



**City of Cincinnati Retirement System  
Performance Evaluation Committee Meeting Minutes  
September 11, 2025 / 12:00 P.M.  
City Hall – Council Chambers and remote**

**Members**

Kathy Rahtz, Chair  
Mark Menkhaus Jr., Vice Chair  
Tom Gamel  
Monica Morton  
Seth Walsh  
Tom West  
Aliya Riddle

**Administration**

Jon Salstrom

**Law**

Kevin Frank

**Call to Order**

The meeting was called to order at 12:02 p.m. by Vice Chair Menkhaus and a roll call of attendance was taken. Committee Members Menkhaus, Gamel, Morton, and Riddle were present. Committee Members Rahtz, Walsh, and West were absent.

**Public Comment**

No public comment.

**Approval of Minutes**

Approval of the minutes for the meeting of June 5, 2025, was moved by Committee Member Gamel and Seconded by Committee Member Riddle and approved by unanimous roll call vote.

**Informational**

**Review Funston Recommendations for Committee**

Only two items remain unaddressed under Pension Operations (4.2 and 4.3), both of which are dependent on item 4.4, the hiring of CEM Benchmarking. The CEM survey has been completed, and initial insight is emerging regarding the structure and content of the benchmarking deliverable.

Staff expect the results to provide clarity for both management and trustees on gaps or shortcomings compared to peer organizations. This includes areas such as website offerings, member access to information and tools, and appropriate staffing levels.

By year-end, the goal is to have a defined action plan in place outlining initiatives to be executed in 2026.

### Risk Dashboard

Cybersecurity will remain elevated at a High-risk level. Funding will also remain High-risk; however, the plan's overall health continues to improve. The City remains committed to increasing contribution rates and is following the Board's recommendation for incremental increases each year.

Personnel risk may be reduced from High to Medium. While the team experienced significant disruption over the past 18 months, the situation has stabilized, and redundancies have been built in to strengthen operational resilience.

### **Old Business**

#### ED Internal Evaluation from Finance Director

The review was very positive, and congratulations are extended to Director Salstrom. The evaluation reflects feedback provided by the committee through the completed evaluation matrix submitted by each member.

#### Debrief on the ED Performance Evaluation Process for Trustees

The strategic objectives were reviewed, including assigned ownership, target completion dates, and whether each objective is ongoing or has a fixed end date. Both clean and redlined versions of the strategic objectives were discussed, along with the four overarching goals established within the evaluation framework.

The committee was asked to consider potential improvements to the evaluation process, including both the evaluation form and the overall process, as part of the discussion.

This year's process was significantly smoother than in prior years. The simplified evaluation form helped focus attention on areas where trustees are best positioned to make informed judgements.

### **New Business**

#### 2025-26 Performance Goals & Objectives for Committee's Consideration and Vote

Committee Member Gamel made a motion to approve the four overarching goals to include pages 18, 19, 20, and 21 of the packet, and seconded by Committee Member Riddle. The motion was approved by unanimous roll call vote.

### **Adjournment**

Following a motion to adjourn by Vice Chair Menkhaus and seconded by Committee Member Gamel. The Performance Evaluation Committee approved the motion by unanimous roll call vote. The meeting was adjourned at 12:22 p.m.

Meeting video link: <https://archive.org/details/crs-perf-eval-9-11-25>

**Next Meeting:** Thursday, March 5, 2026, at 12:00 P.M. City Hall Council Chambers and via zoom

  
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Secretary