

**MINUTES OF THE
TEXAS MUNICIPAL RETIREMENT SYSTEM
Meeting of the Board of Trustees**

June 23, 2016 – 1:30 p.m.

On June 23, 2016, the Board of Trustees of the Texas Municipal Retirement System (TMRS) convened for a meeting at 1:30 p.m. at TMRS Headquarters, located at 1200 North IH 35 in Austin, Texas, with the following members present:

Board of Trustees

Jim Parrish, Chair
Bill Philibert, Vice Chair
Julie Oakley
Jim Jeffers
David Landis

Absent: Roel “Roy” Rodriguez

Present also were:

David Gavia, Executive Director
Eric Davis, Deputy Executive Director
TJ Carlson, Chief Investment Officer
Christine Sweeney, General Counsel
Kristie O’Hara, Director of Human Resources
Dan Wattles, Director of Governmental Relations
Leslee Hardy, Director of Actuarial Services
Debbie Munoz, Director Member Services
Scott Willrich, Director of Information Resources
Rhonda Covarrubias, Director of Finance
Robert Klausner, Klausner, Kaufman, Jensen & Levinson
Jesse Pittman, Project Manager
Kristin Qualls, Director of Public Equity
Chris Schelling, Director of Private Equity
Tom Masthay, Director of Real Assets
Jason Weiner, Director of Fixed Income
Dimitry Shishkoff, Director of Risk Management
Sandra Vice, Director of Internal Audit
Karen Jackson, Executive Assistant
Marcia Beard, RVK
Weston Kasper, RVK
Amy McDuffee, Aon Hewitt Investments

Also in attendance:

David Rodriguez, Regional Manager – City Services
Pete Krnavek, Information Systems Manager
Melanie Thomas, Editor
Adrienne Strong, Human Resources Generalist

Carol Leung, Equities Investment Analyst
Chris Tindell, Private Equity Analyst
Cindy Morse, Investment Support Analyst
Debbie Farahmandi, Investment Operations Specialist
Peter Jeske, Project Specialist
Kate Reed, Compliance Officer
Eddie Schultz, Real Estate Analyst
Martha deLivron, Absolute Return Analyst
Rachel Cleak, Alternative Analyst
German Gaymer, Fixed Income Analyst
Melissa Jerkins, Quantitative Analyst
Sherry Chapman, Investment Accountant
Candace Nolte, Assistant Finance Director
Paula Nguyen, Investments Accountant
Ariel Chou, Actuarial Analyst
Sean Thompson, Regional Representative – City Services
David Rodriquez, Regional Manager – City Services
Greg Shipley, Combined Law Enforcement Associations of Texas
David Crow, Arlington Professional Fire Fighters
Cody Hill, Arlington Professional Fire Fighters
George Kaufman, City of Garland
Keith Dagen, Government Finance Officers Association of Texas
David Riggs, Texas State Association of Fire Fighters
Matt Lamon, Chief of Staff – House of Representatives
Andrew Clark, Speaker’s Office

Mr. Parrish called the meeting to order at 1:37 p.m. Ms. Oakley gave the invocation and the Pledge of Allegiance was recited.

1. Consider and Act on Consent Agenda

Mr. Gavia stated that Staff had nothing to add to the consent agenda as presented. There were no changes suggested by the Board.

Mr. Philibert made a motion that the Board adopt the consent agenda as presented. Mr. Landis seconded the motion, which passed 5-0.

2. Consider and Act on Appointments to TMRS Medical Board

Mr. Davis presented the recommendation for two doctors to replace retiring members of the Medical Board. He reviewed the duties of the Medical Board as well as the fees paid for each file reviewed. Mr. Davis discussed the possibility of adding an alternate member to the Medical Board.

The credentials and licenses for both physicians have been verified through the Texas Medical Board, which is the state agency that licenses, regulates and disciplines physicians in the State of Texas. Both physicians are in good standing with the Texas Medical Board.

The Board stated that the fee paid was an administrative issue to be addressed by the Executive Director. The Board approved the concept for an alternate with a candidate to be brought forward at a future meeting date.

Mr. Philibert made a motion that the Board of Trustees (i) appoint Dr. Ace H. Alsup III and Dr. William P. Taylor to the TMRS Medical Board; and (ii) authorize the Executive Director to negotiate, execute, and deliver a personal services contract with each physician for their services on such terms and conditions as are satisfactory to the System, such satisfactory terms and conditions to be conclusively evidenced by the execution thereof by the Executive Director. Mr. Jeffers seconded the motion, which passed 5-0.

3. Consider and Act on Non-Core Fixed Income Manager Search Recommendation(s)

Mr. Weiner introduced the Non-Core Fixed Income Manager search recommendations with Mr. Gaymer and Mr. Kasper of RVK. Mr. Weiner highlighted the Non-Core Fixed Income investment timeline. He reviewed the current and target portfolio allocations and reviewed the broad category of opportunistic credit. Strategies vary widely, but common attributes include enhanced flexibility to generate returns, less duration risk than traditional fixed income and complex and often less liquid holdings. Mr. Weiner highlighted the key characteristics, strategy exposure and geographic exposure of opportunistic credit. He reviewed how the strategies change throughout an economic cycle. Investment drivers and portfolio considerations of opportunistic credit were discussed. There are two distinct approaches, distressed (alternative growth) and cash flow (alternative yield) and the differences between the two were discussed.

Mr. Weiner described the manager search process which is the standard process used by TMRS. Mr. Gaymer reviewed the recommended managers, Beach Point Total Return Fund II LP, Marathon Structured Product Strategies LP (SPS), Marathon European Credit Opportunity Fund III, LP (ECO), Marathon CLO Equity Fund, L.P. (CLO) and PIMCO Corporate Opportunities Fund II Onshore Feeder, L.P. Mr. Gaymer discussed Beach Point Total Return Fund II LP and their focus on performing credit and stressed/distressed credit. He highlighted the firm's characteristics as well as the proposed mandate and strategy.

Mr. Weiner reviewed the three different funds recommended under Marathon. He highlighted the firm's team and characteristics noting that a small, passive non-controlling stake in the firm was acquired by Blackstone Alternative Asset Management (BAAM). The investment will be across three funds and Marathon will cross guarantee a minimum investment return across all three funds. The Structured Product Strategies (SPS) is focused on structured and secured assets. The European Credit Opportunities (ECO) focuses on special situations and distressed/stressed opportunities. The Collateralized Loan Obligation (CLO) fund allows TMRS to invest in the equity tranche of a CLO alongside the manager. Ms. Oakley requested clarification on the current fee structure compared to the previous fee structure on an earlier Marathon product. She also asked for clarification on the "hurdle rate". Mr. Carlson explained that TMRS is guaranteed to get all our money back plus a specified return before the manager can share the upside profits.

Mr. Gaymer presented PIMCO – COF II and reminded the Board that TMRS has an allocation to PIMCO in the Core Fixed Income portfolio. He highlighted the firm and team characteristics as well as the proposed mandate and strategy. The focus is both distressed debt and special situations. Due to reallocation, this investment combined with TMRS' other PIMCO investment will not create concentration risk in the portfolio, but will result in a better diversified portfolio. The Board asked for discussion regarding how the team got comfortable with this recommendation given the recent changes at PIMCO. Mr. Weiner and Mr. Kasper discussed their analysis of PIMCO's corporate changes.

Ms. Oakley moved that the Board approve the following allocations, each as proposed and in accordance with the TMRS Investment Policy Statement (IPS), with an allocation up to the amount set out below, at fees no greater than proposed in the Staff memo, each individually contingent upon favorable background checks, favorable completion of any pending Staff and/or Consultant due diligence activities, and successful negotiation of the investment agreements.

Manager Name	Main Focus	Size of Allocation
Beach Point Total Return Fund II LP (Beach Point)	Event Driven – Distressed/Restructuring	\$200 million
Marathon Structured Product Strategies Fund, LP (SPS)	Multi-Strategy Structured Credit-Relative Value	\$150 million
Marathon European Credit Opportunity Fund III, LP (ECO)	Multi-Strategy Structured Credit-Relative Value	\$100 million
Marathon CLO Equity Fund, L.P. (CLO)	Multi-Strategy Structured Credit-Relative Value	\$50 million
PIMCO Corporate Opportunities Fund II Onshore Feeder, L.P. (COF II)	Event Driven – Distressed/Restructuring	\$200 million

Ms. Oakley also moved that the Board (i) approve that such investment authorization includes authorization to (a) invest in the named investment fund or in a fund or other alternate investment vehicle formed by the investment managers, their affiliates, or companies associated with the investment manager for the purpose of investing in the named fund or the fund strategy as described in the Staff memo, and/or (b) make such investment indirectly through a parallel fund, feeder fund, or alternate investment vehicle; (ii) approve that each allocation may include the option to participate in the fund's distribution reinvestment program, if any, and may exceed the authorized commitment to the fund by the

value of the distribution reinvestments, when TMRS Staff and its appropriate consultant determine that it is economically advantageous to do so and in accordance with the TMRS IPS guidelines; (iii) authorize the Executive Director to negotiate, execute, acknowledge, and deliver any and all contracts, agreements, and other documents or instruments on such terms and conditions as are satisfactory to the System, such satisfactory terms and conditions to be conclusively evidenced by the execution thereof by the Executive Director, and to do any and all other acts deemed by the Executive Director in his judgment to be necessary or appropriate in the best interests of TMRS to give effect to such investment authorizations, including, without limitation, proceeding with the investment even if the final fund name is different than above as long as the underlying investment is still substantially the same investment as was proposed in the staff memo; and (iv) approve that the management and incentive fees in each fund are exclusive of the capital allocation and may be paid through cash flow of the investment, capital calls, or via invoice. Mr. Philibert seconded the motion, which passed 5-0.

4. Annual Real Estate and Real Return Asset Class Reviews

Mr. Masthay and Mr. Schultz presented the annual Real Estate and Real Return asset class review.

Mr. Masthay initiated the discussion with respect to the real estate portfolio. The ongoing monitoring processes were reviewed and it was noted that the portfolio has reached full allocation with goal of 60% of the portfolio being invested in Core strategies and 40% Non-Core. Mr. Masthay discussed the “J-Curve” which is especially critical early in fund lives with respect to both diversification and return. He also reviewed the sector/strategy returns by manager, income versus appreciation as well as cash flow activity. The progress of the real estate implementation summary was discussed from its inception in 2011. Mr. Masthay discussed the termination of Harrison Street Securities and noted that termination was due to underperformance, organizational concerns and reconsideration of strategic fit. IPS compliance guidelines were reviewed and it was noted the real estate portfolio is in full compliance.

Mr. Schultz presented the Real Estate market update and manager scorecard review. Core Real Estate returns since the inception of the Real Estate program have been driven by appreciation of assets post Global Financial Crisis, in contrast to historical core returns that are predominantly based on income. General fundamentals indicate strong underlying real estate metrics however the rate of growth has decelerated. Supply of new real estate has been tempered but moderate demand levels have led to continuance of good underlying fundamentals. Brexit was also discussed. The UK’s exit from the European Union is causing political uncertainty and has stalled investment activity. Real Estate Manager report cards were reviewed and no major concerns noted.

Mr. Masthay reviewed the milestones and metrics for the past year. Real estate progressed from approximately a 55% allocation to 100%. Real Return progressed from 41% allocation to 84%. The team’s activities ranked the highest among similar funds.

The discussion switched to the Real Return annual review. Mr. Masthay noted the return objective of CPI plus 5% and highlighted the items monitored and reviewed in the annual process. He discussed TMRS' Real Return performance objective and the construction of the Real Return portfolio. Mr. Masthay concluded with performance and implementation goals. Real Return compliance is within IPS guidelines with the exception of Colchester which exceeds the 35% individual manager concentration limit. Colchester's manager concentration will decrease over time as this asset class is diversified.

Mr. Schultz presented the market update. He focused his comments on headline inflation data and inflation expectations. He reviewed the foreign exchange trends compared to the strength of the dollar. There were no concerns noted on any of the real return manager report cards.

5. Quarterly Investment Staff Report/Asset Class Updates

Mr. Carlson reviewed actual versus target allocation and the total market value on March 31, 2016 was \$23.9 billion. Allocations should be approaching targets by the end of 2016. He discussed the gross performance by asset class through March 2016. On the five year performance, TMRS has outperformed the benchmark by 30 bps and the total return is 2.9% YTD.

Ms. Qualls reviewed Public Equities. Performance has lagged the benchmark due to the majority allocation in index funds and the rules based strategies have held up the portfolio. The annual equity asset class review and 2017 equity pacing plan is planned for the December Board meeting.

Mr. Weiner reviewed Fixed Income. We are transitioning out of the Core to fund the Non-Core Fixed Income and other mandates. Fixed Income has performed well for the first half of 2016 and the transition to Cored Fixed Income will continue to fund diversification of the total plan. The first quarter was difficult for Non-Core Fixed Income, but the second quarter is improving.

Mr. Carlson gave an update on Securities Lending. By the end of March, the Securities Lending Portfolio was still in the process of winding down and by mid-April, it was completely unwound.

Ms. DeLivron reviewed Absolute Return. Total Absolute Return was -3.9% at the end of the first quarter and -3.86% YTD.

Mr. Schelling discussed Private Equity. The primary objective is to enhance the total return of the overall investment portfolio and secondarily to provide diversification. Due to the illiquid nature of Private Equity asset class, the target allocation will be invested over a multi-year period in order to avoid considerable vintage year risks. Mr. Tindell reviewed actual and target allocations as well as manager diversification. Mr. Schelling highlighted performance, commitments and the pacing plan.

Ms. Reed discussed Compliance and noted 366 separate compliance tests were run with no active violations of the TMRS guidelines.

Mr. Shishkoff reviewed the Total Fund Risk. One year outlook market volatility has increased from year end but is still a lot lower than long term expectations. Forward looking Tracking Error has increased to 1.8% from 1.6%, with 1.1% due to pending policy allocations. Tracking error was reviewed and broken down by asset class. As tracking error approaches the policy budget, there would be a need to evaluate and decide if the allocation of the risk budget should be adjusted across asset classes or managers.

6. Executive Session

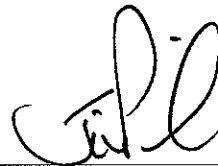
At 4:22 p.m., the Board entered into Executive Session, pursuant to Texas Government Code §§551.071 and 551.074 to consult with Legal Counsel to receive legal advice, and to discuss personnel matters. No action was taken during the Executive Session and all members of the Board that were present before the executive session were still present. The meeting was opened to the public again at 5:51 p.m.

Mr. Landis made a motion to adjust the General Counsel's salary by 4.5% effective June 26, 2016. Ms. Jeffers seconded the motion, which passed 5-0.

At 5:54 p.m. the meeting was recessed until 9:00 a.m. on Friday, June 24, 2016.



David Gavia
Executive Director



Jim Parrish
Chair, Board of Trustees

**MINUTES OF THE
TEXAS MUNICIPAL RETIREMENT SYSTEM
Meeting of the Board of Trustees**

June 24, 2016

On June 24, 2016, the Board of Trustees of the Texas Municipal Retirement System (TMRS) reconvened for a meeting at 9:00 a.m. at TMRS Headquarters, located at 1200 North IH 35 in Austin, Texas, with the following members present:

Board of Trustees

Jim Parrish, Chair
Bill Philibert, Vice Chair
Julie Oakley
David Landis
Jim Jeffers

Absent: Roel "Roy" Rodriguez

Present also were:

David Gavia, Executive Director
Eric Davis, Deputy Executive Director
Christine Sweeney, General Counsel
Kristie O'Hara, Director of Human Resources
TJ Carlson, Chief Investment Officer
Rhonda Covarrubias, Director of Finance
Leslee Hardy, Director of Actuarial Services
Robert Klausner, Klausner, Kaufman, Jensen & Levinson
Debbie Munoz, Director of Member Services
Bill Wallace, Director of Communications
Dan Wattles, Director of Governmental Relations
Scott Willrich, Director of Information Resources
Jesse Pittman, Project Manager
Sandra Vice, Director of Internal Audit
Kristin Qualls, Director of Public Equity
Chris Schelling, Director of Private Equity
Tom Masthay, Director of Real Assets
Jason Weiner, Director of Fixed Income
Dimitry Shishkoff, Director of Risk Management
Karen Jackson, Executive Assistant
Marcia Beard, RVK
Amy McDuffee, Aon Hewitt Investments
Susan Warren, KPMG
Chris Stone, KPMG

Also in attendance:

David Rodriguez, Regional Manager – City Services
Madison Jechow, Assistant General Counsel
Adrienne Strong, Human Resources Generalist
Melanie Thomas, Editor
Chris Tindell, Private Equity Analyst
Cindy Morse, Investment Support Analyst
Debbie Farahmandi, Investment Operations Specialist
Peter Jeske, Project Specialist
Eddie Schultz, Real Estate Analyst
Martha deLivron, Absolute Return Analyst
Rachel Cleak, Alternative Analyst
Melissa Jerkins, Quantitative Analyst
Sherry Chapman, Investment Accountant
Candace Nolte, Assistant Finance Director
Paula Nguyen, Investments Accountant
Danielle Whitaker, Accountant
Tish Root, Legal Assistant
Arielle Chou, Actuarial Analyst
George Kaufman, City of Garland
David Riggs, Texas State Association of Fire Fighters
Greg Shipley, Combined Law Enforcement Associations of Texas
Cody Hill, Arlington Professional Fire Fighters
Keith Dagen, Government Finance Officers Association of Texas

Mr. Parrish called the meeting to order and the meeting was reconvened at 9:01 a.m.

7. Receive SOC-1 Audit Report

Chris Stone (Director, KPMG) presented the results of the 2015-2016 SOC-1 Audit results. Mr. Stone reviewed the parties involved in the SOC-1 Audit and how this audit is a report on the internal controls of TMRS. The report is relied upon by the external auditors of TMRS cities. Mr. Stone discussed the timeline of the SOC-1 Audit process which resulted in the release date of the report to be on May 31, 2016 and he reviewed the contents of the report.

Mr. Stone discussed the five process control objectives and noted the various number of controls and the two exceptions, neither of which were material. He reviewed the five IT process controls and noted the individual controls and the three exceptions, again none of which were material.

Mr. Stone concluded that the overall opinion is unqualified (clean) and that the control objectives were presented fairly, designed appropriately and operated effectively.

8. Receive Report on 2015 External Audit Results (SAS 114) and Audit Report to the Board of Trustees

Ms. Warren (Audit Partner, KPMG) discussed the results of the annual independent financial audit. Ms. Warren reviewed the responsibilities of management, the Board and KPMG regarding the financial audit. Ms. Warren noted the results were an unmodified (clean) opinion. There were no material weaknesses or significant deficiencies identified during the 2015 audit and there were no significant corrected or uncorrected adjustments identified. The significant accounting policies used by TMRS are described in Note 1 to the Financial Statements. There were no unusual transactions and there were no significant changes to TMRS' accounting policies during fiscal year 2015. Management's estimates were evaluated and determined to be reasonable in relation to the financial statements taken as a whole. There were no other matters noted.

9. Receive and Approve Distribution of 2015 Comprehensive Annual Financial Report (CAFR) and Schedule of Changes in Fiduciary Net Position (by Employer)

Ms. Covarrubias presented the Comprehensive Annual Financial Report (CAFR) for the year ended December 31, 2015. This report will be submitted to GFOA's Certification program for its award for excellence in financial reporting.

Ms. Covarrubias discussed each of the five sections of the report. The Introductory Section includes a description of activity in 2015, a brief investment overview, the Letter of Transmittal, a funding and actuarial overview, and other items. The Financial Section begins with the Independent Auditors' Report (unmodified or clean opinion). This is followed by Management's Discussion and Analysis (MD&A) and the Financial Statements. Items included in the financial statement are the Statement of Fiduciary Net Position (Balance Sheet) and Statement of Changes in Fiduciary Net Position (Income Statement). Ms. Covarrubias highlighted the Notes to Financial Statements, Required Supplementary Information and Supplemental Schedules. Ms. Warren commented after several questions by the Board on what changes will be needed to comply with GASB Statements No. 74 and 75.

Ms. Covarrubias reviewed the Investment section which begins with a Report on Investment Activity from RVK. She discussed the Outline of Investment Policies and Investment Results.

The Actuarial Section includes separate sections for the Pension Trust Fund and the Supplemental Death Benefits Fund. This section provides funding information, as permitted, as well as discussion of the new actuarial assumptions used in the December 31, 2015 actuarial valuations.

The Statistical Section provides historical perspective in compliance with GASB Statement No. 44. Ms. Covarrubias reviewed various graphs and schedules including the Schedules of Average Benefit Payments and Retired Members by Type of Benefit. Also highlighted were the Schedule of Principal Participating Employers and Plan Provisions for Participating Municipalities. Ms. Covarrubias concluded with formats and venues in which the CAFR will be distributed.

Ms. Oakley moved that the Board approve distribution of the 2015 Comprehensive Annual Financial Report and the 2015 Schedule of Changes in Fiduciary Net Position (by employer) to TMRS member cities and interested parties, as described above. Mr. Jeffers seconded the motion, which passed 5-0.

10. Update on Advisory Committee Meeting

Mr. Wattles and Ms. McDuffee updated the Board on the proceedings of the Advisory Committee meeting held on June 23, 2016. Mr. Wattles reviewed the meeting and noted there was active participation by Committee members.

Three alternatives were discussed with regard to return to work and employment equity was a key issue. The return to work topic is a very complex issue. While the Committee expressed some interest in the alternatives discussed, others commented that a strong case would have to be made to make a change. Mr. Wattles and Ms. McDuffee discussed the equity issue, primarily the difference between going to work for a different city as opposed to returning to work for the same city. Before the next meeting, additional information was requested on why and at what level retirees have returned to work.

The Advisory Committee discussed alternatives regarding changes to the Cost of Living Adjustment (COLA) provisions. Key discussions points were entry barriers to adopting a COLA and relief from the "catch-up" provision. Also discussed was the option of adding a 100% of CPI feature. A request was made to follow up whether the "catch-up" feature is unique to TMRS, both at the statewide level in Texas and possibly nationwide.

Mr. Philibert noted that the Committee meeting time was utilized more effectively by narrowing the focus of the topics. There was concern regarding the political climate expressed by some Committee members. Mr. Landis agreed with Mr. Philibert's comments and also noted good engagement by all Committee members.

Mr. Wattles introduced Matt Lamon, Chief of Staff for Representative J.M. Lozano's office. Representative Lozano sponsored two return to work bills during the 84th Session (2015).

11. Chief Investment Officer Management Update including Governance, Personnel, Manager Updates and Other Related Matters

Mr. Carlson discussed that the United Kingdom has voted to leave the European Union. He stated that will add uncertainty and volatility to markets, but reminded the Board that TMRS is a long-term investor and our portfolios are built from the bottom up for the long term. Mr. Schultz discussed the uncertainty that is likely to continue in the short-term. There will likely be changes in the European Union, but it is too early to know what those changes will be. There will be short-term upheaval especially in the British pound. There are many moving pieces that we are monitoring and will continue to monitor going forward. The exit process could take at least two years.

This does have an impact on the TMRS portfolio and it also has global ramifications that will create more pressure and slow down. There are legal and business relationship issues that will have to be worked through.

Mr. Carlson discussed where our overall portfolio is exposed to Europe. Approximately 35% of the entire portfolio may be exposed. Mr. Parrish asked staff to provide the Board with some talking points so that the Board can present a consistent message.

12. Executive Director and Staff Reports

Mr. Pittman gave the Board an overview of the Project Management Department. His goal is to institutionalize a standard project management institute methodology. Mr. Pittman reviewed the major process changes that have been made and discussed accountability. He focused on project adherence to triple constraint (scope, schedule, and resources) and vendor management. He discussed project visibility up and down the management chain. He reviewed our current project portfolio and discussed various project accomplishments.

13. Dedication of the Texas Municipal Retirement System Board of Trustees Board Room in Honor of H. Frank Simpson

On behalf of the Board and TMRS, Mr. Parrish announced the dedication of the new Board room in honor of H. Frank Simpson. Mr. Parrish discussed Mr. Simpson's professional accomplishments and his personal achievements. Mr. Simpson served the citizens of Texas as a City Manager at four of our cities, Center, Webster, Missouri City, and College Station. Mr. Simpson's leadership started TMRS down the road to many major initiatives which added to the retirement security of all our members.

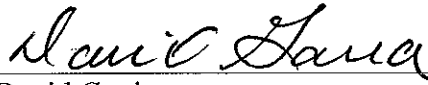
Mr. Simpson's widow, Kelly, and their three children, Price, Courtnie, and Seth Simpson were present at the dedication. A portrait and resolution will hang outside the Board room to remind the organization and future trustees of the importance of asking tough questions, pushing for the best answers and to remind us of the work still to be done.



Left to Right: Price, Kelly, Courtnie and Seth Simpson

14. Call for Future Agenda Items

Mr. Philibert made a motion to adjourn the meeting. Ms. Oakley seconded, which passed 5-0. The meeting was adjourned at 10:40 a.m.



David Gavia
Executive Director



Jim Parrish
Chair, Board of Trustees