COAERS
CITY OF AUSTIN
EMPLOYEES' RETIREMENT SYSTEM

MINUTES

GOVERNANCE AND HR COMMITTEE
Public Meeting held in-person and videoconference
Pursuant to Texas Govt. Code 551.127
4700 Mueller Blvd., Suite 100, Austin, TX
Monday, November 17, 2025 – 12:00 pm

Committee Members
Chris Noak, Chair
(Kelly Crook, Vice Chair)
Diana Thomas

Guests
Paige Saenz, General Counsel

Other Board Trustees
(Michael Granof)
Dick Lavine
(Anthony Ross)
(Ben Ellinor)
(Michael Benson)
(Yuejiao Liu)
(Ed Van Eenoo)
(Krista Laine)

Staff
Christopher Hanson
Russell Nash
Sarah McCleary
Shawna Santos
Mehrin Rahman
Teresa Cantu

* Present telephonically
± Present via videoconference
(Absent)

1. Call roll of Committee members – Committee Chair Noak

Committee Chair Chris Noak called the meeting to order at 1:31 pm. The following Committee members were present in person: Noak and Thomas.

2. Review order of business and meeting objectives – Committee Chair Noak

Committee Chair Noak reviewed the order of business and meeting objectives with the Committee. There were no changes to the order of business for the meeting.

3. Receive public comments – Committee Chair Noak

Committee Chair Noak asked if there were any members of the public who wished to speak, either now or during an agenda item. There were no comments.

4. Consider approval of the August 27, 2025 Governance and HR Committee minutes – Committee Chair Noak

Committee Chair Noak asked the Committee to review the August 27, 2025 Governance and HR Committee meeting minutes and requested a motion. Ms. Diana Thomas motioned the approval of August 27, 2025 Governance and HR Committee minutes as presented and Committee Chair Noak second. The motion passed, 2-0.

5. **Discuss and consider process for appointment for Trustee Place 5 – Christopher Hanson**

Mr. Christopher Hanson presented the revised Trustee Place 5 appointment process. He noted these interviews will be conducted with these candidates at the called December 3, 2025 Governance and HR Committee meeting and will make their recommendation at the December 18, 2025 Board meeting. Mr. Hanson answered the Committees questions.

6. **Discuss and consider Personnel Policy – Christopher Hanson**

Mr. Hanson presented the Personnel Policy and noted the two minor revisions. He answered the Committees questions.

7. **Discuss and consider Executive Director Evaluation Process**

Board Chair Diana Thomas presented the revised Executive Director Evaluation Process she collaborated with Ms. Kelly Crook. Board Chair Diana Thomas moved to refer the Executive Director Evaluation Process (as discussed) to the Board for approval and Committee Chair Noak second. The motion passed, 2-0.

8. **Development of draft 2026 Committee Work Plan**

The Committee reviewed the 2025 Committee Work Plan and the drafted 2026 Benefits and Services Committee Work Plan.

9. **Review key meeting takeaways and call for future agenda items – Committee Chair Noak**

Committee Chair Noak summarized the actions taken and the information discussed during the meeting. He asked for any future agenda items and there were no further items to address.

Chair Noak adjourned the November 13, 2025 Governance and HR Committee meeting at 1:48 pm.

Minutes were approved at the March 5, 2026 Governance and HR Committee meeting.