



625 St. Joseph Street
New Orleans, LA 70165
504.529.2837 or 52.WATER

October 8, 2025

The Pension Committee met on Wednesday, October 8, 2025, in the Executive Boardroom. The meeting convened at approximately 9:56 a.m.

Present:

Director Chadrick Kennedy
Director Joseph Peychaud
Trustee Dexter Joseph
Trustee Rebecca Johnsey
Trustee Jackie Shine
Trustee Mubashir Maqbool

Absent:

Director Tyler Antrup
Council Member Freddie King. III

Non-Members Present

Director Janet Howard
Director Courtney Scrubbs

PRESENTATION ITEM

A. Employees' Retirement Systems of the Sewerage & Water Board of New Orleans Cost of Living Adjust (COLA) as of January 1, 2025– Mitchell Bilbe, Rudd & Wisdom

Mr. Mitchell Bilbe of Rudd & Wisdom, Inc., provided an update on the Employees' Retirement Systems of the Sewerage & Water Board of New Orleans Cost of Living Adjustment (COLA) as of January 1, 2025. Mr. Bilbe shared an overview of the COLA under the governing rules and regulations. He also discussed how a COLA would be calculated under various examples, provided a history of COLA percentages from 2008 to present, and explained how a COLA would be applied as of January 1, 2025 to various groups, including annuitants under age 65, DROP annuitants of any age, and annuitants over age 65.

B. Special COLA Study - Mitchell Bilbe, Rudd & Wisdom

Mr. Bilbe presented the COLA study previously requested by the committee. He provided an overview of general considerations for plan amendments and reviewed funded ratios considerations. Funding priorities should include fully funding the plan, ensuring all vested benefits are paid, and maintaining stability in contributions. The funding policy seeks to achieve a funded ratio of 100% within the next 25 years, while the current funded ratio stands at 71.2% as of January 1, 2025, reflecting the financial health of the pension plan.

Mr. Bilbe also discussed the purpose of a COLA and its relationship to post-retirement purchasing power, noting that SWBNO's plan helps preserve purchasing power but is not meant to solely maintain purchasing power. Social Security and other personal savings and investments can help maintain post-retirement purchasing power.



625 St. Joseph Street
New Orleans, LA 70165
504.529.2837 or 52.WATER

Mr. Bilbe discussed the five components of the COLA study.

1. Modification of the annual COLA cap. The current annual limit of 2% on the COLA could be modified or increased. An assessment has been made regarding the potential effects of raising the COLA cap to 4%.
2. Addition of COLA prior to age 65 for disabled retirees. Under this proposal, the COLA would apply to all years of disability retirement, not only to those after age 65.
3. Addition of COLA prior to age 65 for all retirees. The COLA would extend to all years of retirement for all retirees and beneficiaries, rather than being restricted to the years following age 65.
4. Removal of \$10,000 restriction on amount eligible for COLA. The COLA would also be calculated on the total annuity amount (or any amount above \$10,000) without being confined to the first \$10,000 of the annual annuity.
5. Change COLA measure from the nationwide measure of Consumer Price Index for Wage Earners (CPI-W). The COLA could utilize a local inflation index, instead of solely depending on the national CPI-W.

C. August 2025 Executive Summary Investment Report for the Employees' Retirement Systems of the Sewerage & Water Board of New Orleans – Kweku Obed - Marquette & Associates, Inc.

Kweku Obed from Marquette and Associates, Inc. provided an update on the Executive Summary Investment Report for August 2025. Mr. Obed discussed recent market fluctuations related to global tariff discussions and the effects of a trade war on the macroeconomy, including its implications for jobs, consumer spending, and interest rates. An update on the performance of the diversified composite strategy aimed at achieving long-term results for the plan was also shared.

ACTION ITEM

Resolution (R-171-2025) Accept 2025 Cost of Living Adjustment as of January 1, 2025, to the Employees' Retirement System of the Sewerage & Water Board of New Orleans.

- **Trustee Maqbool moved to accept R-171-2025. Trustee Joseph seconded. The motion carried.**

INFORMATION ITEMS

The information items were received.



625 St. Joseph Street
New Orleans, LA 70165
504.529.2837 or 52.WATER

PUBLIC COMMENT

None.

ADJOURNMENT

There being no further business to come before the Pension Committee, Director Kennedy made a motion to adjourn. Trustee Maqbool accepted. Trustee Peychaud seconded. The motion carried. The meeting was adjourned at approximately 11:07 a.m.