



**AFRF**  
AUSTIN FIREFIGHTERS  
RETIREMENT FUND

**MINUTES  
BOARD OF TRUSTEES MEETING  
FRIDAY JUNE 21, 2024, 9:00AM**

**Board Members Present**

John Bass, Vice Chair  
Belinda Weaver, Treasurer  
Doug Fowler, Trustee  
Aaron Woolverton, Trustee

**Staff and Consultants Present**

Anumeha Kumar, AFRF Executive Director  
John Perryman, AFRF CFO  
Gina Gleason, AFRF Board & Operations Specialist  
Shira Herbert, AFRF Accounting & QC Specialist  
Chuck Campbell, Jackson Walker  
Alyca Garrison, Jackson Walker  
Laurel Malone, Jackson Walker

**Community Members Present**

Rene Vallejo  
Mark Schultz  
Virtual attendees not listed

**Vice Chair Bass called the meeting to order at 9:00am.**

Public Comments:

**No public comments.**

I. Consent Agenda for the following:

- a. Minutes of the regular meeting of May 24, 2024
- b. Service retirement benefits for new retirees, beneficiaries, and alternate payees

**Vice Chair Bass requested a moment of silence for the two retired firefighters who had passed. Trustee Fowler made a motion to approve both items on the consent agenda. Trustee Woolverton seconded the motion. The motion passed unanimously.**

II. Review and consideration of application to continue the disability retirement benefits for Applicant #2024-02

**The board entered closed session at 9:06am pursuant to Texas Government Code Section 551.0785 for deliberations involving the medical records of a recent disability applicant. The board resumed open session at 9:25am with no action taken during the closed session. Trustee Weaver made a motion to approve the application to continue disability retirement benefits for Applicant #2024-02 at the same amount that was previously approved by the board in accordance with the Fund's Disability Retirement Benefit Policy and based on the findings of the vocational evaluation for such applicant. Trustee Woolverton seconded the motion. The motion passed unanimously.**

III. Update on Voluntary Funding Soundness Restoration Plan (FSRP)

**Vice Chair Bass addressed this agenda item prior to entering closed session for agenda item II, for the sake of members who were attending the meeting virtually. Anumeha Kumar stated that the**

Working Group had hosted its fourth Member Informational Session on June 13, 2024, during which the Working Group presented its preliminary proposed changes to the pension plan with intent to inform and solicit feedback from the membership. Ms. Kumar stated that the meeting had a high level of attendance and participation and that the Fund had received many follow-up questions and comments in response to the presentation. She described the next goals of the Working Group to fine-tune the proposal based on member feedback, to enter the formal negotiation process with the City of Austin, and then to enact the changes during the 2025 legislative session. Ms. Kumar noted that the Working Group would continue to host Member Informational Sessions as needed and aimed to present the fine-tuned proposal to the full board in August for consideration. Trustee Fowler encouraged retired members to provide their input through his post on the retiree Facebook page. Vice Chair Bass reminded the membership that the Voluntary FRSP was a dynamic process that would evolve over the coming months and encouraged their participation and patience as the Fund works through challenges in the process. Ms. Kumar added that staff was developing a new page for the Fund website to consolidate all information related to the FSRP, including the info session recording and communiques. She noted that all pertinent information would be housed on that page moving forward. No motion necessary.

IV. Update on State Tax Withholding for 2025

Anumeha Kumar notified the board that AFRF would cease to withhold state income taxes for members residing outside of Texas as of January 2025. She stated that the change would impact 21 payees for whom state taxes had been manually calculated and withheld as a courtesy. She explained that it is not common practice for pension systems to withhold taxes outside their jurisdiction and that formally integrating state tax withholding into the new base pension software would require an expensive tax table customization for each individual state in which a payee resides. Trustee Weaver expressed support for the decision, naming cost issues and the burden of continual monitoring of tax table changes as her reasons. Trustee Woolverton also expressed support, noting that the responsibility should be deferred to the individuals residing out of state. No motion necessary.

V. Executive Director Report, including the following (Discussion Only)

a. General comments

**No general comments.**

b. Update on Pension Administration System (PAS) software implementation

Anumeha Kumar provided the board with an update on the PAS software implementation status. She stated that the vendor had delivered the programming for the first of three software development phases, and that staff is now completing User Acceptance Testing (UAT) for hundreds of test-case scenarios to ensure that the product functions as contracted. She explained that UAT is a very involved process being performed on a compressed timeline, without the aid of an outside consultant, for the sake of cost-savings. She further explained that since UAT is being conducted by staff on top of heavy daily workloads, members are being notified of longer turnaround times for member service requests such as benefit estimates.

- c. Internal financial statements, transactions, and Fund expense reports for month ending May 31, 2024

**Anumeha Kumar prefaced that the financial statements were provided in draft format. She described the additional charges in the General Ledger for the in-depth investment review performed by Jackson Walker for the most recent private market investment that had been approved by the board. Trustee Weaver asked a question regarding the timing of the transition to Frost Bank, to which Ms. Kumar stated that staff were in the process of facilitating the transition and would likely complete the process by the next board meeting.**

- VI. Roadmap for future meetings

**The trustees had no questions or requests regarding the roadmap.**

- VII. Call for future agenda items

**No future agenda items were called for.**

**Hearing no objections, Vice Chair Bass adjourned the meeting at 9:33am.**

**Board Members**

Mayor Kirk Watson, Chair  
John Bass, Vice Chair  
Belinda Weaver, Treasurer  
Doug Fowler, Trustee  
Aaron Woolverton, Trustee