for the years ended December 31, 2025 and 2024, respectively. Under the terms of the securities lending agreement, the Retirement System has the right to sell or pledge the cash collateral. The non-cash collateral in the amounts of approximately $16,151 and $7,592 for the years ended December 31, 2025 and 2024, respectively, is controlled by the custodian and, correspondingly, not reflected in the Statements of Fiduciary Net Position.

At year-end, the Retirement System has no credit risk exposure to borrowers because the amounts the Retirement System owes the borrowers exceed the amounts the borrowers owe the Retirement System. The contract with the Retirement System's custodian requires it to indemnify the Retirement System if a borrower fails to return the securities (and if the collateral is inadequate to replace the securities lent) or fails to pay the Retirement System for income distributions by the securities' issuers while the securities are on loan.

(6) Financial Instruments with Off-Balance Sheet Risks –

A currency forward is a contractual agreement between two parties to pay or receive amounts of foreign currency at a future date in exchange for another currency at an agreed-upon exchange rate. Forward commitments are entered into with the foreign exchange department of a bank located in a major money market. These transactions are entered into in order to hedge risks from exposure to foreign currency rate fluctuations. Recognition of realized gain or loss depends on whether the currency exchange rate has moved favorably or unfavorably to the contract holder upon termination of the contract. Prior to termination of the contract, the Retirement System records the amount receivable or payable at fair value, with the unrealized gain or loss reported as a component of net appreciation in fair value. All contracts are short-term in duration and mature within 90 days.

The ERS invests in financial futures contracts in order to improve the performance of the fund. The Retirement System purchases contracts that approximate the amount of cash held by US equity investment managers and cash used to pay benefits and expenses. Financial futures contracts are agreements to buy or sell a specified amount at a specified delivery or maturity date for an agreed upon price.

The market values of the futures contracts vary from the original contract price. A gain or loss is recognized and paid to or received from the clearinghouse. Financial futures represent an off balance sheet obligation, as there are no balance sheet assets or liabilities associated with those contracts. The cash or securities to meet these obligations are held in the investment portfolio. All contracts are short-term in duration and mature within 90 days.

The ERS is subject to credit risk in the event of non-performance by counter parties to financial futures and forward contracts. The ERS generally only enters into transactions with credit-worthy institutions. The Retirement System is exposed to market risk, the risk that future changes in market conditions may make an instrument less valuable. Exposure to market risk is managed in accordance with risk limits set by the ERS management and by buying or selling futures or forward contracts. The cash or securities to meet these obligations are held in the investment portfolio.

The futures contracts held by the Retirement System are as follows: (amounts are in thousands of dollars)

	As of December 31			As of December 31	
	2025	**2024**		**2025**	**2024**
			Cash Used to Pay Benefits		
US Equity Managers			**and Expenses**		
Cash Held			Cash Held	$34,241	$44,878
US Equity Investment Managers	$9,230	$10,538			
			Futures Purchased		
			Barclays AGG (Fixed Income)	11,111	17,217
Futures Purchased			S&P 500 (US Equity)	12,751	20,181
S&P 500 (US Equity)	6,548	8,013	MSCI EAFE (International Equity)	4,353	6,916
Futures (Below) Cash	(2,682)	(2,525)	Total Futures Purchased	28,215	44,314
			Futures (Below) Cash	(6,026)	(564)
Market Value	$1	$1	Market Value	-	-
			Total Market Value	$1	$1

(7) Commitments and Contingencies –

The Retirement System may be involved in litigation and certain other disputes arising during the normal course of operations. Management does not believe the settlement of such matters will have a material impact on the Retirement System's financial statements.

(8) OBRA 1990 Retirement System of the County of Milwaukee –

The County established the OBRA 1990 Retirement System of the County of Milwaukee ("OBRA") to cover seasonal and certain temporary employees who are not enrolled in the Retirement System. Assets of the OBRA system are commingled for investment purposes with the assets of the Retirement System. The assets of the Retirement System are legally available to pay benefits of either the ERS or OBRA. The Retirement System and OBRA are considered a single plan for financial reporting purposes.

Net assets identified for OBRA benefits as of December 31, 2025 and 2024 were as follows:

Statement of Fiduciary Net Position

	(Unaudited) 2025	2024
Assets		
Cash	$4,046	$32,314
Assets held by Retirement System	5,479,187	4,973,335
Total assets	5,483,233	5,005,649
Liabilities		
Taxes and Safe-Harbor Payables	(21,490)	(15,645)
Net position restricted for pensions	**$5,461,743**	**$4,990,004**

Changes in plan net position available for benefits for OBRA for the years ended December 31, 2025 and 2024, were as follows:

Statements of Change in Fiduciary Net Position

	(Unaudited) 2025	2024
Contributions from the County	$420,000	$425,000
Contributions from the tax levy	50,066	49,664
Investment income (loss)	630,287	372,853
Investment and administrative expenses	(189,714)	(180,371)
Benefits paid	(438,901)	(311,664)
Net increase (decrease) in net position restricted for pensions	**$471,738**	**$355,482**

As of December 31, 2025 and 2024, respectively, there were 5,354 and 5,474 participants with vested benefits in OBRA. The total pension liability of OBRA at December 31, 2025 and 2024, was $5,510,843 and $5,470,746, respectively, leaving net assets available less than the total pension liability (asset) of $49,101 and $480,742, respectively. These amounts are not reflected in the required supplementary information tables that follow the notes to the financial statements.

(9) Net Pension Liability

The values presented in the following reports and in the Required Supplementary Information section of the Annual Report contain values presented in the annual actuarial valuation.

Due to County Board Ordinance amendments that occurred in 2024, a population of 781 members who terminated within five years of 2024 with less than five years of service were automatically vested; an estimated $100,000 in liability was included to reflect the impact to the System of this amendment. 287 of these members have estimated benefits of less than $10 per month and according to Ordinance section 201.24(4.5), are not eligible for an ERS annuity. These members may still request a refund of their membership contributions within five (5) years of terminating County employment.

The components of the net pension (asset) liability of the Retirement System and OBRA at December 31, 2025 and December 31, 2024 were as follows:

ERS	2025	2024
Total pension liability	$ 2,413,298,626	$ 2,420,348,778
Plan fiduciary net position	(1,853,329,110)	(1,733,860,345)
Net pension liability	**$ 559,969,516**	**$ 686,488,433**
Plan fiduciary net position as a percentage of the total pension liability	**76.7%**	**71.6%**

OBRA	2025	2024
Total pension liability	$ 5,510,843	$ 5,470,746
Plan fiduciary net position	(5,461,742)	(4,990,004)
Net pension (asset) liability	**$ 49,101**	**$ 480,742**
Plan fiduciary net position as a percentage of the total pension liability	**99.1%**	**91.2%**

Actuarial assumptions—The total pension liability for the years ending December 31, 2025 and December 31, 2024 were based on the actuarial valuations performed as of January 1, 2026, and January 1, 2025. The valuations performed on January 1, 2026, and January 1, 2025 used the following actuarial assumptions:

Valuation date	1/1/2026 and 1/1/2025	
Actuarial cost method	Entry Age Normal—Level Percentage of Pay	
Asset valuation method	10-year smoothed market	
Amortization methods	For pension expense; the difference between expected and actual liability experience and changes of assumptions are amortized over the average of the expected remaining service lives of all members. The difference between projected and actual earnings is amortized over a closed period of five years.	
Inflation Assumption	2.50%	
Mortality Table - General Employees	Pre-retirement:	Males—Pub-2010 General Male Employee Table, projected with generation projection using scale MP-2021.
		Females—Pub-2010 General Female Employee Table, projected with generation projection using scale MP-2021.
	Healthy Retiree:	Males—104% of Pub-2010 General Male Retired Lives Table, projected with generation projection using scale MP-2021.
		Females—121% of Pub-2010 General Female Retired Lives Table, projected with generation projection using scale MP-2021.
	Disabled Retiree:	Males—107% of Pub-2010 Non-Safety Male Disabled Lives Table, projected with generation projection using scale MP-2021.
		Females—98% of Pub-2010 Non-Safety Female Disabled Lives Table, projected with generation projection using scale MP-2021.
	Survivor :	Males—107% of Pub-2010 General Male Contingent Survivor Table, projected with generation projection using scale MP-2021.
		Females—100% of Pub-2010 General Female Contingent Survivor Table, projected with generation projection using scale MP-2021.

Mortality Table - Deputy Sheriffs	Pre-retirement:	Males—Pub-2010 Safety Male Employee Table, projected with generation projection scale MP-2021. Females—Pub-2010 Safety Female Employee Table, projected with generation projection scale MP-2021.
	Healthy Retiree:	Males—100% of Pub-2010 Safety Male Retired Lives Table, projected with generation projection scale MP-2021. Females—100% of Pub-2010 Safety Female Retired Lives Table, projected with generation projection scale MP-2021.
	Disabled Retiree:	Males—100% of Pub-2010 Safety Male Disabled Lives Table, projected with generation projection scale MP-2021. Females—100% of Pub-2010 Safety Female Disabled Lives Table, projected with generation projection scale MP-2021.
	Survivor :	Males—107% of Pub-2010 General Male Contingent Survivor Table, projected with generation projection using scale MP-2021. Females—100% of Pub-2010 General Female Contingent Survivor Table, projected with generation projection using scale MP-2021.
Mortality Table - Elected Officials	Pre-retirement:	Males—Pub-2010 General Above-Median Male Employee Table, projected with generation projection scale MP 2021. Females—Pub-2010 General Above-Median Female Employee Table, projected with generation projection scale MP 2021.
	Healthy Retiree:	Males—100% of Pub-2010 General Above-Median Male Retired Lives Table, projected with generation projection scale MP 2021. Females—100% of Pub-2010 General Above-Median Female Retired Lives Table, projected with generation projection scale MP 2021.
	Disabled Retiree:	Males—107% of Pub-2010 Non-Safety Male Disabled Lives Table, projected with generation projection using scale MP-2021. Females—98% of Pub-2010 Non-Safety Female Disabled Lives Table, projected with generation projection using scale MP-2021.
	Survivor :	Males—107% of Pub-2010 General Male Contingent Survivor Table, projected with generation projection using scale MP-2021. Females—100% of Pub-2010 General Female Contingent Survivor Table, projected with generation projection using scale MP-2021.

Experience study

The actuarial assumptions used for ERS were based on the results of an actuarial experience study for the period January 1, 2017 through December 31, 2021. The actuarial assumptions used for OBRA were based on the results of an actuarial experience study for the period January 1, 2017 through December 31, 2021.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of position plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of December 31, 2025 and 2024, respectively, are summarized in the following table:

	2025		2024	
Asset Class	**Policy**	**Long-term Expected Real Rate of Return ***	**Policy**	**Long-term Expected Real Rate of Return ***
Fixed income	**28.50%**	**2.80%**	**28.50%**	**2.80%**
Domestic common and preferred stocks	**26.00%**	**5.20%**	**26.00%**	**5.10%**
International common and preferred stocks ...	**15.50%**	**5.30%**	**15.50%**	**5.20%**
Long/Short hedge funds	**6.00%**	**3.70%**	**6.00%**	**3.30%**
Infrastructure	**10.00%**	**4.50%**	**10.00%**	**4.60%**
Real estate and REIT's	**5.00%**	**4.00%**	**5.00%**	**4.20%**
Private equity	**9.00%**	**9.00%**	**9.00%**	**7.80%**
Cash & cash equivalents	**0.00%**	**0.00%**	**0.00%**	**0.70%**
	100.00%		**100.00%**	

* Provided by Marquette Associates

Discount rate — The discount rate used to measure the total pension liability was 6.80 percent and 6.80 percent for 2025 and 2024, respectively. The projection of cash flows used to determine the discount rate assumed that the Retirement System's contributions will continue to follow the current funding policy. Based on those assumptions, the Retirement System's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members.

Act 12 requires the ERS to use an interest rate that is not higher than the interest rate used by the Wisconsin Retirement System (WRS). The WRS currently uses an interest rate of 6.80 percent. This assumption is reviewed on an annual basis to ensure that it does not exceed the current discount rate of the WRS.

Sensitivity of the net pension liability to changes in the discount rate — The following presents the December 31, 2025 and December 31, 2024 net pension liability of the Retirement System, calculated using the discount rate of 6.80 percent, as well as what the Retirement System and OBRA's net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.80 percent) or 1-percentage-point higher (7.80 percent) than the current rate:

2025	**1% Decrease (5.80%)**	**Current Discount (6.80%)**	**1% Increase (7.80%)**
ERS' net pension liability..	$813,682,545	$559,969,516	$347,820,926
OBRA's net pension (asset) liability............................	$853,743	$49,101	($589,237)

2024	**1% Decrease (5.80%)**	**Current Discount (6.80%)**	**1% Increase (7.80%)**
ERS' net pension liability..	$941,349,030	$686,488,433	$473,246,428
OBRA's net pension (asset) liability............................	$1,309,138	$480,742	($171,355)

10) Subsequent Events

The Retirement System has evaluated subsequent events occurring through the date of issuance of this Annual Report of the Pension Board for events requiring recording or disclosure in the Retirement System's financial statements. Management feels that no material events occurred that would require disclosure, except for the following:

In February 2026, the Pension Board took the following action:

- The Pension Board unanimously voted to consent to approve a restructuring of the Morgan Stanley PRIME Property Fund. The underlying real estate portfolio, investment strategy, asset management team, and day-to-day operations were not impacted as part of this transaction.
- The Pension Board unanimously voted to approve a fee reduction with Northern Trust. The fee reduction was the result of work completed by Marquette who negotiated these lower fees with Northern Trust without Pension Baord direction.
- After a RFP for an Investment Consultant, the Pension Board approved to hire Marquette Associates , Inc. to continue providing these services to the Pension Board.

In April 2026, the Pension Board took the following action:

- The Pension Board approved the cancellation of the RFP for a comprehensive risk assessment and the development of an internal audit program due to number of varied responses received from this RFP and the desire of the Pension Board to tighten the scope of this project.
- The Pension Board approved proceeding with a reissued RFP for a comprehensive risk assessment and the development of an internal audit program.
- The Pension Board approved a one-year extension of the actuarial services provided to the Pension Board by Segal.

In May 2026, the Pension Board took the following action:

- The Pension Board unanimously voted to adopt an amendment to OBRA Rule 104. The amendment to this Rule is to define how service is calculated for OBRA members who transfer to the Wisconsin Retirement System during a plan year.

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years

ERS	**2025**	**2024**	**2023**	**2022**	**2021**
Total pension liability					
Service cost	$ 25,194,029	$ 25,027,462	$ 18,410,957	$ 17,857,874	$ 17,592,776
Interest	159,659,818	160,454,032	165,242,785	166,384,489	166,629,760
Differences between expected and actual experience	3,304,614	1,640,194	8,673,846	1,741,945	13,970,444
Changes in assumptions	-	-	159,945,471	-	-
Benefit payments including refunds of member contributions	(195,208,613)	(202,727,133)	(202,290,036)	(201,230,178)	(202,226,534)
Net change in total pension liability	(7,050,152)	(15,605,445)	149,983,023	(15,245,870)	(4,033,554)
Total pension liability—beginning	2,420,348,778	2,435,954,223	2,285,971,200	2,301,217,070	2,305,250,624
Total pension liability—ending	$ 2,413,298,626	$ 2,420,348,778	$ 2,435,954,223	$ 2,285,971,200	$ 2,301,217,070
Plan fiduciary net position					
Contributions—employer	$ 72,114,200	$ 71,920,800	$ 58,029,539	$ 60,964,137	$ 62,113,812
Contributions—member	13,351,800	11,583,200	14,098,461	13,273,863	13,390,188
Net investment income (loss)	233,651,716	151,290,249	174,968,710	(173,114,815)	308,052,954
Benefit payments, including refunds of member contributions	(195,208,613)	(202,727,133)	(202,290,036)	(201,230,178)	(202,226,534)
Administrative expenses	(4,440,338)	(4,597,727)	(4,170,904)	(4,302,473)	(3,879,753)
Net change in plan fiduciary net pension	119,468,765	27,469,389	40,635,770	(304,409,466)	177,450,667
Total plan fiduciary net position—beginning	1,733,860,345	1,706,390,956 *	1,665,958,039	1,970,367,505	1,792,916,838
Total plan fiduciary net position—ending	$ 1,853,329,110	$ 1,733,860,345	$ 1,706,593,809	$ 1,665,958,039	$ 1,970,367,505
Net pension liability—ending	$ 559,969,516	$ 686,488,433	$ 729,360,414	$ 620,013,161	$ 330,849,565
Plan fiduciary net position as a percentage of total pension liability	76.7%	71.6%	70.1%	72.9%	85.6%
Covered-employee payroll	$ 252,677,691	$ 229,657,792	$ 205,806,761	$ 202,112,385	$ 204,754,607
Net pension liability as a percentage of covered-employee payroll	221.6%	298.9%	354.4%	306.8%	161.6%

* Prior to the implementation of GASB Board issued Statement 96, in 2023 the Total plan fiduciary net position—ending was $1,706,593,809. After the restatement due to the implementation of GASB Statement No. 96 in 2023, the December 31, 2023, Total plan fiduciary net position—ending was restated to $1,706,390,956.

(See independent auditor's report and notes to required supplementary information)

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years (continued)

ERS	2020	2019	2018	2017	2016
Total pension liability					
Service cost	$ 17,355,963	$ 15,800,135	$ 15,874,798	$ 15,190,699	$ 16,094,324
Interest	167,745,110	171,350,196	172,254,741	173,929,104	173,972,802
Differences between expected and actual experience	1,993,825	(16,270,627)	(751,483)	(2,919,790)	16,052,053
Changes in assumptions	-	52,178,675	-	63,931,243	-
Benefit payments including refunds of member contributions	(202,179,563)	(195,786,444)	(202,163,452)	(198,590,749)	(212,662,113)
Net change in total pension liability	(15,084,665)	27,271,935	(14,785,396)	51,540,507	(6,542,934)
Total pension liability—beginning	2,320,335,289	2,293,063,354	2,307,848,750	2,256,308,243	2,262,851,177
Total pension liability—ending	$ 2,305,250,624	$ 2,320,335,289	$ 2,293,063,354	$ 2,307,848,750	$ 2,256,308,243
Plan fiduciary net position					
Contributions—employer	$ 64,558,405	$ 57,316,293	$ 61,177,816	$ 53,660,695	$ 50,625,672
Contributions—member	12,342,595	13,217,363	12,651,528	12,330,305	12,143,510
Net investment income (loss)	183,466,752	248,691,426	(34,842,454)	252,828,178	110,336,000
Benefit payments, including refunds of member contributions	(202,179,563)	(195,786,444)	(202,163,452)	(198,590,749)	(212,662,113)
Administrative expenses	(3,899,576)	(3,120,727)	(4,921,689)	(5,502,195)	(4,912,501)
Net change in plan fiduciary net pension	54,288,613	120,317,911	(168,098,251)	114,726,234	(44,469,432)
Total plan fiduciary net position—beginning	1,738,628,225	1,618,310,314	1,786,408,565	1,671,682,331	1,716,151,763
Total plan fiduciary net position—ending	$ 1,792,916,838	$ 1,738,628,225	$ 1,618,310,314	$ 1,786,408,565	$ 1,671,682,331
Net pension liability—ending	$ 512,333,786	$ 581,707,064	$ 674,753,040	$ 521,440,185	$ 584,625,912
Plan fiduciary net position as a percentage of total pension liability	77.8%	74.9%	70.6%	77.4%	74.1%
Covered-employee payroll	$ 200,365,711	$ 191,043,797	$ 189,451,404	$ 186,213,740	$ 194,871,557
Net pension liability as a percentage of covered-employee payroll	255.7%	304.5%	356.2%	280.0%	300.0%

(See independent auditor's report and notes to required supplementary information)

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years

OBRA	2025	2024	2023	2022	2021
Total pension liability					
Service cost	$ 168,018	$ 189,784	$ 125,333	$ 97,999	$ 93,834
Interest	368,513	368,157	407,210	385,568	359,481
Differences between expected and actual experience	(57,533)	(155,647)	(110,536)	146,771	162,672
Changes in assumptions	-	-	(116,497)	-	-
Benefit payments including refunds of member contributions	(438,901)	(311,664)	(459,062)	(279,166)	(265,473)
Net change in total pension liability	40,097	90,630	(153,552)	351,172	350,514
Total pension liability—beginning	5,470,746	5,380,116	5,533,668	5,182,496	4,831,982
Total pension liability—ending	$ 5,510,843	$ 5,470,746	$ 5,380,116	$ 5,533,668	$ 5,182,496
Plan fiduciary net position					
Contributions—employer	$ 420,000	$ 425,000	$ 186,000	$ 203,000	$ 759,000
Net investment income	680,353	422,516	507,990	(355,668)	693,645
Benefit payments, including refunds of member contributions	(438,901)	(311,664)	(459,062)	(279,166)	(265,473)
Administrative expenses	(189,714)	(180,371)	(182,772)	(187,298)	(172,020)
Net change in plan fiduciary net pension	471,738	355,481	52,156	(619,132)	1,015,152
Total plan fiduciary net position—beginning	4,990,004	4,634,523	4,582,367	5,201,499	4,186,347
Total plan fiduciary net position—ending	$ 5,461,742	$ 4,990,004	$ 4,634,523	$ 4,582,367	$ 5,201,499
Net pension liability—ending	$ 49,101	$ 480,742	$ 745,593	$ 951,301	$ (19,003)
Plan fiduciary net position as a percentage of total pension liability	99.1%	91.2%	86.1%	82.8%	100.4%
Covered-employee payroll	$ 3,856,275	$ 3,423,194	$ 2,747,233	$ 3,003,400	$ 2,720,682
Net pension liability as a percentage of covered-employee payroll	1.3%	14.0%	27.1%	31.7%	(0.7%)

(See independent auditor’s report and notes to required supplementary information)

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY AND RELATED RATIOS

Last 10 Fiscal Years (continued)

OBRA	2020	2019	2018	2017	2016
Total pension liability					
Service cost	$ 118,290	$ 126,616	$ 110,678	$ 110,678	$ 95,763
Interest	654,510	507,827	447,541	370,220	320,348
Differences between expected and actual experience	(4,421,202)	1,464,247	502,160	676,340	405,683
Changes in assumptions	-	368,265	-	222,590	-
Benefit payments including refunds of member contributions	(256,265)	(312,584)	(284,300)	(179,481)	(244,349)
Net change in total pension liability	(3,904,667)	2,154,371	776,079	1,200,347	577,445
Total pension liability—beginning	8,736,649	6,582,278	5,806,199	4,605,852	4,028,407
Total pension liability—ending	$ 4,831,982	$ 8,736,649	$ 6,582,278	$ 5,806,199	$ 4,605,852
Plan fiduciary net position					
Contributions—employer	$ 536,000	$ 519,000	$ 904,000	$ 833,000	$ 819,000
Net investment income	697,231	501,003	346,862	242,489	87,752
Benefit payments, including refunds of member contributions	(256,265)	(312,584)	(284,300)	(179,481)	(244,349)
Administrative expenses	(220,575)	(220,924)	(228,372)	(204,323)	(459,362)
Net change in plan fiduciary net pension	756,391	486,495	738,190	691,685	203,041
Total plan fiduciary net position—beginning	3,429,956	2,943,461	2,205,271	1,513,586	1,310,545
Total plan fiduciary net position—ending	$ 4,186,347	$ 3,429,956	$ 2,943,461	$ 2,205,271	$ 1,513,586
Net pension liability—ending	$ 645,635	$ 5,306,693	$ 3,638,817	$ 3,600,928	$ 3,092,266
Plan fiduciary net position as a percentage of total pension liability	86.6%	39.3%	44.7%	38.0%	32.9%
Covered-employee payroll	$ 3,226,456	$ 3,388,230	$ 3,282,100	$ 3,640,233	$ 3,926,027
Net pension liability as a percentage of covered-employee payroll	20.0%	156.6%	110.9%	98.9%	78.8%

(See independent auditor's report and notes to required supplementary information)

REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF COUNTY CONTRIBUTIONS
Last 10 Fiscal Years

ERS

FYE December 31	2025	2024	2023	2022	2021
Actuarially Determined Contribution (ADC)	$ 83,849,878	$ 84,329,445	$ 72,936,500	$ 72,493,578	$ 74,035,425
Contributions related to ADC	85,466,000	83,504,000	72,128,000	74,238,000	75,504,000
Contribution deficiency/(excess)	$ (1,616,122)	$ 825,445	$ 808,500	$ (1,744,422)	$ (1,468,575)
Covered Employee Payroll	$ 252,677,691	$ 229,657,792	$ 205,806,761	$ 202,112,385	$ 204,754,607
Contributions as a percentage of Covered Employee Payroll	33.82%	36.36%	35.05%	36.73%	36.88%

FYE December 31	2020	2019	2018	2017	2016
Actuarially Determined Contribution (ADC)	$ 74,588,403	$ 69,999,642	$ 71,422,581	$ 65,799,451	$ 63,067,396
Contributions related to ADC	76,901,000	70,533,656	72,194,000	65,991,000	62,769,182
Contribution deficiency/(excess)	$ (2,312,597)	$ (534,014)	$ (771,419)	$ (191,549)	$ 298,214
Covered Employee Payroll	$200,365,711	$ 191,043,797	$ 189,451,404	$186,213,740	$194,871,557
Contributions as a percentage of Covered Employee Payroll	38.38%	36.92%	38.11%	35.44%	32.21%

OBRA

FYE December 31	2025	2024	2023	2022	2021
Actuarially Determined Contribution (ADC)	$ 373,468	$ 428,812	$ 295,915	$ 169,677	$ 347,107
Contributions related to ADC	420,000	425,000	186,000	203,000	759,000
Contribution deficiency/(excess)	$ (46,532)	$ 3,812	$ 109,915	$ (33,323)	$ (411,893)
Covered Employee Payroll	$ 3,856,275	$ 3,423,194	$ 2,747,233	$ 3,003,400	$ 2,720,682
Contributions as a percentage of Covered Employee Payroll	10.89%	12.42%	6.77%	6.76%	27.90%

FYE December 31	2020	2019	2018	2017	2016
Actuarially Determined Contribution (ADC)	$ 712,043	$ 485,515	$ 577,392	$ 804,281	$ 826,567
Contributions related to ADC	536,000	519,000	904,000	833,000	819,000
Contribution deficiency/(excess)	$ 176,043	$ (33,485)	$ (326,608)	$ (28,719)	$ 7,567
Covered Employee Payroll	$ 3,226,456	$ 3,388,230	$ 3,282,100	$ 3,640,233	$ 3,926,027
Contributions as a percentage of Covered Employee Payroll	16.61%	15.32%	27.54%	22.88%	20.86%

Notes to Schedules

Valuation date: Actuarially Determined Contributions (ADC) are calculated as of the January 1 of the fiscal year in which the contribution is made. That is, the contribution calculated for fiscal year ending December 31, 2025 is from the January 1, 2025 actuarial valuation. The contributions related to the ADC are a combination of employee contributions made during the fiscal year and the lump sum employer contribution made for the year.

The methods and assumptions used to calculate the Actuarially Determined Contributions are in the respective January 1 actuarial valuation reports.

(See independent auditors' report and notes to required supplementary information)

REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF INVESTMENT RETURNS
Last 10 Fiscal Years

Fiscal Year	Total Investment Plan Assets	Annual Money-Weighted Rate of Return, Net of Investment Expense
2025	$1,849,972,494	13.8% *
2024	$1,734,530,932	8.9% *
2023	$1,647,681,251	10.8% *
2022	$1,637,172,650	(9.7%) *
2021	$1,909,283,141	16.5% *
2020	$1,735,323,182	10.7% *
2019	$1,695,060,315	16.0% *
2018	$1,572,748,783	(2.4%) *
2017	$1,722,450,819	15.8% *
2016	$1,610,341,450	6.9% *

* Calculated by Marquette Associates, Inc.

(See independent auditors' report and notes to required supplementary information)

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION
As of and for the year ended December 31, 2025

1. This information presented is the required supplementary schedules, for pension funding purposes, was based on the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation is as follows:

Valuation date	1/1/2026
Actuarial cost method	Aggregate Entry Age Normal
Asset valuation method	10-year smoothed market
Amortization methods:	
Contribution variance	Level dollar, closed
All other unfunded liability	Level percent of payroll, closed
Remaining amortization periods:	
Contribution variance	5 years
Actuarial Gain	20 years
Unfunded actuarial accrued liability	28 years
Actuarial Assumptions:	
Investment rate of return	6.80%
Projected salary increases	2.50% to 10.50%, varying by age, including inflation and productivity
Post-retirement benefit increases	2% of original benefit per year

2. The total pension liability contained in the Schedule of Net Pension Liability and Related Ratios was provided by the Retirement System and OBRA's actuary. The net pension liability is measured as the total pension liability less the amount of the fiduciary net position of the Retirement System and OBRA.

3. The required employer contributions and percent of those contributions actually made are presented in the Schedule of Contributions.

(See independent auditors' report and notes to required supplementary information)

TEN-YEAR HISTORICAL TREND INFORMATION

REVENUES BY SOURCE AND EXPENSES BY TYPE

(UNAUDITED)

Revenues by Source

Fiscal Year	Participant Contributions(1a)	County Contributions (1b)	Investment Income (Loss)(2)	Total
2025	$13,351,800	$73,349,432	$234,327,317	$321,028,549
2024	11,583,200	73,316,463	151,795,865	236,695,528
2023	14,098,461	59,212,299	175,741,166	249,051,925
2022	13,273,863	61,968,969	(171,874,264)	(96,631,432)
2021	13,390,188	63,086,897	309,204,723	385,681,808
2020	12,342,595	65,694,995	184,434,199	262,471,789
2019	13,217,378	58,985,392	251,262,642	323,465,412
2018	12,651,528	61,177,816	(31,954,618)	41,874,726
2017	12,330,305	53,660,695	256,014,405	322,005,405
2016	12,143,510	50,625,672	112,917,408	175,686,590

Expenses by Type

Fiscal Year	Benefits(3)	Investment and Administrative Expenses (4)	Withdrawals	Total
2025	$193,374,477	$6,319,712	$1,834,136	$201,528,325
2024	200,131,758	6,468,965	2,595,375	209,196,098
2023	199,427,101	6,057,063	2,862,935	208,347,099
2022	197,863,370	6,742,349	3,366,808	207,972,527
2021	199,326,814	5,977,308	2,899,720	208,203,842
2020	199,841,888	5,965,486	2,337,675	208,145,049
2019	193,688,372	7,227,413	2,098,073	203,013,858
2018	200,240,292	7,900,468	1,923,161	210,063,921
2017	196,852,807	8,688,421	1,737,942	207,279,170
2016	211,163,822	7,493,909	1,498,291	220,156,022

FOOTNOTES ARE IN THOUSANDS OF DOLLARS

(1a) Participant contributions are calculated by the actuary and are a percentage of the employees' pensionable compensation.

(1b) County contributions are set during the County's budget process and are made at the discretion of the County Board.

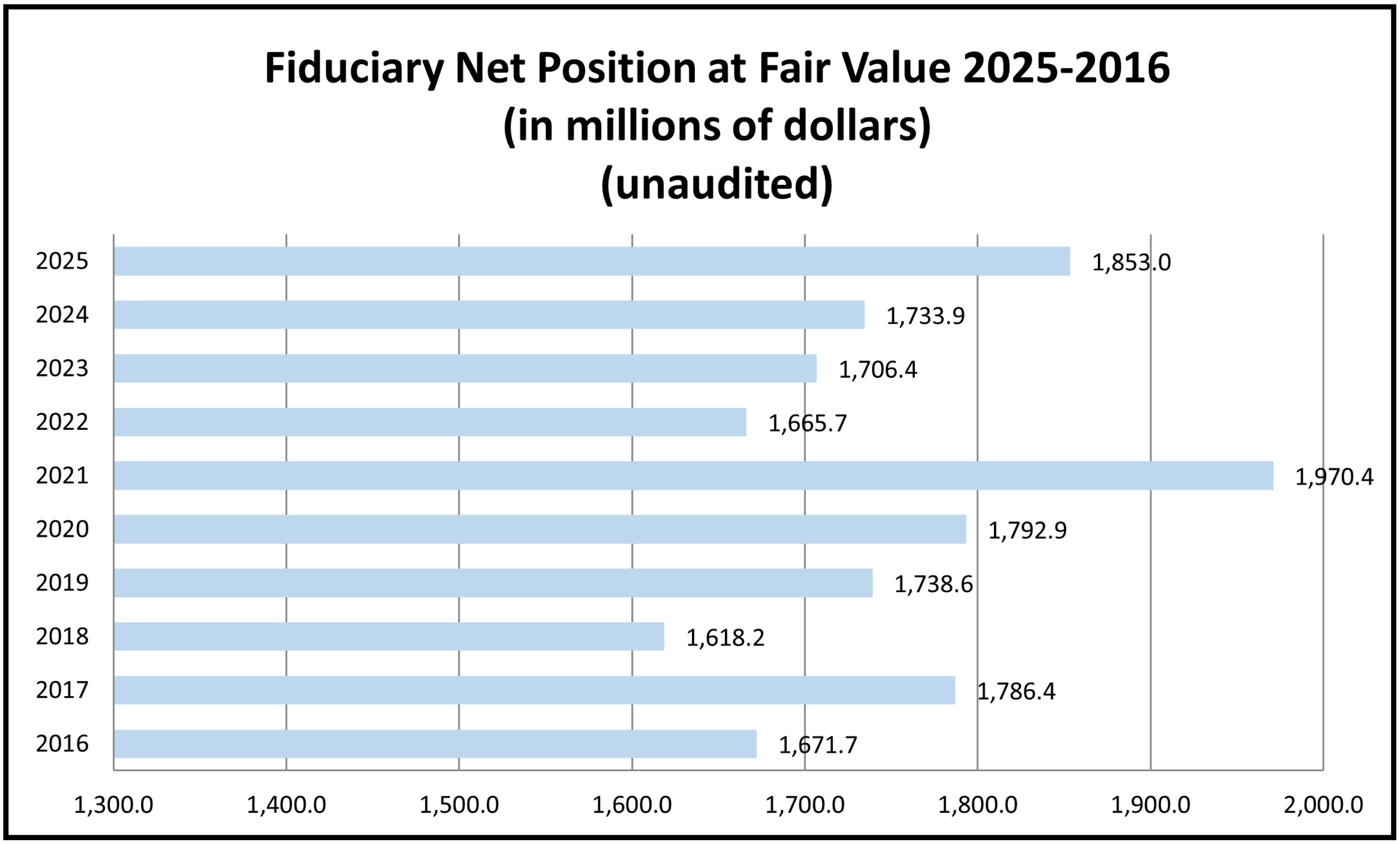
(2) Includes interest and dividends, net appreciation (depreciation) of fair value, net security lending income and other income.

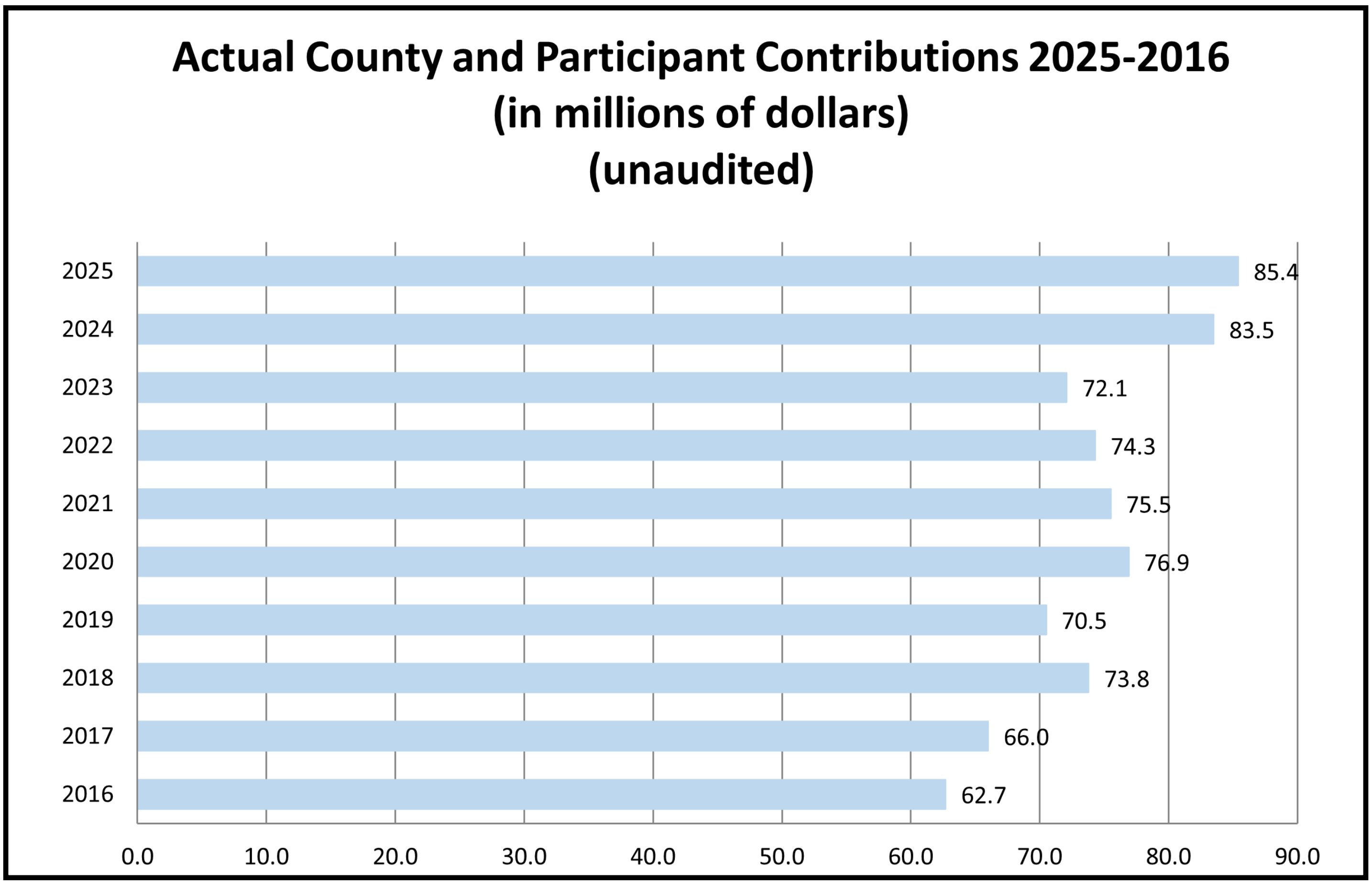
(3) Included in the benefits for 2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, and 2016 are back drop lump-sum payments of $6.9, $13.1, $13.5, $13.7, $13.6, $12.6, $11.9, $20.7, $19.9, and $24.4 respectively.

(4) There was a decrease in investment and administrative expenses of $1,174 from the past ten years, mainly to the following expenses:

- Outside consultants support for retirement systems completed in 2025. Outside consultants have decreased ($277.3) from 2016, and decreased ($75.6) from 2024;
- Milwaukee County OCC has taken over more involvement in pension litigation resulting in a decrease of ($555.8) from 2016. There was an increase in outside legal fees $6.7 from 2024;
- Salaries and wages/benefits have decreased by ($146.4) since 2024;
- Investment Manager Fees decreased ($692.3) from 2016, due to lower fees and an increase of index funds.

(See independent auditors' report)





(See independent auditors' report)

ACTIVE MEMBERSHIP STATISTICS
(unaudited)

	2025	2024
Members as of January 1.............................	3,571	3,480
Changes During the Year:		
New enrollments..................................	7	541
Return to work / rehire	1	27
Terminations...	(238)	(216)
Retirements..	(72)	(88)
Deaths in active service........................	(2)	(2)
Withdrawals	(130)	(171)
Members as of December 31......................	3,137	3,571

RETIREMENTS AND SURVIVORS STATISTICS (unaudited)

	Retirements Granted									
		Option								
	Maximum Pension	Refund	100%	75%	50%	25%	10-yr.	Other	Survivors & Benefi-ciaries	Total
1-Jan-25	**3,160**	**124**	**1,403**	**331**	**786**	**537**	**357**	**38**	**922**	**7,658**
Changes During the Year:										
Adjustments (actuary)*	(1)	-	1	1	1	-	1	-	28	31
Retirements	59	-	28	7	7	7	15	-	-	123
Benefits Expired	-	-	-	-	-	-	-	-	(11)	(11)
Pensioner deaths	(123)	(13)	(50)	(5)	(39)	(14)	(10)	(2)	14	(242)
31-Dec-25	**3,095**	**111**	**1,382**	**334**	**755**	**530**	**363**	**36**	**953**	**7,559**

*Adjustments as a result of reclassifications made to beginning balances by the actuary

(See independent auditors' report)

LIST OF CONSULTANTS AND INVESTMENT MANAGERS
as of December 31, 2025

Legal Advisors
Milwaukee County
Corporation Counsel

Reinhart, Boerner, Van Deuren S.C.
Milwaukee, Wisconsin

Actuary
Segal Consulting
Chicago, Illinois

Investment Consultant
Marquette Associates, Inc.
Chicago, Illinois

Cash Equitization Manager
The Northern Trust Company
Chicago, Illinois

Fixed-Income Investment Managers
Galliard Capital Management
Minneapolis, Minnesota

The Northern Trust Company
Chicago, Illinois

TCW Emerging Market
Los Angeles, California

Income Research + Management
Boston, Massachusetts

U.S. Equity Investment Managers
Boston Partners
Boston, Massachusetts

Silvercrest Asset Management Group
New York, New York

Northern Trust Investments
Chicago, Illinois

Infrastructure Managers
IFM Investment Advisor
New York, New York

JP Morgan Investment Management
New York, New York

Long/Short Hedge Managers
Parametric
Minneapolis, Minnesota

Neuberger Berman
Chicago, Illinois

Disbursing Agent
County Treasurer

Custodian/Securities Agent
The Northern Trust Company
Chicago, Illinois

Medical Board
Managed Medical Review Organization, Inc.
Novi, Michigan

International Investment Managers
Northern Trust Investments
Chicago, Illinois

QMA
Newark, NJ

Real Estate Investment Managers
American Realty Advisors
Los Angeles, California

Morgan Stanley Real Estate
New York, New York

UBS Realty Investors, LLC
Hartford, Connecticut

Private Equity Managers
Adams Street Partners
Chicago, Illinois

Siguler Guff & Company, LLC
New York, New York

Mesirow Financial Equity Management
Chicago, Illinois

Fairview Private Markets
West Hartford, Connecticut

BPEA
Boston, Massachusetts

Barings Emerging Generation Fund
Charlotte, NC

StepStone VC Global Partners X
Owings Mills, Maryland

Private Debt Managers
Alliance Bernstein
Chicago, Illinois

Blue Owl
New York, New York

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