I ♥ NORWALK

To: Norwalk Municipal Employees' Pension Board

From: Tina Fogell, Chief Human Resources Officer

Date: November 2, 2023

Subject: Pension Board Meeting – Wednesday, November 8, 2023 - Hybrid meeting

A meeting of the Norwalk Municipal Employees' Pension Board will be held on **Wednesday, November 8, 2023 at 6:00 p.m.,** via zoom / Room 220.

To allow public access, anyone may access a meeting by telephone, Zoom, and/or the City of Norwalk YouTube channel. Specific instructions and links can be found at norwalkct.org/meetings

AGENDA

1. Call to Order and Approval of Minutes from October 11, 2023
2. Public Comments
3. Approval of Pension Applications
4. Performance Review
5. Fixed Income Discussion
6. Approval of 2024 Schedule of Meetings
7. Adjourn

Next meeting scheduled for December 13, 2023.

cc: Mayor Harry Rilling
Irene Dixon, City Clerk
Britton Murdoch, Callan Associates Inc.
Kevin Schmidt, Callan Associates Inc.
Billy Ireland, Fire Union President
Al Palumbo, NASA President

CITY OF NORWALK
NORWALK MUNICIPAL EMPLOYEES PENSION BOARD
REGULAR MEETING
OCTOBER 11, 2023
VIA TELECONFERENCE

ATTENDANCE: Frank Nash, Chair; Richard Baskin, James Hendrickson, David Praemer, Charlie Pirro,
Eileen Romeo, Union Representative, NFEP

STAFF: ~~Chitsamay Lam, Comptroller;~~ Tina Fogel, Director of Human Resources

OTHERS: Callan ~~Associates~~LLC: Britton Murdoch, Kevin Schmidt

CALL TO ORDER

Mr. Nash called the meeting to order at 6:00 p.m. A quorum was present.

APPROVAL OF MINUTES – September 13, 2023

Mr. Baskin noted that he was not in attendance, and his name should be removed from attendance and throughout.

** MR. PIRRO MOVED TO APPROVE THE MINUTES FROM THE MEETING OF SEPTEMBER 13, 2023 AS AMENDED.
** MR. HENDERSON SECONDED.
** MOTION PASSED UNANIMOUSLY.

PUBLIC COMMENT

There was no one present or attending zoom conference who signed up or emailed to comment.

APPROVAL OF PENSION APPLICATIONS

Ms. Fogel presented the following applications as contained in the agenda packet:

Name	Years of Service	Type of Pension	Option Selected
Joel Grant	31 yrs. 9 mos.	Early	Standard
Palasa Kyriakides	17 yrs. 8 mos.	Regular	Standard

** MR. PIRRO MOVED TO APPROVE THE ABOVE PENSION APPLICATIONS AS SUBMITTED.
** MR. HENDRICKSON SECONDED THE MOTION.
** MOTION PASSED UNANIMOUSLY.

PERFORMANCE REVIEW

Mr. ~~Murdoch~~ Schmidt provided a market update and reviewed investment performance for the period ending August 31, 2023. He referred to the documents and reports as contained in the agenda packet and summarized the performance by asset class. Questions and comments from the Board members were addressed throughout the discussion.

There was discussion on Fixed Income investments and short term CDs~~, capital risk~~. ~~Mr. Murdoch explained that while they are in agreement with the strategy, the implementation is a risk with buying and selling securities.~~ There was further discussion on potential short duration fixed income strategies and implementation considerations. At the Board's request, Callan will provide a summary of passive short duration fixed income managers at the November meeting. ~~hiring a portfolio manager to handle CDs of this type cash management.~~

** MR. PIRRO MOVED TO ADJOURN.
** MR. HENDRICKSON SECONDED THE MOTION.
** MOTION PASSED UNANIMOUSLY.

The meeting was adjourned at 6:42 p.m.

Respectfully Submitted,
Telesco Secretarial Services.

APPROVAL OF PENSION APPLICATIONS

MEETING OF: 11/8/2023

Name	Years of Service	Type of Pension	Option Selected
Clarence Joseph Health Dept Sanitarian Commencement Date:	23 Years, 10 Months 7/29/2023	Regular	Standard

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OFFICE OF PERSONNEL AND LABOR RELATIONS

Schedule of Meetings for Pension Board
2024

2nd Wednesday each month
6:00 p.m.
(Hybrid – Zoom / Room 220)

January 10

February 14

March 13

April 10

May 8

June 12

September 11

October 9

November 13

December 11

1–3 Year Government Bond Index Fund

Investment objective and strategy

The 1-3 Year Government Bond Index Fund (the "Fund") is an index fund that seeks investment results that correspond generally to the price and yield performance, before fees and expenses, of a particular index. The Fund shall be invested and reinvested primarily in a portfolio of debt securities with the objective of approximating as closely as practicable the returns of the short-term sector of the U.S. fixed income market as defined by the Benchmark listed herein.

Investment details (as of 09/30/2023)

Benchmark	Bloomberg U.S. 1-3 Year Government Bond Index
Total fund assets	$1.95 billion
Fund inception date	12/31/1983

Performance

Total return % as of 09/30/2023 (Return percentages are annualized as of period end. Returns for periods less than one year are cumulative.)

	Month*	Q3*	YTD*	1 Year*	3 Year	5 Year	10 Year
Fund return %	-0.02	0.74	1.82	2.53	-0.81	1.16	0.95
Benchmark return %	-0.02	0.72	1.72	2.47	-0.90	1.04	0.80
Difference	**0.00**	**0.02**	**0.10**	**0.06**	**0.09**	**0.12**	**0.15**

Performance disclosure:

The Fund's net asset value does not include an accrual for the investment management fee but does include an accrual for fund level administrative costs and, if applicable, certain third party acquired fund fees and expenses. If the Fund's net asset value did include an accrual for the investment management fee, the Fund's returns would be lower. **Past performance is not necessarily an indicator of future performance.**

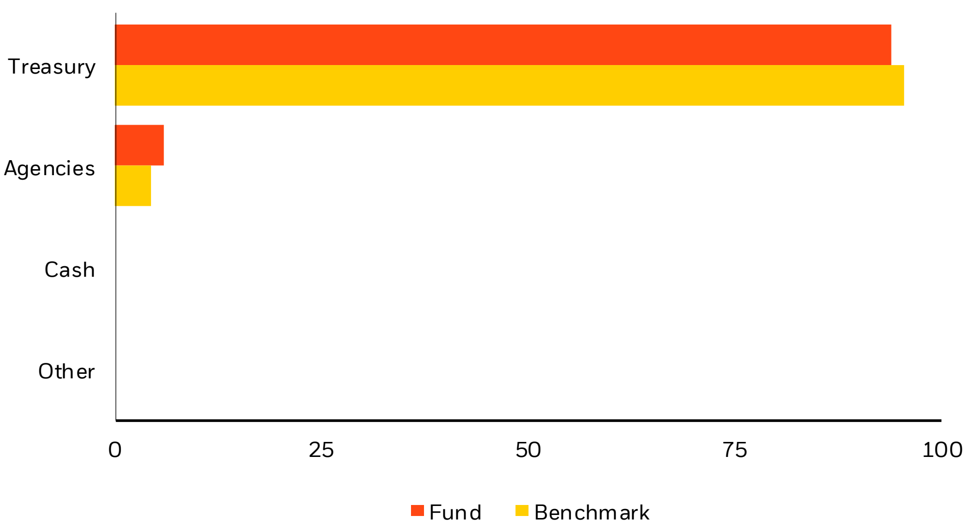
* Period returns for less than one year are cumulative

Characteristics (as of 09/30/2023)

	Fund	Benchmark
Number of securities	99	383
Market value (B)	$1.95	$3,692.82
Coupon (%)	2.36	2.28
Yield to maturity (YTM) (%)	5.12	5.11
Weighted avg life (yrs)	1.96	1.96
Effective duration (yrs)	1.86	1.87
Convexity (yrs)	0.05	0.04

Sector allocation

% of Fund or Benchmark as of 09/30/2023



Sources: BlackRock, Bloomberg Finance L.P.
Data is used for analytical purposes only. Index data may differ to those published by the Index due to calculation methods.
Breakdowns may not sum to 100% due to rounding, exclusion of cash, STIF and other statistically immaterial factors.

Important Notes

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BlackRock Institutional Trust Company, N.A. ("BTC") is a wholly-owned subsidiary of BlackRock, Inc. For ease of reference, "BlackRock" may be used to refer to BlackRock, Inc. and its affiliates, including BTC. Any strategy referred to herein does not give rise to a deposit or other obligation of BlackRock, Inc. or its subsidiaries and affiliates, is not guaranteed by BlackRock, Inc. or its subsidiaries and affiliates, is not insured by the United States Federal Deposit Insurance Corporation or any other governmental agency, and may involve investment risks, including possible loss of principal invested.

The Fund is also subject to other key risks, as described in the Fund's Collective Investment Fund Profile. Some or all of those risks may adversely affect the value of units in the Fund, yield, total return and the Fund's ability to meet its investment objective. See the Collective Investment Fund Profile for additional information.

Past performance does not guarantee future results. Investment return and principal value of an investment will fluctuate so that an investor's shares, when redeemed, may be worth more or less than the original cost. Any opinions expressed in this publication reflect our judgment at this date and are subject to change. No part of this publication may be reproduced in any manner without the prior written permission of BTC. Collective fund performance assumes reinvestment of income and does not reflect management fees and certain transaction costs and expenses charged to the fund. Risk controls, asset allocation models and proprietary technology do not promise any level of performance or guarantee against loss of principal.

The Fund, a collective investment fund maintained and managed by BTC, is available only to certain eligible investors and not offered or available to the general public. In the event of a conflict between this summary description of the Fund and the trust document under which the Fund was established, the trust document will govern. For more information related to the Fund, please see the Fund's trust document, Collective Investment Fund Profile and most recent audited financial statements. BTC, a national banking association operating as a limited purpose trust company, manages the collective investment products and services discussed in this publication and provides fiduciary and custody services to various institutional investors. A collective investment fund is privately offered. Accordingly, prospectuses are not required and prices are not available in local publications. To obtain pricing information, please contact your local service representative.

None of the information constitutes a recommendation by BTC or a solicitation of any offer to buy or sell any securities. The information is not intended to provide investment advice. Neither BTC nor BlackRock, Inc. guarantees the suitability or potential value of any particular investment. The information contained herein may not be relied upon by you in evaluating the merits of investing in any investment.

It is not possible to directly invest in an unmanaged index.

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Vanguard®

Vanguard Short-Term Treasury Index Fund

Bond fund | Institutional Shares

Fund facts

Risk level (Low ← → High)	Total net assets	Expense ratio as of 12/21/22	Ticker symbol	Turnover rate	Inception date	Fund number
1 2 3 4 5	$1,555 MM	0.05%	VSBIX	59.0%	08/23/10	1642

Investment objective

Vanguard Short-Term Treasury Index Fund seeks to track the performance of a market-weighted Treasury index with a short-term dollar-weighted average maturity.

Investment strategy

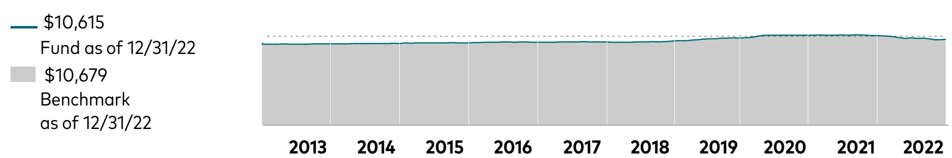
The fund employs an index sampling technique to select securities. Using sophisticated computer programs, the fund's advisor generally selects a representative sample of securities that approximates the full target index in terms of key risk factors and other characteristics. These factors include duration, cash flow, quality, and callability of the underlying bonds. In addition, the fund keeps sector and subsector exposure within tight boundaries relative to its target index. Because the fund does not hold all issues in its target index, some of the issues (and issuers) that are held will likely be overweighted (or underweighted) compared with the target index. The maximum overweight (or underweight) is constrained at the issuer level with the goal of producing well-diversified credit exposure in the portfolio.

For the most up-to-date fund data, please scan the QR code below.

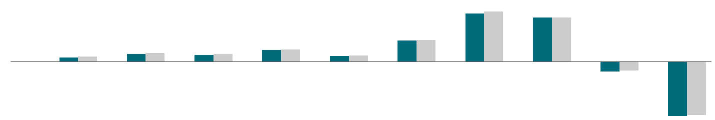
Benchmark

Spl Bloomberg US Treas 1-3 Yr Idx

Growth of a $10,000 investment : January 31, 2013—December 31, 2022



Annual returns



	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Fund	0.29	0.57	0.50	0.83	0.40	1.52	3.49	3.15	-0.67	-3.87
Benchmark	0.37	0.64	0.57	0.87	0.45	1.56	3.59	3.16	-0.60	-3.82

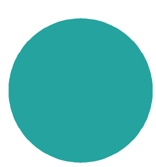
Total returns

Periods ended September 30, 2023

	Quarter	Year to date	One year	Three years	Five years	Ten years
Fund	0.70%	1.71%	2.40%	-0.96%	0.98%	0.74%
Benchmark	0.71%	1.69%	2.44%	-0.92%	1.03%	0.80%

The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so investors' shares, when sold, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data cited. For performance data current to the most recent month-end, visit our website at vanguard.com/performance. The performance of an index is not an exact representation of any particular investment, as you cannot invest directly in an index.
Figures for periods of less than one year are cumulative returns. All other figures represent average annual returns. Performance figures include the reinvestment of all dividends and any capital gains distributions. All returns are net of expenses.

Distribution by issuer–bonds



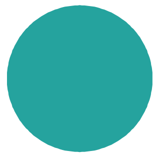
Treasury/Agency	100.1%
Other	-0.1

Spl Bloomberg US Treas 1-3 Yr Idx: Bloomberg U.S. 1–3 Year Government Float Adjusted Index through December 11, 2017; Bloomberg U.S. Treasury 1–3 Year Bond Index thereafter.

Vanguard Short-Term Treasury Index Fund

Bond fund | Institutional Shares

Distribution by credit quality†



U.S. Government	100.1%
Not Rated	-0.1

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Plain talk about risk

The fund is designed for investors with a low tolerance for risk, but you could still lose money by investing in it. The fund is subject to the following risks, which could affect the fund's performance:

Interest rate risk: The chance that bond prices will decline because of rising interest rates. Interest rate risk should be low for the fund because it invests primarily in short-term bonds, whose prices are much less sensitive to interest rate changes than are the prices of longer term bonds.

Income risk: The chance that the fund's income will decline because of falling interest rates.

Credit risk: The chance that a bond issuer will fail to pay interest or principal in a timely manner or that negative perceptions of the issuer's ability to make such payments will cause the price of that bond to decline. Credit risk should be very low for the fund because it invests primarily in bonds issued by the U.S. Treasury.

Index sampling risk: The chance that the securities selected for the fund, in the aggregate, will not provide investment performance matching that of the index. Index sampling risk for the fund should be low.

†Credit-quality ratings are measured on a scale that generally ranges from AAA (highest) to D (lowest). "NR" is used to classify securities for which a rating is not available. NR securities may include a fund's investment in Vanguard Market Liquidity Fund or Vanguard Municipal Cash Management Fund, each of which invests in high-quality money market instruments and may serve as a cash management vehicle for the Vanguard funds, trusts, and accounts. U.S. Treasury, U.S. Agency, and U.S. Agency mortgage-backed securities appear under "U.S. Government." Credit-quality ratings for each issue are obtained from Bloomberg using ratings derived from Moody's Investors Service (Moody's), Fitch Ratings (Fitch), and Standard & Poor's (S&P). When ratings from all three agencies are available, the median rating is used. When ratings are available from two of the agencies, the lower rating is used. When one rating is available, that rating is used.

While U.S. Treasury or government agency securities provide substantial protection against credit risk, they do not protect investors against price changes due to changing interest rates. Unlike stocks and bonds, U.S. Treasury bills are guaranteed as to the timely payment of principal and interest.

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Investment Products: Not FDIC Insured • No Bank Guarantee • May Lose Value

 F1642 092023

Callan

November 2023

Fixed Income Review

City of Norwalk Pension Plan

Britt Murdoch
Fund Sponsor Consulting

Kevin Schmidt
Fund Sponsor Consulting

Current Fixed Income Structure

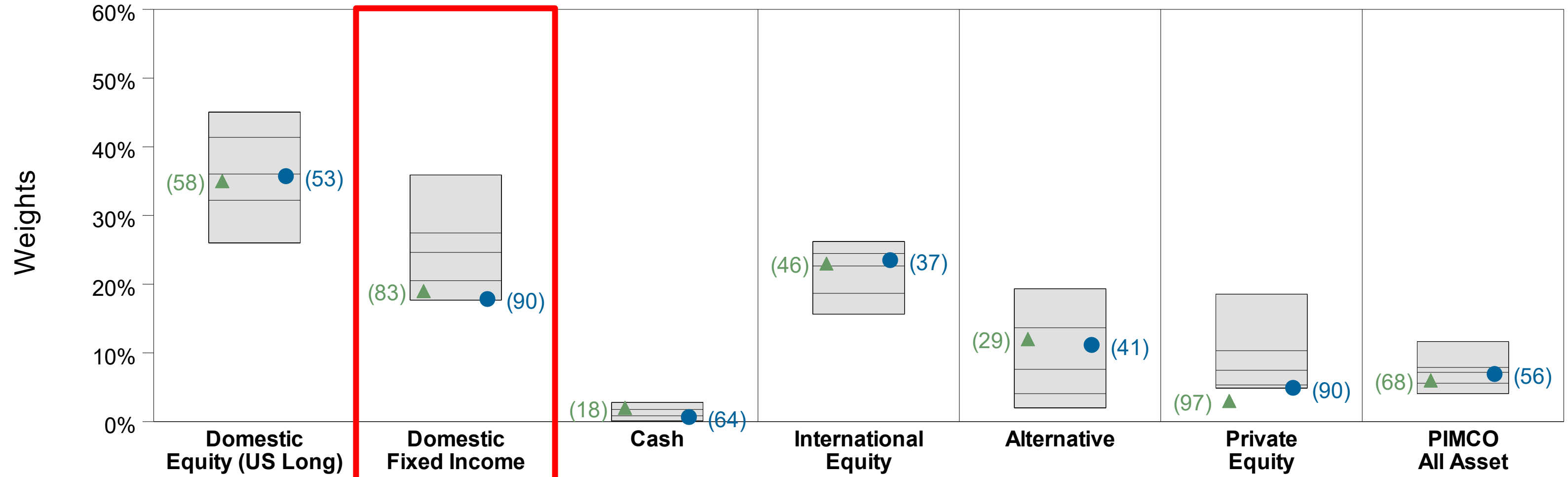
Current Domestic Fixed Income Target: 19%

Manager	Assets (as of 9/30/23)	% of Fixed Income Portfolio (as of 9/30/23	Duration (as of 6/30/23)	Vehicle	Fee Schedule	Liquidity	Note
Prudential Core Bond	$36,191,758	44%	6.32	CIT	0.12%	Daily	
TCW Metwest Core Plus	$45,235,739	56%	7.13	CIT	0.35%	Daily	For withdrawals initiated by a Participating Plan more than twenty percent (20%) of such Participating Plan's investment in a Fund, the Participating Plan must notify the Trustee directly, in writing, five business days (or such other period as may be specified in the applicable Disclosure Memorandum) prior to the applicable Withdrawal Date

Asset Class Weights vs. Peers

As of June 30, 2023

Asset Class Weights vs Callan Public Fund Spons- Mid (100M-1B)

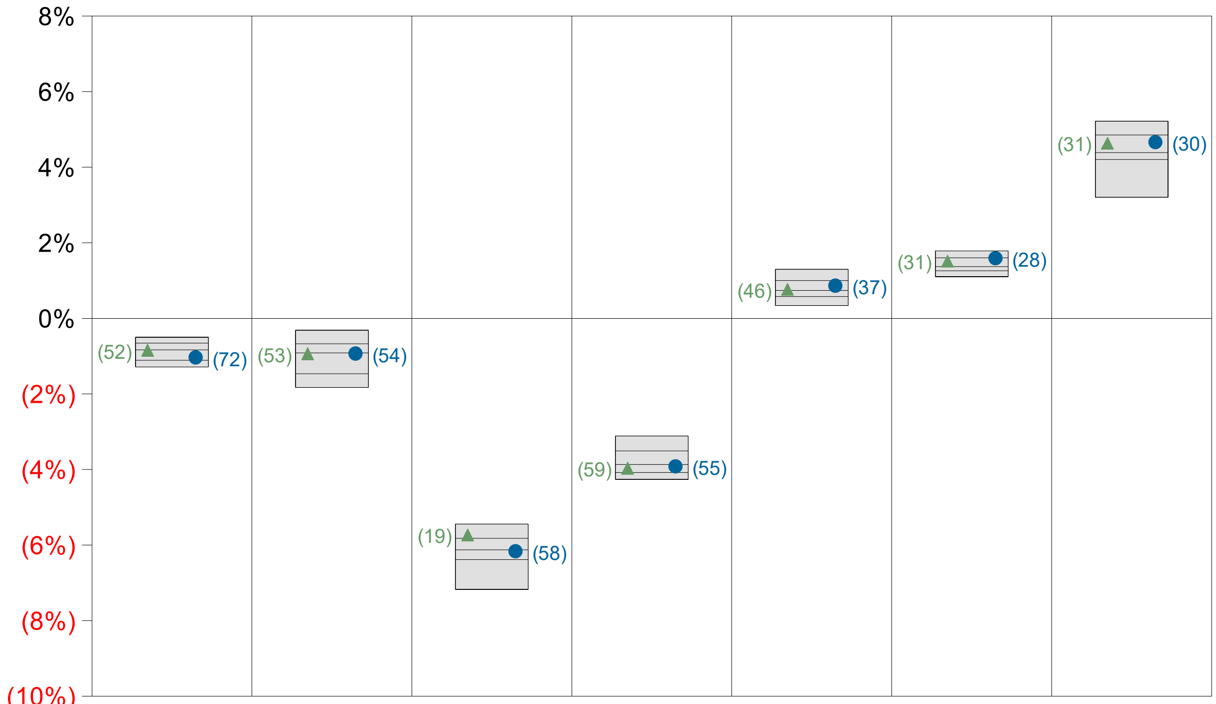


	Domestic Equity (US Long)	Domestic Fixed Income	Cash	International Equity	Alternative	Private Equity	PIMCO All Asset
10th Percentile	45.05	35.90	2.78	26.20	19.34	18.54	11.65
25th Percentile	41.37	27.45	1.76	24.47	13.64	10.32	7.87
Median	36.03	24.63	0.85	22.65	7.59	7.45	7.17
75th Percentile	32.21	20.50	0.13	18.66	4.05	5.33	5.58
90th Percentile	26.00	17.67	0.04	15.63	1.99	4.86	4.05
Fund ●	35.63	17.74	0.55	23.39	11.06	4.81	6.81
Target ▲	35.00	19.00	2.00	23.00	12.00	3.00	6.00

Domestic Fixed Income Portfolio Performance

As of June 30, 2023

Performance vs Callan Core Bond Mutual Funds (Net)

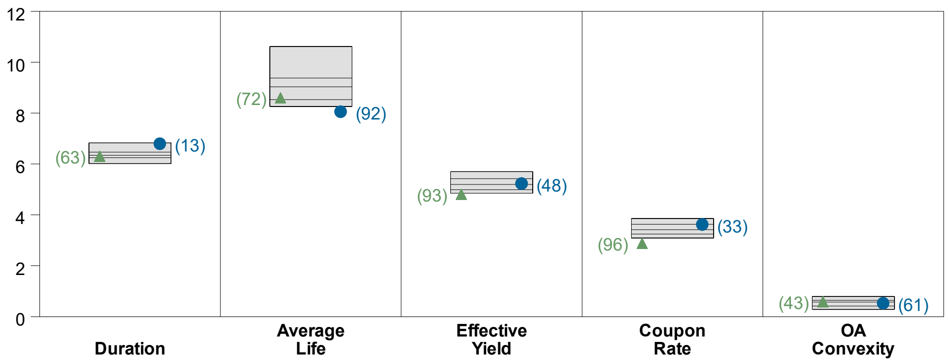


	Last Quarter	Fiscal Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 10 Years	Last 31-1/2 Years
10th Percentile	(0.50)	(0.31)	(5.45)	(3.12)	1.30	1.78	5.22
25th Percentile	(0.66)	(0.67)	(5.82)	(3.51)	1.00	1.60	4.85
Median	(0.83)	(0.91)	(6.13)	(3.87)	0.74	1.37	4.39
75th Percentile	(1.11)	(1.46)	(6.39)	(4.08)	0.58	1.26	4.21
90th Percentile	(1.29)	(1.83)	(7.17)	(4.26)	0.34	1.10	3.20
Domestic Fixed Income ●	(1.05)	(0.95)	(6.18)	(3.93)	0.85	1.58	4.65
Blmbg:Aggregate ▲	(0.84)	(0.94)	(5.73)	(3.96)	0.77	1.52	4.63

Domestic Fixed Income Portfolio Characteristics

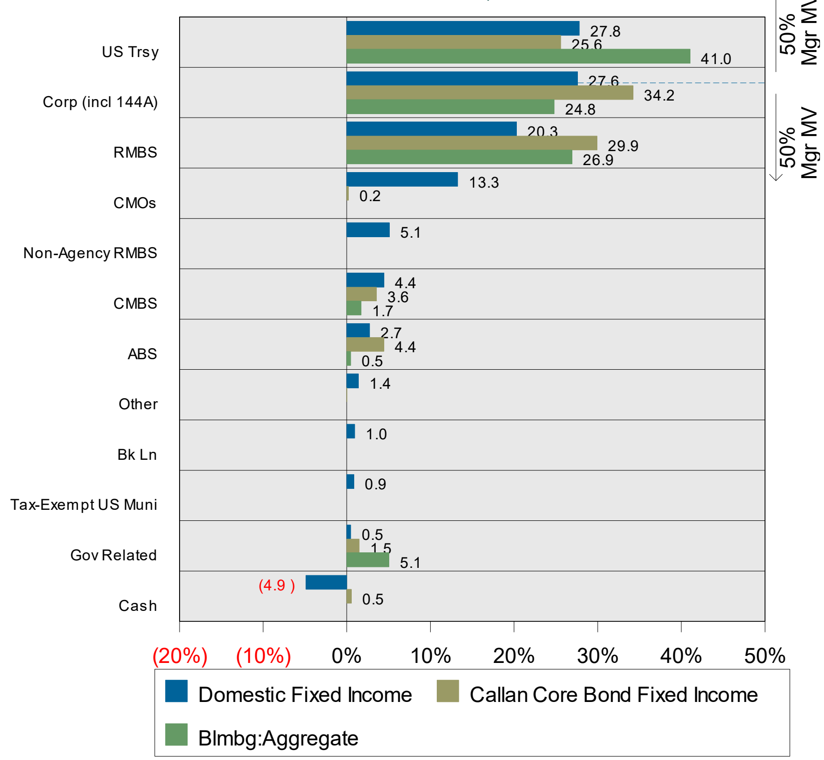
As of June 30, 2023

Fixed Income Portfolio Characteristics
Rankings Against Callan Core Bond Fixed Income
as of June 30, 2023



	Duration	Average Life	Effective Yield	Coupon Rate	OA Convexity
10th Percentile	6.84	10.62	5.70	3.86	0.80
25th Percentile	6.47	9.38	5.42	3.63	0.65
Median	6.34	9.03	5.20	3.42	0.57
75th Percentile	6.24	8.53	4.99	3.25	0.42
90th Percentile	6.02	8.26	4.85	3.09	0.29
Domestic Fixed Income ●	6.78	8.03	5.21	3.61	0.51
Blmbg:Aggregate ▲	6.31	8.60	4.81	2.88	0.60

Sector Allocation
June 30, 2023



Fixed Income Components

- Bond total returns have two main components: price return and income return.
- The income return component includes compounding interest on bond coupon payments.
- Changes to interest rates cause the two components to move in opposite directions, so although bond prices can be negatively impacted by higher rates in the short-term, you can be rewarded by reinvesting at higher yields in the future
- Over the longer term, bond total returns are driven much more by reinvestment of interest income and compounding than by price returns.

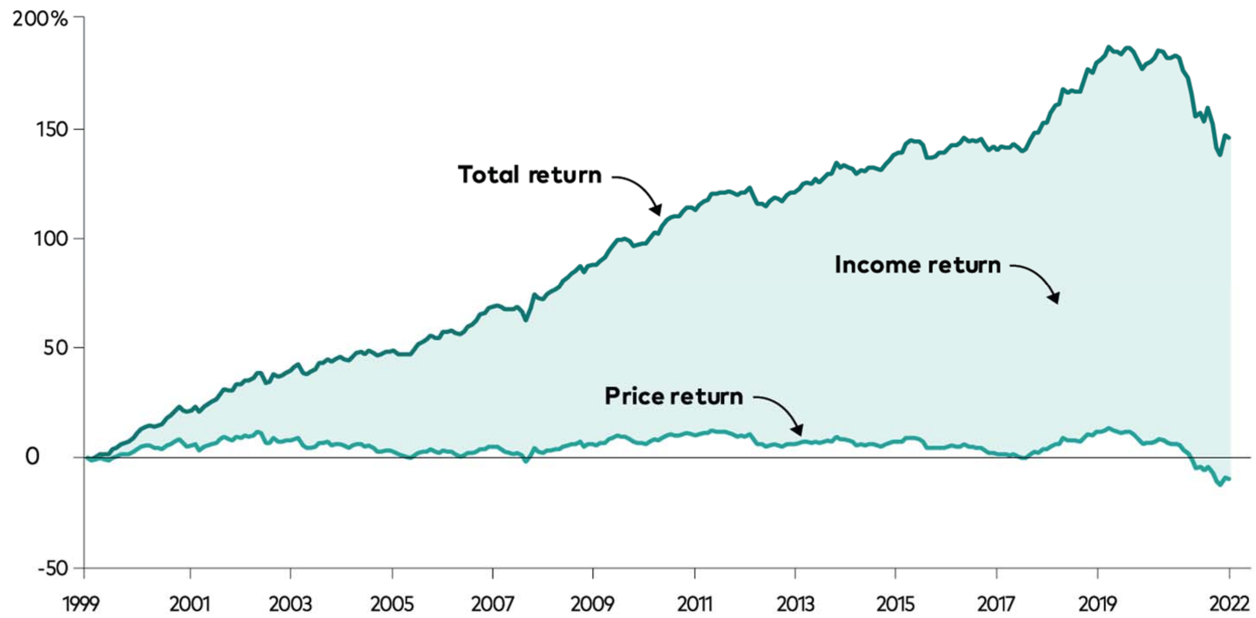
Bond Market's Risk/Reward

Estimated 12-month total returns based on different yield movements

	300bp rise	150bp rise	50bp rise	50bp fall	150bp fall	300bp fall
2-year Treasury	2.3	3.7	4.6	5.53	6.5	7.9
5-year Treasury	-5.5	-0.6	2.9	6.45	10.2	16.1
10-year Treasury	-14.9	-5.8	1.0	8.34	16.4	29.8
20-year Treasury	-24.7	-11.6	-1.1	11.37	26.0	53.2
30-year Treasury	-30.4	-15.7	-2.9	13.19	33.5	74.7

Source: F/m Investments, Bloomberg

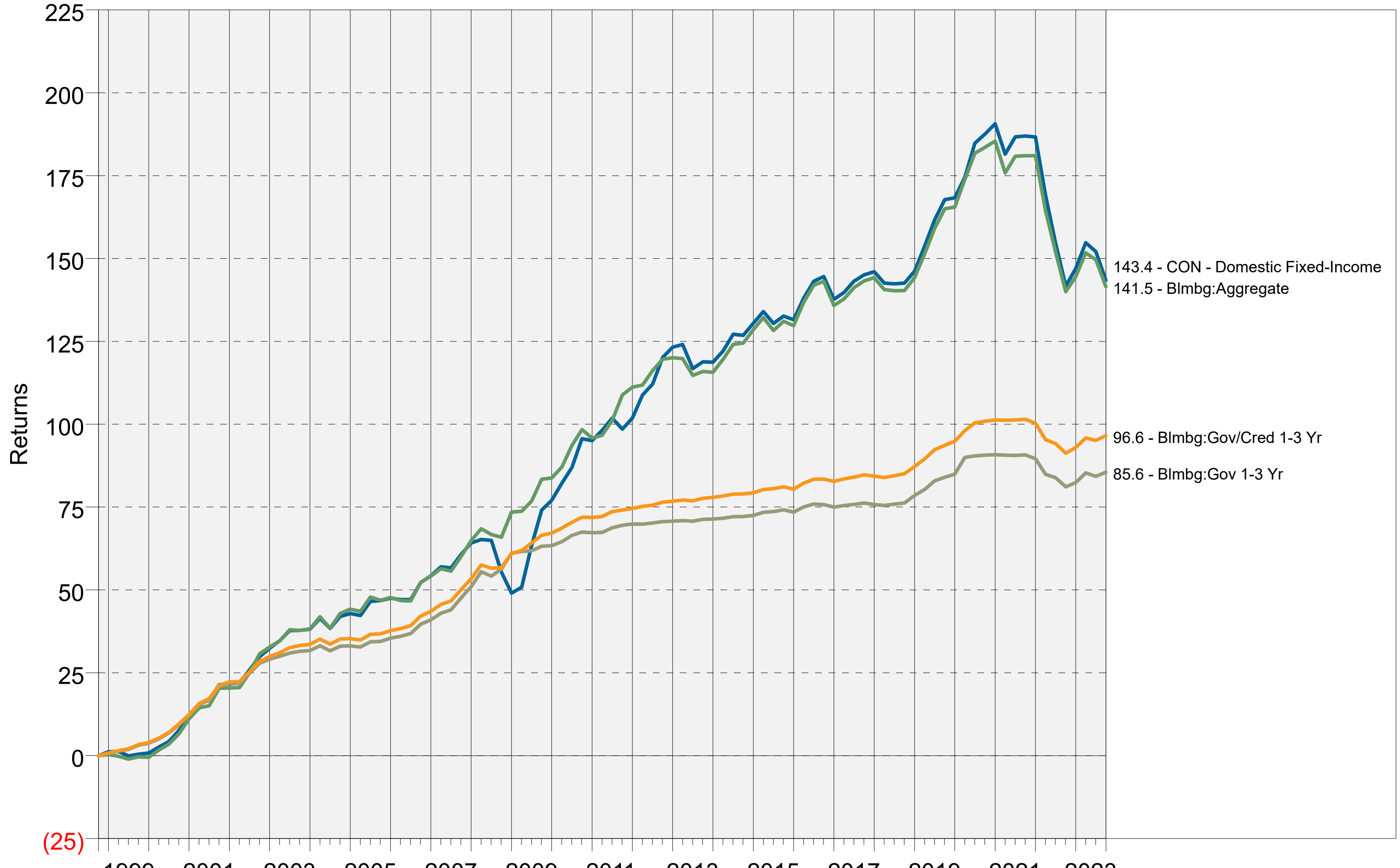
Total return and price return



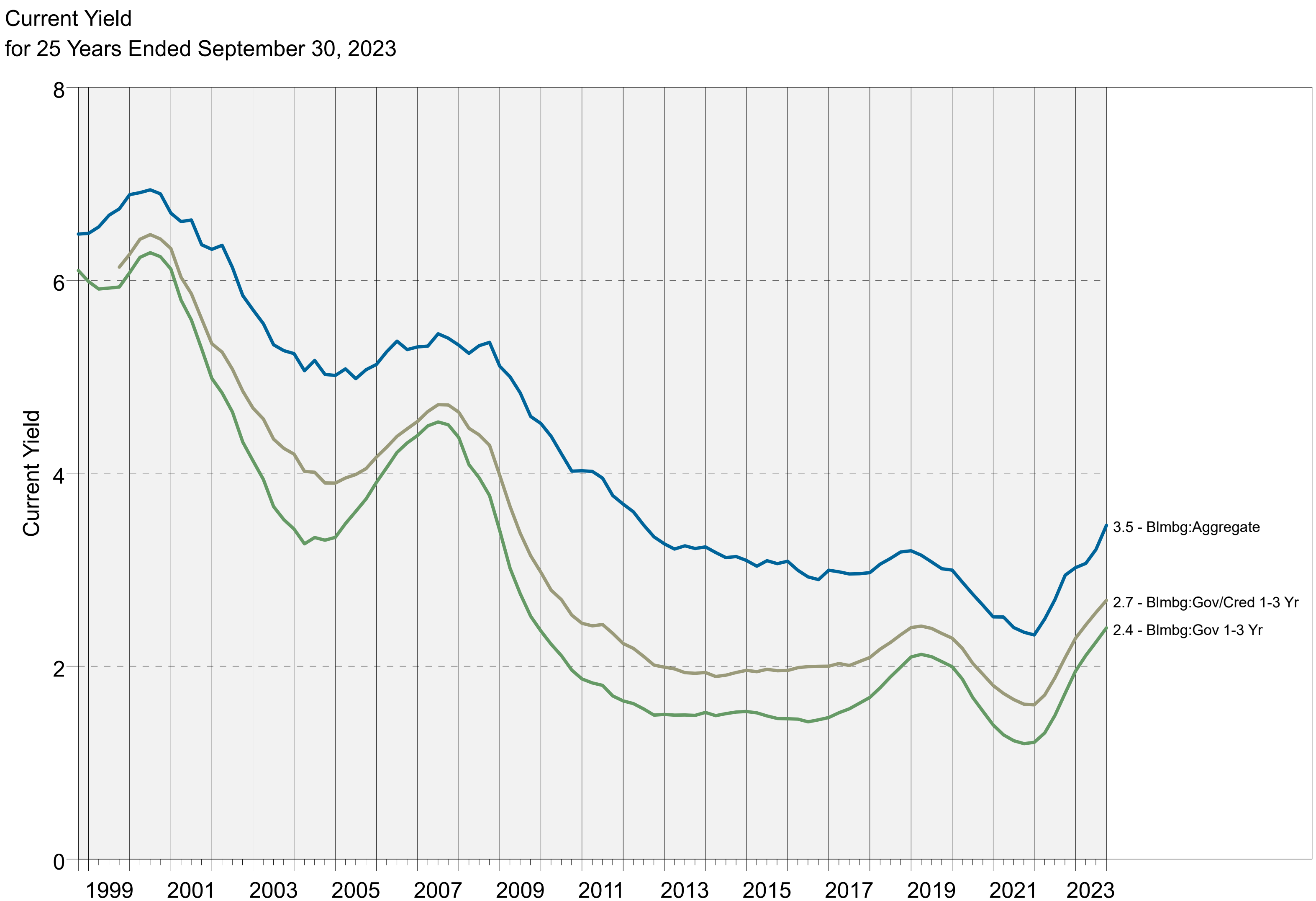
Source: Bloomberg, Vanguard

Cumulative Performance – Net of Fees

Cumulative Net of Fee Returns
for 25 Years Ended September 30, 2023



Benchmark Current Yield



Passive Short Duration Fixed Income Strategies Summary

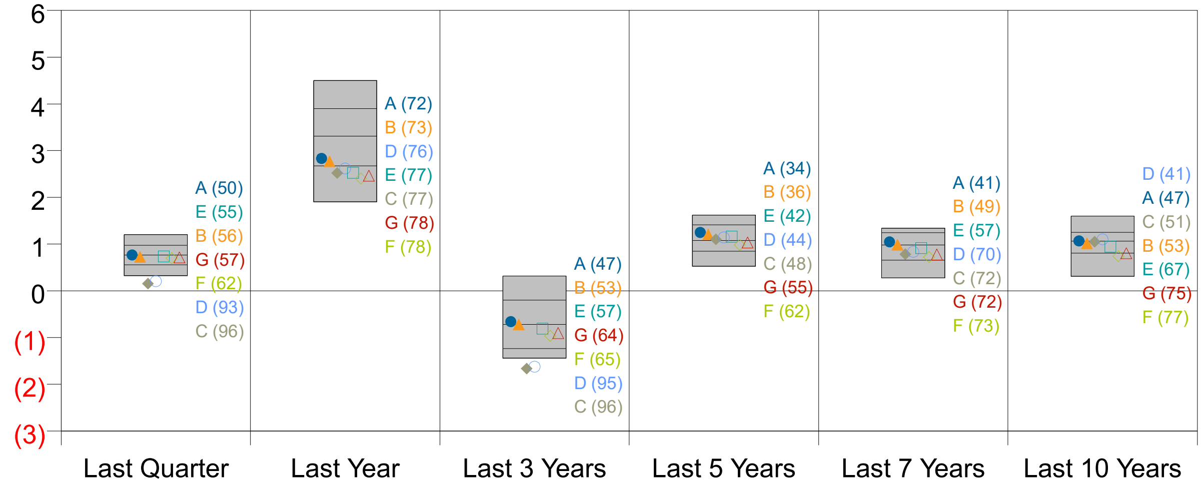
Based on the City of Norwalk Pension Board's request, Callan and our Global Manager Research Group reached out to large passive index providers to inquire about their short duration fixed income funds. Given the Board's request for a short-term solution, Callan identified BlackRock and Vanguard with commingled vehicles as potentially viable options. Note that Callan did not conduct a formal manager search.

Short Duration Government/Credit								
Manager	**Strategy**	**Benchmark**	**Minimum**	**Management Fee**	**Other Fees**	**Vehicle**	**Ticker**	**Fund Assets**
BlackRock	1-3 Year Government/Credit Index Fund	Bloomberg 1-3 Year Government/Credit Bond Index	None	3.75 bps on first $100m	Admin Fee: 0.83 bps, admin fee cap: 2 bps	CIT	NA	$0.27B
Vanguard	Short Term Bond Index Fund - Institutional	Bloomberg U.S. 1-5 Year Government/Credit Float Adjusted Index	$5mm	5 bps		MF	VBITX	$5.45B

Short Duration Government								
Manager	**Strategy**	**Benchmark**	**Minimum**	**Management Fee**	**Other Fees**	**Vehicle**	**Ticker**	**Fund Assets**
BlackRock	1-3 Year Government Bond Index Fund	Bloomberg U.S. 1-3 Year Treasury Index	None	2.25 bps on the first $100m	Admin Fee: 0.83 bps, admin fee cap: 2 bps	CIT	NA	$1.95B
Vanguard	Short Term Treasury Index Fund - Institutional	Bloomberg U.S. 1-3 Year Treasury Index	$5mm	5 bps		MF	VSBIX	$1.55B

Cumulative Performance

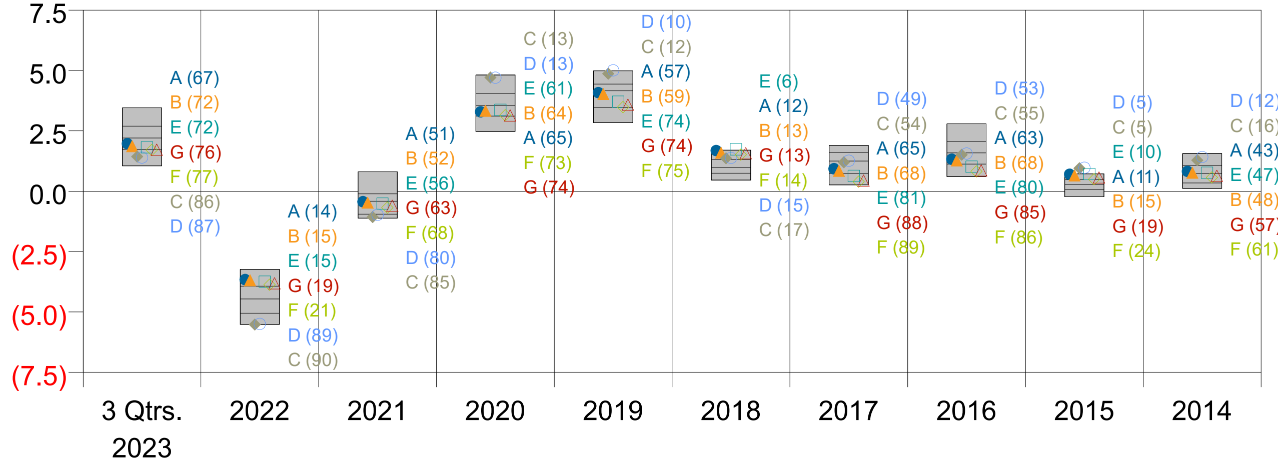
Returns
for Periods Ended September 30, 2023
Group: Callan Short Term Fixed Income Mut Funds



		Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
25th Percentile		0.98	3.90	(0.20)	1.41	1.24	1.25
Median		0.77	3.31	(0.71)	1.08	0.98	1.06
75th Percentile		0.56	2.67	(1.23)	0.85	0.66	0.81
90th Percentile		0.33	1.90	(1.44)	0.53	0.28	0.31
BlkRck:1-3 Yr Govt/Cr Bd Idx F	● A	0.77	2.83	(0.66)	1.25	1.05	1.07
Blmbg:Gov/Cred 1-3 Yr	▲ B	0.73	2.77	(0.72)	1.21	0.99	1.02
Vanguard Sh-Tm Bd;Inst	◆ C	0.16	2.52	(1.66)	1.10	0.79	1.05
Bloomberg Gov/Cred 1-5 Yr Flt Adj	○ D	0.21	2.62	(1.62)	1.14	0.83	1.10
BlkRck:1-3 Yr Govt Bond	□ E	0.74	2.53	(0.81)	1.16	0.92	0.95
Vanguard ST Gvt Bd;Inst	◇ F	0.70	2.40	(0.96)	0.98	0.72	0.74
Blmbg:Gov 1-3 Yr	△ G	0.72	2.47	(0.90)	1.04	0.78	0.80
Norwalk Fixed Income (NOF)		(3.44)	0.69	(5.41)	0.07	(0.07)	1.07
Bloomberg Aggregate		(3.23)	0.64	(5.21)	0.10	(0.09)	1.13

Calendar Year Performance

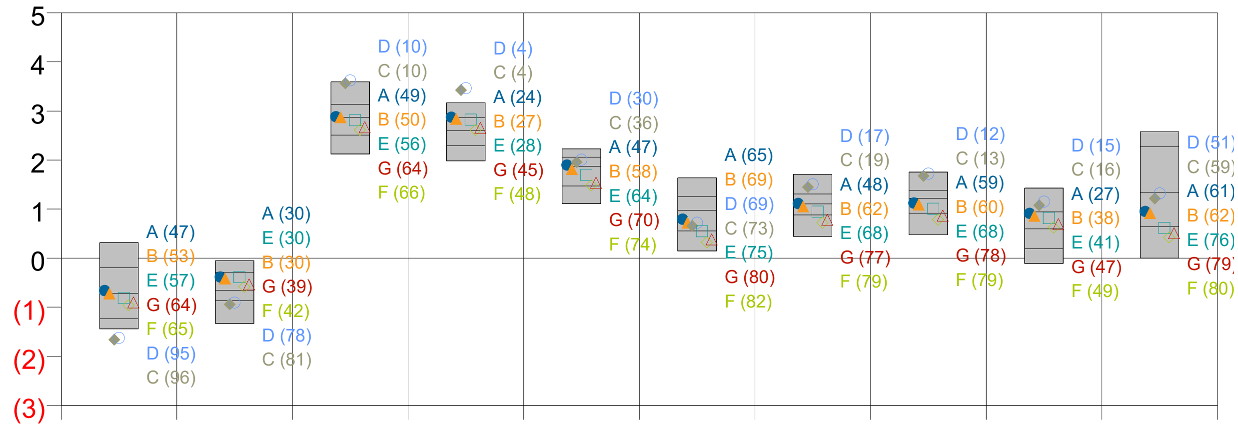
Returns
for Calendar Years
10 Years Ended September 30, 2023
Group: Callan Short Term Fixed Income Mut Funds



	3 Qtrs. 2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
10th Percentile	3.46	(3.23)	0.81	4.82	4.99	1.70	1.91	2.80	0.72	1.56
25th Percentile	2.70	(3.93)	(0.10)	4.06	4.44	1.31	1.61	2.07	0.48	1.07
Median	2.21	(4.46)	(0.41)	3.55	4.16	0.99	1.25	1.59	0.28	0.73
75th Percentile	1.73	(5.05)	(0.95)	3.11	3.48	0.75	0.74	1.13	0.07	0.34
90th Percentile	1.06	(5.51)	(1.11)	2.49	2.84	0.46	0.27	0.61	(0.22)	0.12
BlkRck:1-3 Yr Govt/Cr Bd Idx F ● A	1.98	(3.66)	(0.43)	3.29	4.09	1.69	0.94	1.33	0.70	0.83
Blmbg:Gov/Cred 1-3 Yr ▲ B	1.87	(3.69)	(0.47)	3.33	4.03	1.60	0.84	1.28	0.65	0.77
Vanguard Sh-Tm Bd;Inst ◆ C	1.44	(5.52)	(1.06)	4.71	4.88	1.37	1.20	1.51	0.95	1.29
Bloomberg Gov/Cred 1-5 Yr Flt Adj ○ D	1.40	(5.50)	(0.97)	4.71	5.01	1.38	1.27	1.57	0.97	1.42
BlkRck:1-3 Yr Govt Bond □ E	1.82	(3.74)	(0.51)	3.37	3.71	1.74	0.63	1.02	0.72	0.77
Vanguard ST Gvt Bd;Inst ◇ F	1.71	(3.87)	(0.67)	3.15	3.49	1.52	0.40	0.83	0.50	0.57
Blmbg:Gov 1-3 Yr △ G	1.72	(3.81)	(0.60)	3.14	3.59	1.58	0.45	0.87	0.57	0.64
Norwalk Fixed Income (NOF)	(1.43)	(13.86)	(1.38)	6.31	8.99	0.08	3.52	2.65	0.47	5.38
Bloomberg Aggregate	(1.21)	(13.01)	(1.54)	7.51	8.72	0.01	3.54	2.65	0.55	5.97

Rolling 3-Year Performance

Returns
for 12 Quarter Rolling Periods
10 Years Ended September 30, 2023
Group: Callan Short Term Fixed Income Mut Funds



		9/30/23	9/30/22	9/30/21	9/30/20	9/30/19	9/30/18	9/30/17	9/30/16	9/30/15	9/30/14
10th Percentile		0.32	(0.05)	3.59	3.17	2.23	1.64	1.71	1.76	1.43	2.58
25th Percentile		(0.20)	(0.29)	3.14	2.87	2.06	1.26	1.31	1.38	0.94	2.27
Median		(0.71)	(0.66)	2.87	2.60	1.88	0.98	1.11	1.22	0.60	1.34
75th Percentile		(1.23)	(0.87)	2.51	2.29	1.47	0.56	0.88	0.92	0.20	0.65
90th Percentile		(1.44)	(1.33)	2.12	1.99	1.11	0.15	0.44	0.48	(0.11)	0.00
BlkRck:1-3 Yr Govt/Cr Bd Idx F	● A	(0.66)	(0.38)	2.89	2.88	1.90	0.79	1.12	1.12	0.92	0.96
Blmbg:Gov/Cred 1-3 Yr	▲ B	(0.72)	(0.41)	2.87	2.84	1.82	0.73	1.05	1.09	0.86	0.92
Vanguard Sh-Tm Bd;Inst	◆ C	(1.66)	(0.94)	3.57	3.43	1.96	0.66	1.45	1.68	1.08	1.22
Bloomberg Gov/Cred 1-5 Yr Flt Adj	○ D	(1.62)	(0.90)	3.62	3.47	2.01	0.72	1.51	1.73	1.15	1.32
BlkRck:1-3 Yr Govt Bond	□ E	(0.81)	(0.38)	2.81	2.83	1.70	0.55	0.95	1.01	0.82	0.61
Vanguard ST Gvt Bd;Inst	◇ F	(0.96)	(0.58)	2.62	2.61	1.49	0.32	0.73	0.79	0.62	0.42
Blmbg:Gov 1-3 Yr	△ G	(0.90)	(0.53)	2.67	2.66	1.54	0.38	0.78	0.87	0.70	0.51
Norwalk Fixed Income (NOF)		(5.41)	(3.35)	5.76	5.47	3.07	1.41	2.62	3.78	1.86	4.54
Bloomberg Aggregate		(5.21)	(3.26)	5.36	5.24	2.92	1.31	2.71	4.03	1.71	2.43

Benchmark Portfolio Characteristics

Statistics
as of September 30, 2023

	Blmbg:Gov/Cred 1-3 Yr	Bloomberg Gov/ Cred 1-5 Yr Flt Adj	Blmbg:Gov 1-3 Yr	Blmbg:Aggregate
Current Yield	2.68	2.79	2.40	3.46
Effective Duration	1.85	2.62	1.86	6.15
Quality Rating	AA	AA	AA+	AA
Corporate Sec. Wt.	25.13	26.84	0.00	24.67
Gov't Related Sec. Wt.	9.05	7.95	4.48	5.01
US Treasuries Sec. Wt.	65.82	65.21	95.52	41.49
<1 Year	0.93	0.55	0.43	0.27
1-3 Years	99.07	61.70	99.57	24.11

Sample Fixed Income Portfolios

	Prudential	TCW Metwest	Short Duration Manager	Estimated Duration	Estimated Annual Fees
Current Fixed Income Portfolio	$36,191,758	$45,235,739	$0	6.77	0.25%
Mix 1: 10% Short Duration	$36,191,758	$37,092,989	$8,142,750	6.24	0.22%
Mix 2: 20% Short Duration	$36,191,758	$28,950,240	$16,285,499	5.71	0.19%
Mix 3: 30% Short Duration	$28,499,624	$28,499,624	$24,428,249	5.26	0.18%

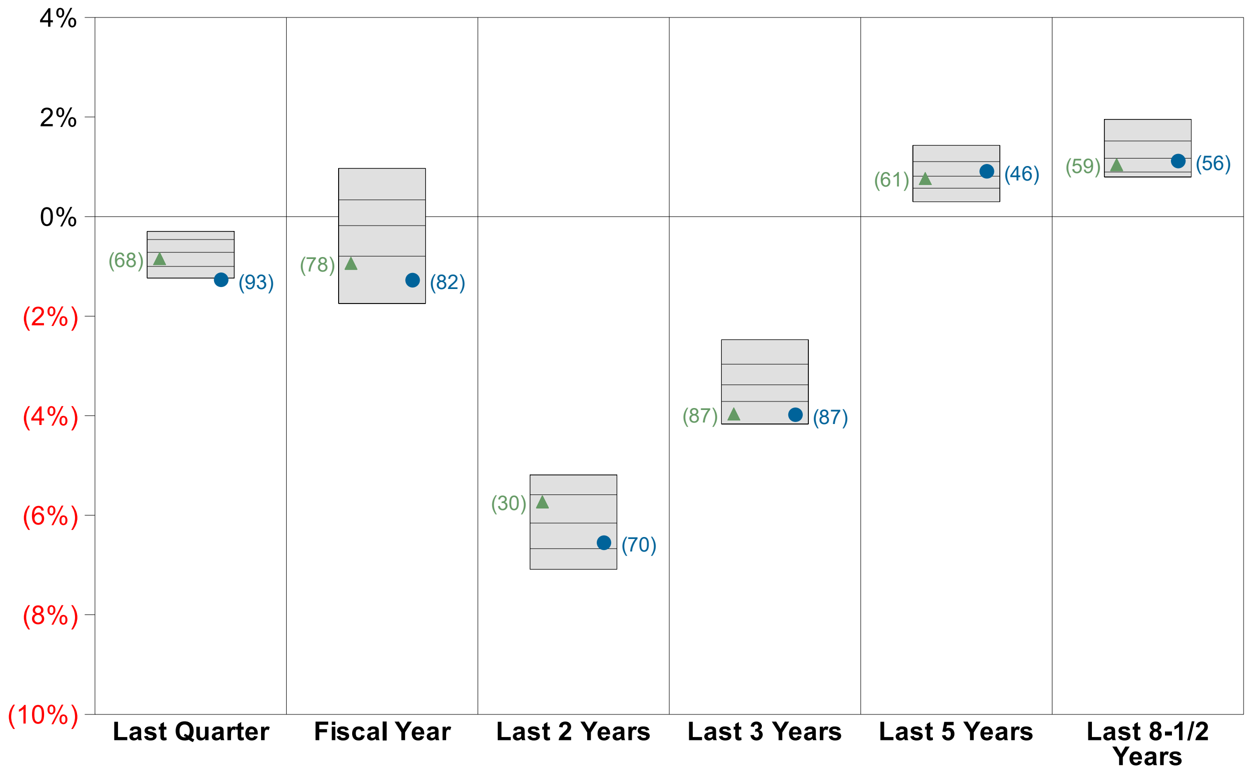
Note: Estimated Duration calculated using 6/30 duration data for Prudential and TCW and 9/30 data for Bloomberg 1-3 gov/cred index. Short duration estimated fees 5 bps.

Appendix

TCW Metwest Core Plus Fixed Income Performance

As of June 30, 2023

Performance vs Callan Core Plus Mutual Funds (Net)

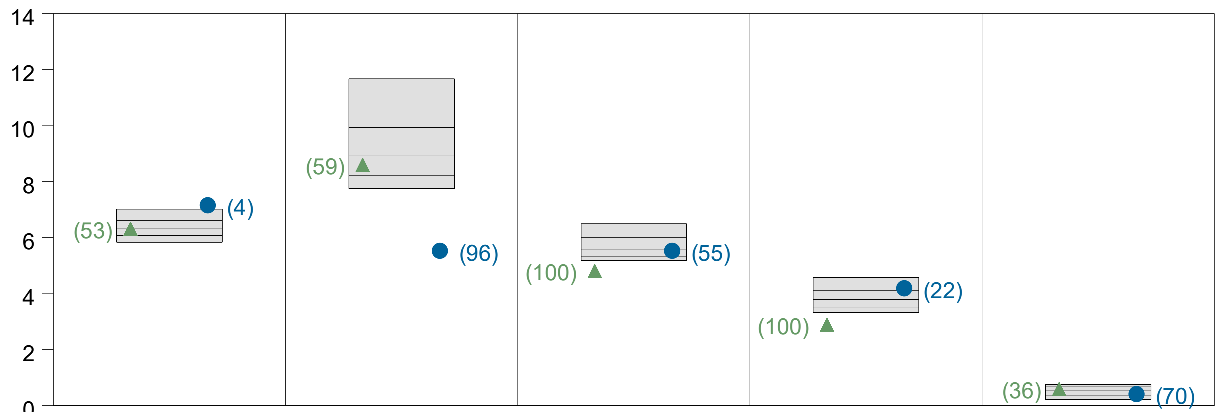


	Last Quarter	Fiscal Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 8-1/2 Years
10th Percentile	(0.30)	0.97	(5.19)	(2.47)	1.43	1.95
25th Percentile	(0.46)	0.34	(5.59)	(2.96)	1.10	1.52
Median	(0.72)	(0.18)	(6.16)	(3.38)	0.81	1.17
75th Percentile	(1.00)	(0.79)	(6.67)	(3.71)	0.57	0.89
90th Percentile	(1.24)	(1.75)	(7.09)	(4.17)	0.30	0.80
Metropolitan West Fund ●	(1.28)	(1.29)	(6.57)	(4.00)	0.90	1.10
Blmbg:Aggregate ▲	(0.84)	(0.94)	(5.73)	(3.96)	0.77	1.04

TCW Metwest Core Plus Fixed Income Portfolio Characteristics

As of June 30, 2023

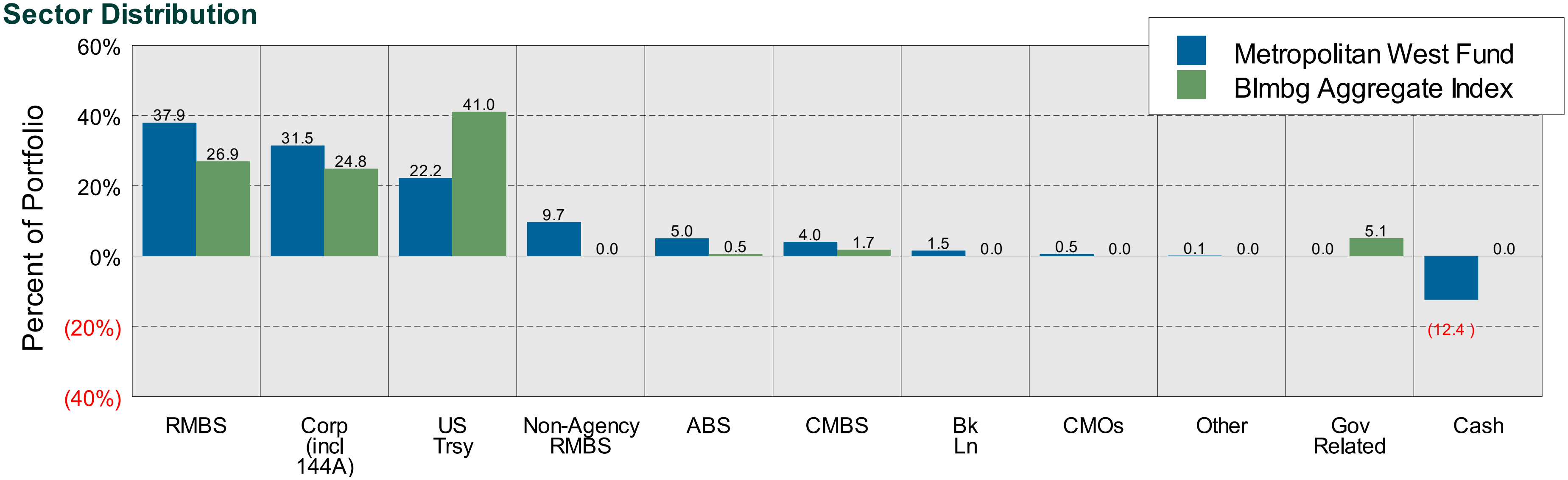
Fixed Income Portfolio Characteristics
Rankings Against Callan Core Plus Fixed Income
as of June 30, 2023



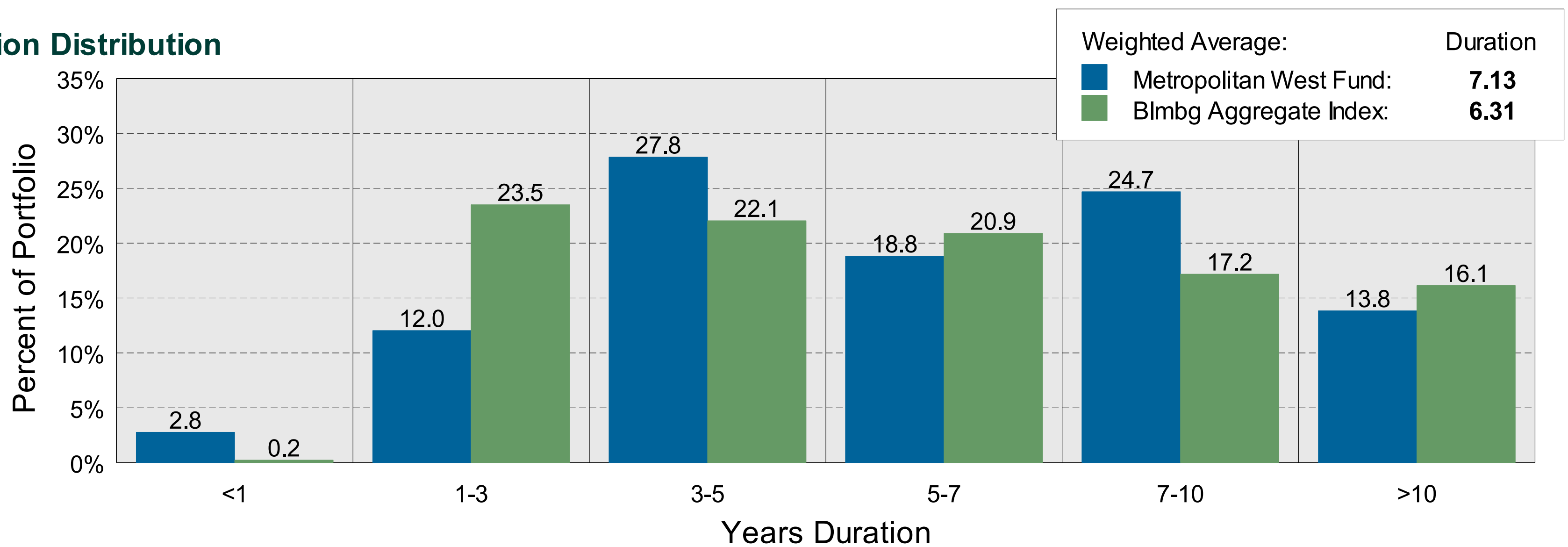
	Duration	Average Life	Effective Yield	Coupon Rate	OA Convexity
10th Percentile	7.02	11.67	6.49	4.59	0.76
25th Percentile	6.61	9.94	6.01	4.12	0.67
Median	6.34	8.91	5.56	3.79	0.53
75th Percentile	6.08	8.22	5.32	3.49	0.37
90th Percentile	5.83	7.75	5.19	3.34	0.23
Metropolitan West Fund ●	7.13	5.50	5.50	4.17	0.39
Blmbg:Aggregate ▲	6.31	8.60	4.81	2.88	0.60

TCW Metwest Core Plus Fixed Income Portfolio Characteristics

Sector Distribution



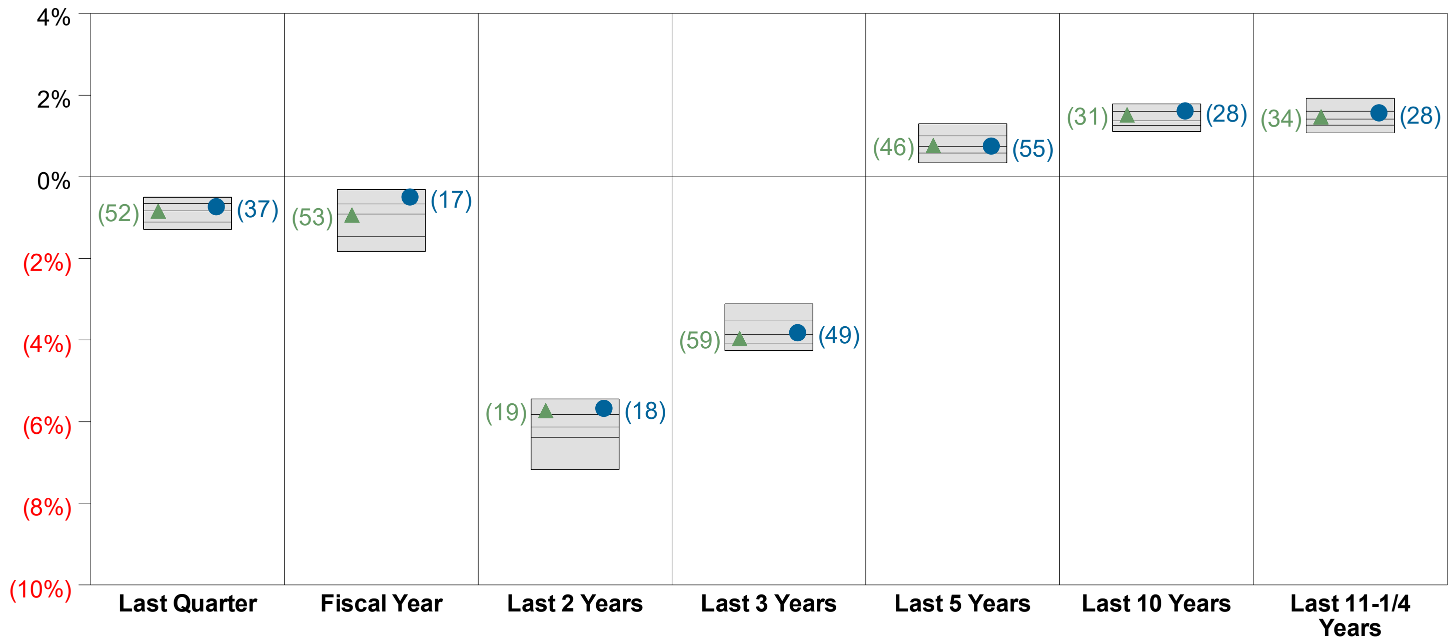
Duration Distribution



Prudential Core Fixed Income Performance

As of June 30, 2023

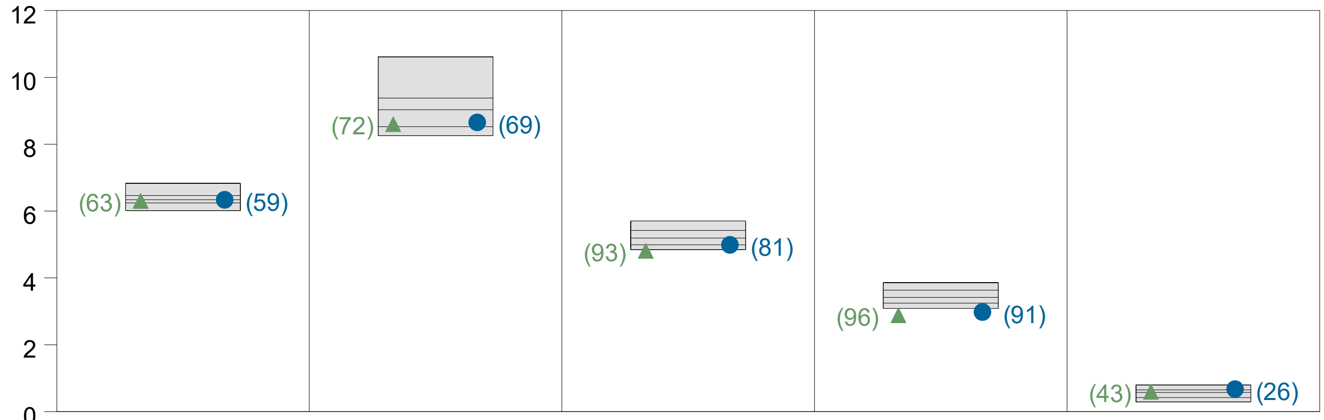
Performance vs Callan Core Bond Mutual Funds (Net)



	Last Quarter	Fiscal Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 10 Years	Last 11-1/4 Years
10th Percentile	(0.50)	(0.31)	(5.45)	(3.12)	1.30	1.78	1.92
25th Percentile	(0.66)	(0.67)	(5.82)	(3.51)	1.00	1.60	1.61
Median	(0.83)	(0.91)	(6.13)	(3.87)	0.74	1.37	1.41
75th Percentile	(1.11)	(1.46)	(6.39)	(4.08)	0.58	1.26	1.26
90th Percentile	(1.29)	(1.83)	(7.17)	(4.26)	0.34	1.10	1.08
Prudential Cons Core Bond ●	(0.75)	(0.51)	(5.69)	(3.84)	0.73	1.59	1.55
Blmbg:Aggregate ▲	(0.84)	(0.94)	(5.73)	(3.96)	0.77	1.52	1.47

Prudential Core Fixed Income Portfolio Characteristics

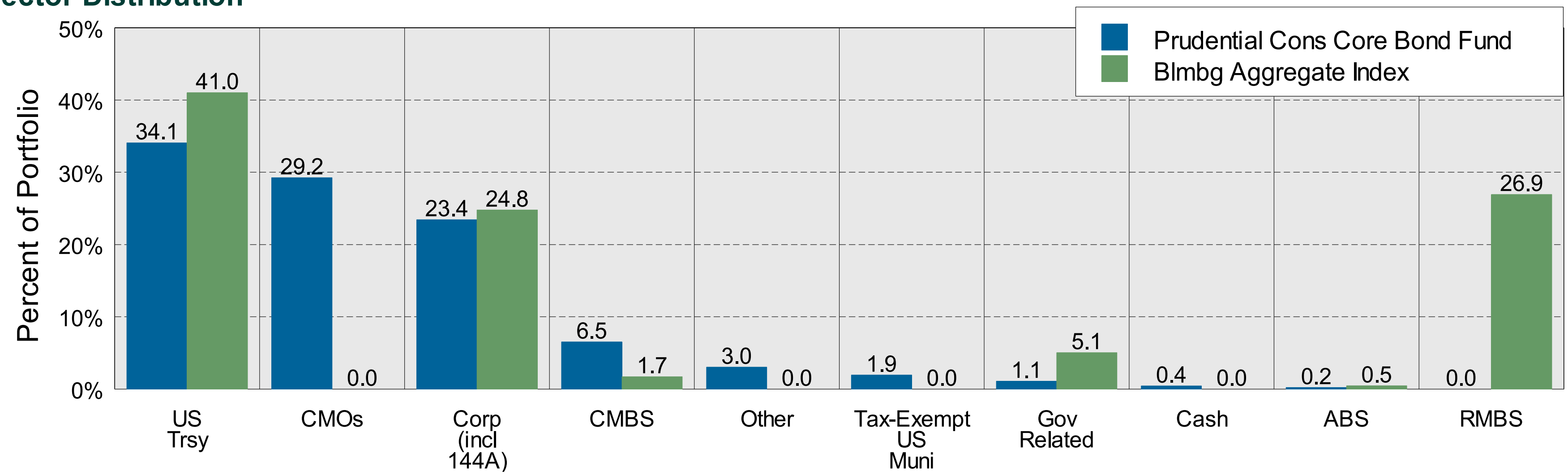
Fixed Income Portfolio Characteristics
Rankings Against Callan Core Bond Fixed Income
as of June 30, 2023



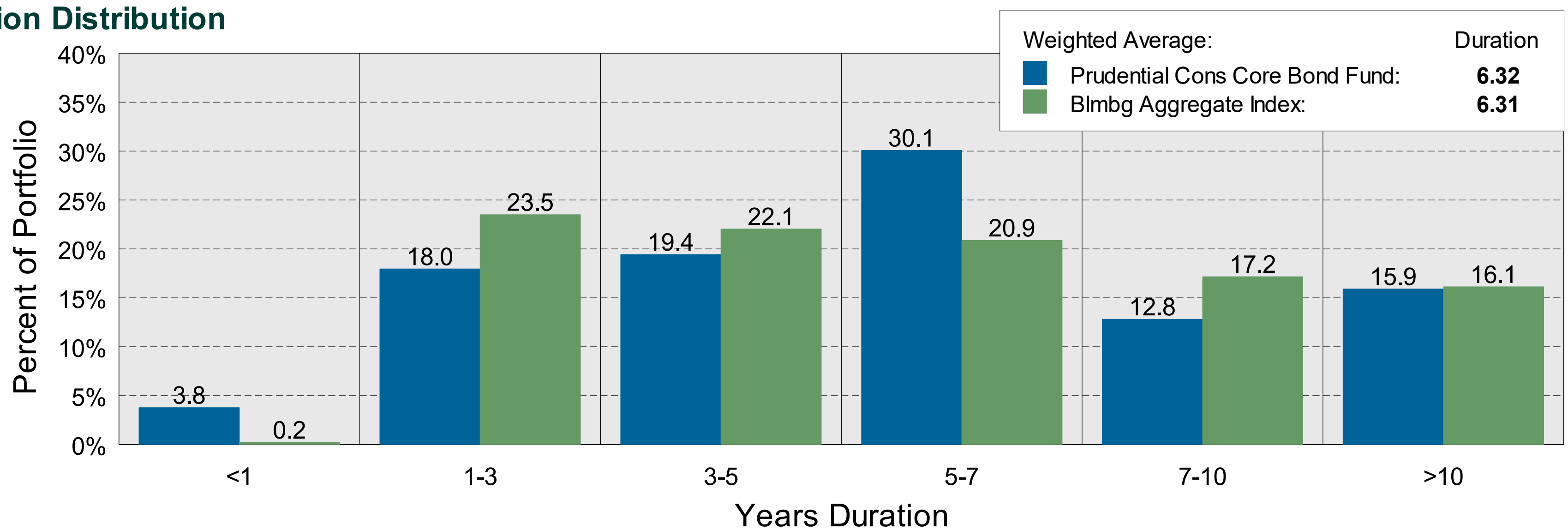
	Duration	Average Life	Effective Yield	Coupon Rate	OA Convexity
10th Percentile	6.84	10.62	5.70	3.86	0.80
25th Percentile	6.47	9.38	5.42	3.63	0.65
Median	6.34	9.03	5.20	3.42	0.57
75th Percentile	6.24	8.53	4.99	3.25	0.42
90th Percentile	6.02	8.26	4.85	3.09	0.29
Prudential Cons Core Bond Fund ●	6.32	8.63	4.97	2.96	0.65
Blmbg:Aggregate ▲	6.31	8.60	4.81	2.88	0.60

Prudential Core Fixed Income Portfolio Characteristics

Sector Distribution



Duration Distribution



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Callan

September 30, 2023

City of Norwalk
Monthly Report

Investment Measurement Service
Monthly Review

Table of Contents
City of Norwalk
September 30, 2023

Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of September 30, 2023, with the distribution as of August 31, 2023. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

Asset Distribution Across Investment Managers

	September 30, 2023					August 31, 2023		
	Market Value	Weight	Target	Net New Inv.	Inv. Return	Market Value	Weight	Target
Total Equity	**$321,945,663**	**68.25%**	**69.00%**	**$(482,517)**	**$(12,858,323)**	**$335,286,503**	**68.56%**	**69.00%**
U.S. Equity	**$171,189,462**	**36.29%**	**35.00%**	**$(48,312)**	**$(8,967,760)**	**$180,205,534**	**36.85%**	**35.00%**
BR Russell 1000 Index Non-Lend	128,761,312	27.30%		0	(6,352,285)	135,113,598	27.63%	
LSV	21,711,399	4.60%		(48,312)	(1,086,042)	22,845,752	4.67%	
Principal Dynamic Growth	20,716,750	4.39%		0	(1,529,434)	22,246,184	4.55%	
International Equity	**$107,916,857**	**22.88%**	**23.00%**	**$(39,205)**	**$(3,539,673)**	**$111,495,735**	**22.80%**	**23.00%**
Developed Markets	**$89,529,864**	**18.98%**	**-**	**$(39,205)**	**$(3,118,976)**	**$92,688,044**	**18.95%**	**-**
Silchester	59,402,909	12.59%		(39,205)	(1,057,036)	60,499,150	12.37%	
Walter Scott	30,126,955	6.39%		0	(2,061,939)	32,188,894	6.58%	
Emerging Markets	**$18,386,994**	**3.90%**	**-**	**$0**	**$(420,697)**	**$18,807,691**	**3.85%**	**-**
BlackRock EM Alpha Tilts	18,386,994	3.90%		0	(420,697)	18,807,691	3.85%	
Global Equity/Long Short	**$20,162,313**	**4.27%**	**8.00%**	**$0**	**$(350,890)**	**$20,513,202**	**4.19%**	**8.00%**
ABS Global	19,920,007	4.22%		0	(350,891)	20,270,897	4.14%	
Blackstone Park Ave. NT	242,306	0.05%		0	1	242,305	0.05%	
Private Equity*	**$22,677,031**	**4.81%**	**3.00%**	**$(395,000)**	**$0**	**$23,072,031**	**4.72%**	**3.00%**
Pantheon USA IV	22,762	0.00%		0	0	22,762	0.00%	
Pantheon USA VI	141,423	0.03%		0	0	141,423	0.03%	
Pantheon USA VII	685,521	0.15%		(20,000)	0	705,521	0.14%	
Pantheon Europe Fund V A	337,717	0.07%		(60,000)	0	397,717	0.08%	
Pantheon Global Fund III	59,955	0.01%		0	0	59,955	0.01%	
Pantheon US Select 2014	21,429,653	4.54%		(315,000)	0	21,744,653	4.45%	
Domestic Fixed-Income	**$81,427,489**	**17.26%**	**19.00%**	**$0**	**$(2,282,093)**	**$83,709,582**	**17.12%**	**19.00%**
Prudential Cons Core Bond	36,191,758	7.67%		0	(973,441)	37,165,199	7.60%	
Metropolitan West CIT	45,235,731	9.59%		0	(1,308,652)	46,544,383	9.52%	
Absolute Return	**$27,967,415**	**5.93%**	**4.00%**	**$0**	**$225,701**	**$27,741,714**	**5.67%**	**4.00%**
UBS AIS	27,967,415	5.93%		0	225,701	27,741,714	5.67%	
Real Assets	**$31,661,660**	**6.71%**	**6.00%**	**$0**	**$(803,550)**	**$32,465,210**	**6.64%**	**6.00%**
PIMCO All Asset	31,661,660	6.71%	6.00%	0	(803,550)	32,465,210	6.64%	6.00%
Cash	**$8,678,566**	**1.84%**	**2.00%**	**$(1,236,194)**	**$44,067**	**$9,870,693**	**2.02%**	**2.00%**
Cash Account	8,678,566	1.84%		(1,236,194)	44,067	9,870,693	2.02%	
Total Fund	**$471,680,793**	**100.0%**	**100.0%**	**$(1,718,711)**	**$(15,674,199)**	**$489,073,702**	**100.0%**	**100.0%**

*Market values are preliminary and adjust for asset flows.

Investment Manager Returns

The table below details the rates of return for the fund's investment managers over various time periods ended September 30, 2023. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended September 30, 2023

	Fiscal YTD	Last 12 Months	Last 36 Months	Last 60 Months	Last 84 Months
Total Equity	**(2.92%)**	**17.46%**	**7.06%**	**6.46%**	**8.37%**
U.S. Long Equity	**(3.53%)**	**17.92%**	**9.52%**	**8.66%**	**11.37%**
Russell 3000 Index	(3.25%)	20.46%	9.38%	9.14%	11.64%
BR Russell 1000 Index Non-Lendable	(3.14%)	21.21%	9.54%	9.64%	12.00%
Russell 1000 Index	(3.15%)	21.19%	9.53%	9.63%	12.00%
LSV	(1.81%)	13.97%	20.17%	4.22%	6.34%
Russell 2000 Value Index	(2.96%)	7.84%	13.32%	2.59%	5.94%
Principal Dynamic Growth	(7.68%)	4.81%	2.66%	8.19%	14.52%
Russell 2500 Growth Index	(6.84%)	10.61%	1.01%	4.05%	8.78%
International Equity	**(2.82%)**	**25.09%**	**4.43%**	**3.25%**	**5.24%**
MSCI ACWI ex US Index	(3.68%)	21.02%	4.24%	3.07%	5.24%
Developed Markets	**(2.96%)**	**28.11%**	**6.01%**	**3.86%**	**5.99%**
MSCI EAFE Index	(4.11%)	25.65%	5.75%	3.24%	5.29%
Silchester	1.23%	33.88%	11.43%	4.81%	7.01%
MSCI EAFE Val Idx	0.59%	31.51%	11.11%	2.81%	4.95%
Walter Scott	(10.28%)	-	-	-	-
MSCI EAFE Index	(4.11%)	25.65%	5.75%	3.24%	5.29%
MSCI EAFE Growth	(8.64%)	20.00%	0.37%	3.23%	5.30%
Emerging Markets	**(2.15%)**	**12.99%**	**(2.07%)**	**0.61%**	**2.06%**
BlackRock EM Alpha Tilts	(2.15%)	12.99%	(2.07%)	-	-
MSCI Emerging Mkts Idx	(2.79%)	12.17%	(1.34%)	0.94%	3.61%
Global Equity/Long Short	**(0.89%)**	**6.71%**	**0.81%**	**2.83%**	**3.85%**
HFRI FOF: Strategic Index	(0.32%)	5.90%	2.29%	2.74%	3.51%
ABS Global	(0.69%)	7.83%	3.16%	3.31%	4.42%
MSCI World Index	(3.46%)	21.95%	8.08%	7.26%	9.32%
Private Equity(1)	**0.00%**	**1.85%**	**16.28%**	**15.17%**	**14.64%**
Pantheon USA IV	0.00%	(1.24%)	2.15%	0.45%	2.20%
Pantheon USA VI	0.00%	(4.66%)	(12.23%)	(11.27%)	(5.71%)
Pantheon USA VII	0.00%	2.30%	11.20%	9.17%	10.85%
Pantheon Europe Fund V A	0.00%	0.51%	1.34%	10.64%	12.97%
Pantheon Global Secondary Fund III	0.00%	1.47%	(4.85%)	(2.23%)	1.96%
Pantheon US Select 2014	0.00%	1.94%	18.11%	19.11%	18.86%
Private Equity Benchmark(2)	0.00%	1.85%	16.28%	15.17%	14.64%

*Fiscal year starts 7/1 and ends 6/30.
(1) Private Equity has a 1 quarter lag in valuation.
(2) Private Equity benchmark is a composite of Private Equity performance.

Investment Manager Returns

The table below details the rates of return for the fund's investment managers over various time periods ended September 30, 2023. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended September 30, 2023

	Fiscal YTD	Last 12 Months	Last 36 Months	Last 60 Months	Last 84 Months
Domestic Fixed Income	**(3.43%)**	**0.75%**	**(5.36%)**	**0.13%**	**(0.01%)**
Prudential Cons Core Bond	(3.19%)	1.20%	(5.09%)	0.07%	(0.09%)
Metropolitan West Fund (2)	(3.62%)	0.39%	(5.56%)	0.13%	0.03%
Blmbg Aggregate Index	(3.23%)	0.64%	(5.21%)	0.10%	(0.09%)
Absolute Return	**1.83%**	**5.51%**	**6.64%**	**5.92%**	**5.18%**
UBS AIS	1.83%	5.51%	6.64%	5.92%	5.18%
HFRI FOF: Conservative Index	1.65%	5.16%	5.72%	4.10%	4.11%
Real Assets	**(2.20%)**	**9.05%**	**5.24%**	**4.21%**	**5.79%**
PIMCO All Asset Fund	(2.20%)	9.05%	5.24%	4.11%	4.55%
Blmbg US TIPS 1-10	(1.00%)	2.11%	(0.02%)	2.63%	1.90%
Cash	**1.38%**	**4.86%**	**1.97%**	**1.94%**	**1.77%**
Cash	1.38%	4.86%	1.97%	1.94%	1.77%
3-month Treasury Bill	1.31%	4.47%	1.70%	1.72%	1.55%
Total Fund	**(2.58%)**	**12.75%**	**4.60%**	**5.07%**	**6.33%**
Total Fund Custom Benchmark (1)	(2.61%)	12.80%	3.92%	5.15%	6.17%
Annual Discount Rate:6.5%					

*Fiscal year starts 7/1 and ends 6/30.
(1) The Total Fund Custom Benchmark is 35.0% Russell 3000 Index, 23.0% MSCI ACWI ex-US, 19.0% Bloomberg Aggregate Index 3.0% Norwalk Private Equity, 8.0% HFRI FOF Strategic, 6.0% Bloomberg US TIPS 1-10 Year Index, 4.0% HFRI FOF Conservative, 2% 3-month Treasury Bill.
(2) On August 24, 2022 switched from Mutual Fund to CIT.

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