

REQUEST FOR PROPOSAL
GENERAL LEGAL COUNSEL SERVICES



**Illinois Police Officers'
Pension Investment Fund**

MARCH 17, 2025

ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND
456 FULTON STREET, SUITE 402
PEORIA, IL 61602
www.ipopif.org

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I. INTRODUCTION

The Illinois Police Officers' Pension Investment Fund ("IPOPIF") is seeking a qualified law firm to serve as its general legal counsel. This search for Professional Services is being conducted pursuant to IPOPIF's Purchasing and Professional Service Contracting Policy, Policy No. PP-2020-11 ("Policy"), which is available on the IPOPIF website at: <https://www.ipopif.org/governing-documents/policies/>. Candidates are responsible for reviewing and becoming familiar with the Policy. Under the Policy, Professional Service contracts cannot exceed a five-year period and the Board's contract with its current general legal counsel has been in place for five years.

The ideal firm should have an established practice involving public employee pension and retirement matters and the legal issues relating to the administration and management of institutional trust funds. Significant experience in providing legal services to a board responsible for the administration of a defined benefit plan and institutional trust funds will be a primary consideration in the Board's final selection.

Respondents to this RFP are responsible for monitoring IPOPIF's website (www.ipopif.org) for information pertaining to the RFP, while the RFP is outstanding.

II. ABOUT IPOPIF

IPOPIF was created by the Illinois Legislature and signed into law by Illinois Governor JB Pritzker on December 18, 2019.

Pursuant to the Illinois Pension Code (40 ILCS 5/1, 5/1A, and 5/22B), IPOPIF is a public pension investment fund responsible for consolidating, managing, and investing the pension investment assets of 357 downstate and suburban police pension funds across Illinois that are established and governed by Article 3 of the Illinois Pension Code. IPOPIF has transitioned assets from 351 Article 3 funds with assets of approximately \$13 billion.

IPOPIF maintains an office and conducts its business and meetings in the City of Peoria. IPOPIF is governed by an independent and autonomous nine-member Board of Trustees. Day to day operations are conducted by an eleven person staff. More information about the Board and staff can be found on IPOPIF's website: <https://www.ipopif.org/about/about-us/>.

III. SCOPE OF SERVICES

IPOPIF seeks to hire outside general legal counsel to provide independent legal advice and services related to the full range of issues that impact IPOPIF and the Board, including but not limited to fiduciary duties and liability, government ethics and conflicts of interest, Board governance, the Illinois Pension Code, the Illinois Open Meetings Act, the Illinois Freedom of Information Act, the Illinois Governmental Ethics Act, public body contracts and procurement, Illinois administrative law and procedure.

In order to be considered a qualified candidate, a responder must be able to provide the following services:

- Attend regular meetings of the Board of Trustees which currently occur eight times per year. Special meetings of the Board of Trustees may be called, as necessary.
- Attend regular meetings of the Committees of the Board of Trustees, which occur four times per year. Special meetings of the Committees may be called, as necessary.
- Provide ongoing legal advice, including written legal opinions, on matters requiring interpretation of the Illinois Pension Code, other Illinois statutes, and matters relating to the investment fund and its activities.

- Prepare or review documents, instruments, and agreements relating to the Board's activities. In general, matters relating to the Board's investment activities are handled through the separate Fiduciary Legal Counsel.
- Serve as lead counsel or co-counsel on behalf of the Board of Trustees on claims and/or litigation filed against the Board of Trustees and/or the investment fund, as requested by the Board of Trustees.
- Draft and/or review various Fund documents, policies, procedures and forms, or written correspondence on behalf of the Board upon request.
- Draft and/or review written contracts and agreements between the Board and its service providers.
- Review proposed, pending, and newly enacted legislation that may impact the Fund, and advise the Board and the Executive Director of its potential impact on the Fund.
- Consult as needed with the Chairperson and any interested Trustee, the Executive Director, the Chief Investment Officer, Chief Financial Officer, and the Fund's relevant service providers.
- Provide independent advice and counsel to the Board of Trustees, Executive Director, Chief Investment Officer, and Chief Financial Officer on matters pertaining to IPOPIF.
- Consult with the Board's Fiduciary Legal Counsel on matters involving fiduciary responsibilities.
- Conduct and oversee Board and staff training on legal matters.
- Provide such other services as may be requested by the Board.

IV. POINT OF CONTACT

Prospective respondents who have questions regarding this RFP may email the Executive Director at the address listed below by the due date listed in the timeline below for written questions. All written questions (without the identification of the questioner) and the answer(s) will be shared with all the prospective respondents and posted on the website.

Richard White, Executive Director

Illinois Police Officers' Pension Investment Fund

456 Fulton Street, Suite 402

Peoria, IL 61602

Email: rwhite@ipopif.org

Telephone: (309) 280-6464

Website: www.ipopif.org

V. PROPOSED RFP SCHEDULE (Subject to change)

- **March 17, 2025**
 - RFP Publication on IPOPIF Website.
- **April 4, 2025**
 - Written questions due from Respondents by 4:30 P.M. (Central Time)
- **April 14-18, 2025**
 - Compilation of questions and answers, and any RFP addenda will be posted to IPOPIF Website on a daily basis.
- **April 28, 2025**
 - Due Date for proposals, must be received no later than 4:30 P.M. (Central Time)
- **May 27-30, 2025**
 - IPOPIF issues requests for additional information, if necessary.
- **June 13, 2025**
 - Consideration and review of submitted proposals and narrowing of RFP responses by Board of Trustees. (Subject to change).
- **August 1, 2025**
 - Interviews of finalists and selection of firm by the Board of Trustees. (Subject to change).

VI. BLACK-OUT/QUIET PERIOD

There shall be a black-out/quiet period to ensure that the process of selecting the respondent is efficient and fair:

- The quiet period shall commence with the posting of the RFP and end when the parties have executed an agreement or the quiet period is otherwise ended by the IPOPIF.
- Initiation, continuation, and conclusion of the quiet period shall be directly communicated to the Board, IPOPIF Staff, publicly communicated, and posted on the IPOPIF website.
- During the quiet period, no fiduciary or IPOPIF staff member shall knowingly communicate with any party financially interested in any prospective contract with IPOPIF regarding the contract and the services to be provided under the contract of the selection process.
- During the quiet period, no fiduciary or IPOPIF staff member shall accept meals, travel, lodging, entertainment, or any good or service of value from any Respondent.
- All authority related to the search process shall be exercised solely by the Board as a whole, and not by individual Board members.
- If any Board member or IPOPIF staff member is contacted during the quiet period by a respondent or a party financially interested in a prospective contract with IPOPIF, the Board member or IPOPIF staff member shall refer the respondent or party to the Executive Director or the contact person identified in the RFP.
- The quiet period does not prevent Board members from an due diligence or conference attendance; however, discussion related to the pending selection shall be avoided during those activities.
- The quiet period does not apply to communications that are:
 - Part of the process expressly described in the RFP.
 - Part of a noticed Board of Trustee or Committee meeting.
 - Related to services currently provided by the respondent under an existing contract with IPOPIF.
 - Incidental, exclusively social, and that do not involve IPOPIF or its business.
 - Within the scope of the Board of Trustee member or staff member's private business or public office wholly unrelated to IPOPIF and that do not involve IPOPIF or its business.

- Any respondent who knowingly violates the Policy will be disqualified from the search process.

Discussions:

- Notwithstanding the quiet period provided for above, the Board through any designated Trustee, the Executive Director, or Fiduciary Legal Counsel may conduct discussions with respondents to:
 - Determine in greater detail a Respondent’s qualifications; and
 - Negotiate the various terms of the engagement, including fees.
- Discussions may be held before and after the responses to the RFP have been submitted. Designated Trustees, the Executive Director, and Fiduciary Legal Counsel shall not disclose publicly any information contained in any responses until the presentation of the finalists at a Board meeting.

VII. PROPOSAL SUBMISSION REQUIREMENTS

The proposal must include the information outlined below to be considered for the engagement.

1. Cover letter of interest:

- a. Briefly state the Respondent’s understanding of the work requested and a statement why the Respondent believes it is best qualified to perform the engagement.
- b. The cover letter must be signed by an individual authorized to bind the Respondent (and expressly certifying such authority) and identify the signer’s title or position.
- c. The cover letter must also include:
 - i. A statement that the proposal meets all requirements of this RFP, and that the offer tendered by the Respondent will remain valid for 120 days following the deadline for submittal.
 - ii. A disclosure of any current business relationship or any current negotiations for prospective business with IPOPIF, or with any member of the IPOPIF Board of Trustees, IPOPIF Staff or their immediate family members, or any vendor currently rendering services to IPOPIF. A list of Trustees, Staff and vendors is attached.
 - iii. A statement that the Respondent acknowledges that all documents submitted in response to this RFP may be subject to disclosure under the Illinois Freedom of Information Act and/or the Illinois Open Meetings Act.

2. Title Page:
 - a. Date
 - b. Subject
 - c. Respondent's name and title
 - d. Respondent's contact information (address, telephone and fax number, and email address).
3. Proposed Engagement Letter: Respondents should submit a proposed engagement letter as part of its response.
4. Firm Background:
 - a. Where is the firm headquartered? Please indicate the complete address of the firm's headquarters. Please note how many offices and employees the firm has, the location of each office, and whether the firm has offices in Illinois. If the firm has an office(s) in Illinois, please include the complete address and the number of employees.
 - b. Provide the size, history, background, and ownership structure, including any history of mergers and/or acquisitions, and biographies of the principals.
 - c. In the past three years, have there been any significant developments such as changes in ownership or restructuring? Do you anticipate any significant changes in the future? If so, please describe.
 - d. State whether the firm is: (i) "Minority-Owned Business, Women-Owned Business, or Business Owned by Person with a Disability" (as defined in the Business Enterprise for Minorities, Women, and Persons with Disabilities Act, 30 ILCS 575/2); or (ii) "Qualified Service-Disabled Veteran-Owned Small Business" or "Qualified Veteran-Owned Small Business (as defined in 30 ILCS 500/45-57).
 - e. Describe any history of litigation against the firm, including any disciplinary actions against the firm's attorneys, within the last 10 years relating to professional services rendered.
 - f. How many senior professionals have left or joined your company in the last three years? Do you have a succession plan for key employees?

- g. Describe your approach to managing and reducing cybersecurity risk and protecting networks and data, including complying with the U.S. Department of Labor's Cybersecurity Program Best Practices, the State of Illinois Cybersecurity Strategy, the National Institute of Standards and Technology Cybersecurity Framework, and industry best practices. Describe the Respondent's security environment. Specifically, cover the physical, digital security, and policy measure safeguards in place to control access to client account information.
 - h. Provide details for all insurance coverage in effect, including professional liability/malpractice insurance and cyber liability insurance. Indicate the carrier, type, amount of coverage, and whether any deductibles are involved.
 - i. Describe your emergency disaster recovery procedures as it relates to the equipment, software, data, and personnel that would be used in providing services. What is your recovery time for a hardware failure? What is your recovery time for a complete disaster?
5. Public Pension Fund Services:
- a. Describe your firm's history of performing the services required by this RFP.
 - b. Provide current listing of the firm's governmental clients, state retirement systems, public pension funds, and municipal entities, including the size of the fund and the length of services provided to them by the firm.
 - c. Describe your firm's knowledge of, and experience with, the Illinois Pension Code, Freedom of Information Act, Open Meetings Act, and Illinois Governmental Ethics Act.
 - d. Describe your firm's experience with respect to drafting legislation generally, and specifically, with respect to the Illinois Pension Code.
 - e. Describe your firms' experience with respect to Board governance, including drafting policies and providing training.

6. Legal services team:

- a. Please describe the engagement team that you envision for the total project.
- b. Please indicate who the lead Counsel would be on the account. Please include their name, office location, business phone, and email address. How many clients do each of the lead Counsel service and how many of those clients are public defined benefit plans? Please indicate how many staff would be assigned to the engagement and the functions that they would perform. Please indicate their availability to assist with the services requested across all asset transition phases.
- c. Please attach biographies of the lead and backup Counsel who would be assigned to this engagement, including (i) the role of each Counsel for this assignment, (ii) the year each Counsel joined the firm, (iii) a description of his or her position and current responsibilities, (iv) areas of expertise and experience, (v) education, professional designations, and memberships, (vi) relevant publications and presentations, and (vii) the number and names of clients these Counsels currently serve.
- d. Which of the Counsel would attend IPOPIF Board meetings and Committee meetings, if required?
- e. What measures will the firm employ to ensure that either the lead or the backup Counsel will be readily available answer questions from IPOPIF Staff?
- f. List any professional or personal relationships your firm's attorneys have with Trustees or staff.
- g. Are there any potential conflicts of interest in your firm providing legal services to IPOPIF? If so, please describe them.
- h. Has your firm, or any of its principals or employees, opposed, advocated against, or taken other measures to attempt to prevent the formation of IPOPIF or the enactment or implementation of Public Act 101-610? If so, please describe.
- i. License to Practice in Illinois -- An affirmative statement should be included indicating that the firm and all assigned key professional staff are properly licensed to practice in Illinois.

7. Other information and disclosures

- a. No person or entity shall retain a person or entity to attempt to influence the outcome of the Board's decision or the procurement of these services for compensation contingent in whole or in part upon the decision or procurement.
- b. No respondent may, at any time, attempt to influence a Trustee, IPOPIF staff member, or consultant other than by a properly submitted response to this RFP or to a formal request for information or a presentation.
- c. The Respondent's response shall contain all required disclosures under the Illinois Pension Code and shall include the following:
 - i. Disclosure of the direct and indirect fees, commissions, penalties, and other compensation, including reimbursement for expenses, that may be paid by or on behalf of the Respondent in connection with the provision of services to IPOPIF.
 - ii. A statement that Respondent has not retained a person or entity to attempt to influence the outcome of this procurement for compensation which is contingent in whole or in part upon IPOPIF's decision or procurement.
- d. The names and addresses of any entity that is a parent of, of owns a controlling interest in, the Respondent; any entity that is a subsidiary of, or in which a controlling interest in owned by, the Respondent; any persons who have an ownership or distributive income share in the Respondent that is in excess of 7.5%; or serves as an executive officer of the Respondent. For purposes of this disclosure, an "executive officer" shall mean any president, director, vice-president in charge of a principal business unit, division, or function (such as investment management, marketing, or administration), and any other employee who performs a policy-making role, regardless of the title given to their position, and

- e. Disclose the number of its staff and the percentage of that staff who are a minority person, a woman, a ‘qualified serviced-disabled veteran’, or a person with a disability; “Minority-Owned Business, Women-Owned Business, or Business Owned by Person with a Disability” means as those terms are defined in the Business Enterprise for Minorities, Women, and Persons with Disabilities Act, 30 ILCS 575/2, as amended. “Qualified Service-Disabled Veteran-Owned Small Business means as defined in 30 ILCS 500/45/57. “Qualified Veteran-Owned Small Business means as defined in 30 ILCS 500/45/57. The terms “professional service” and “artistic service” have the same meanings as those terms have in 30 ILCS 500/1-15.60.
- f. The names and addresses of all subcontractors, if any, and the expected amount of money each will receive under the contract.
- g. A statement that Respondent is not barred from contracting with IPOPIF because of a violation of Article 33 of the Criminal Code of 1961, 720 ILCS 5/33, or because of a conviction or admission of guilt for bribery or for bribing an officer or employee of the State of Illinois or any other state in that officer’s or employee’s official capacity, as provided in Section 50-5 of the Illinois Procurement Code (30 ILCS 500/50-5).
- h. A statement that (i) there are no actions, proceedings, or investigations threatened or pending before any professional regulatory body, tribunal, arbitrator, court, of governmental authority against or relating to the Respondent, or their officers, directors, or senior staff, claiming or alleging a violation of any federal or state law, rule, or regulation, breach of contract, or breach of professional standards of care; and (ii) during the ten (10) year period prior to the date hereof, none of the Respondent’s or affiliates’ officers, directors, of senior staff has been found liable for, nor settled, any such violation in any such action, proceeding, or investigation.

8. References:

- a. Please provide three references who are clients for whom you have performed work like that requested in this RFP. Details about the engagements with the references should be provided for any Illinois public safety pension fund. Include the reference name, title, address, telephone, email address, and length of the engagement, and a description of the services provided to such clients.
- b. Provide a list of all Illinois public safety pension fund clients you have had in the last 10 years.
- c. In providing such information, you consent to and hereby release the IPOPIF from any liability that may arise from contacting your references and communicating with such references about your prior or current engagements and soliciting an opinion regarding the work performed for such reference.

VIII. COMPENSATION

Respondents must submit their fee proposal in the response to this RFP. The respondent must detail the services to be provided under the retainer/annual fee or hourly rate and any services that will be considered outside of the retainer or annual fee. Please complete the **Exhibit A** fee template.

The pricing, terms, conditions, and other information stated in each proposal must remain valid for 120 days from the date of delivery of the proposal to the IPOPIF.

IX. CONTRACT PERIOD

A contract may not exceed five years. The Respondent should provide annual fees for each fiscal year (Fiscal Year 2026, 2027, 2028, 2029 and 2030) of the agreement with the expectation that the Respondent would receive a three-year agreement with two one-year renewals at the discretion of the Board of Trustees. The IPOPIF operates on a July 1 to June 30 fiscal year. The parties may elect to renew or terminate the agreement in accordance with agreed upon terms in the engagement letter between the firm and the IPOPIF.

X. SUBMISSION OF PROPOSALS

All communication and questions related to this RFP will be conducted through the IPOPIF Executive Director via the IPOPIF website (www.ipopif.org)

Firms should mail one (1) hard copy and a PDF copy of the completed proposal to the following address:

Illinois Police Officers' Pension Investment Fund

Attn: Richard White, Executive Director

456 Fulton Street, Suite 402

Peoria, IL 61602

Email: rwhite@ipopif.org

A PDF copy of the proposal should also be sent by email to:

Illinois Police Officers' Pension Investment Fund

Attn: Kate Cobb, Administrative Analyst

456 Fulton Street, Suite 402

Peoria, IL 61602

Email: kcobb@ipopif.org

XI. WITHDRAWAL OF PROPOSALS

A proposal may be withdrawn any time prior to the deadline by written notification signed by the individual Respondent or authorized agent of the vendor. An email confirmation will be sent confirming withdrawal of the proposal.

XII. EVALUATION CRITERIA

IPOPIF will select a firm based on the following criteria:

- Ability to perform the required services.
- Experience, track record, organizational capability, and reputation of the respondent.
- Quality of the team proposed to provide services to IPOPIF, including caliber of people assigned to work with and provide service, staffing depth, experience, and turnover.
- Sound business and ethical practices.
- References.
- Liability coverage.
- Overall clarity and thoroughness of RFP response.
- Competitiveness of fees.
- Required disclosures.
- Satisfaction with past service, in the case of incumbent providers.
- Other factors IPOPIF determines to be relevant.

The factors will be considered as a whole, without specific weighting.

The evaluation of proposals will be in stages, as follows:

- Stage One: The proposals will be reviewed by the IPOPIF Executive Director and staff to ensure responsiveness to the RFP. All responsive and complete responses will be advanced to Stage Two.

- Stage Two: All responsive proposals will be placed on the agenda of the IPOPIF Board of Trustees. The IPOPIF will initially review the RFP's proposals at the Board of Trustee meeting scheduled for June 13, 2025 (subject to change). Formal interviews and selection of the firm will be scheduled for the August 1, 2025 Board of Trustees meeting (subject to change).

There is no guarantee that the IPOPIF Board of Trustees will make a determination of the selection of a vendor for these services at this or a future meeting. All responding vendors to this RFP will be notified of the actions taken by the IPOPIF as soon as practical.

- Stage Three: Reference checks may be conducted for each Respondent.

The contract will not necessarily be awarded to the lowest bidder. The firm selected will be that which best merits IPOPIF's needs, with consideration for price, qualification, and the other evaluation criteria.

XIII. AGREEMENT

IPOPIF will negotiate an agreement with a successful Respondent, which must contain such terms as the IPOPIF in its sole discretion may require. IPOPIF will not agree to a limit on liability or limited indemnification of IPOPIF. Professional liability insurance and cyber insurance will be required.

Respondents should submit a proposed engagement letter template as a part of the response to this RFP.

XIV. RFP LIMITATIONS AND CONDITIONS

The RFP does not commit IPOPIF to award an agreement or procure services of any kind.

IPOPIF reserves the right to award an agreement(s) or no agreement(s) based upon the proposals received.

IPOPIF may request that Respondent clarify the content of the proposal. Other than for purposes of clarification, no Respondent will be allowed to alter or amend its proposal after the due date for proposals.

IPOPIF does not bear any obligation to complete the RFP process outlined herein and has no obligation to select any individual(s) or firm(s) to provide the requested services. IPOPIF reserves the right, without prejudice, to reject any or all offers and discontinue this RFP process without obligation or liability to any potential vendor. IPOPIF will NOT reimburse any expense incurred by any potential service providers in responding to this RFP

XV. NOTICE REGARDING ILLINOIS PUBLIC RECORDS LAWS

The proposal that you submit will be subject to the Illinois Freedom of Information Act (5 ILCS 140/) “FOIA”. The FOIA provides generally that all records in the custody or possession of a public body are presumed to be open to inspection or copying. Any public body that asserts that a record is exempt from disclosure has the burden of proving by clear and convincing evidence that such record is exempt from disclosure.

XVI. CONTACT

Any communication and questions concerning this RFP will be conducted through the IPOPIF Executive Director and must in writing and directed to:

Richard White, Executive Director
Illinois Police Officers’ Pension Investment Fund
456 Fulton Street, Suite 402
Peoria, IL. 61602
Email: rwhite@ipopif.org
Web site: www.ipopif.org

XVII. LIST OF TRUSTEES, STAFF AND VENDORS

Permanent Board Members

Scott Bowers, Police Officer, Peoria Police Department
Lee Catavu, Police Sergeant, Aurora Police Department
Daniel Hopkins, Retired Police Officer, Collinsville
Michael Inman, Mayor, City of Macomb
Debra Nawrocki, Chief Finance Officer, Elgin
Mark Poulos, Retired Police Lieutenant, Rock Island
Phil Suess, Mayor, City of Wheaton
Paul Swanlund, Detective, Bloomington Police Department
Vacant Trustee Seat, Illinois Municipal League

IPOPIF Staff

Richard A. White, Jr. Executive Director
Kent Custer, Chief Investment Officer
Regina Tuczak, Chief Financial Officer
Greg Turk, Deputy Chief Investment Officer
Steve Yoon, Investment Officer
Barb Meyer, Investment Officer
Kate Cobb, Administrative Analyst
Samantha Lambert, Administrative Analyst
Joseph Miller, Information Technologist
Amy Zick, Senior Accountant
Matt Roedell, Senior Accountant/Auditor

List of Professional Consultants and Service Providers

Accounting and Human Resources Support Services

Lauterbach & Amen, LLP

Actuarial Services

Foster & Foster

Banking Services

Lake Forest Bank & Trust Company

Certified Public Accountants

Kerber, Eck & Braeckel LLP

Lauterbach & Amen, LLP

RSM US LLP

Sikich CPA LLC

Communication Consulting Services

Shepherd Public Relations, LLC

Commercial Insurance Broker

Cook Castles Associates, LLC.

Election Services

Survey and Ballot Systems

Employee Benefits

Assured Partners

Employee Benefits Corporation

TransAmerica

Fiduciary Legal Counsel

Jacobs, Burns, Orlove & Hernandez, LLP

General Legal Counsel Services

Reimer Dobrovolny & LaBardi, PC

Government Liaison Services

Vision M.A.I. Consulting

Information Technology Services

Levi, Ray & Shoup, Inc.

Pension Technology Group

Investment Custodian Services

State Street Bank & Trust

Investment Consulting Services

Verus Advisory, Inc.

Investment Management Services

Acadian Asset Management

Ares Management

ARGA Investment Management, LP

Aristotle Pacific Capital

Capital Group

LSV Asset Management

Principal Life Insurance Company

Rhumblin Advisors Limited Partnership

State Street Global Advisors

WCM Investment Management

William Blair

Office Services

Accounting CS Professional Suite

ADP, Inc.

AmeriCall

AT&T

Central Illinois Security

CityBlue Technologies, LLC

Comcast

Confidential Security Corporation

Diligent

Lincoln Office

Next Request

ODP Business Solutions

The Cleaning Source

Printing and/or Design Services

Tamayo Design, Inc

Strategic Planning Consultant

MCS Consulting – LLC

XVIII. LIST OF ARTICLE 3 POLICE PENSION FUNDS

Article 3 Police Pension Fund Names	
ADDISON POLICE PENSION FUND	BROADVIEW POLICE PENSION FUND
ALGONQUIN POLICE PENSION FUND	BROOKFIELD POLICE PENSION FUND
ALSIP POLICE PENSION FUND	BUFFALO GROVE POLICE PENSION FUND
ALTON POLICE PENSION FUND	BURBANK POLICE PENSION FUND
ANNA POLICE PENSION FUND	BURNHAM POLICE PENSION FUND
ANTIOCH POLICE PENSION FUND	BURR RIDGE POLICE PENSION FUND
ARLINGTON HEIGHTS POLICE PENSION FUND	CAHOKIA HEIGHTS POLICE PENSION FUND
AURORA POLICE PENSION FUND	CAIRO POLICE PENSION FUND
BARRINGTON HILLS POLICE PENSION FUND	CALUMET CITY POLICE PENSION FUND
BARRINGTON POLICE PENSION FUND	CALUMET PARK POLICE PENSION FUND
BARTLETT POLICE PENSION FUND	CAMPTON HILLS POLICE PENSION FUND
BARTONVILLE POLICE PENSION FUND	CANTON POLICE PENSION FUND
BATAVIA POLICE PENSION FUND	CARBONDALE POLICE PENSION FUND
BEARDSTOWN POLICE PENSION FUND	CARLINVILLE POLICE PENSION FUND
BELLEVILLE POLICE PENSION FUND	CARMI POLICE PENSION FUND
BELLWOOD POLICE PENSION FUND	CAROL STREAM POLICE PENSION FUND
BELVIDERE POLICE PENSION FUND	CARPENTERSVILLE POLICE PENSION FUND
BENSENVILLE POLICE PENSION FUND	CARTERVILLE POLICE PENSION FUND
BENTON POLICE PENSION FUND	CARY POLICE PENSION FUND
BERKELEY POLICE PENSION FUND	CASEYVILLE POLICE PENSION FUND
BERWYN POLICE PENSION FUND	CENTRALIA POLICE PENSION FUND
BETHALTO POLICE PENSION FUND	CHAMPAIGN POLICE PENSION FUND
BLOOMINGDALE POLICE PENSION FUND	CHANNAHON POLICE PENSION FUND
BLOOMINGTON POLICE PENSION FUND	CHARLESTON POLICE PENSION FUND
BLUE ISLAND POLICE PENSION FUND	CHATHAM POLICE PENSION FUND
BOLINGBROOK POLICE PENSION FUND	CHERRY VALLEY POLICE PENSION FUND
BOURBONNAIS POLICE PENSION FUND	CHESTER POLICE PENSION FUND
BRADLEY POLICE PENSION FUND	CHICAGO HEIGHTS POLICE PENSION FUND
BRAIDWOOD POLICE PENSION FUND	CHICAGO RIDGE POLICE PENSION FUND
BRIDGEVIEW POLICE PENSION FUND	CHILLICOTHE POLICE PENSION FUND
	CICERO POLICE PENSION FUND

CLARENDON HILLS POLICE PENSION FUND	ELMHURST POLICE PENSION FUND
CLINTON POLICE PENSION FUND	ELMWOOD PARK POLICE PENSION FUND
COAL CITY POLICE PENSION FUND	EUREKA POLICE PENSION FUND
COLLINSVILLE POLICE PENSION FUND	EVANSTON POLICE PENSION FUND
COLONA POLICE PENSION FUND	EVERGREEN PARK POLICE PENSION FUND
COLUMBIA POLICE PENSION FUND	FAIRFIELD POLICE PENSION FUND
COUNTRY CLUB HILLS POLICE PENSION FUND	FAIRVIEW HEIGHTS POLICE PENSION FUND
COUNTRYSIDE POLICE PENSION FUND	FLORA POLICE PENSION FUND
CREST HILL POLICE PENSION FUND	FLOSSMOOR POLICE PENSION FUND
CRESTWOOD POLICE PENSION FUND	FOREST PARK POLICE PENSION FUND
CRETE POLICE PENSION FUND	FOREST VIEW POLICE PENSION FUND
CREVE COEUR POLICE PENSION FUND	FOX LAKE POLICE PENSION FUND
CRYSTAL LAKE POLICE PENSION FUND	FOX RIVER GROVE POLICE PENSION FUND
DANVILLE POLICE PENSION FUND	FRANKFORT POLICE PENSION FUND
DARIEN POLICE PENSION FUND	FRANKLIN PARK POLICE PENSION FUND
DECATUR POLICE PENSION FUND	FREEPORT POLICE PENSION FUND
DEERFIELD POLICE PENSION FUND	GALESBURG POLICE PENSION FUND
DEKALB POLICE PENSION FUND	GENESEO POLICE PENSION FUND
DES PLAINES POLICE PENSION FUND	GENEVA POLICE PENSION FUND
DIXON POLICE PENSION FUND	GENOA POLICE PENSION FUND
DOLTON POLICE PENSION FUND	GILBERTS POLICE PENSION FUND
DOWNERS GROVE POLICE PENSION FUND	GLEN CARBON POLICE PENSION FUND
DUQUOIN POLICE PENSION FUND	GLEN ELLYN POLICE PENSION FUND
EAST ALTON POLICE PENSION FUND	GLENCOE POLICE PENSION FUND
EAST DUNDEE POLICE PENSION FUND	GLENDALE HEIGHTS POLICE PENSION FUND
EAST MOLINE POLICE PENSION FUND	GLENVIEW POLICE PENSION FUND
EAST PEORIA POLICE PENSION FUND	GLENWOOD POLICE PENSION FUND
EAST ST LOUIS POLICE PENSION FUND	GRANITE CITY POLICE PENSION FUND
EDWARDSVILLE POLICE PENSION FUND	GRAYSLAKE POLICE PENSION FUND
EFFINGHAM POLICE PENSION FUND	GREENVILLE POLICE PENSION FUND
ELBURN POLICE PENSION FUND	GURNEE POLICE PENSION FUND
ELDORADO POLICE PENSION FUND	HAMPSHIRE POLICE PENSION FUND
ELGIN POLICE PENSION FUND	HANOVER PARK POLICE PENSION FUND
ELK GROVE VILLAGE POLICE PENSION FUND	HARRISBURG POLICE PENSION FUND
	HARVARD POLICE PENSION FUND

HARVEY POLICE PENSION FUND	LAKEMOOR POLICE PENSION FUND
HARWOOD HEIGHTS POLICE PENSION FUND	LANSING POLICE PENSION FUND
HAWTHORN WOODS POLICE PENSION FUND	LASALLE POLICE PENSION FUND
HAZEL CREST POLICE PENSION FUND	LAWRENCEVILLE POLICE PENSION FUND
HERRIN POLICE PENSION FUND	LEMONT POLICE PENSION FUND
HICKORY HILLS POLICE PENSION PLAN	LIBERTYVILLE POLICE PENSION FUND
HIGHLAND PARK POLICE PENSION FUND	LINCOLN POLICE PENSION FUND
HIGHLAND POLICE PENSION FUND	LINCOLNSHIRE POLICE PENSION FUND
HIGHWOOD POLICE PENSION FUND	LINCOLNWOOD POLICE PENSION FUND
HILLSBORO POLICE PENSION FUND	LINDENHURST POLICE PENSION FUND
HILLSIDE POLICE PENSION FUND	LISLE POLICE PENSION FUND
HINSDALE POLICE PENSION FUND	LITCHFIELD POLICE PENSION FUND
HODGKINS POLICE PENSION FUND	LOCKPORT POLICE PENSION FUND
HOFFMAN ESTATES POLICE PENSION FUND	LOMBARD POLICE PENSION FUND
HOMEWOOD POLICE PENSION FUND	LOVES PARK POLICE PENSION FUND
HOOPESTON POLICE PENSION FUND	LYNWOOD POLICE PENSION FUND
HUNTLEY POLICE PENSION FUND	LYONS POLICE PENSION FUND
ISLAND LAKE POLICE PENSION FUND	MACOMB POLICE PENSION FUND
ITASCA POLICE PENSION FUND	MADISON POLICE PENSION FUND
JACKSONVILLE POLICE PENSION FUND	MAHOMET POLICE PENSION FUND
JERSEYVILLE POLICE PENSION FUND	MANHATTAN POLICE PENSION FUND
JOHNSBURG POLICE PENSION FUND	MANTENO POLICE PENSION FUND
JOLIET POLICE PENSION FUND	MARENGO POLICE PENSION FUND
JUSTICE POLICE PENSION FUND	MARION POLICE PENSION FUND
KANKAKEE POLICE PENSION FUND	MARKHAM POLICE PENSION FUND
KENILWORTH POLICE PENSION FUND	MARSEILLES POLICE PENSION FUND
KEWANEE POLICE PENSION FUND	MARYVILLE POLICE PENSION FUND
KILDEER POLICE PENSION FUND	MASCOUTAH POLICE PENSION FUND
LAGRANGE PARK POLICE PENSION FUND	MATTESON POLICE PENSION FUND
LAGRANGE POLICE PENSION FUND	MATTOON POLICE PENSION FUND
LAKE BLUFF POLICE PENSION FUND	MAYWOOD POLICE PENSION FUND
LAKE FOREST POLICE PENSION FUND	MCCOOK POLICE PENSION FUND
LAKE IN THE HILLS POLICE PENSION FUND	MCHENRY POLICE PENSION FUND
LAKE VILLA POLICE PENSION FUND	MELROSE PARK POLICE PENSION FUND
LAKE ZURICH POLICE PENSION FUND	MENDOTA POLICE PENSION FUND

METROPOLIS POLICE PENSION FUND	O'FALLON POLICE PENSION FUND
MIDLOTHIAN POLICE PENSION FUND	OGLESBY POLICE PENSION FUND
MILAN POLICE PENSION FUND	OLNEY POLICE PENSION FUND
MINOOKA POLICE PENSION FUND	OLYMPIA FIELDS POLICE PENSION FUND
MOKENA POLICE PENSION FUND	ORLAND HILLS POLICE PENSION FUND
MOLINE POLICE PENSION FUND	ORLAND PARK POLICE PENSION FUND
MONEE POLICE PENSION FUND	OSWEGO POLICE PENSION FUND
MONMOUTH POLICE PENSION FUND	OTTAWA POLICE PENSION FUND
MONTGOMERY POLICE PENSION FUND	PALATINE POLICE PENSION FUND
MONTICELLO POLICE PENSION FUND	PALOS HEIGHTS POLICE PENSION FUND
MORRIS POLICE PENSION FUND	PALOS HILLS POLICE PENSION FUND
MORTON GROVE POLICE PENSION FUND	PALOS PARK POLICE PENSION FUND
MORTON POLICE PENSION FUND	PANA POLICE PENSION FUND
MT CARMEL POLICE PENSION FUND	PARIS POLICE PENSION FUND
MT PROSPECT POLICE PENSION FUND	PARK CITY POLICE PENSION FUND
MT VERNON POLICE PENSION FUND	PARK FOREST POLICE PENSION FUND
MT ZION POLICE PENSION FUND	PARK RIDGE POLICE PENSION FUND
MUNDELEIN POLICE PENSION FUND	PEKIN POLICE PENSION FUND
MURPHYSBORO POLICE PENSION FUND	PEORIA HEIGHTS POLICE PENSION FUND
NAPERVILLE POLICE PENSION FUND	PEORIA POLICE PENSION FUND
NEW LENOX POLICE PENSION FUND	PEOTONE POLICE PENSION FUND
NILES POLICE PENSION FUND	PERU POLICE PENSION FUND
NORMAL POLICE PENSION FUND	PINCKNEYVILLE POLICE PENSION FUND
NORRIDGE POLICE PENSION FUND	PLAINFIELD POLICE PENSION FUND
NORTH AURORA POLICE PENSION FUND	PLANO POLICE PENSION FUND
NORTH CHICAGO POLICE PENSION FUND	PONTIAC POLICE PENSION FUND
NORTH RIVERSIDE POLICE PENSION FUND	PONTOON BEACH POLICE PENSION FUND
NORTHBROOK POLICE PENSION FUND	POSEN POLICE PENSION FUND
NORTHFIELD POLICE PENSION FUND	PRINCETON POLICE PENSION FUND
NORTHLAKE POLICE PENSION FUND	PROSPECT HEIGHTS POLICE PENSION FUND
OAK BROOK POLICE PENSION FUND	QUINCY POLICE PENSION FUND
OAK FOREST POLICE PENSION FUND	RANTOUL POLICE PENSION FUND
OAK LAWN POLICE PENSION FUND	RIGHTON PARK POLICE PENSION FUND
OAK PARK POLICE PENSION FUND	RIVER FOREST POLICE PENSION FUND
OAKBROOK TERRACE POLICE PENSION FUND	RIVER GROVE POLICE PENSION FUND

RIVERDALE POLICE PENSION FUND	SPRINGFIELD POLICE PENSION FUND
RIVERSIDE POLICE PENSION FUND	ST CHARLES POLICE PENSION FUND
ROBBINS POLICE PENSION FUND	STAUNTON POLICE PENSION FUND
ROBINSON POLICE PENSION FUND	STEGER POLICE PENSION FUND
ROCHELLE POLICE PENSION FUND	STERLING POLICE PENSION FUND
ROCK FALLS POLICE PENSION FUND	STICKNEY POLICE PENSION FUND
ROCK ISLAND POLICE PENSION FUND	STONE PARK POLICE PENSIONFUND
ROCKFORD POLICE PENSION FUND	STREAMWOOD POLICE PENSION FUND
ROCKTON POLICE PENSION FUND	STREATOR POLICE PENSION FUND
ROLLING MEADOWS POLICE PENSION FUND	SUGAR GROVE POLICE PENSION FUND
ROMEOVILLE POLICE PENSION FUND	SUMMIT POLICE PENSION FUND
ROSCOE POLICE PENSION FUND	SWANSEA POLICE PENSION FUND
ROSELLE POLICE PENSION FUND	SYCAMORE POLICE PENSION FUND
ROUND LAKE BEACH POLICE PENSION FUND	TAYLORVILLE POLICE PENSION FUND
ROUND LAKE PARK POLICE PENSION FUND	TINLEY PARK POLICE PENSION FUND
ROUND LAKE POLICE PENSION FUND	TROY POLICE PENSION FUND
SALEM POLICE PENSION FUND	UNIVERSITY PARK POLICEMENS PENSION FUND
SANDWICH POLICE PENSION FUND	URBANA POLICE PENSION FUND
SAUK VILLAGE POLICE PENSION FUND	VANDALIA POLICE PENSION FUND
SAVANNA POLICE PENSION FUND	VENICE POLICE PENSION FUND
SCHAUMBURG POLICE PENSION FUND	VERNON HILLS POLICE PENSION FUND
SCHILLER PARK POLICE PENSION FUND	VILLA PARK POLICE PENSION FUND
SHELBYVILLE POLICE PENSION FUND	WARRENVILLE POLICE PENSION FUND
SHILOH POLICE PENSION FUND	WASHINGTON PARK POLICE PENSION FUND
SHOREWOOD POLICE PENSION FUND	WASHINGTON POLICE PENSION FUND
SILVIS POLICE PENSION FUND	WATERLOO POLICE PENSION FUND
SKOKIE POLICE PENSION FUND	WATSEKA POLICE PENSION FUND
SOUTH BARRINGTON POLICE PENSION FUND	WAUCONDA POLICE PENSION FUND
SOUTH BELOIT POLICE PENSION FUND	WAUKEGAN POLICE PENSION FUND
SOUTH CHICAGO HEIGHTS POLICE PENSION FUND	WAYNE POLICE PENSION FUND
SOUTH ELGIN POLICE PENSION FUND	WEST CHICAGO POLICE PENSION FUND
SOUTH HOLLAND POLICE PENSION FUND	WEST DUNDEE POLICE PENSION FUND
SPRING GROVE POLICE PENSION FUND	WEST FRANKFORT POLICE PENSION FUND
SPRING VALLEY POLICE PENSION FUND	WESTCHESTER POLICE PENSION FUND
	WESTERN SPRINGS POLICE PENSION FUND

WESTMONT POLICE PENSION FUND
WHEATON POLICE PENSION FUND
WHEELING POLICE PENSION FUND
WILLOW SPRINGS POLICE PENSION FUND
WILLOWBROOK POLICE PENSION FUND
WILMETTE POLICE PENSION FUND
WILMINGTON POLICE PENSION FUND
WINFIELD POLICE PENSION FUND
WINNETKA POLICE PENSION FUND
WINTHROP HARBOR POLICE PENSION FUND
WOOD DALE POLICE PENSION FUND
WOOD RIVER POLICE PENSION FUND
WOODRIDGE POLICE PENSION FUND
WOODSTOCK POLICE PENSION FUND
WORTH POLICE PENSION FUND
YORKVILLE POLICE PENSION FUND
ZION POLICE PENSION FUND

Exhibit A: Schedule of Professional Fees and Expenses for Legal Services:

- 1. Schedule of professional fees for additional services, quoted hourly rates for the fiscal year listed below:**

	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Partners					
Managers					
Supervisory Staff					
Staff					
Other (specify)					
Other (specify)					
Other (specify)					

- 2. Annual retainer fee will be considered, if desired. Please include those fees in the response.**

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*****End of RFP document*****