



Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Roberto L. Peña

**SUBJECT: OFFICE OF RETIREMENT
SERVICES' FY24-25 PROPOSED
ADMINISTRATIVE BUDGET**

DATE: April 26, 2024

RECOMMENDATION

Approve the Office of Retirement Services' (ORS) proposed administrative expense budget for Fiscal Year 2024-2025.

BACKGROUND

In October 2017, the City Auditor issued Report 17-06, *Audit of Retirement Services: Greater Transparency Needed in the Budgeting Process, Interactions Among Stakeholders, Investment Policies, and Plan Administration*. The first finding that the City Auditor outlined in the report was that ORS' budget process was not well defined. Thus, the City Auditor provided several recommendations, which were related to the approval of the budget by City Council:

- Recommendation #2: The Office of Retirement Services should include its proposed personnel budget and staffing plan for City Council approval as part of the comprehensive annual budget outlined in Recommendation #3.
- Recommendation #3: The Office of Retirement Services should prepare a comprehensive annual budget document covering the entire aggregate expense of administering each plan.
- Recommendation #4: In compliance with the City Charter, the Office of Retirement Services should formally request each retirement board annually adopt the annual budget document that has also been approved by the City Council.

In order to comply with the recommendations by the City Auditor, the ORS combined proposed administrative expense budget is being brought forward through the Manager's Budget Addendum (MBA) process to be approved as part of the Mayor's June Budget Message.

ANALYSIS

Administrative and Comprehensive Budget Analysis

Historically, ORS prepared an annual administrative expense budget that was approved by both the Police and Fire Department Retirement Plan and Federated City Employees' Retirement System Boards individually at their March and April meetings (Attachments A and D). Due to the City Auditor's recommendations, ORS prepared a comprehensive budget through the MBA process.

The administrative expense budget is divided into four categories: personnel services, non-personnel/equipment, professional services, and medical providers. Table 1 below shows the combined ORS administrative expense budget for both plans. The forecasted amount is lower than the adopted budget for fiscal year 2024-2025 mainly due to the vacancies in personnel and savings in non-personnel/ equipment due to planned projects not being completed from lack of resources and/ or general costs savings. Professional services forecast is higher than proposed due to legal costs that were unplanned in fiscal year 2023-2024 but are expected to be more in line with prior years for fiscal year 2024-2025.

The proposed budget for personnel services increased mainly due to the addition of two positions to address the increased complexity and workload of the plans and adding some over-strength positions to cover planned changes in the coming fiscal year. The proposed budget for non-personnel equipment remained fairly steady with a general increase across the board for inflation. The proposed budget for professional services decreased due to the adopted budget being modified mid-year to accommodate the increase in legal expenses from unexpected legal matters. The proposed amount reflects legal expenses to be more in line with prior years. The proposed budget for medical services remained flat. The total proposed budget increased by 8.1% to \$15.5 million, which is the amount that ORS is requesting the City Council to approve.

TABLE 1 – Office of Retirement Services Proposed Administrative Budget

Expense Category	2023-2024 Adopted (A)	2023-2024 Forecast (B)	2024-2025 Proposed (C)	% Increase (Decrease) (A to C)	% Increase (Decrease) (B to C)
Personnel Services	\$9,448,000	\$9,371,000	\$10,809,000	14.4%	15.3%
Non-personnel / Equipment	\$1,731,000	\$1,475,000	\$1,761,000	1.7%	19.4%
Professional Services	\$2,634,000	\$2,517,000	\$2,408,000	(8.6%)	(4.3%)
Medical Services	\$505,000	\$460,000	\$505,000	0.0%	9.8%
TOTAL	\$14,318,000	\$13,823,000	\$15,483,000	8.1%	12.0%

The amounts in the table above are included in the source and use statements, which are part of the City's operating budget documents. However, the source and use statements are shown for display purposes only, and the medical providers category is combined with the professional services in the source and use statements.

As part of recommendation #3 by the City Auditor, the ORS prepared a comprehensive proposed budget that encompassed both revenue and expenses of the plans described in Table 2 below. The budget documents consisted of the typical presentation that was historically presented to the Boards (Attachments A and D), as well as a memo explaining the various components of the budget and the proposed budget itself (Attachments B and E). These presentations, memos and budgets were presented to the Boards individually at the March and April meetings for both the Police and Fire and Federated Retirement Boards, respectively. The table below combines both plans to represent the Office of Retirement Services' proposed comprehensive budget.

TABLE 2 – Office of Retirement Services Proposed Comprehensive Budget

	2022-2023 Actual	2023-2024 Adopted	2023-2024 Forecast	2024-2025 Proposed
Source of Funds				
Beginning Balance – Claims Reserve	\$7,732,290,000	\$8,302,774,000	\$8,302,774,000	\$8,654,844,600
COLAs	17,100	19,500	12,000	12,100
City Contributions	454,950,000	464,738,000	444,128,000	495,421,000
Participant Contributions	84,362,000	85,054,000	85,805,600	90,803,000
Investment Income, net of expenses*	625,891,000	427,373,000	438,899,000	458,958,000
Total Source of Funds	\$8,897,510,100	\$9,279,958,500	\$9,271,618,600	\$9,700,038,700
Use of Funds				
COLAs	17,100	19,500	12,000	12,100
Benefits	523,180,000	538,122,000	538,512,000	564,747,000
Health Insurance	58,397,000	54,823,000	64,427,000	66,147,000
Personnel Service	8,370,000	9,448,000	9,371,000	10,809,000
Non-Personnel/ Equipment	2,659,000	1,731,000	1,475,000	1,761,000
Professional Fees	2,113,000	3,139,000	2,977,000	2,913,000
Ending Balance – Claims Reserve	\$8,302,774,000	\$8,672,676,000	\$8,654,844,600	\$9,053,649,600
Total Use of Funds	\$8,897,510,100	\$9,279,958,500	\$9,271,618,600	\$9,700,038,700

* Based on the 2022 Annual Fee Reports, total management and incentive fees for the pension and healthcare trusts for the Police and Fire Plan was \$28.7 million and for the Federated System was \$22.4 million for a total of \$51.1 million.

It should be noted that the personnel services costs reflected in the above table can vary from the amount included in the Budget Office's 2024-2025 Proposed Budget due to the Budget Office revisions of salary, retirement, and benefit costs when compared to those that were approved by the Federated Retirement Board and the Police and Fire Retirement Board in March.

This combined comprehensive budget nets the investment manager fees and other consultant expenses against investment income. Please see Attachments C and F for the most recent calendar year Comprehensive Annual Fee reports that were presented to the Boards. As indicated in the Fee reports for calendar year 2022, the management and incentive fees for the Police and Fire and Federated pension plans and healthcare trusts totaled \$28.6 million with a fee ratio of 0.59% and \$22.3 million with a fee ratio of 0.70%, respectively, for a combined total of \$51.0 million. The

Fee reports include management fees, incentive fees, consultant fees and other investment fees, some of which were based on calculations by the investment managers. Please note the Fee reports for calendar year 2023 are expected to be completed in August and will be presented to the City Council thereafter.

Investment Fee Analysis

Since the Comprehensive Fee Report for calendar year 2023 will not be available until November 2024 and ORS' commitment to transparency and desire to meet the spirit of the City Auditor's recommendation #3, ORS has prepared a Pro Forma Investment Fee Analysis of potential investment fees for the 2023-2024 fiscal year.

Below are pro forma fee projections in dollar terms calculated by multiplying each plan's asset allocation policy targets as of April 2024 by calendar year 2022 fee ratios and plan assets as of December 2023. **Please note these projections are based on many assumptions with a wide margin of error.**

Notes on Methodology

- The Pro Forma fees shown are approximations of projected fees with a wide margin of error.
- Actual fund management fees will vary as the composition of underlying funds and fund types changes over time.
- Incentive fees do not reduce the Fund's income from investments. Such "fees" (carried interest) are a profit share that affords the fund manager an ownership alignment with the other equity partners. The IRS does not treat carried interest income the same as fee income to managers. Accordingly, while for convenient reference we refer to the managers' equity interest as a "fee", that reference needs to be understood in the context of aligning our interests with the managers. Unlike a fee, the manager only earns the incentive amount if we also earn a profit over a set hurdle amount.
- Actual incentive fees will vary from the values shown since incentive fees are calculated based on the actual performance of underlying funds which is uncertain and subject to change. Calendar year 2022 incentive fee ratios are used as the reference point for estimation purposes, but do not reflect the current performance or expected future performance of investments.
- Other investment-related costs include salary and benefits compensation for investment staff (including a 50% allocation for the CEO), cost of consultants (general, absolute return, risk), custodian bank, other third-party vendors utilized by the investment program, and investment staff travel.
- The calendar year 2023 Fee Report is expected to be available by November 2024.
- Some values may not sum due to rounding.

A summary of the pro forma fees for a combination of all four retirement plans is below and followed by a breakdown of each plan individually. The total pro forma fund management fees,

incentive fees, and operating expenses of \$64.8 million with a fee ratio of 0.79% compares to \$64.8 million with a fee ratio of 0.80% in calendar year 2022 as shown in the 2022 Fee Reports. Total pro forma other investment-related costs of \$5.3 million with a fee ratio of 0.07% compares to \$5.2 million with a fee ratio of 0.06% as shown in the 2022 Fee Reports.

All Retirement Plans - Pro Forma Estimated Fund Management Fees (\$ mm) by Asset Class:					
		Pro Forma Fees (\$MM)			
		Management Fees	Incentive Fees	Operating Expenses	Total Expenses
Asset Class					
Growth					
	Public Equity	10.5	0.1	0.6	11.2
	Private Markets	24.7	-9.9	12.6	27.4
	Emerging Market Debt	1.7	3.3	0.1	5.0
	High Yield Bonds	0.6	0.0	0.0	0.6
Low Beta					
	Market Neutral Strategies	4.0	10.1	0.4	14.5
	Immunized Cash Flow	0.4	0.0	0.0	0.4
	Short-Term Investment Grade Bonds	0.0	0.0	0.0	0.0
Other					
	Core Real Estate	3.4	0.8	0.5	4.7
	Commodities	0.1	0.0	0.1	0.2
	TIPS	0.1	0.0	0.0	0.1
	Investment Grade Bonds	0.7	0.0	0.0	0.7
	Long Term Government Bonds	0.0	0.0	0.0	0.0
Total Plan		46.2	4.4	14.3	64.8

All Retirement Plans - Pro Forma Estimated Other Estimated Other Investment-Related Costs (\$mm):					
Investment Staff Salary and Benefits (\$ mm)	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
2.3	1.1	1.1	0.9	5.3	0.07%

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Federated Pension Fund Management Fees by Asset Class:										
		2022 Fee Ratios				Pro Forma Fees (\$MM)				
		Policy Target	Management Fees	Incentive Fees	Operating Expenses	Total Expense Ratio	Management Fees	Incentive Fees	Operating Expenses	Total Expenses
Asset Class										
Growth	Public Equity	49.00%	0.28%	0.00%	0.02%	0.30%	3.9	0.1	0.2	4.1
	Private Markets	21.00%	1.52%	-0.30%	0.73%	1.94%	9.1	-1.8	4.4	11.7
	Emerging Market Debt	3.00%	0.92%	1.82%	0.06%	2.80%	0.8	1.6	0.1	2.4
	High Yield Bonds	2.00%	0.37%	0.00%	0.00%	0.37%	0.2	0.0	0.0	0.2
Low Beta	Market Neutral Strategies	3.00%	1.78%	4.48%	0.18%	6.44%	1.5	3.8	0.2	5.5
	Immunized Cash Flow	5.00%	0.05%	0.00%	0.00%	0.05%	0.1	0.0	0.0	0.1
Other	Core Real Estate	5.00%	0.75%	0.20%	0.12%	1.07%	1.1	0.3	0.2	1.5
	Commodities	0.00%	0.00%	0.00%	0.00%	0.00%	0.0	0.0	0.0	0.0
	TIPS	2.00%	0.05%	0.00%	0.00%	0.05%	0.0	0.0	0.0	0.0
	Investment Grade Bonds	8.00%	0.15%	0.00%	0.00%	0.15%	0.3	0.0	0.0	0.3
	Long Term Government Bonds	2.00%	0.03%	0.00%	0.00%	0.03%	0.0	0.0	0.0	0.0
							17.0	3.9	5.0	25.9
Federated Health Care Trust Fund Management Fees by Asset Class:										
		2022 Fee Ratios				Pro Forma Fees (\$MM)				
		Policy Target	Management Fees	Incentive Fees	Operating Expenses	Total Expense Ratio	Management Fees	Incentive Fees	Operating Expenses	Total Expenses
Asset Class										
Growth	Public Equity	58.00%	0.20%	0.00%	0.02%	0.22%	0.4	0.0	0.0	0.5
Low Beta	Short-Term Investment Grade Bonds	6.00%	0.02%	0.00%	0.00%	0.02%	0.0	0.0	0.0	0.0
Other	Core Real Estate	12.00%	0.73%	0.00%	0.00%	0.73%	0.3	0.0	0.0	0.3
	Commodities	5.00%	0.43%	0.00%	0.28%	0.71%	0.1	0.0	0.1	0.1
	Investment Grade Bonds	14.00%	0.02%	0.00%	0.01%	0.03%	0.0	0.0	0.0	0.0
	Long Term Government Bonds	5.00%	0.03%	0.00%	0.00%	0.03%	0.0	0.0	0.0	0.0
							0.9	0.0	0.1	1.0
Police & Fire Pension Fund Management Fees by Asset Class:										
		2022 Fee Ratios				Pro Forma Fees (\$MM)				
		Policy Target	Management Fees	Incentive Fees	Operating Expenses	Total Expense Ratio	Management Fees	Incentive Fees	Operating Expenses	Total Expenses
Asset Class										
Growth	Public Equity	42.00%	0.31%	0.00%	0.01%	0.33%	6.1	0.1	0.3	6.5
	Private Markets	25.00%	1.32%	-0.69%	0.69%	1.33%	15.6	-8.1	8.2	15.7
	Emerging Market Debt	2.00%	0.93%	1.81%	0.06%	2.81%	0.9	1.7	0.1	2.6
	High Yield Bonds	2.00%	0.37%	0.00%	0.00%	0.37%	0.3	0.0	0.0	0.3
Low Beta	Market Neutral Strategies	3.00%	1.76%	4.40%	0.17%	6.33%	2.5	6.2	0.2	8.9
	Immunized Cash Flow	13.00%	0.05%	0.00%	0.00%	0.05%	0.3	0.0	0.0	0.3
Other	Core Real Estate	5.00%	0.74%	0.20%	0.12%	1.07%	1.8	0.5	0.3	2.5
	Commodities	0.00%	0.15%	0.00%	0.00%	0.15%	0.0	0.0	0.0	0.0
	TIPS	2.00%	0.05%	0.00%	0.00%	0.05%	0.0	0.0	0.0	0.0
	Investment Grade Bonds	4.50%	0.16%	0.00%	0.00%	0.16%	0.3	0.0	0.0	0.3
	Long Term Government Bonds	1.50%	0.03%	0.00%	0.00%	0.03%	0.0	0.0	0.0	0.0
							27.9	0.4	9.1	37.4
Police & Fire Health Care Trust Fund Management Fees by Asset Class:										
		2022 Fee Ratios				Pro Forma Fees (\$MM)				
		Policy Target	Management Fees	Incentive Fees	Operating Expenses	Total Expense Ratio	Management Fees	Incentive Fees	Operating Expenses	Total Expenses
Asset Class										
Growth	Public Equity	58.00%	0.04%	0.00%	0.02%	0.06%	0.1	0.0	0.0	0.1
Low Beta	Short-Term Investment Grade Bonds	6.00%	0.02%	0.00%	0.00%	0.02%	0.0	0.0	0.0	0.0
Other	Core Real Estate	12.00%	0.77%	0.14%	0.12%	1.04%	0.3	0.1	0.0	0.4
	Commodities	5.00%	0.43%	0.00%	0.28%	0.71%	0.1	0.0	0.0	0.1
	Investment Grade Bonds	14.00%	0.02%	0.00%	0.01%	0.03%	0.0	0.0	0.0	0.0
	Long Term Government Bonds	5.00%	0.03%	0.00%	0.00%	0.03%	0.0	0.0	0.0	0.0
							0.4	0.1	0.1	0.6

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COORDINATION

This memorandum has been coordinated with the City Manager's Budget Office.

/s/

ROBERTO L. PEÑA
Chief Executive Officer

For more information on this memorandum, please contact Roberto L. Peña, CEO, 408-794-1000.

Attachment A: Police and Fire Department Retirement Plan Budget Proposal Presentation

Attachment B: Police and Fire Department Plan FY 24-25 Proposed Budget

Attachment C: Police and Fire Department Plan Comprehensive Annual Fee Report for Calendar
Year 2022

Attachment D: Federated Retirement System Budget Proposal Presentation

Attachment E: Federated Retirement System FY24-25 Proposed Budget

Attachment F: Federated Retirement System Comprehensive Annual Fee Report for Calendar
Year 2022

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN FISCAL YEAR 2024-2025 BUDGET PROPOSAL

March 7, 2024

2024–2025 Budget at a Glance

- ▶ Development of the budget
- ▶ Administrative expense breakdown
- ▶ Sources of funds
- ▶ Uses of funds
- ▶ Proposed administrative budget
- ▶ Personnel services analysis
- ▶ Non–personnel/equipment analysis
- ▶ Professional services analysis
- ▶ Medical services analysis
- ▶ Analysis and comparisons to other CA plans

Development of the Police & Fire Department Retirement Plan's FY24–25 Proposed Budget

The Proposed Budget is broken down into the following categories:

▶ Sources of Funds

- **City contributions** – Estimated based on the contribution rates and total covered payroll shown in the actuarial reports for June 30, 2023
- **Participant income** – Estimated based on the contribution rates and total covered payroll shown in the actuarial reports for June 30, 2023
- **Investment income** – Calculated using the assumed rate of return based on reserve plus City's contributions for the whole year and other activities throughout the year

▶ Uses of Funds

- **Benefits and health insurance** – pension payments, health insurance subsidy, return of contributions and death benefits. Amounts were calculated based on the average increase for the past 5 years
- **Administrative expense** – this represents the operating expenses for the Office of Retirement Services. The detail is shown in the following slide.

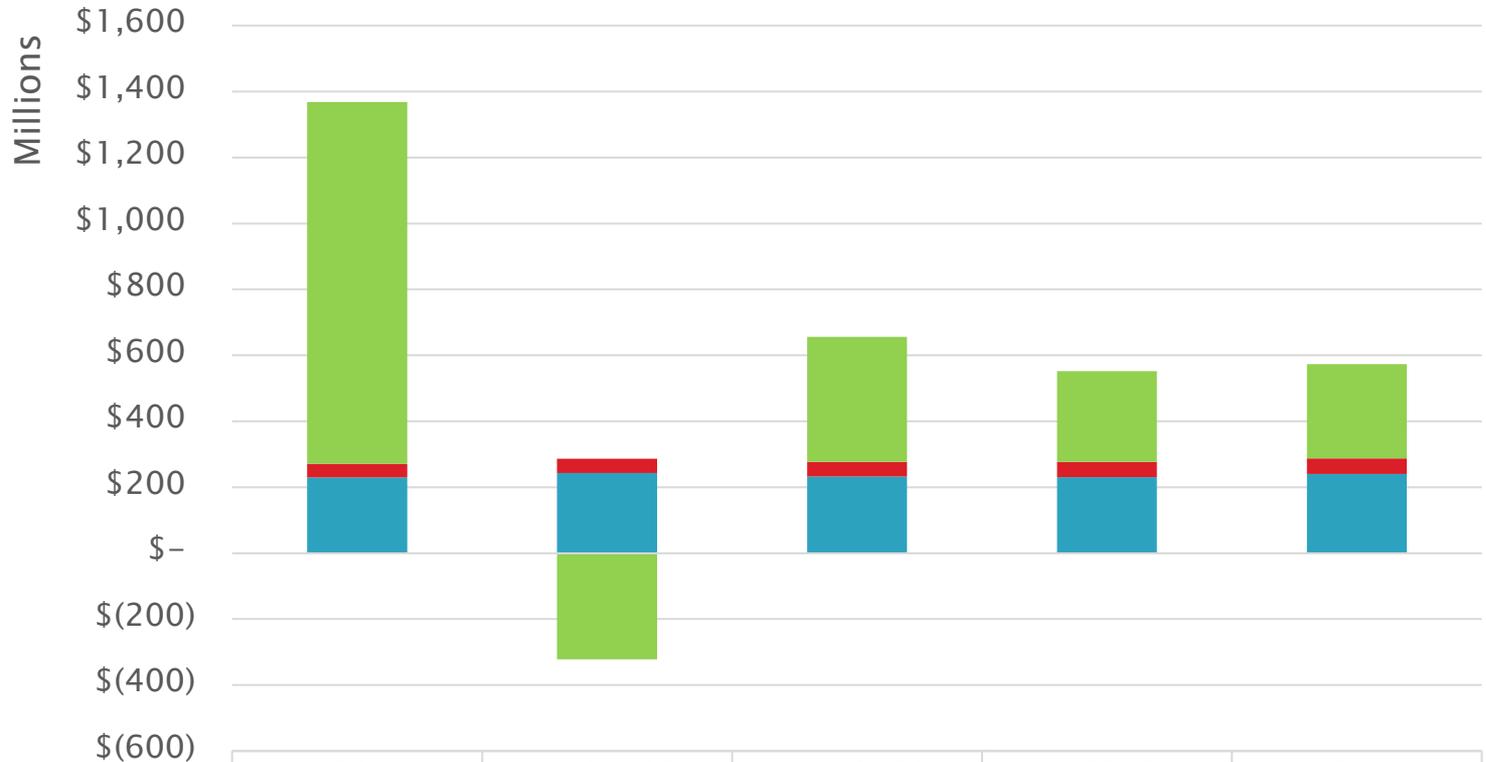
Administrative Expense Budget FY24–25

The Administrative Expense Budget portion is categorized into the following line items:

- ▶ **Personnel services** – 50% of the Office of Retirement Services direct staff labor costs including salary and benefits based on the City’s Budget Office labor reports, except for Investments staff which is split based on market value (60% PF and 40% Fed).
- ▶ **Non–personnel/equipment** – administrative overhead cost such as rent, supplies, equipment, etc., excluding professional services.
- ▶ **Professional services** – non–investment professional services including actuarial, legal, IT and other professional consulting services.
- ▶ **Medical services** – this represents an estimate for independent medical examiners.

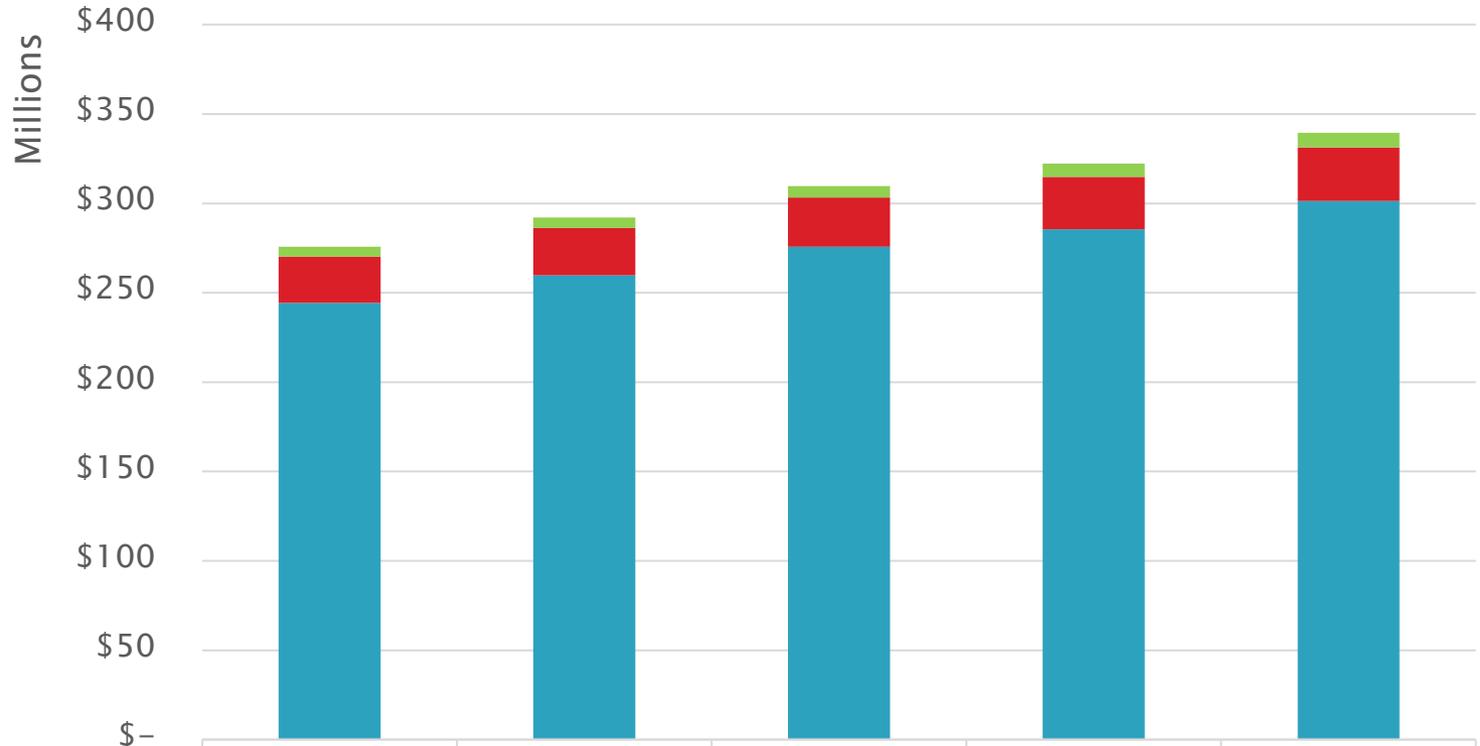
The Administrative Budget does **NOT** include investment professional services, consultants and investment manager fees and capitalized costs.

Sources of Funds



	FY 20-21 (Actual)	FY 21-22 (Actual)	FY 22-23 (Actual)	FY 23-24 (Forecast)	FY 24-25 (Proposed)
■ Investment Income	1,097,284,000	(321,850,000)	379,522,000	275,086,000	286,253,000
■ Participant Contributions	41,508,000	43,769,000	43,960,000	46,394,000	46,410,000
■ City Contributions	229,767,000	242,809,000	232,513,000	230,289,000	240,695,000

Uses of Funds



	FY 20-21 (Actual)	FY 21-22 (Actual)	FY 22-23 (Actual)	FY 23-24 (Forecast)	FY 24-25 (Proposed)
Administrative Expense	5,461,000	5,766,000	6,319,000	7,398,000	8,221,000
Health Insurance	25,974,000	26,458,000	27,528,000	29,393,000	30,054,000
Pension Benefits	244,310,000	259,876,000	275,824,000	285,481,000	301,314,000

Note: Amortization expense is not included in administrative expense

Police & Fire Proposed Administrative Budget for FY 2024–2025

The following is a comparison of previous fiscal year actual figures, current year adopted budget and forecast, and proposed next year budget:

Expenses	2022–2023 Actual (A)	2023–2024 Adopted/Modified (B)	2023–2024 Forecast (C)	2024–2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Personnel Services	\$4,438,410	\$4,792,000/ \$4,992,000	\$4,960,000	\$5,698,000	18.91%/ 14.14%	14.88%
Non-Personnel / Equipment	707,786	859,000	727,156	867,000	0.93%	19.23%
Professional Services	992,297	903,000/ 1,403,000	1,351,360	1,296,000	43.52%/ (7.63%)	(4.10%)
Medical Services	180,869	360,000	360,000	360,000	0.00%	0.00%
Total	\$6,319,362	\$6,914,000/ \$7,614,000	\$7,398,516	\$8,221,000	18.90%/ 7.97%	11.12%

⁽¹⁾ – Detail for changes provided in the following slides

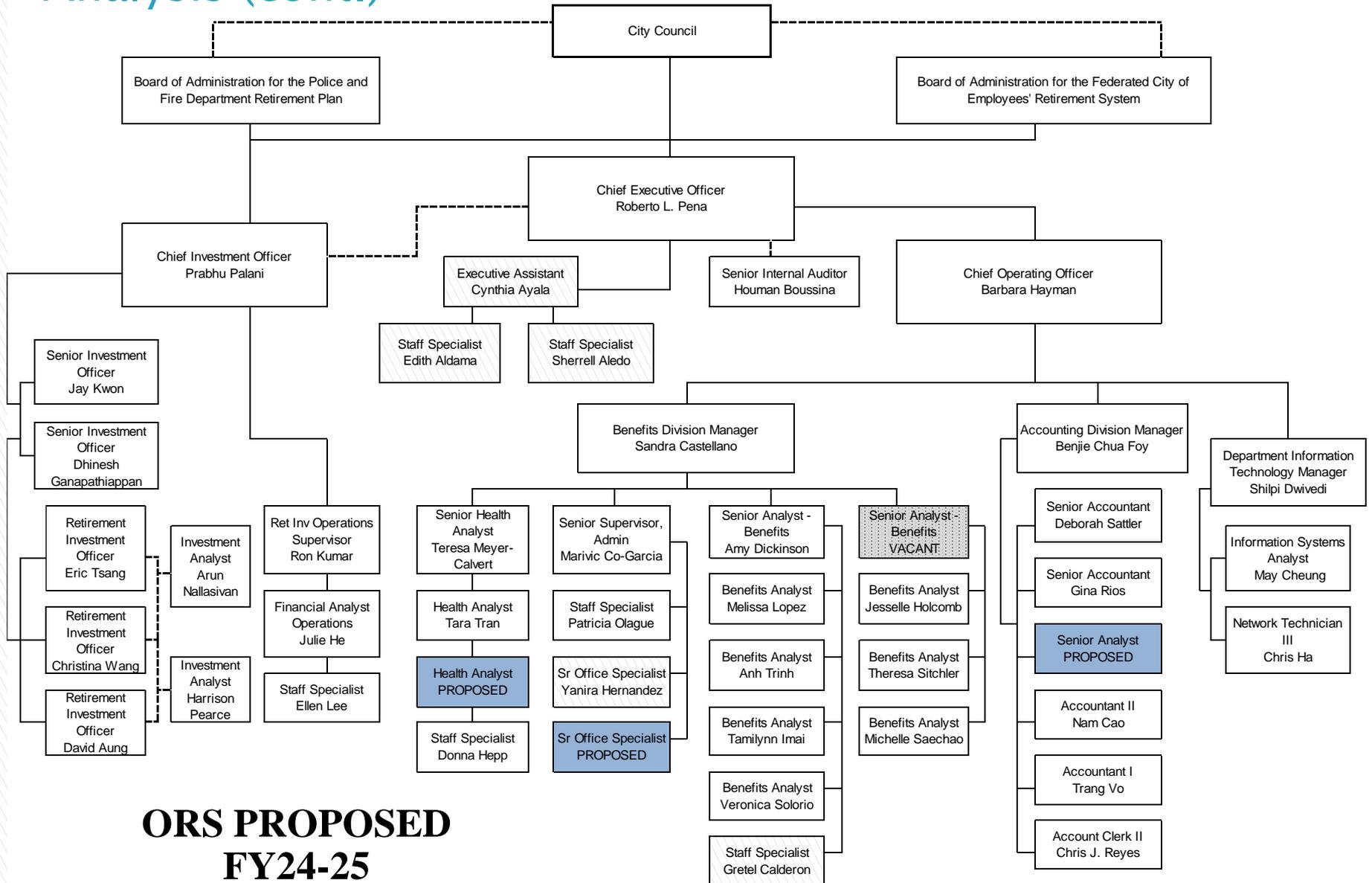
Personnel Services Analysis

Expenses	2022–2023 Actual (A)	2023–2024 Adopted (B)	2023–2024 Forecast (C)	2024–2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Personnel Services	\$4,438,410	\$4,792,000/ \$4,992,000	\$4,960,000	\$5,698,000	18.91%/ 14.14%	14.88%
Authorized positions for both plans	43.0	43.0	43.0	46.0	3.0	3.0
Full time employee (FTE) allocated to Plan	21.5	21.5	21.5	23.0	1.5	1.5
Actual filled FTEs for both plans	40.0		42.0			
FTEs allocated to Plan	20.0		21.0			

- ▶ Personnel Services increased from last year’s budget due to:
 - Proposals, budgeting three return to work retirees for the full year and increased benefit rates
- ▶ Proposals for FY24–25 included in budget
 - Adding a Compliance Senior Analyst in Accounting
 - Adding a Medicare Analyst to the Health Team in Benefits
 - Adding a Senior Office Specialist for the Front Desk in Benefits
 - Funding a 50% Cybersecurity IT person
 - Over–strength position for 4 months for Benefits analyst, 12 months for Admin Staff Specialist and 1 month for CEO

Personnel Services Analysis (cont.)

Current Organizational Chart for Retirement Services, including budget proposals, of which the Police & Fire receives one half of a full-time employee (FTE) – O/S positions not included



**ORS PROPOSED
FY24-25**

Non-Personnel/Equipment Analysis

Expenses	2022-2023 Actual (A)	2023-2024 Adopted (B)	2023-2024 Forecast (C)	2024-2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Non-personnel/Equipment	\$707,786	\$859,000	\$727,156	\$867,000	0.93%	19.23%

- ▶ Non-Personnel/Equipment remained fairly consistent with last year. Slight increase is due to CPI.
- ▶ Difference from forecast to adopted budget is mainly due to planned projects that were budgeted not coming to fruition such as phone center project and change in financial statement software

Non-Personnel/Equipment Analysis (cont.)

Below is a list of main non-personnel/equip. categories and budget amounts

Minor Budget Category	Budget Basis	FY24-25 Proposed Budget Amount
Rent	Rent for Office of Retirement Services (ORS) based on lease amount, as well as Common Area Maintenance costs	\$249,000
Insurance	Fiduciary and commercial liability insurance	225,000
IT hardware / Software	Includes proposed phone center and social media, wireless microphone system for 5 th floor Board room and hosting service	130,000
Postage and printing	Postage, shipping and printing costs for open enrollment, contribution rate and newsletter mailings and other communication	65,000
LRS - annual maintenance fee	Pension administration system annual maintenance fee based on contract amount	58,000
Training/Travel	Board and staff travel including education and conferences, roundtables, due diligence, etc.	35,000
Other non-personnel and equipment	Includes lease, mileage, communication, dues and subscriptions, equipment/furniture, training, supplies, and a buffer for leasehold improvements for the building	105,000
NON-PERSONNEL / EQUIPMENT TOTAL		\$867,000

Professional Services Analysis

Expenses	2022-2023 Actual (A)	2023-2024 Adopted/ Modified (B)	2023-2024 Forecast (C)	2024-2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Professional Services	\$992,297	903,000/ 1,403,000	1,351,360	1,296,000	43.52%/ (7.63%)	(4.10%)

- ▶ Professional Services increased by \$393,000 from last year’s adopted budget mainly due to increases in fiduciary and disability legal services. The adopted budget was modified to add \$500,000 for legal services.
- ▶ Other considerations
 - Cost associated with the new pension administration system are NOT included in the budget as those costs are being capitalized.
- ▶ The following slide is a list of major professional services categories, budget basis and budget amounts.

Professional Services – Other Analysis (cont.)

Below is a list of main professional services categories and budget amounts

Minor budget category	Budget Basis	FY24–25 Budget Amount
Legal	Legal services provided by Reed Smith, Saltzman and Johnson and Ice Miller LLP – note this budget line excludes investment legal.	\$681,000
Actuary	Annual valuation and GASB reports for Pension & OPEB, benefit calculations, including 415 matters, and other miscellaneous consultations	271,000
Audit	Annual financial audit agreement amount plus other services	92,000
Other Professional Services	Includes retiree search agency, governance services and communications consultant	83,500
Temp Agencies	Temporary staffing to fill vacant positions and assist with open enrollment	144,500
Pension Admin System (PensionGold)	Ad hoc web changes billed per hour; disaster recovery; ad hoc change request enhancements; web hosting monthly charge	24,000
	PROFESSIONAL SERVICES OTHER BUDGET TOTAL	\$1,296,000

Medical Services Analysis

Expenses	2022–2023 Actual (A)	2023–2024 Adopted/Modified (B)	2023–2024 Forecast (C)	2024–2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Medical Services	\$180,869	\$360,000	\$360,000	\$360,000	0.00%	0.00%

- ▶ Medical services remained flat compared to prior year
- ▶ Other considerations:
 - Contract with medical advisor has been terminated
 - Using independent medical examiners
- ▶ Below is a summary of medical services provided:
 - Obtain medical information from disability applicants, attorneys and workers’ compensation
 - Review all medical reports received
 - Refer to independent medical examiners
 - Summarize relevant medical information and prepare medical report regarding causation, disability, and medical support of injury
 - Attend monthly Disability Committee hearings, as necessary

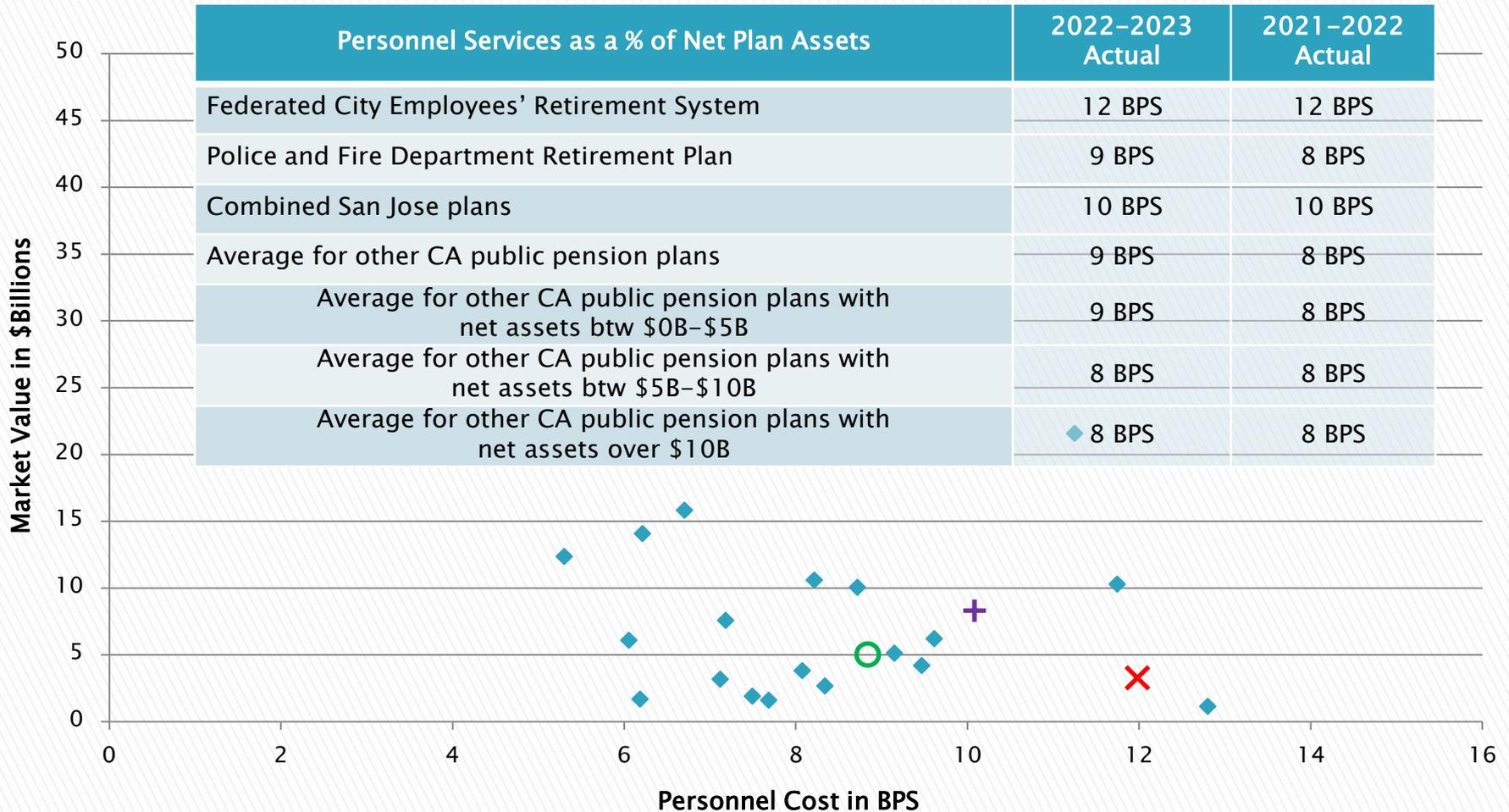
Personnel Services Analysis – in BPS

Personnel Expense in BPS of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$3,282,000

“O” below represents the Police and Fire Plan, \$5,021,000

“+” below represents the combined San Jose plans, \$8,303,000



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

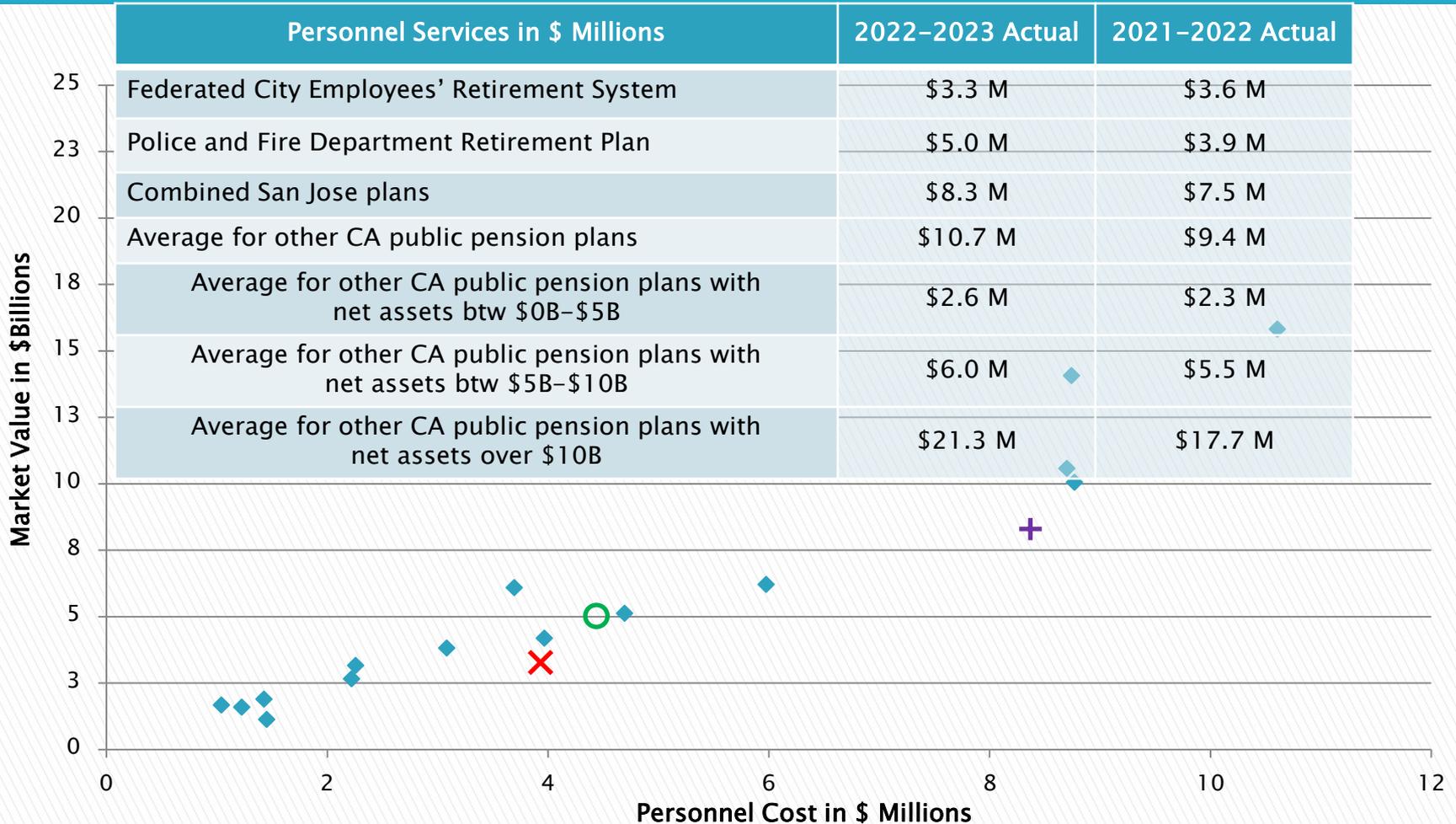
Personnel Services Analysis – in \$

Personnel Expense in \$ Millions – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$3,282,000

“O” below represents the Police and Fire Plan, \$5,021,000

“+” below represents the combined San Jose plans, \$8,303,000



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

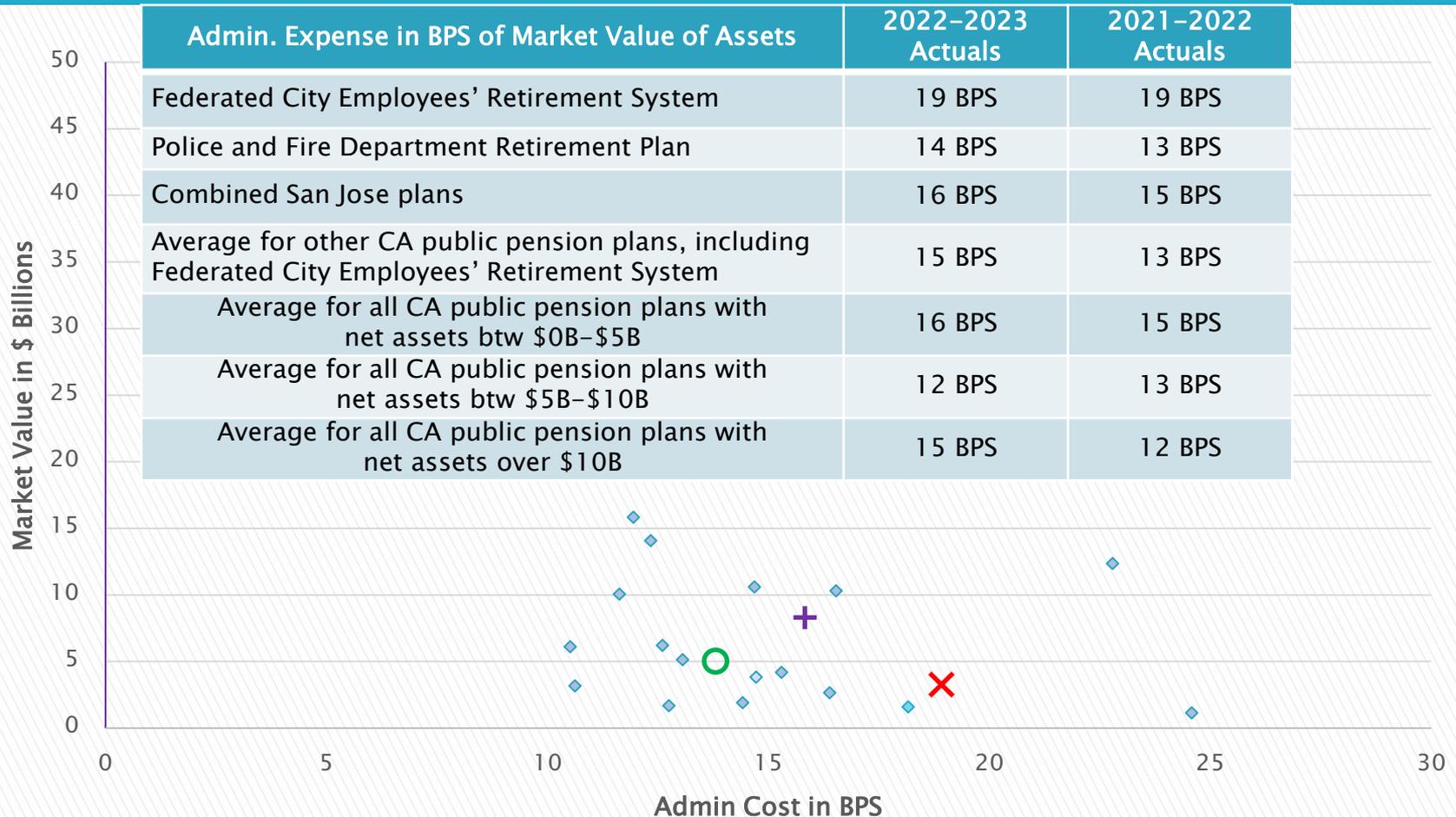
Administrative Cost Comparison – in BPS

Administrative Expense in BPS of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$6,208,000

“O” below represents the Police and Fire Plan, \$6,934,000

“+” below represents the combined San Jose plans, \$13,142,000



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

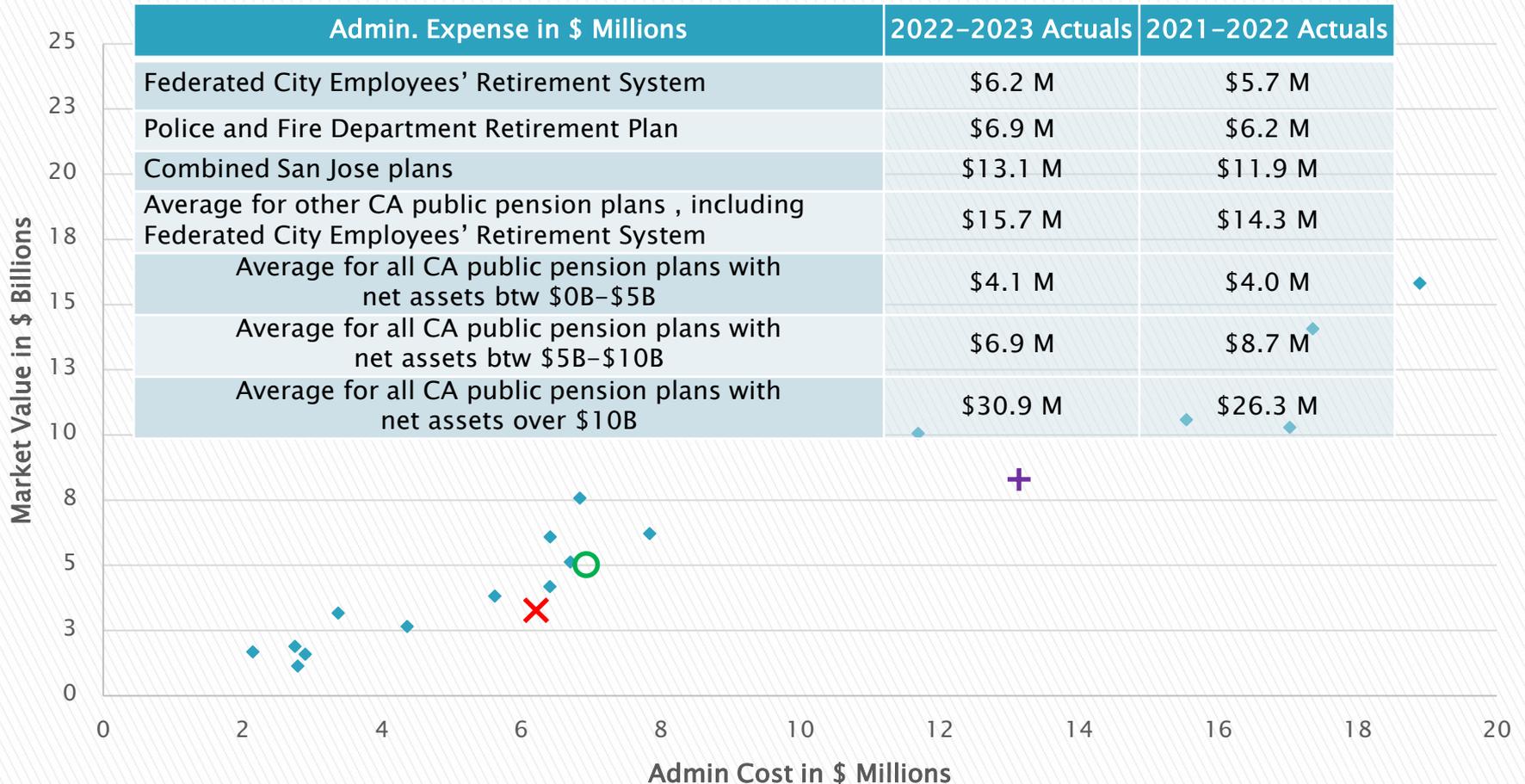
Administrative Cost Comparison – in \$

Administrative Expense in BPS of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$6,208,000

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¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

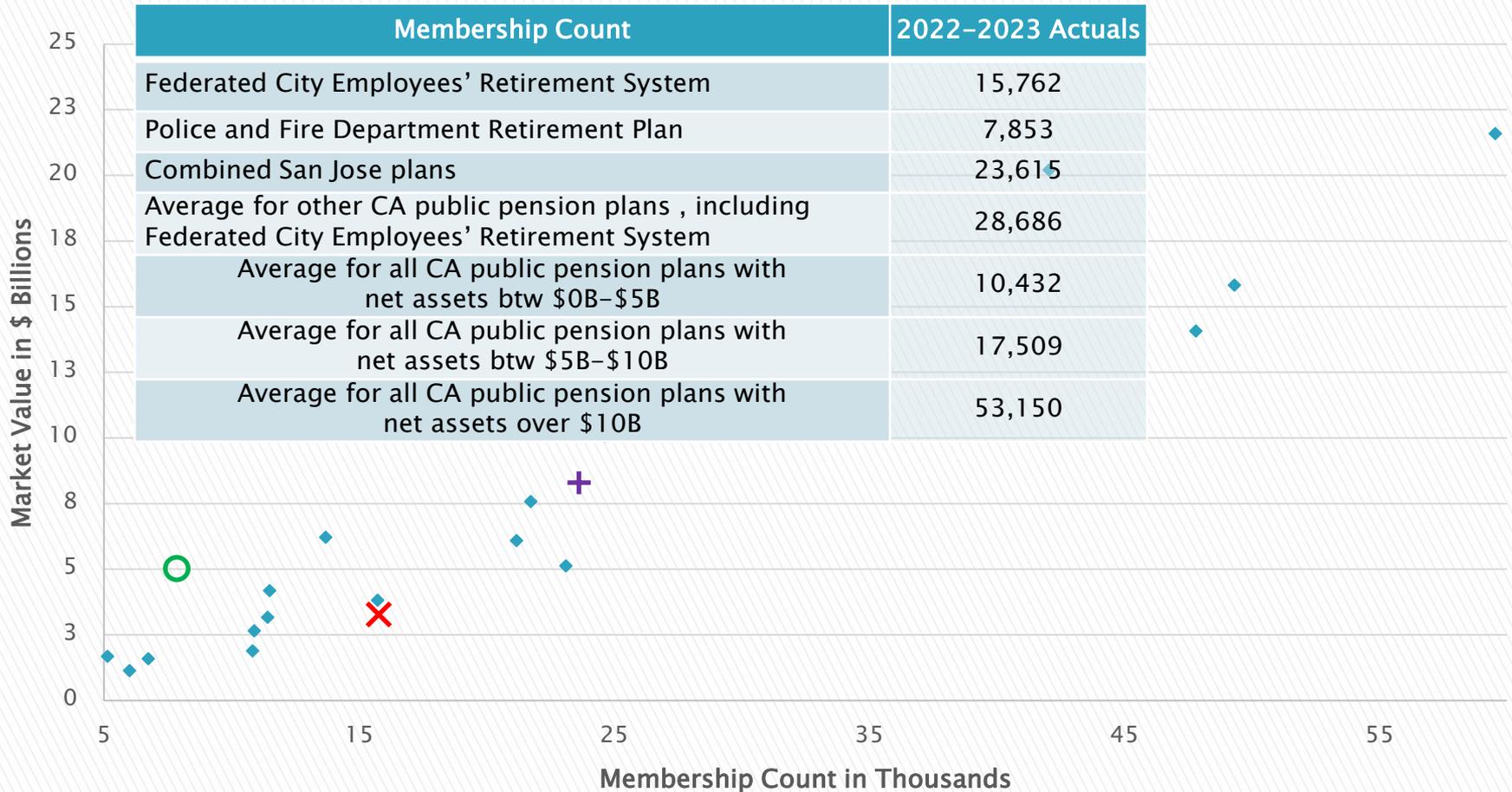
Membership Count Comparison

Membership Count of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, 15,762

“O” below represents the Police and Fire Plan, 7,853

“+” below represents the combined San Jose plans, 23,615



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs; LACERA's membership count is not shown – 190,353

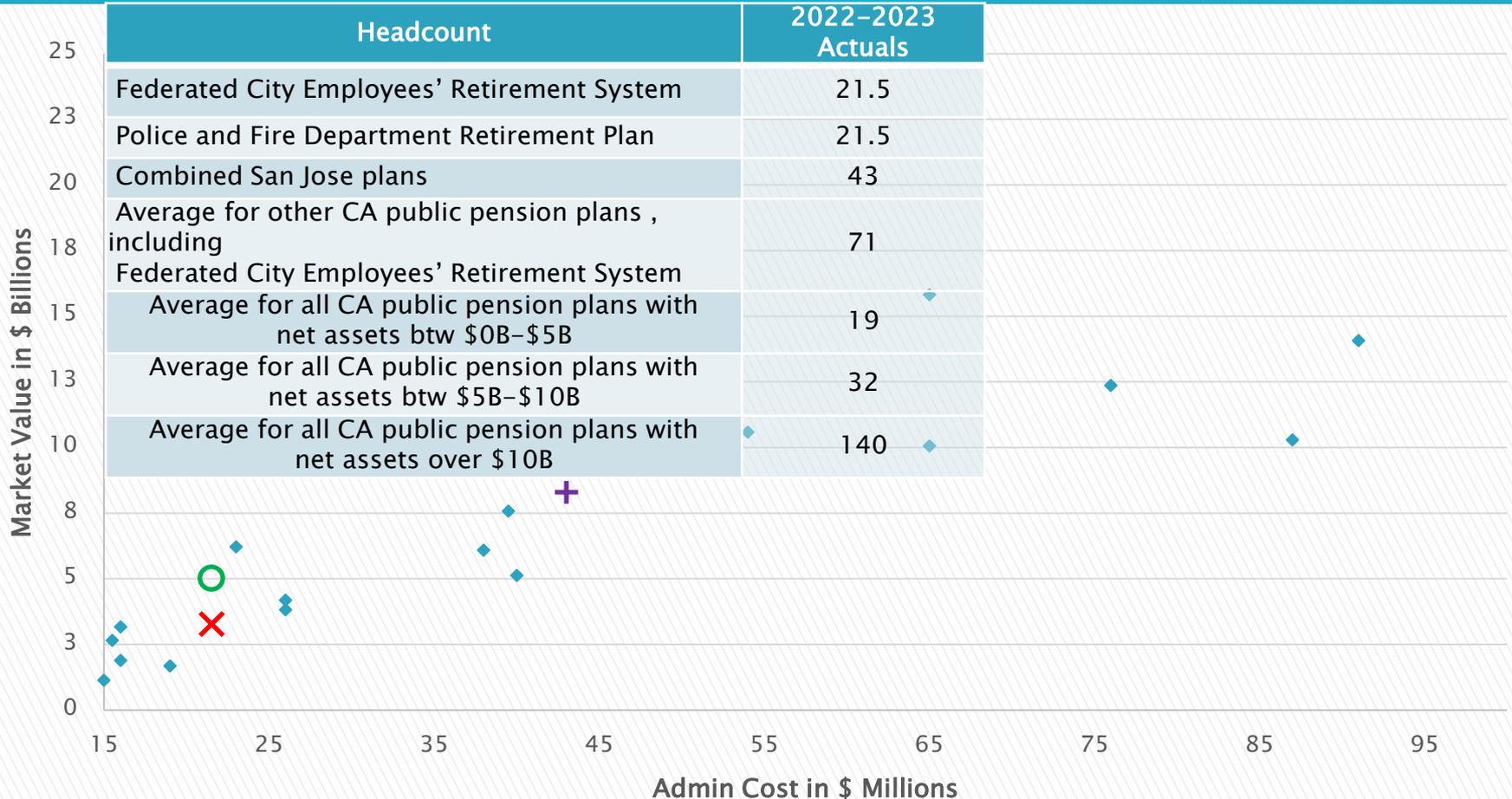
Headcount Comparison

Budgeted Headcount of Market Value of Assets –
Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, 21.5

“O” below represents the Police and Fire Plan, 21.5

“+” below represents the combined San Jose plans, 43



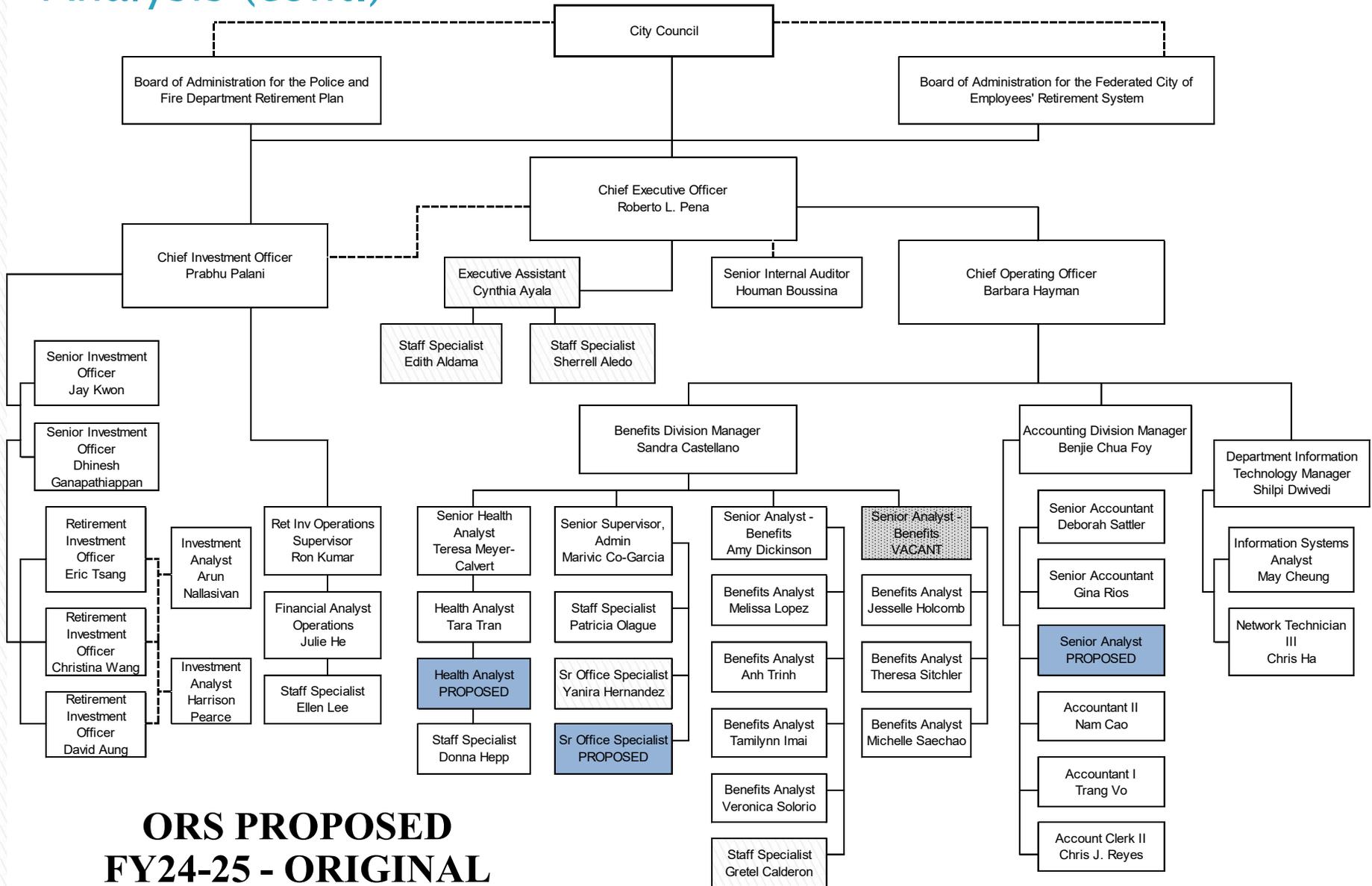
¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs; Three plans with over 100 are not shown (LACERS, LACERA, OCERS)

**POLICE AND FIRE DEPARTMENT
RETIREMENT PLAN
FISCAL YEAR 2024-2025
BUDGET PROPOSAL
REVISED ORG CHART**

April 4, 2024

Personnel Services Analysis (cont.)

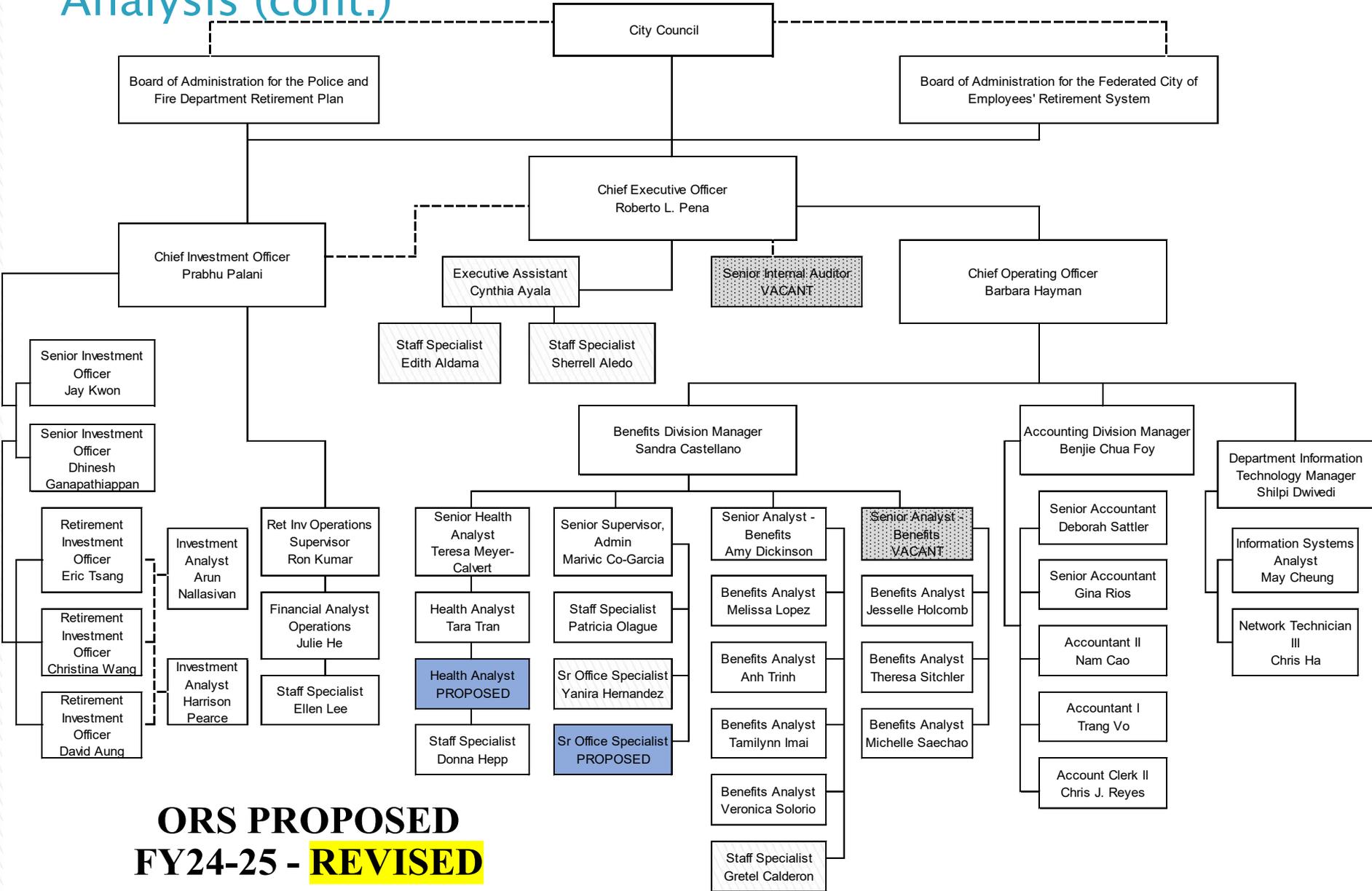
Current Organizational Chart for Retirement Services, including budget proposals, of which the Police & Fire receives one half of a full-time employee (FTE) – O/S positions not included



**ORS PROPOSED
FY24-25 - ORIGINAL**

Personnel Services Analysis (cont.)

Current Organizational Chart for Retirement Services, including budget proposals, of which the Police & Fire receives one half of a full-time employee (FTE) – O/S positions not included



ORS PROPOSED
FY24-25 - REVISED



Memorandum

**TO: Board of Administration for the
Police and Fire Plan**

FROM: Benjie Chua Foy

**SUBJECT: Consideration of Proposed Budget
for Fiscal Year 2024-2025**

DATE: February 21, 2024

Approved

B. Hayman

Date

2/28/2024

RECOMMENDATION

Discussion and action on the proposed administrative budget for fiscal year 2024-2025.

BACKGROUND

The Board approves the contribution rates recommended by the actuary which is made by the City. The Board also approves the administrative expense budget for reporting on the Source and Use Statements submitted for inclusion in the City's operating budget. The amounts approved by the Board are the total category amounts and not the individual line items. If the individual line item goes over budget, no approval is required from the Board as long as the total category amount remains under budget. This proposed budget is provided to the Board for discussion and approval, and if necessary, a revised and final budget will be prepared for approval at the next meeting. Highlights of the proposed budget are as follows:

ANALYSIS

SOURCES OF FUNDS

CITY CONTRIBUTIONS

The City contribution for the retirement and health benefit plan for the coming fiscal year is estimated to be \$240,695,000.

The actual contribution amount is based on the City contribution rates recommended by the actuary and adopted by the Board, applied as a factor against the City's total covered payroll. The FY25 contribution amounts assume the Board's adoption in April/May, as shown in the June 30, 2023 actuarial reports for pension and healthcare, using the beginning of the year amounts if the City prefunds the Police and Fire Tier 1 and healthcare contributions, similar to the prior year.

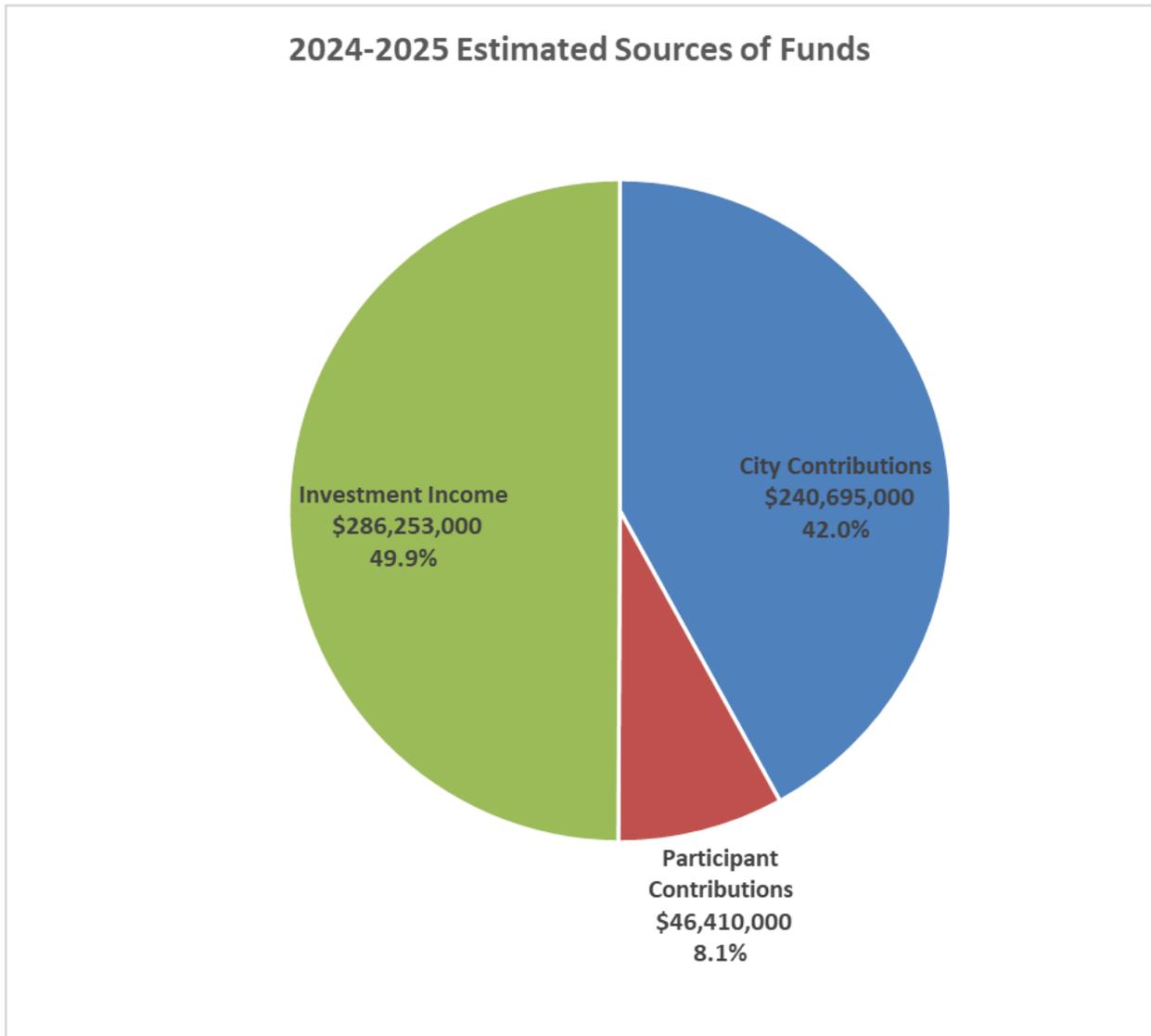
PARTICIPANT CONTRIBUTIONS

Total member contributions are estimated at \$46,410,000, a 1.7% increase from the 2023-2024 adopted amount. Member contributions are calculated based on the contribution rate for each tier. Police Tier 1 contribution rates for pension decreased slightly going from 11.06% to 10.63% while their covered payroll increased slightly from \$73.0 million to \$74.2 million. Fire Tier 1 contribution rates for pension decreased slightly from 11.99% to 11.82% while covered payroll decreased slightly from \$65.3 million to \$64.5

million. Police Tier 2 contribution rates for pension decreased slightly from 14.35% to 13.65% and covered payroll increased from \$98.0 million to \$100.1 million. Fire Tier 2 contribution rates for pension decreased slightly from 15.11% to 14.90%, while covered payroll increased from \$35.5 million to \$41.2 million. Healthcare contribution rates remain at 8.0% per the Municipal Code for Tier 1 members, while Tier 2 members are required to go into the VEBA.

INVESTMENT INCOME

Investment earnings are calculated based on the actuarial assumed rate of return of 6.625%. The beginning fund balance, along with the City’s contributions and member contributions offset with the expenditures are expected to earn less than the full rate since these amounts will occur throughout the year.



USES OF FUNDS

PENSION BENEFITS AND HEALTH INSURANCE

The pension benefits budget increased to \$301,314,000, an increase of \$15,833,000 over the forecast, or 5.55%, which is the average increase for the past five years. Pension benefits include service pensions, disability and survivorship pensions, death benefits and refunds of contributions.

The health insurance budget increased to \$30,054,000, an increase of \$661,000 over the forecast, or 2.25%, which is the average change for the past five years. Health insurance includes health and dental insurance subsidies, as well as Medicare reimbursements.

VEBA withdrawals represent the funds taken out of the healthcare plan by Tier 1 members who opted out and the mandatory movement of Tier 2 members out of the healthcare plan. Fiscal year 2017-2018 had the largest amount since it was the first year of the opt-in to the VEBA and will continue through calendar year 2022 for rehired employees with healthcare contributions. There were no VEBA withdrawals in fiscal year 2022-2023, the last year for any VEBA withdrawals.

ADMINISTRATIVE EXPENSE BUDGET

The proposed administrative expenses budget of \$8,221,000 is a net increase of \$607,000 or 7.97% from the prior year modified budget of \$7,614,000 and \$1,397,000 or 20.47% from the prior year adopted budget of \$6,824,000.

PERSONNEL SERVICES

The budget for personnel services was increased to \$5,698,000, an increase of \$706,000, or 14.14% over the prior year modified budget of \$4,992,000. The Budget Office's labor distribution report drives the personnel budget, which covers all the staff in Retirement Services. The salaries and benefits of all staff, except for investment staff, is split 50/50 between the Plan and the Federated City Employees' Retirement System (System). The investment staff is split 60/40 between the Plan and the System, which is roughly based on asset size. The number of positions in Retirement Services will increase to 46.5 from 43 due to the proposals. The proposed personnel changes for FY24-25 are to: 1) add a Compliance Senior Analyst in the Accounting division, 2) add a Medicare Analyst in the Health section of the Benefits division, 3) add a Senior Office Specialist to the front desk in the Benefits division, and 4) fund 50% of an IT Cybersecurity analyst to address the issues that have arisen in the current fiscal year, as well as address the increasing and challenging workload. In addition, Staff is adding funding for an overstrength position for one year for Staff Specialist in the Administrative division and an overstrength position in the Benefits division for four months to transition a retiring Analyst to the new hire. One month funding for the current CEO to train the new CEO is also being added to the budget. Besides the proposed changes, the other reasons for the increase in personnel services is due to the increased benefit rates, as well as having five (four in Benefits and one in Admin) reemployed retirees for the maximum time allowed per the Municipal Code.

NON-PERSONNEL / EQUIPMENT

The budget for non-personnel / equipment was increased slightly to \$867,000, an increase of \$8,000, or 0.93% from the prior year adopted budget of \$859,000. This category includes rent, insurance, information technology hardware/software, pension administration annual maintenance fee, postage and printing, training, travel, and other office expenses. The increase is mainly due to the removal of the proposed change in financial software in IT hardware/software and to account for general increases across the board.

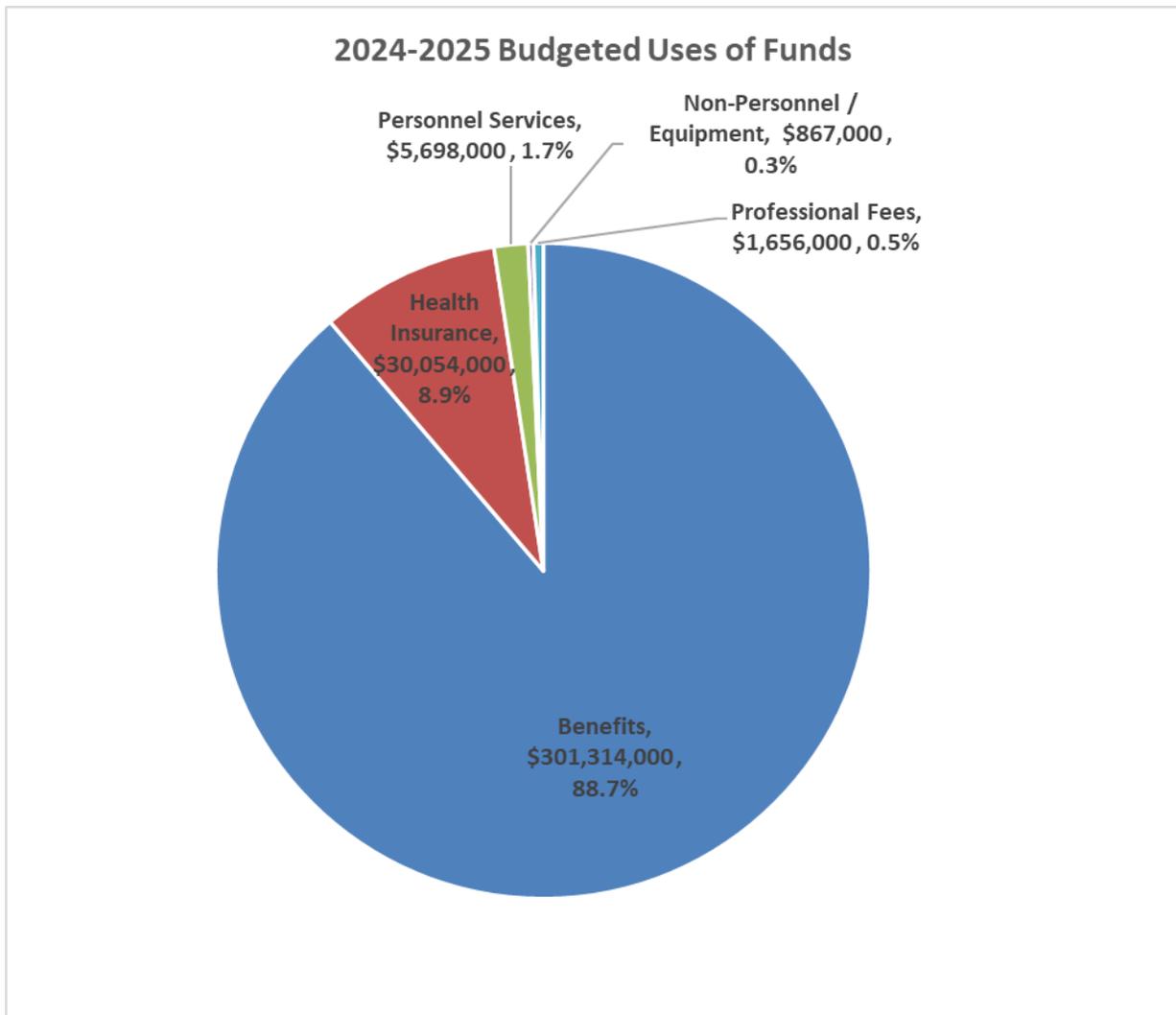
PROFESSIONAL SERVICES

The budget for professional services was decreased to \$1,296,000, a decrease of \$107,000, or 7.63% from the prior year modified budget of \$1,403,000. The adopted budget was modified to increase legal services

by \$500,000. If it had not been modified, current year proposed budget would be an increase of \$393,000, or 43.52% from the prior year adopted budget of \$903,000. Core professional services comprise of actuarial services, financial audit services, legal services, and temporary staffing services. The increase from the prior year adopted budget is mainly due to the increase in legal services to account for the rise in the need of their services, CPI increases as well as the addition of a death audit vendor and skip trace vendor for the Benefits division.

MEDICAL SERVICES

The budget for medical services remained steady at \$360,000. This category is for expenses related to the processing of disability applicants, which include costs for medical services from independent medical examiners (IME). The contract with the medical advisor has been terminated so all services will be from the independent medical examiners.



PROPOSED BUDGET

FISCAL YEAR 2024-2025

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

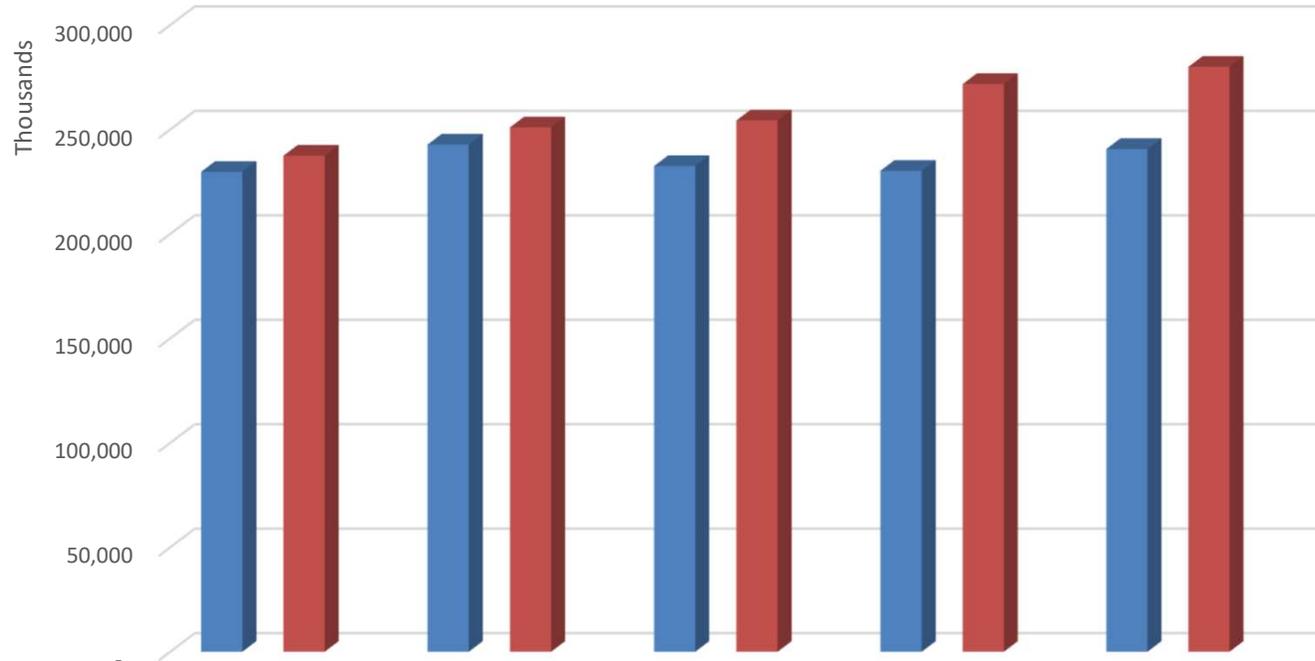
March 7, 2024

POLICE & FIRE DEPARTMENT RETIREMENT PLAN

Statement of Source and Use of Funds

	(A) 2022-2023 Actual	(B) 2023-2024 Modified	(C) 2023-2024 Forecast	(D) 2024-2025 Proposed	(A) to (B) Increase (Decrease)	(B) - (C) Increase (Decrease)	(C) - (D) Increase (Decrease)
SOURCE OF FUNDS							
Beginning Fund Balance							
Claims Reserve	4,675,142,000	5,020,851,000	5,020,851,000	5,250,348,000	345,709,000	0	229,497,000
Total Beginning Fund Balance	4,675,142,000	5,020,851,000	5,020,851,000	5,250,348,000	345,709,000	0	229,497,000
Transfers							
City Contributions	232,513,000	230,120,000	230,289,000	240,695,000	(2,393,000)	169,000	10,406,000
1970 COLA	600	1,000	600	600	400	(400)	0
1980 COLA	5,000	7,000	3,200	3,300	2,000	(3,800)	100
1990 COLA	4,000	4,000	3,700	3,700	0	(300)	0
Total Transfers	232,522,600	230,132,000	230,296,500	240,702,600	(2,390,600)	164,500	10,406,100
Revenue							
Participant Income	43,960,000	45,644,000	46,394,000	46,410,000	1,684,000	750,000	16,000
Investment Income, net of expenses	379,522,000	269,526,000	275,086,000	286,253,000	(109,996,000)	5,560,000	11,167,000
Total Revenue	423,482,000	315,170,000	321,480,000	332,663,000	(108,312,000)	6,310,000	11,183,000
TOTAL SOURCE OF FUNDS	5,331,146,600	5,566,153,000	5,572,627,500	5,823,713,600	235,006,400	6,474,500	251,086,100
USE OF FUNDS							
Expenditures							
Benefits	275,824,000	282,656,000	285,481,000	301,314,000	6,832,000	2,825,000	15,833,000
Health Insurance	27,528,000	22,422,000	29,393,000	30,054,000	(5,106,000)	6,971,000	661,000
VEBA withdrawals	0	0	0	0	0	0	0
Personnel Services (Ret.)	4,439,000	4,992,000	4,960,000	5,698,000	553,000	(32,000)	738,000
Non-Personnel/Equipment ⁽¹⁾	1,322,000	859,000	727,000	867,000	(463,000)	(132,000)	140,000
Professional Fees	1,173,000	1,763,000	1,711,000	1,656,000	590,000	(52,000)	(55,000)
1970 COLA	600	1,000	600	600	400	(400)	0
1980 COLA	5,000	7,000	3,200	3,300	2,000	(3,800)	100
1990 COLA	4,000	4,000	3,700	3,700	0	(300)	0
Total Expenditures	310,295,600	312,704,000	322,279,500	339,596,600	2,408,400	9,575,500	17,317,100
Ending Fund Balance							
Claims Reserve	5,020,851,000	5,253,449,000	5,250,348,000	5,484,117,000	232,598,000	(3,101,000)	233,769,000
Total Ending Fund Balance	5,020,851,000	5,253,449,000	5,250,348,000	5,484,117,000	232,598,000	(3,101,000)	233,769,000
TOTAL USE OF FUNDS	5,331,146,600	5,566,153,000	5,572,627,500	5,823,713,600	235,006,400	6,474,500	251,086,100
<u>Amount not included in budget since no cash outlay:</u>							
Amortization expense for PG3 and GASB 87	\$ 614,941	\$ 614,941	\$ 614,941	\$ 614,941			
⁽¹⁾ Non-personnel equipment FY22-23	\$ 1,322,000						
Rounding in ACFR	727						
Amortization expense	(614,941)						
As shown in Administrative Expenses	\$ 707,786						

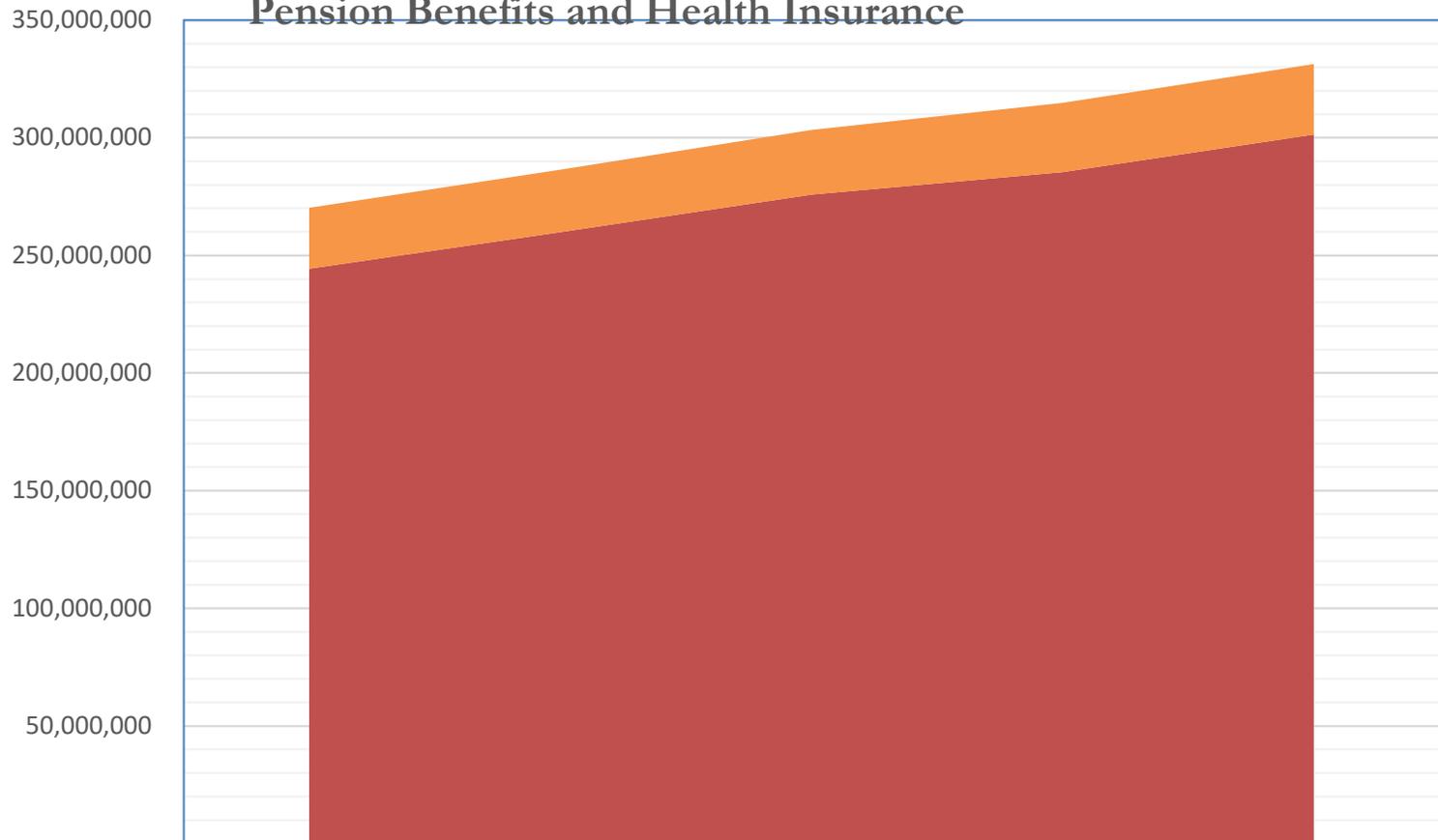
POLICE & FIRE DEPARTMENT RETIREMENT PLAN Total City Contributions & Covered Payroll



	FY 20-21	FY 21-22	FY 22-23	FY 23-24 (Forecast)	FY 24-25 (Proposed)
■ Total City Contributions	229,767,000	242,809,000	232,513,000	230,289,000	240,695,000
Total City Contribution % Change	6.5%	5.7%	-4.2%	-1.0%	4.5%
■ Total Covered Payroll	237,476,000	251,023,000	254,356,000	271,800,000	280,000,000
Total Covered Payroll % Change	3.1%	5.7%	1.3%	6.9%	3.0%

POLICE & FIRE DEPARTMENT RETIREMENT PLAN

Pension Benefits and Health Insurance



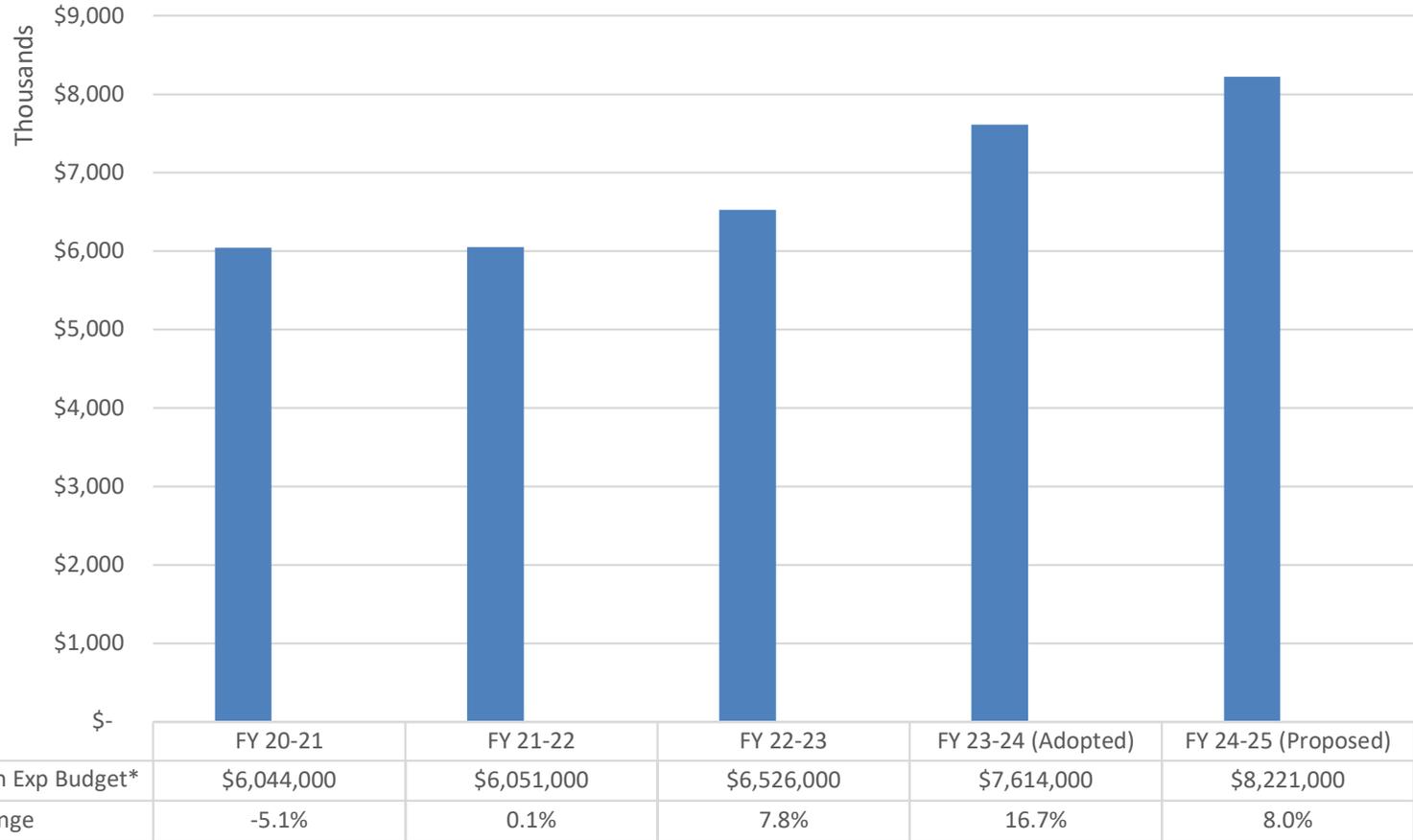
	FY 20-21 - Actual	FY 21-22 - Actual	FY 22-23 - Actual	FY 23-24 - Forecast	FY 24-25 - Proposed
Total Benefits	270,284,000	286,334,000	303,352,000	314,874,000	331,368,000
Health Insurance	25,974,000	26,458,000	27,528,000	29,393,000	30,054,000
Pension Benefits	244,310,000	259,876,000	275,824,000	285,481,000	301,314,000
Health Insurance % Change	3.8%	1.9%	4.0%	6.8%	2.2%
Pension Benefits % Change	5.8%	6.4%	6.1%	3.5%	5.5%

POLICE & FIRE DEPARTMENT RETIREMENT PLAN

Administrative Expenses: FY 2024-2025

	(A) 2022-2023 Actual	(B) 2023-2024 Adopted	(C) 2023-2024 Forecast	(D) 2024-2025 Proposed	(A) to (B) Increase (Decrease)	(B) - (C) Increase (Decrease)	(C) - (D) Increase (Decrease)
PERSONNEL SERVICES							
Salaries and employee benefits	4,438,410	4,992,000	4,960,000	5,698,000	553,590	(32,000)	738,000
Total Personnel Services	4,438,410	4,992,000	4,960,000	5,698,000	553,590	(32,000)	738,000
NON-PERSONNEL / EQUIPMENT							
Rent	226,361	230,000	234,047	249,000	3,639	4,047	14,953
Insurance	210,721	256,000	213,802	225,000	45,279	(42,198)	11,198
IT hardware / software	71,877	130,000	88,131	130,000	58,123	(41,869)	41,869
Postage and printing	60,375	65,000	60,089	65,000	4,625	(4,911)	4,911
LRS - annual maintenance fee	52,160	55,000	54,591	58,000	2,840	(409)	3,409
Training and travel	26,623	30,000	23,064	35,000	3,377	(6,936)	11,936
Other non-personnel / equipment	46,305	78,000	30,162	80,000	31,695	(47,838)	49,838
Office supplies and board meeting expenses	13,364	15,000	23,270	25,000	1,636	8,270	1,730
Total Non-personnel / Equipment	707,786	859,000	727,156	867,000	151,214	(131,844)	139,844
PROFESSIONAL SERVICES							
Actuary / actuarial audit	227,163	290,000	286,574	271,000	62,837	(3,426)	(15,574)
External auditor	84,908	110,000	105,439	92,000	25,092	(4,561)	(13,439)
Legal	474,448	777,000	757,505	681,000	302,552	(19,495)	(76,505)
Pension administration system	16,755	34,000	30,264	24,000	17,245	(3,736)	(6,264)
Temporary staffing agencies	149,373	132,000	129,378	144,500	(17,373)	(2,622)	15,122
Other professional services	39,650	60,000	42,200	83,500	20,350	(17,800)	41,300
Total Professional Services	992,297	1,403,000	1,351,360	1,296,000	410,703	(51,640)	(55,360)
MEDICAL SERVICES							
Independent medical examiners	128,622	360,000	360,000	360,000	231,378	-	-
Medical consultant	52,247	-	-	-	(52,247)	-	-
Total Medical Services	180,869	360,000	360,000	360,000	179,131	-	-
TOTAL ADMINISTRATIVE EXPENSES	6,319,362	7,614,000	7,398,516	8,221,000	1,294,638	(215,484)	822,484

POLICE & FIRE DEPARTMENT RETIREMENT PLAN
Administrative Expense Budget
FY 2021 to FY 2025



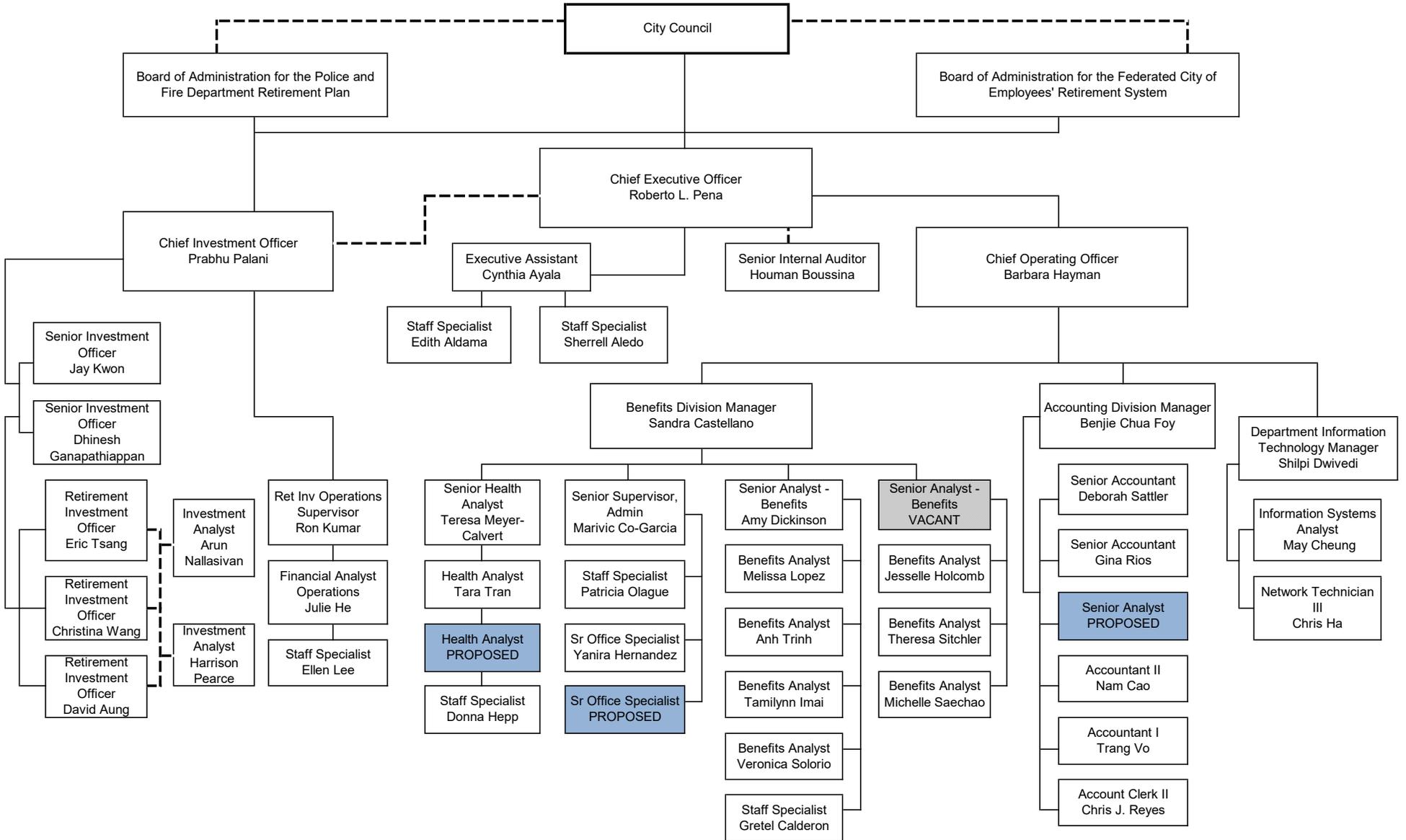
* Amount includes budget for operations only.

OFFICE OF RETIREMENT SERVICES

Departmental Position Detail

Position	2022-2023 Adopted (1)	2023-2024 Adopted (2)	2023-2024 Forecast (3)	2024-2025 Proposed (4)	Increase / (Decrease) (2 to 4)	Increase / (Decrease) (3 to 4)	Explanation
Account Clerk II	1.00	1.00	1.00	1.00	-	-	
Accountant I/II	1.00	2.00	2.00	2.00	-	-	
Accounting Technician	1.00	0.00	0.00	0.00	-	-	
Analyst I/II	7.00	8.00	8.00	9.00	1.00	1.00	Proposed addition of Medicare Analyst for Benefits Division
Assistant Director and Chief Investment Officer	1.00	1.00	1.00	1.00	-	-	
Department Information Technology Manager	1.00	1.00	1.00	1.00	-	-	
Deputy Director	1.00	1.00	1.00	1.00	-	-	
Director of Retirement Services	1.00	1.00	1.00	1.00	-	-	
Division Manager	2.00	2.00	2.00	2.00	-	-	
Executive Assistant	1.00	1.00	1.00	1.00	-	-	
Financial Analyst	1.00	1.00	1.00	1.00	-	-	
Investments Operations Supervisor	1.00	1.00	1.00	1.00	-	-	
Information Systems Analyst	1.00	1.00	1.00	1.50	0.50	0.50	Proposed 50% funding of Cybersecurity IT analyst (Central IT to request)
Network Technician I/II/III	1.00	1.00	1.00	1.00	-	-	
Office Specialist II	1.00	0.00	0.00	0.00	-	-	
Retirement Investment Analyst I/II	2.00	2.00	2.00	2.00	-	-	
Retirement Investment Officer	3.00	3.00	3.00	3.00	-	-	
Senior Accountant	2.00	2.00	2.00	2.00	-	-	
Senior Analyst	3.00	3.00	3.00	4.00	1.00	1.00	Proposed addition of a Compliance Senior Analyst in Accounting
Senior Auditor	1.00	1.00	1.00	1.00	-	-	
Senior Office Specialist	0.00	1.00	1.00	2.00	1.00	1.00	Proposed addition of a Senior Office Specialist in Benefits
Senior Retirement Investment Officer	2.00	2.00	2.00	2.00	-	-	
Senior Supervisor, Administration	1.00	1.00	1.00	1.00	-	-	
Staff Specialist	7.00	6.00	6.00	6.00	-	-	
Total Positions	43.00	43.00	43.00	46.50	3.50	3.50	

**OFFICE OF RETIREMENT SERVICES
Proposed Organizational Chart
Budget FY24-25**





Police and Fire Annual Fee Report – 2022

Executive Summary

This report marks the seventh anniversary of our annual Fee Report for the Police and Fire Department Retirement Plan (“Police and Fire”, “Plan”). The goal of the report is to provide transparency and insight into the fees and expenses paid to investment managers along with the costs of operating the investment program. Pension plan fee data is generally underreported by peers, and typically represents only the portion of fees that are observable. This excludes often sizable embedded fees (such as incentive fees) that are deducted from account values of certain fund structures.

It is important to note that fees are a function of asset allocation and portfolio construction, which are byproducts of the Board’s objectives, investment beliefs, and risk tolerance. Each year, the Board typically reviews the asset allocation considering updated capital market assumptions and the expected return and volatility of the portfolio associated with those assumptions. The asset allocations in effect for the period covered by this report, as illustrated in tables 1 and 2.

Asset allocation is typically one of the largest determinants of investment management fees at the portfolio level. Asset allocations that introduce alternative asset classes (Private Equity, Private Debt, Real Estate, Hedge Funds, etc.) will have higher levels of investment manager fees, because these asset classes or strategies have higher fee structures than traditional asset classes. In addition, asset class structuring can have a significant impact on fees. The use of active management versus passive management, as well as alternative strategies within traditional asset classes, will increase fees. When evaluating investment managers, staff places a significant emphasis on fees by negotiating for lower fees and analyzing that expected value or return is worth the expected cost.

For calendar year 2022, management and incentive fees for the pension plan totaled \$28.2 million with a fee ratio of 0.61% as compared to \$71.8 million and 1.56% for 2021 and \$44.6 million and 1.05% for 2020. Fund operating expenses were \$8.4 million in 2022 for a fee ratio of 0.18% as compared to \$4.8 million and 0.10% for 2021 and \$6.8 million and 0.16% for 2020. The health care trust management and incentive fees totaled \$0.5 million with a fee ratio of 0.17% as compared to \$0.3 million with a fee ratio of 0.13% in 2021 and \$0.2 million with a fee ratio of 0.10% in 2020. Fund operating expenses were \$0.1 million in 2022 for a fee ratio of 0.04% as compared to \$0.1 million and 0.04% for 2021 and \$0.1 million and 0.03% for 2020. Other investment-related costs (staff, consultants, custodian bank, investment legal, etc.) for the pension plan increased to \$3.1 million with a fee ratio of 0.07% from \$2.8 million with a fee ratio of 0.06% in 2021 and \$2.4 million with a fee ratio of 0.06% in 2020 after having remained relatively flat over the previous 3 years from 2017-2019 at \$2.5 million with a fee ratio of 0.07%. Other investment-related costs for the health care trust totaled \$0.2 million with a fee ratio of 0.07% as compared to \$0.1 million and 0.06% for 2021.

Table 1 - Pension Average Asset Allocation for 2022

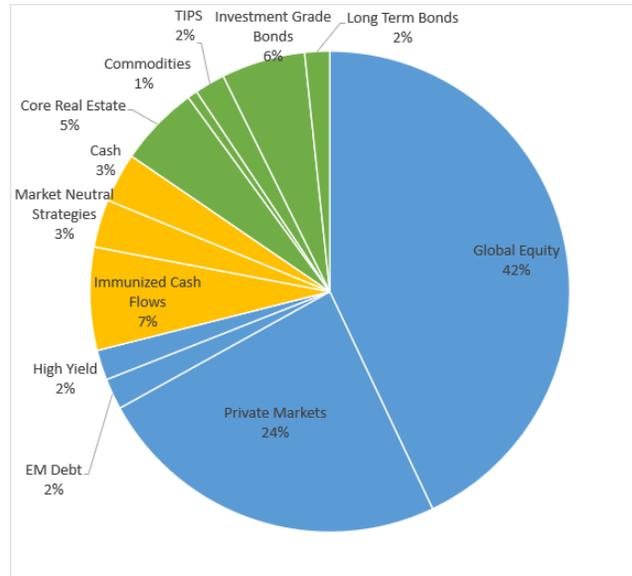
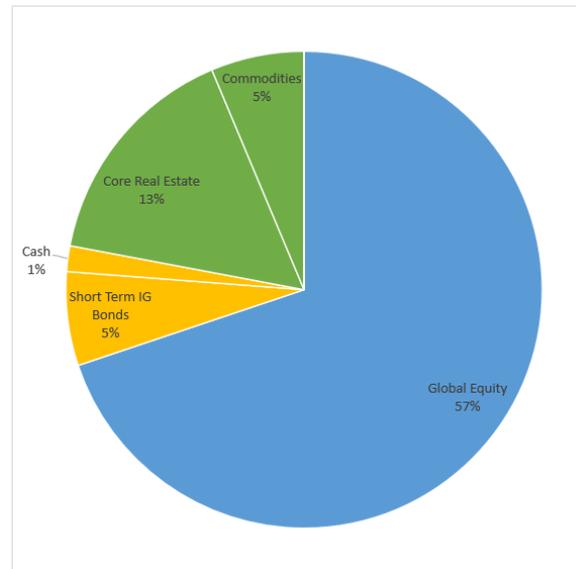


Table 2 - Health Care Trust Average Asset Allocation for 2022



Introduction

The fees in this report represent management fees, incentive fees, fund operating expenses, and other investment-related costs that were incurred during the calendar year. These amounts may include fees that were accrued for the year, but not paid out.

Management fees are fees charged by fund managers to invest and manage assets. Incentive fees are performance-based fees for exceeding a hurdle return and are only applicable to certain fund structures. It is important to note that incentive fees are a form of shared economics that are only paid if the manager has produced positive returns or exceeded a predetermined hurdle rate. In some situations, incentive fees can be negative, reflecting the complexity of fee agreements. Operating expenses include overhead related to managing a fund that are indirectly borne by investors, which may include professional, administration, research, tax, legal, custodial and audit expenses for a fund. Trading expenses such as broker commissions are excluded from this report. Other costs include salary and benefits compensation for investment staff (including a 50% allocation for the CEO), cost of consultants (general, absolute return, risk), custodian, other third party vendors utilized by the investment program, and investment staff travel.

Though best efforts have been made to capture all material fees and expenses, this report may not include all indirect expenses and charges that may be paid to managers' affiliates, consultants, or entities for services rendered to the managers, the funds or portfolio entities held by certain funds. Future iterations of this report will continue to grow in sophistication, benefiting from industry-wide initiatives to gain additional transparency, such as the increasing adoption of the Institutional Limited Partners Association ("ILPA") fee reporting template.

Data Sources

Staff compiled this fee report using the best available information for each fund manager to develop a comprehensive view of fees. Fee amounts were reviewed for reasonableness and reconciled to fee schedules. Fees for all managers active at any point during the year are included in this report, including those that were initially funded or terminated mid-year.

Fees for mutual funds, short term investment funds (Cash), and certain public markets commingled funds that deduct fees directly from the funds were calculated by multiplying each funds' fee ratio by the funds' average monthly balance for the year. The average balances were sourced from the Plan custodian bank, Mellon Bank.

Fees for Private funds were gathered by asking managers to complete the ILPA fee reporting template. The ILPA template is intended to standardize and codify the presentation of fees, expenses, and carried interest information by fund managers to Limited Partners. The remaining manager fees were obtained by having the fund managers fill out a fee template designed by staff.

Within the Other Costs section, consultants, custodian, and other vendor costs were sourced from fee invoices from the vendors. Investment staff salary and benefits were allocated to each of the four San Jose plans by pro-rating the total costs by the average balance of each plan. Similarly, legal costs incurred by Police and Fire were allocated between the pension plan and health care trust by pro-rating the total costs by the average monthly balance of each plan.

Total Portfolio Fee Summaries

The tables in this report present fees by asset class and management type. Fees by management type are presented by segregating investments into four "fund type" categories: passive, active, hedged, and private. Passive strategies are intended to generate a return that emulates an index. Active strategies include investment managers that attempt to outperform an index on a long only basis. Hedged strategies generally seek to achieve an absolute return ("alpha") regardless of market direction ("beta") by employing various strategies including long and short positions. Private strategies utilize a diverse set of approaches to invest in illiquid assets, such as equity of privately held companies or real estate.

Year-over-Year Comparisons

The year-over-year comparison tables in this report present a time series of changes in average weights, fees, fee ratios, contribution to total plan fee ratios, and a year-over-year attribution. The year-over-year attribution uses the Brinson-Fachler methodology to decompose the change in contribution to total plan fee ratio into 1) impact due to weight changes, 2) impact due to management fee ratio changes, 3) impact due to incentive fee ratio changes and 4) impact due to fund operating expense ratio changes.

California Government Code §7514.7 (AB 2833)

Assembly Bill 2833 (“AB 2833”) was approved on September 14, 2016 adding Section 7514.7 to California Government Code. The addition to the Code requires California public investment funds to make annual disclosures of fees for alternative investment vehicles at a public meeting.

Tables 15-19 of this report are intended to comply with the law.

Note: Some values on the report may not sum due to rounding.

Table 3 - Pension Fees by Asset Class and Management Type

Asset Class	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent. and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt. Incent. and Op Exp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Growth	21.6	-5.6	7.9	16.0	23.9	3,215	69.6%	0.67%	-0.18%	0.25%	0.50%	0.74%	65.1%	0.52%
Public Equity	6.0	0.1	0.3	6.1	6.4	1,943	42.1%	0.31%	0.00%	0.01%	0.31%	0.33%	17.4%	0.14%
Passive	0.5	-	0.1	0.5	0.6	1,042	22.6%	0.05%	0.00%	0.01%	0.05%	0.06%	1.6%	0.01%
Active	5.5	0.1	0.2	5.6	5.8	901	19.5%	0.62%	0.01%	0.02%	0.63%	0.64%	15.8%	0.13%
Total Private Markets	14.4	-7.4	7.5	7.0	14.5	1,086	23.5%	1.33%	-0.69%	0.69%	0.64%	1.34%	39.6%	0.31%
Passive	0.0	-	0.0	0.0	0.1	211	4.6%	0.02%	0.00%	0.01%	0.02%	0.03%	0.2%	0.00%
Private Equity	3.3	-10.3	1.8	-7.1	-5.3	394	8.5%	0.83%	-2.62%	0.45%	-1.79%	-1.35%	-14.5%	-0.11%
Private Debt	1.8	-0.1	1.6	1.8	3.4	176	3.8%	1.05%	-0.04%	0.92%	1.01%	1.93%	9.3%	0.07%
Growth Real Estate	4.5	2.2	1.4	6.8	8.2	188	4.1%	2.41%	1.19%	0.77%	3.60%	4.37%	22.4%	0.18%
Venture/Growth Capital	1.8	-1.8	0.8	0.0	0.8	34	0.7%	5.35%	-5.25%	2.22%	0.10%	2.32%	2.2%	0.02%
Private Real Assets	2.9	2.5	1.9	5.4	7.4	83	1.8%	3.48%	3.06%	2.35%	6.54%	8.88%	20.1%	0.16%
Emerging Market Bonds	0.9	1.7	0.1	2.6	2.6	94	2.0%	0.93%	1.81%	0.06%	2.74%	2.81%	7.2%	0.06%
Active	0.1	-	-	0.1	0.1	19	0.4%	0.53%	0.00%	0.00%	0.53%	0.53%	0.3%	0.00%
Hedged	0.8	1.7	0.1	2.5	2.5	75	1.6%	1.04%	2.28%	0.08%	3.32%	3.40%	6.9%	0.06%
High Yield Bonds	0.3	-	-	0.3	0.3	91	2.0%	0.37%	0.00%	0.00%	0.37%	0.37%	0.9%	0.01%
Active	0.3	-	-	0.3	0.3	82	1.8%	0.38%	0.00%	0.00%	0.38%	0.38%	0.9%	0.01%
Passive	0.0	-	-	0.0	0.0	9	0.2%	0.24%	0.00%	0.00%	0.24%	0.24%	0.1%	0.00%
Low Beta	3.0	6.4	0.3	9.4	9.6	705	15.3%	0.42%	0.91%	0.04%	1.33%	1.37%	26.3%	0.21%
Immunized Cash Flows	0.2	-	-	0.2	0.2	313	6.8%	0.05%	0.00%	0.00%	0.05%	0.05%	0.4%	0.00%
Passive	0.2	-	-	0.2	0.2	313	6.8%	0.05%	0.00%	0.00%	0.05%	0.05%	0.4%	0.00%
Market Neutral Strategies	2.6	6.4	0.3	9.0	9.2	146	3.2%	1.76%	4.40%	0.17%	6.15%	6.33%	25.1%	0.20%
Hedged	2.6	6.4	0.3	9.0	9.2	146	3.2%	1.76%	4.40%	0.17%	6.15%	6.33%	25.1%	0.20%
Short Term IG Bonds	0.0	-	-	0.0	0.0	95	2.1%	0.01%	0.00%	0.00%	0.01%	0.01%	0.0%	0.00%
Hedged	0.0	-	-	0.0	0.0	95	2.1%	0.01%	0.00%	0.00%	0.01%	0.01%	0.0%	0.00%
Cash	0.3	-	-	0.3	0.3	150	3.3%	0.17%	0.00%	0.00%	0.17%	0.17%	0.7%	0.01%
Passive	0.3	-	-	0.3	0.3	150	3.3%	0.17%	0.00%	0.00%	0.17%	0.17%	0.7%	0.01%
Other	2.3	0.5	0.3	2.8	3.1	700	15.2%	0.34%	0.07%	0.04%	0.41%	0.45%	8.6%	0.07%
Core Real Estate	1.8	0.5	0.3	2.3	2.6	246	5.3%	0.74%	0.20%	0.12%	0.95%	1.07%	7.2%	0.06%
Active	1.8	0.5	0.3	2.3	2.6	246	5.3%	0.74%	0.20%	0.12%	0.95%	1.07%	7.2%	0.06%
Commodities	0.0	-	-	0.0	0.0	30	0.7%	0.15%	0.00%	0.00%	0.15%	0.15%	0.1%	0.00%
Active	0.0	-	-	0.0	0.0	30	0.7%	0.15%	0.00%	0.00%	0.15%	0.15%	0.1%	0.00%
TIPS	0.0	-	-	0.0	0.0	93	2.0%	0.05%	0.00%	0.00%	0.05%	0.05%	0.1%	0.00%
Passive	0.0	-	-	0.0	0.0	93	2.0%	0.05%	0.00%	0.00%	0.05%	0.05%	0.1%	0.00%
Long Term Government Bonds	0.0	-	-	0.0	0.0	76	1.6%	0.03%	0.00%	0.00%	0.03%	0.03%	0.1%	0.00%
Passive	0.0	-	-	0.0	0.0	76	1.6%	0.03%	0.00%	0.00%	0.03%	0.03%	0.1%	0.00%
Investment Grade Bonds	0.4	-	0.0	0.4	0.4	255	5.5%	0.16%	0.00%	0.00%	0.16%	0.16%	1.1%	0.01%
Passive	0.0	-	0.0	0.0	0.0	43	0.9%	0.02%	0.00%	0.00%	0.02%	0.03%	0.0%	0.00%
Active	0.4	-	-	0.4	0.4	213	4.6%	0.19%	0.00%	0.00%	0.19%	0.19%	1.1%	0.01%
Total Plan	27.0	1.3	8.4	28.2	36.7	4,620	100.0%	0.58%	0.03%	0.18%	0.61%	0.79%	100.0%	0.79%

The table above illustrates that management, incentive, and operating expenses for the pension plan totaled \$36.7 million for 2022 which equated to a total plan fee ratio of 0.79%. The Private Markets and Market Neutral Strategies asset classes contributed the most to the total plan fee ratio contributing 0.31% and 0.20% respectively.

Table 4 - Pension Fees by Management Type

Fund Type	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent. and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt. Incent. and Op Exp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Passive	1.0	-	0.1	1.0	1.1	1,937	41.9%	0.05%	0.00%	0.01%	0.05%	0.06%	3.1%	0.02%
Active	8.2	0.6	0.5	8.8	9.3	1,492	32.3%	0.55%	0.04%	0.03%	0.59%	0.62%	25.3%	0.20%
Hedged	3.3	8.1	0.3	11.5	11.8	316	6.8%	1.06%	2.57%	0.10%	3.62%	3.72%	32.1%	0.25%
Private	14.4	-7.4	7.5	6.9	14.5	875	18.9%	1.64%	-0.85%	0.86%	0.79%	1.65%	39.4%	0.31%
Total Plan	27.0	1.3	8.4	28.2	36.7	4,620	100.0%	0.58%	0.03%	0.18%	0.61%	0.79%	100.0%	0.79%

For the total pension plan, private management strategies accounted for 0.31% of the total plan fee ratio and represented about 18.9% of average plan assets. Hedged management strategies were the next largest contributor to the total plan fee ratio accounting for 0.25% of the total plan fee ratio and represented 6.8% of average plan assets. Passive and active management strategies accounted for 0.02% and 0.20% of the total plan fee ratio and represented 41.9% and 32.3% of plan assets, respectively.

Table 5 - Pension Other Investment Costs

Investment Staff Salary and Benefits (\$ mm)	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
1.4	0.5	0.5	0.7	3.1	0.07%

Other investment costs for the pension plan equated to a total fee ratio of 0.07%. As previously discussed, other costs include salary and benefits compensation for investment staff, cost of consultants, custodian, third party vendors utilized by the investment program, and investment staff travel.

Table 6 - Health Care Fees by Asset Class and Management Type

Asset Class	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent. and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt. Incent. and Op Exp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Growth	0.1	-	0.0	0.1	0.1	152	56.7%	0.04%	0.00%	0.02%	0.04%	0.06%	16.3%	0.03%
Public Equity	0.1	-	0.0	0.1	0.1	152	56.7%	0.04%	0.00%	0.02%	0.04%	0.06%	16.3%	0.03%
Passive	0.1	-	0.0	0.1	0.1	152	56.7%	0.04%	0.00%	0.02%	0.04%	0.06%	16.3%	0.03%
Low Beta	0.0	-	-	0.0	0.0	18	6.6%	0.05%	0.00%	0.00%	0.05%	0.05%	1.6%	0.00%
Short Term IG Bonds	0.0	-	-	0.0	0.0	14	5.2%	0.02%	0.00%	0.00%	0.02%	0.02%	0.5%	0.00%
Passive	0.0	-	-	0.0	0.0	14	5.2%	0.02%	0.00%	0.00%	0.02%	0.02%	0.5%	0.00%
Cash	0.0	-	-	0.0	0.0	4	1.4%	0.17%	0.00%	0.00%	0.17%	0.17%	1.1%	0.00%
Passive	0.0	-	-	0.0	0.0	4	1.4%	0.17%	0.00%	0.00%	0.17%	0.17%	1.1%	0.00%
Other	0.3	0.0	0.1	0.4	0.5	99	36.7%	0.34%	0.05%	0.09%	0.39%	0.47%	82.1%	0.17%
Core Real Estate	0.3	0.0	0.0	0.3	0.4	34	12.8%	0.77%	0.14%	0.12%	0.92%	1.04%	62.5%	0.13%
Active	0.3	0.0	0.0	0.3	0.4	34	12.8%	0.77%	0.14%	0.12%	0.92%	1.04%	62.5%	0.13%
Commodities	0.1	-	0.0	0.1	0.1	14	5.1%	0.43%	0.00%	0.28%	0.43%	0.71%	17.1%	0.04%
Active	0.1	-	0.0	0.1	0.1	14	5.1%	0.43%	0.00%	0.28%	0.43%	0.71%	17.1%	0.04%
Investment Grade Bonds	0.0	-	0.0	0.0	0.0	38	10.3%	0.02%	0.00%	0.01%	0.02%	0.03%	1.5%	0.00%
Passive	0.0	-	0.0	0.0	0.0	38	10.3%	0.02%	0.00%	0.01%	0.02%	0.03%	1.5%	0.00%
Long Term Government	0.0	-	-	0.0	0.0	13	3.5%	0.03%	0.00%	0.00%	0.03%	0.03%	0.5%	0.00%
Passive	0.0	-	-	0.0	0.0	13	3.5%	0.03%	0.00%	0.00%	0.03%	0.03%	0.5%	0.00%
Total Plan	0.4	0.0	0.1	0.5	0.6	269	100.0%	0.15%	0.02%	0.04%	0.17%	0.21%	100.0%	0.21%

The table above illustrates that management, incentive, and operating expenses for the health care trust totaled \$0.6 million for 2022 which equated to a total plan fee ratio of 0.21%. Core Real Estate contributed the most to the total plan fee ratio adding 0.13%.

Table 7 - Health Care Fees by Management Type

Fund Type	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent. and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt. Incent. and Op Exp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Passive	0.1	-	0.0	0.1	0.1	221	82.1%	0.04%	0.00%	0.02%	0.04%	0.05%	20.4%	0.04%
Active	0.3	0.0	0.1	0.4	0.5	48	17.9%	0.67%	0.10%	0.17%	0.78%	0.94%	79.6%	0.17%
Total Plan	0.4	0.0	0.1	0.5	0.6	269	100.0%	0.15%	0.02%	0.04%	0.17%	0.21%	100.0%	0.21%

For the total health care trust, active management strategies accounted for 0.17% of the total plan fee ratio and represented 17.9% of average plan assets. Passive strategies accounted for 0.04% of the total plan fee ratio and represented 82.1% of plan assets.

Table 8 - Health Care Other Investment Costs

Investment Staff Salary and Benefits (\$ mm)	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
0.1	0.0	0.1	0.0	0.2	0.07%

Other investment costs for the health care trust equated to a total fee ratio of 0.07%.

Table 9 - Pension Year-over-Year Comparison by Asset Class and Management Type

Asset Class	Average Weight			Management Fees			Incentive Fees			Operating Expense			Total Fees (Mgt/Incent/Opex)			Fee Ratio (Mgt/Incent/Opex)			Contrib to Total Plan Fee Ratio			YoY Attribution					
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	Due to Weight	Due to Mgmt Fee	Due to Incent Fee
Growth	71.3%	69.6%	-1.7%	20.0	21.6	1.6	42.4	-5.6	-48.0	4.2	7.9	3.7	66.6	23.9	-42.7	2.03%	0.74%	-1.29%	1.45%	0.52%	-0.93%	-0.01%	0.04%	-1.02%	0.08%		
Public Equity	47.6%	42.1%	-5.5%	7.5	6.0	-1.5	0.3	0.1	-0.2	0.4	0.3	-0.1	8.1	6.4	-1.8	0.37%	0.33%	-0.04%	0.18%	0.14%	-0.04%	0.07%	-0.01%	0.00%	0.00%		
Passive	22.9%	22.6%	-0.3%	0.5	0.5	-0.0	-	-	-	0.1	0.1	-0.0	0.6	0.6	-0.0	0.06%	0.06%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%		
Active	24.7%	19.5%	-5.2%	7.0	5.5	-1.4	0.3	0.1	-0.2	0.3	0.2	-0.1	7.5	5.8	-1.7	0.66%	0.64%	-0.02%	0.16%	0.13%	-0.04%	0.05%	0.00%	0.00%	0.00%		
Total Private Markets	19.3%	23.5%	4.2%	11.3	14.4	3.1	41.1	-7.4	-48.6	3.7	7.5	3.9	58.1	14.5	-41.5	6.30%	1.34%	-4.97%	1.22%	0.31%	-0.90%	0.19%	0.01%	-1.25%	0.07%		
Passive	3.3%	4.6%	1.3%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.1	0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Private Equity	7.8%	8.5%	0.7%	5.1	3.3	-1.8	27.0	-10.3	-37.3	1.0	1.8	0.7	33.1	-5.3	-38.4	9.15%	-1.35%	-10.50%	0.72%	-0.11%	-0.83%	0.05%	-0.05%	-0.86%	0.01%		
Private Debt	3.3%	3.8%	0.5%	1.5	1.8	0.4	3.0	-0.1	-3.0	1.3	1.6	0.3	5.7	3.4	-2.3	3.72%	1.93%	-1.78%	0.12%	0.07%	-0.05%	0.01%	0.00%	-0.07%	0.00%		
Growth Real Estate	3.2%	4.1%	0.8%	2.7	4.5	1.9	8.4	2.2	-6.2	0.9	1.4	0.6	12.0	8.2	-3.8	8.01%	4.37%	-3.64%	0.26%	0.18%	-0.08%	0.05%	0.03%	-0.18%	0.01%		
Venture/Growth Capital	0.2%	0.7%	0.5%	0.5	1.8	1.3	0.3	-1.8	-2.1	0.2	0.8	0.6	1.0	0.8	-0.2	10.78%	2.32%	-8.46%	0.02%	0.02%	0.00%	0.05%	0.00%	-0.06%	0.00%		
Private Real Assets	1.4%	1.8%	0.4%	1.5	2.9	1.4	2.5	2.5	0.1	0.3	1.9	1.6	4.3	7.4	3.1	6.76%	8.88%	2.12%	0.09%	0.16%	0.07%	0.02%	0.02%	-0.01%	0.03%		
Emerging Market Bonds	2.4%	2.0%	-0.4%	0.9	0.9	-0.1	1.0	1.7	0.7	0.1	0.1	-0.0	2.0	2.6	0.6	1.84%	2.81%	0.96%	0.04%	0.06%	0.01%	0.00%	0.00%	0.02%	0.00%		
Active	0.7%	0.4%	-0.3%	0.2	0.1	-0.1	-	-	-	-	-	-	0.2	0.1	-0.1	0.53%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Hedged	1.7%	1.6%	-0.1%	0.8	0.8	0.0	1.0	1.7	0.7	0.1	0.1	-0.0	1.9	2.5	0.7	2.40%	3.40%	1.00%	0.04%	0.06%	0.01%	0.00%	0.00%	0.02%	0.00%		
High Yield Bonds	2.0%	2.0%	0.0%	0.3	0.3	-0.0	-	-	-	-	-	-	0.3	0.3	-0.0	0.38%	0.37%	-0.01%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%		
Active	1.8%	1.8%	0.0%	0.3	0.3	-0.0	-	-	-	-	-	-	0.3	0.3	-0.0	0.39%	0.38%	-0.01%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%		
Passive	0.2%	0.2%	0.0%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.25%	0.24%	-0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Low Beta	8.5%	15.3%	6.8%	2.3	3.0	0.6	4.6	6.4	1.8	0.3	0.3	-0.1	7.2	9.6	2.4	1.85%	1.37%	-0.49%	0.16%	0.21%	0.05%	0.01%	-0.03%	-0.04%	-0.01%		
Immunized Cash Flows	4.3%	6.8%	2.5%	0.1	0.2	0.1	-	-	-	-	-	-	0.1	0.2	0.1	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	-0.04%	0.00%	0.00%	0.00%		
Passive	4.3%	6.8%	2.5%	0.1	0.2	0.1	-	-	-	-	-	-	0.1	0.2	0.1	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	-0.04%	0.00%	0.00%	0.00%		
Market Neutral Strategies	2.3%	3.2%	0.8%	2.2	2.6	0.3	4.6	6.4	1.8	0.3	0.3	-0.1	7.1	9.2	2.1	6.62%	6.33%	-0.29%	0.16%	0.20%	0.04%	0.04%	-0.01%	0.01%	0.00%		
Hedged	2.3%	3.2%	0.8%	2.2	2.6	0.3	4.6	6.4	1.8	0.3	0.3	-0.1	7.1	9.2	2.1	6.62%	6.33%	-0.29%	0.16%	0.20%	0.04%	0.04%	-0.01%	0.01%	0.00%		
Short Term IG Bonds	0.0%	2.1%	2.1%	-	0.0	0.0	-	-	-	-	-	-	-	0.0	0.0	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	-0.03%	0.00%	0.00%	0.00%		
Hedged	0.0%	2.1%	2.1%	-	0.0	0.0	-	-	-	-	-	-	-	0.0	0.0	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	-0.03%	0.00%	0.00%	0.00%		
Cash	1.9%	3.3%	1.4%	-	0.3	0.3	-	-	-	-	-	-	-	0.3	0.3	0.00%	0.17%	0.17%	0.00%	0.01%	0.01%	-0.02%	0.01%	0.00%	0.00%		
Passive	1.9%	3.3%	1.4%	-	0.3	0.3	-	-	-	-	-	-	-	0.3	0.3	0.00%	0.17%	0.17%	0.00%	0.01%	0.01%	-0.02%	0.01%	0.00%	0.00%		
Other	20.2%	15.2%	-5.1%	2.2	2.3	0.2	0.3	0.5	0.2	0.3	0.3	-0.0	2.8	3.1	0.4	0.30%	0.45%	0.15%	0.06%	0.07%	0.01%	0.07%	0.02%	0.01%	0.00%		
Core Real Estate	4.6%	5.3%	0.7%	1.3	1.8	0.5	0.3	0.5	0.2	0.3	0.3	-0.0	1.9	2.6	0.7	0.91%	1.07%	0.16%	0.04%	0.06%	0.01%	-0.01%	0.01%	0.00%	0.00%		
Active	4.6%	5.3%	0.7%	1.3	1.8	0.5	0.3	0.5	0.2	0.3	0.3	-0.0	1.9	2.6	0.7	0.91%	1.07%	0.16%	0.04%	0.06%	0.01%	-0.01%	0.01%	0.00%	0.00%		
Commodities	1.1%	0.7%	-0.4%	0.1	0.0	-0.0	-	-	-	-	-	-	0.1	0.0	-0.0	0.18%	0.15%	-0.03%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%		
Active	1.1%	0.7%	-0.4%	0.1	0.0	-0.0	-	-	-	-	-	-	0.1	0.0	-0.0	0.18%	0.15%	-0.03%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%		
TIPS	2.0%	2.0%	0.0%	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Passive	2.0%	2.0%	0.0%	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Long Term Government Bonds	2.9%	1.6%	-1.3%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%		
Passive	2.9%	1.6%	-1.3%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%		
Investment Grade Bonds	9.5%	5.5%	-4.0%	0.7	0.4	-0.3	-	-	-	0.0	0.0	-0.0	0.7	0.4	-0.3	0.15%	0.16%	0.01%	0.01%	0.01%	-0.01%	0.06%	0.00%	0.00%	0.00%		
Passive	6.6%	0.9%	-5.7%	0.1	0.0	-0.1	-	-	-	0.0	0.0	-0.0	0.1	0.0	-0.1	0.02%	0.03%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%		
Active	2.9%	4.6%	1.7%	0.6	0.4	-0.2	-	-	-	-	-	-	0.6	0.4	-0.2	0.45%	0.19%	-0.26%	0.01%	0.01%	0.00%	-0.02%	-0.01%	0.00%	0.00%		
Total Plan	100.0%	100.0%	0.0%	24.5	27.0	2.4	47.3	1.3	-46.0	4.8	8.4	3.6	76.6	36.7	-39.9	1.66%	0.79%	-0.87%	1.66%	0.79%	-0.87%	0.08%	0.03%	-1.06%	0.08%		

Note: YoY attribution effects of fund types within assets classes may not sum to the asset class values

Table 10 - Pension Year-over-Year Comparison by Management Type

Type	Average Weight			Management Fees			Incentive Fees			Operating Expense			Mgmt and Incent Fees			Fee Ratio (Mgmt and Incent)			Contrib to Total Plan Fee Ratio			YoY Attribution			
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021	2022	Change	2021	2022	Change	Due to Weight	Due to Mgmt Fee Ratio	Due to Incent Fee Ratio	Due to Opex
Passive	44.1%	41.9%	-2.1%	0.8	1.0	0.2	-	-	-	0.1	0.1	-0.0	0.9	1.1	0.2	0.05%	0.06%	0.01%	0.02%	0.02%	0.00%	0.03%	0.01%	0.00%	0.00%
Active	35.9%	32.3%	-3.6%	9.5	8.2	-1.3	0.5	0.6	0.0	0.6	0.5	-0.1	10.6	9.3	-1.4	0.64%	0.62%	-0.02%	0.23%	0.20%	-0.03%	0.04%	-0.01%	0.00%	0.00%
Hedged	4.0%	6.8%	2.8%	3.0	3.3	0.3	5.6	8.1	2.5	0.4	0.3	-0.1	9.0	11.8	2.8	4.85%	3.72%	-1.12%	0.20%	0.25%	0.06%	0.03%	-0.04%	-0.03%	-0.01%
Private	16.0%	18.9%	2.9%	11.2	14.4	3.1	41.1	-7.4	-48.6	3.7	7.5	3.9	56.0	14.5	-41.6	7.60%	1.65%	-5.95%	1.22%	0.31%	-0.90%	0.17%	0.02%	-1.22%	0.07%
Total Plan	100.0%	100.0%	0.0%	24.5	27.0	2.4	47.3	1.3	-46.0	4.8	8.4	3.6	76.6	36.7	-39.9	1.66%	0.79%	-0.87%	1.66%	0.79%	-0.87%	0.34%	-0.02%	-1.25%	0.06%

Table 11 - Pension Year-over-Year Comparison of Other Costs

	Inv Staff Salary and Benefits (\$ mm)	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
2021	1.2	0.5	0.6	0.5	2.8	0.06%
2022	1.4	0.5	0.5	0.7	3.1	0.07%
Change	0.1	-0.0	-0.1	0.2	0.3	0.01%

Table 12 - Health Care Year-over-Year Comparison by Asset Class and Management Type

Asset Class	Average Weight			Management Fees			Incentive Fees			Operating Expense			Total Fees (Mgt/Incent/Opex)			Fee Ratio (Mgt/Incent/Opex)			Contrib to Total Plan Fee Ratio			YoY Attribution						
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	Due to Weight	Due to Mgmt Fee Ratio	Due to Incent Fee Ratio	Due to Opex
Growth	58.3%	56.7%	-15%	0.1	0.1	0.0	-	-	-	0.0	0.0	-0.0	0.1	0.1	0.00	0.06%	0.06%	0.00%	0.04%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Public Equity	58.3%	56.7%	-15%	0.1	0.1	0.0	-	-	-	0.0	0.0	-0.0	0.1	0.1	0.0	0.06%	0.06%	0.00%	0.04%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Passive	58.3%	56.7%	-15%	0.1	0.1	0.0	-	-	-	0.0	0.0	-0.0	0.1	0.1	0.0	0.06%	0.06%	0.00%	0.04%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Low Beta	16.9%	6.6%	-10.3%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.01%	0.05%	0.04%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Short Term IG Bonds	14.5%	5.2%	-9.3%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.01%	0.02%	0.01%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Passive	14.5%	5.2%	-9.3%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.01%	0.02%	0.01%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Cash	2.4%	1.4%	-1.0%	-	0.0	0.0	-	-	-	-	-	-	-	0.0	0.0	0.00%	0.17%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Passive	2.4%	1.4%	-1.0%	-	0.0	0.0	-	-	-	-	-	-	-	0.0	0.0	0.00%	0.17%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	24.8%	36.7%	11.9%	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.5	0.2	0.50%	0.47%	-0.02%	0.12%	0.17%	0.05%	0.03%	0.00%	0.00%	0.00%	-0.01%	0.00%	
Core Real Estate	8.9%	12.8%	3.9%	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.4	0.1	0.95%	1.04%	0.09%	0.08%	0.13%	0.05%	0.03%	0.01%	0.00%	0.00%	0.00%	0.00%	
Active	8.9%	12.8%	3.9%	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.4	0.1	0.95%	1.04%	0.09%	0.08%	0.13%	0.05%	0.03%	0.01%	0.00%	0.00%	0.00%	0.00%	
Commodities	5.1%	5.1%	0.0%	0.1	0.1	0.0	-	-	-	0.0	0.0	0.0	0.1	0.1	0.0	0.69%	0.71%	0.01%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Active	5.1%	5.1%	0.0%	0.1	0.1	0.0	-	-	-	0.0	0.0	0.0	0.1	0.1	0.0	0.69%	0.71%	0.01%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Investment Grade Bonds	5.3%	10.3%	4.9%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Passive	5.3%	10.3%	4.9%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Long Term Government	1.8%	3.5%	1.7%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Passive	1.8%	3.5%	1.7%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Plan	100.0%	100.0%	0.0%	0.3	0.4	0.1	0.0	0.0	0.0	0.1	0.1	0.0	0.4	0.6	0.2	0.16%	0.21%	0.05%	0.16%	0.21%	0.05%	0.06%	0.00%	0.00%	0.00%	-0.01%	0.00%	

Note: YoY attribution effects of fund types within assets classes may not sum to the asset class values

Table 13 - Health Care Year-over-Year Comparison by Management Type

Type	Average Weight			Management Fees			Incentive Fees			Operating Expense			Total Fees (Mgt/Incent/Opex)			Fee Ratio (Mgt/Incent/Opex)			Contrib to Total Plan Fee Ratio			YoY Attribution						
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	Due to Weight	Due to Mgmt Fee Ratio	Due to Incent Fee Ratio	Due to Opex
Passive	84.3%	82.1%	-2.2%	0.1	0.1	0.0	-	-	-	0.0	0.0	0.0	0.1	0.1	0.0	0.04%	0.05%	0.01%	0.04%	0.04%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%
Active	15.7%	17.9%	2.2%	0.2	0.3	0.1	0.0	0.0	0.0	0.1	0.1	0.0	0.3	0.5	0.2	0.86%	0.94%	0.08%	0.13%	0.17%	0.03%	0.02%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Plan	100.0%	100.0%	0.0%	0.3	0.4	0.1	0.0	0.0	0.0	0.1	0.1	0.0	0.4	0.6	0.2	0.16%	0.21%	0.05%	0.16%	0.21%	0.05%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	

Table 14 - Health Care Year-over-Year Comparison of Other Costs

	Investment Staff Salary and Benefits	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
2021	0.1	0.0	0.0	0.0	0.1	0.06%
2022	0.1	0.0	0.1	0.0	0.2	0.07%
Change	0.0	0.0	0.0	0.0	0.1	0.02%

Analysis of Pension Year-over-Year Changes by Asset Class

As presented in Table 9, the pension total plan fee ratio decreased from 1.66% in 2021 to 0.79% in 2022.

The largest contributor from an asset class perspective was Private Markets (-90 bps).

Analysis of Pension Year-over-Year Changes by Management Type and Other Costs

As shown in the Table 10, the increase in Private strategies incentive fees contributed -90 bps compared to 2021.

As displayed in Table 11, the Other Costs fee ratio for the 2022 year increased from 6bps in 2021 to 7bps in 2022.

Analysis of Health Care Year-over-Year Changes by Asset Class, Management Type and Other Costs

As seen in Tables 12 and 13, the Health Care total plan fee ratio increased slightly by 5 bps. A slight increase in weighting to Active strategies along with the management fees and OpEx associated with those strategies drove the small increase in the fee ratio.

As displayed in Table 14, Other Costs also increased by 2 bps.

Table 15 – California Government Code §7514.7 Disclosure, Private Equity/Venture Capital

Lookup Name	Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions + Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)	
													Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation			
HarbourVest Partners VII	HarbourVest Partners VII	One Financial Center Boston, MA 02111	2005	15,000,000	14,027,840	124,471	68,834	193,305	4,157	6.4%	1.6	-	-	4,794	-	-	-	-	-	490
Pantheon USA Fund VI, LP	Pantheon USA Fund VI, LP	600 Montgomery Street, 23rd Floor San Francisco, CA 94111	2005	40,000,000	38,600,000	395,646	480,000	875,646	(3,575,814)	6.6%	1.5	-	-	25,636	-	-	-	-	-	-
Portfolio Advisors Private Eq	Portfolio Advisors Private Eq	9 Old Kings Highway South Danon, CT 06820	2005	25,000,000	22,116,575	2,664,724	189,332	2,854,056	18,345	6.6%	1.5	-	8,870	-	-	-	-	-	-	-
TCW/Crescent Mezzanine	TCW/Crescent Mezzanine	1100 Santa Monica Boulevard, Suite 2000 Los Angeles, CA 90025	2008	20,000,000	19,062,980	71,742	-	71,742	(68,509)	9.3%	1.5	-	-	2,024	-	-	-	-	-	-
TPG Opportunities Partners II	TPG Opportunities Partners II	345 California St., Suite 3300 San Francisco, CA 94104	2012	15,000,000	12,250,734	529,134	200,474	729,608	81,792	15.6%	1.6	2,793	-	8,815	-	-	-	14,684	-	29,076
Crescent Mezzanine Partners VI	Crescent Mezzanine Partners VI	1100 Santa Monica Boulevard, Suite 2000 Los Angeles, CA 90025	2013	20,000,000	20,105,170	2,556,403	29,919	2,586,322	(423,035)	9.1%	1.4	-	23,833	7,653	-	-	-	(505,282)	-	450,191
TPG Opportunities Partners III	TPG Opportunities Partners III	345 California St., Suite 3300 San Francisco, CA 94104	2013	15,000,000	3,165,219	3,758,789	347,812	4,706,601	675,200	9.5%	1.5	(5,290)	41,507	21,211	-	-	-	(164,369)	-	134,543
Warburg Pincus (Europa) XI	Warburg Pincus (Europa) XI	450 Lexington Avenue New York, NY 10017	2013	20,000,000	21,350,000	7,353,271	1,538,300	8,891,571	223,366	11.5%	1.7	-	33,400	17,227	(1,353)	-	-	(459,093)	1,353	171,250
ST Stars Global Opportunity	ST Stars Global Opportunity	616 H Street, N.W., Suite 450 Washington, D.C. 20001	2014	30,000,000	31,396,109	25,890,376	3,384,650	29,275,026	-	5.1%	1.3	-	106,719	1,932	-	-	-	(866,564)	-	-
CCMP Capital Investors III, LP	CCMP Capital Investors III, LP	277 Park Avenue, 27th Floor New York, NY 10172	2014	20,000,000	20,632,390	4,218,373	8,481,505	12,699,878	3,852,333	10.5%	1.6	-	69,842	15,642	-	-	-	(1,555,296)	6,331	1,078,200
Francisco Partners	Francisco Partners	One Letterman Drive, Bldg C - Suite 410 San Francisco, CA 94129	2015	15,000,000	14,617,500	14,796,598	7,023,410	21,820,008	6,969,367	27.3%	3.0	-	108,601	8,877	(1,263)	-	-	(2,330,795)	-	1,389,254
PE Strategic Partnership, LP	PE Strategic Partnership, LP	325 N. Saint Paul St., Ste. 4900 Dallas, TX	2017	405,500,000	365,100,000	296,806,816	11,193,947	308,006,763	35,017,577	24.9%	1.8	-	2,617,432	1,569,211	-	-	-	(4,387,462)	-	-
Crestline Portfolio Financing	Crestline Portfolio Financing	201 Main St, #1900 Fort Worth, TX 76102	2018	22,000,000	20,486,738	11,513,714	3,676,568	15,190,281	(467,298)	8.6%	1.2	-	156,715	53,832	-	-	-	56,650	-	-
Innovation Endavors III	Innovation Endavors III	1845 El Camino Real Palo Alto, CA 94306	2018	4,200,000	3,956,402	12,459,753	1,100,656	13,560,409	12	46.2%	3.0	-	67,671	7,404	-	-	-	(148,686)	-	-
Canvas Ventures 3, L.P.	Canvas Ventures 3, L.P.	3200 Alpine Rd, Portola Valley, CA 94028	2020	5,000,000	2,766,067	3,130,122	-	3,130,122	394	11.1%	1.1	-	123,926	5,894	-	-	-	(19,171)	-	-
Invesco Venture Alpha Fund II, L.P.	Invesco Venture Alpha Fund II, L.P.	225 Liberty Street New York, NY 10281	2020	10,000,000	4,930,473	6,169,264	-	6,169,264	-	NM	1.3	-	75,000	13,534	-	-	-	(80,640)	-	-
Next Play Capital Fund III, L.P.	Next Play Capital Fund III, L.P.	885 Windlow Street Redwood City, CA 94063	2020	10,000,000	4,000,000	3,807,477	-	3,807,477	(1,704)	NM	1.0	-	183,296	178,855	-	-	-	(1,151)	-	-
Northgate Venture Partners IX, L.P.	Northgate Venture Partners IX, L.P.	649 San Ramon Valley Boulevard, Danville, CA 94526	2020	10,000,000	8,200,000	3,275,755	-	3,275,755	(255,026)	9.1%	1.1	-	260,136	50,076	-	-	-	(1,647,953)	-	-
Top Tier Venture Capital IX, L.P.	Top Tier Venture Capital IX, L.P.	600 Montgomery Street, Suite 480, San Francisco, CA 94111	2020	10,000,000	7,094,098	7,769,460	274,171	8,043,631	60,311	10.5%	1.1	-	287,769	96,084	-	-	-	(106,777)	-	-
Bow Capital Fund II	Bow Capital Fund II	2440 Sand Hill Rd, Suite 101 Menlo Park, CA 94025	2021	5,000,000	1,428,037	1,293,197	-	1,293,197	-	NM	0.9	-	81,323	-	-	-	-	35,035	-	-
Innovation Endavors Fund IV, L.P.	Innovation Endavors Fund IV, L.P.	1845 El Camino Real Palo Alto, CA 94306	2021	4,200,000	1,363,355	1,293,009	-	1,293,009	-	NM	0.9	-	84,000	12,218	-	-	-	-	-	-
BSF II, L.P.	BSF II, L.P.	2150 Shattuck Ave. PH 1300 Berkeley, CA 94704	2022	5,000,000	1,250,000	1,173,211	-	1,173,211	-	NM	0.9	-	102,055	21,435	-	-	-	-	-	-
Lerer Hippeau Ventures VIII, L.P.	Lerer Hippeau Ventures VIII, L.P.	100 Crosby St, New York, NY 10012	2022	5,000,000	1,008,412	866,475	-	866,475	-	NM	0.9	-	111,403	20,122	-	-	-	-	-	-
Next Play SJFF, L.P.	Next Play SJFF, L.P.	885 Windlow Street Redwood City, CA 94063	2022	10,000,000	1,053,863	1,053,863	-	1,053,863	-	NM	1.0	-	136,283	210,297	-	-	-	-	-	-
Signia Venture Partners IV, L.P.	Signia Venture Partners IV, L.P.	2055 Woodside Rd Suite 279 Redwood City, CA 94061	2022	3,000,000	600,000	539,586	-	539,586	-	NM	0.9	-	57,216	12,200	-	-	-	-	-	-
Tiger Iron SJFF, L.P.	Tiger Iron SJFF, L.P.	95 3rd St, San Francisco, CA 94103	2022	30,000,000	5,998,589	5,243,767	-	5,243,767	-	NM	0.9	-	307,125	203,765	-	-	-	15,842	-	-

Source: Fund managers, Meketa Investment Group, Neuberger Berman

Table 16 – California Government Code §7514.7 Disclosure, Private Debt

Lookup Name	Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions - Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
													Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
GSD SJ Partners	GSD SJ Partners	345 Park Avenue New York, NY 10154	2010	50,000,000	43,365,930	4,406,568	-	4,406,568	(4,532,147)	4.4%	1.1	-	30,894	15,379	-	-	-	-	-
Medley Opportunity Fund II, L.P.	Medley Opportunity Fund II, L.P.	280 Park Avenue, 8th Floor East New York, NY 10017	2010	50,000,000	51,572,237	4,852,337	-	4,852,337	-	2.4%	1.1	-	22,788	151,207	-	-	-	-	-
White Oak Direct Lending	White Oak Direct Lending	3 Embarcadero Center, 5th Floor San Francisco, CA 94111	2010	50,000,000	85,397,651	37,768,874	-	37,768,874	-	8.2%	1.4	-	430,128	41,369	-	-	-	-	-
Cross Ocean USD ESS Fund I, L.P.	Cross Ocean USD ESS Fund I, L.P.	11 Charles II St London, S/1Y4QU	2013	90,000,000	76,171,407	6,827,853	-	6,827,853	-	6.3%	1.2	-	-	103,272	-	-	-	-	-
Park Square Capital Credit Opportunities II	Park Square Capital Credit Opportunities II	2nd Floor, Stratton House, 5 Stratton St, London W1J8LA	2013	50,000,000	51,639,010	-	-	-	172	4.7%	1.2	4,849	-	15,823	-	-	(1,485)	-	-
Shoreline China Value III, L.P.	Shoreline China Value III, L.P.	3 Jin Sui Road, Zhuijiang New, Suite 1201A Guangzhou, 510623, China	2014	22,500,000	22,377,573	5,013,202	575,939	5,589,141	397,498	2.1%	1.1	-	24,477	13,430	-	-	-	-	-
Cross Ocean USD ESS Fund II, L.P.	Cross Ocean USD ESS Fund II, L.P.	11 Charles II St London, S/1Y4QU	2016	75,000,000	60,000,000	13,127,754	6,833,175	19,960,929	(1,280,292)	5.6%	1.2	-	184,754	446,297	-	-	19,298	-	-
Arbour Lane Credit Opportunity Fund II, L.P.	Arbour Lane Credit Opportunity Fund II, L.P.	700 Canal St, Stamford, CT 06902	2018	12,000,000	23,046,396	16,152,617	-	16,152,617	-	14.5%	1.2	-	210,000	149,222	-	-	90,751	-	-
Crestline Portfolio Financing Fund II	Crestline Portfolio Financing Fund II	201 Main St, #1300 Fort Worth, TX 76102	2018	12,000,000	7,744,537	3,588,761	837,098	4,425,859	33,653	10.3%	1.1	-	45,145	26,216	-	-	68,098	-	-
Octagon CLO Opportunity Fund III, L.P.	Octagon CLO Opportunity Fund III, L.P.	250 Park Ave., 15th Floor, New York, NY 10177, USA	2018	50,000,000	42,500,000	-	-	-	-	16.8%	1.2	-	-	-	-	-	-	-	-
HPS Special Situations Opportunity Fund	HPS Special Situations Opportunity Fund	40 West 57th St, 33rd Floor New York, NY 10019	2019	12,000,000	9,617,584	11,269,629	268,019	11,536,648	217,975	21.0%	1.3	-	123,811	29,459	-	-	315,174	-	-
Cross Ocean USD ESS Fund III, L.P.	Cross Ocean USD ESS Fund III, L.P.	11 Charles II St London, S/1Y4QU	2020	32,000,000	30,569,885	39,181,081	1,494,006	40,675,087	1,066,685	14.3%	1.4	-	343,923	243,085	-	-	(433,179)	-	-
Eagle Point Defensive Income	Eagle Point Defensive Income	600 Steamboat Road, Suit 202 Greenwich, CT 06830	2020	12,000,000	11,122,800	10,519,603	535,121	11,054,724	16,918	0.6%	1.0	-	84,146	37,093	-	-	(62,916)	-	-
Eagle Point Defensive Income Fund II, L.P.	Eagle Point Defensive Income Fund II, L.P.	600 Steamboat Road, Suit 202 Greenwich, CT 06830	2020	21,000,000	2,555,700	2,654,451	-	2,654,451	9,614	21.0%	1.0	-	5,413	42,745	-	-	9,174	-	-
AG Credit Solutions Fund II	AG Credit Solutions Fund II	245 Park Avenue New York, NY 10167	2021	21,000,000	10,508,320	9,591,501	483,395	10,060,896	(373,450)	NM	1.0	-	36,407	24,588	-	-	-	-	-
Arbour Lane Credit Opportunity Fund III, L.P.	Arbour Lane Credit Opportunity Fund III, L.P.	700 Canal St, Stamford, CT 06902	2021	21,000,000	8,925,945	8,286,477	(14,195)	8,272,282	-	NM	0.9	-	62,963	54,161	-	-	(23,151)	-	-
Strategic Value Special Situations Fund V	Strategic Value Special Situations Fund V	100 West Putnam Avenue Greenwich, CT 06830	2021	15,500,000	6,196,125	6,674,748	18,438	6,693,186	(127,386)	NM	1.1	-	120,124	57,575	-	-	(43,376)	-	-
HPS Special Situations Opportunity Fund II, L.P.	HPS Special Situations Opportunity Fund II, L.P.	40 West 57th St, 33rd Floor New York, NY 10019	2022	21,000,000	2,103,378	2,047,580	-	2,047,580	19,651	NM	1.0	-	6,316	86,958	-	-	-	-	-
Octagon CLO Opportunity Fund IV	Octagon CLO Opportunity Fund IV	250 Park Ave., 15th Floor, New York, NY 10177, USA	2022	21,000,000	17,850,000	18,177,427	-	18,177,427	-	NM	1.0	-	50,200	81,849	-	-	-	-	-

Source: Fund managers, Meketa Investment Group

Table 17 – California Government Code §7514.7 Disclosure, Growth Real Estate/Core Real Estate

Lookup Name	Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions + Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
													Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
Brookfield Strategic Real Estate Partners	Brookfield Strategic Real Estate Partners	250 Vesey Street, 15th Floor New York, NY 10281	2012	10,000,000	11,915,647	3,135,871	1,251,584	4,387,455	526,539	17.8%	1.9	-	42,144	3,756	-	-	(35,108)	-	-
Blackstone Real Estate Debt Strategies II	Blackstone Real Estate Debt Strategies II	345 Park Avenue New York, NY 10154	2013	12,500,000	12,750,627	-	23,480	23,480	-	3.2%	1.2	-	3,356	1,176	-	-	7,570	-	-
European Property Investors Special Opportunities 3, L.P.	European Property Investors Special Opportunities 3, L.P.	Berkeley Square House (8th Floor) Berkeley Square, London W1J6DB, UK	2013	6,666,563	3,244,502	2,690,485	-	2,690,485	(23,983)	6.4%	1.2	-	34,391	44,890	-	-	64,406	-	-
Orion European Real Estate Fund IV, C.V.	Orion European Real Estate Fund IV, C.V.	6th Floor, 2 Cavendish Square London W1G0PU	2013	6,283,332	8,631,326	5,159,303	145,623	5,305,532	31,816	2.9%	1.1	-	84,401	-	-	-	-	-	-
Realty Associates Fund X, L.P., The	Realty Associates Fund X, L.P., The	28th State Street Boston, MA 02109	2013	10,000,000	10,000,000	8,197	76,820	85,017	(79,912)	12.6%	1.6	-	249	513	-	-	691	-	19,129
Sculptor Real Estate Fund III (fka Och-Ziff)	Sculptor Real Estate Fund III (fka Och-Ziff)	9 West 5th Street, 39th Floor New York, NY 10019	2013	20,000,000	16,631,863	4,465,987	3,774,800	8,240,787	2,286,278	23.4%	1.8	-	54,128	13,636	-	-	154,533	-	220,686
Brookfield Strategic Real Estate Partners II	Brookfield Strategic Real Estate Partners II	250 Vesey Street, 15th Floor New York, NY 10281	2015	20,000,000	21,115,940	16,254,000	6,590,438	24,844,438	4,004,352	12.4%	1.6	-	200,435	15,254	-	-	(373,061)	53,603	-
European Property Investors Special Opportunities 4, L.P.	European Property Investors Special Opportunities 4, L.P.	Berkeley Square House (8th Floor) Berkeley Square, London W1J6DB, UK	2015	20,202,877	18,298,103	17,341,860	1,063,204	18,405,063	93,600	7.9%	1.4	-	158,346	156,537	-	-	34,367	-	-
KSL Capital Partners IV, L.P.	KSL Capital Partners IV, L.P.	100 St. Paul St., Suite 800 Denver, CO 80206	2015	20,000,000	22,282,602	21,770,597	5,389,034	27,159,631	3,143,527	16.7%	1.7	11,954	170,988	23,808	(11,954)	-	387,345	-	620,675
DRA Growth and Income Fund IX, LLC	DRA Growth and Income Fund IX, LLC	220 East 42nd Street, 27th Floor New York, NY 10017	2016	20,000,000	21,443,380	14,831,216	3,477,143	18,308,359	1,086,778	17.7%	1.6	-	278,508	33,019	-	-	33,107	-	-
GEM Realty Fund VI, L.P.	GEM Realty Fund VI, L.P.	300 North Michigan Avenue #1450, Chicago, IL 60611	2017	15,000,000	12,375,000	6,396,720	4,848,750	11,845,470	2,319,200	13.3%	1.3	11,041	157,173	47,621	-	-	20,013	11,281	-
European Property Investors Special Opportunities 5, L.P.	European Property Investors Special Opportunities 5, L.P.	Berkeley Square House (8th Floor) Berkeley Square, London W1J6DB, UK	2018	21,389,677	18,108,548	14,865,592	2,139,860	17,005,453	286,370	-4.1%	0.9	-	247,399	273,743	-	-	-	-	-
Torchlight Debt Fund VI, L.P.	Torchlight Debt Fund VI, L.P.	280 Park Avenue New York, NY 10017	2018	30,000,000	39,255,788	21,934,897	11,484,564	33,479,461	1,177,323	8.3%	1.2	-	316,229	80,775	-	-	345,483	-	-
Pradrium X Middle-Income Housing Fund, L.P.	Pradrium X Middle-Income Housing Fund, L.P.	733 Third Ave., 24th Floor New York, NY 10017	2019	18,000,000	6,115,658	5,295,324	173,055	5,468,379	63,752	NM	0.9	-	817,447	85,394	(43,132)	-	-	-	-
DRA Growth and Income Fund X, LLC	DRA Growth and Income Fund X, LLC	220 East 42nd Street, 27th Floor New York, NY 10017	2020	18,000,000	15,375,986	13,692,462	2,549,258	16,241,720	318,911	25.3%	1.2	-	285,789	34,380	-	-	-	-	-
Exeter Industrial Value Fund V, L.P.	Exeter Industrial Value Fund V, L.P.	101 West Elm Street, Suite 600, Conshohocken, PA 19428	2020	3,500,000	3,354,035	13,871,955	-	13,871,955	358,993	37.6%	1.5	-	128,250	37,815	-	-	184,106	-	-
H.I.G. Realty Partners IV	H.I.G. Realty Partners IV	1450 Brickell I Avenue Miami, FL 33131	2020	15,000,000	7,378,846	7,559,230	1,887,416	3,446,646	681,024	111.9%	1.3	-	644,712	157,463	-	-	486,423	-	151,739
Rockpoint Real Estate Fund VI, L.P.	Rockpoint Real Estate Fund VI, L.P.	500 Boylston Street, Suite 1800, Boston, MA 02116	2020	11,500,000	3,262,615	3,711,503	1,278,282	10,389,785	611,041	14.4%	1.2	(6,357)	101,581	23,009	-	-	125,966	15,191	-
Torchlight Debt Fund VII, L.P.	Torchlight Debt Fund VII, L.P.	280 Park Avenue New York, NY 10017	2020	3,000,000	4,355,503	4,805,320	-	4,805,320	49,379	NM	1.1	-	117,000	25,700	-	-	-	-	-
Centerbridge Partners Real Estate Fund II, L.P.	Centerbridge Partners Real Estate Fund II, L.P.	375 Park Avenue, 11th Floor New York, NY 10152	2021	15,000,000	2,265,302	2,042,600	-	2,042,600	(6,359)	NM	0.9	974	193,619	24,587	(7,824)	-	(14,327)	-	-
AIGGRE US Real Estate Fund IV, L.P.	AIGGRE US Real Estate Fund IV, L.P.	28 Liberty Street 47th Floor New York, NY 10005	2022	22,000,000	11,018,831	13,575,333	81,355	13,656,748	-	NM	1.2	-	293,648	320,362	-	-	755,886	-	-
GCP SecureSpace Property Partners, L.P.	GCP SecureSpace Property Partners, L.P.	100 Wilshire Boulevard Suite 1400 Santa Monica, CA 90401	2022	14,000,000	4,274,136	2,615,290	336,330	3,552,220	-	NM	0.8	-	171,884	32,364	(14,671)	-	-	-	-
Clarion Lion Properties Fund (PF Pension)	Clarion Lion Properties Fund (PF Pension)	230 Park Avenue New York, NY 10017	2019	80,000,000	80,000,000	101,982,640	2,607,435	103,390,075	264,092	9.2%	1.3	-	846,712	64,392	-	-	-	-	-
Clarion Lion Properties Fund (PF HCT)	Clarion Lion Properties Fund (PF HCT)	230 Park Avenue New York, NY 10017	2019	10,000,000	10,000,000	12,544,891	322,638	12,867,529	32,679	9.2%	1.3	-	104,770	8,042	-	-	-	-	-
BlackRock U.S. Core Property Fund (PF Pension)	BlackRock U.S. Core Property Fund (PF Pension)	400 Howard Street San Francisco, CA 94105	2019	122,000,000	122,000,000	54,399,335	101,386,356	155,786,291	1,073,091	10.3%	1.3	-	352,483	159,524	-	-	-	-	-
BlackRock U.S. Core Property Fund (PF HCT)	BlackRock U.S. Core Property Fund (PF HCT)	400 Howard Street San Francisco, CA 94105	2019	10,500,000	10,500,000	4,690,896	8,728,598	13,417,495	92,428	10.3%	1.3	-	31,665	13,765	-	-	-	-	-
TA Realty Core Property Fund (PF Pension)	TA Realty Core Property Fund (PF Pension)	1 Federal Street Boston, MA 02110	2021	88,000,000	88,000,000	86,327,584	1,309,385	88,236,370	-	13.5%	1.0	-	307,841	68,742	-	-	-	-	-
TA Realty Core Property Fund (PF HCT)	TA Realty Core Property Fund (PF HCT)	1 Federal Street Boston, MA 02110	2021	15,000,000	15,000,000	15,889,578	520,518	16,410,096	-	13.5%	1.1	-	89,841	19,899	-	-	-	-	-
Clarion Lion Industrial Trust (PF Pension)	Clarion Lion Industrial Trust (PF Pension)	230 Park Avenue New York, NY 10017	2021	18,500,000	18,500,000	24,341,082	326,000	25,267,082	14,864	21.6%	1.4	-	322,511	6,239	-	-	499,234	-	-
Clarion Lion Industrial Trust (PF HCT)	Clarion Lion Industrial Trust (PF HCT)	230 Park Avenue New York, NY 10017	2021	2,700,000	2,700,000	3,352,471	34,340	3,387,471	2,115	21.6%	1.3	-	38,280	734	-	-	43,311	-	-

Source: Fund managers, Meketa Investment Group

Table 18 – California Government Code §7514.7 Disclosure, Private Real Assets

Lookup Name	Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions + Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
													Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
Brookfield Infrastructure Fund III, L.P.	Brookfield Infrastructure Fund III, L.P.	250 Vesey Street, 15th Floor New York, NY 10281	2016	20,000,000	17,807,203	18,538,108	2,257,156	20,855,264	867,622	13.3%	1.6	-	203,073	54,722	-	-	639,407	17,181	-
Global Infrastructure Partners III, L.P.	Global Infrastructure Partners III, L.P.	1345 Avenue of the Americas, 30th Floor, New York, NY 10105	2016	20,000,000	20,329,409	20,768,494	4,326,372	25,094,866	2,936,832	10.6%	1.5	-	282,524	20,971	-	-	12,209	-	-
Lime Rock Partners VIII, L.P.	Lime Rock Partners VIII, L.P.	1111 Bagby St, Suite 4600 Houston, TX 77002	2018	6,000,000	6,225,368	7,236,302	1,458,052	8,694,354	943,275	13.8%	1.5	-	120,000	6,476	-	-	502,573	-	-
Lime Rock New Energy	Lime Rock New Energy	274 Riverside Avenue, Westport, CT 06880	2019	3,000,000	5,145,401	3,253,467	102,035	3,361,562	84,115	15.8%	1.3	-	162,000	12,358	(12,385)	-	(26,578)	-	-
Mountain Capital Partners II	Mountain Capital Partners II	811 Louisiana Street, Suite 2550, Houston, TX 77002	2019	3,000,000	1,945,422	1,520,409	494,439	2,014,848	-	4.3%	1.0	-	135,000	12,185	(10,368)	-	-	-	-
Orion Mine Finance Fund III, L.P.	Orion Mine Finance Fund III, L.P.	1045 Avenue of the Americas, 25th Floor, New York, NY 10018	2019	3,000,000	6,981,102	8,034,815	353,298	8,388,113	47,393	12.1%	1.2	-	146,250	16,415	-	-	189,806	-	-
Tembo Capital Mining Fund III	Tembo Capital Mining Fund III	180 Piccadilly London W1J 9ER England, United Kingdom	2019	3,000,000	2,779,965	2,807,971	7,079	2,815,050	-	1.5%	1.0	-	180,001	134,354	(12,149)	-	(15,309)	4,622	-
Crestline Co-Invest II	Crestline Co-Invest II	201 Main St, #1900 Fort Worth, TX 76102	2020	3,150,000	3,161,934	5,977,196	-	5,977,196	-	38.4%	1.9	-	-	16,375	-	-	225,393	-	-
Energy Services Co-Invest	Energy Services Co-Invest	NA	2020	1,800,000	1,800,000	1,800,000	-	1,800,000	-	0.0%	1.0	-	-	-	-	-	-	-	-
Global Infrastructure Partners IV, L.P.	Global Infrastructure Partners IV, L.P.	1345 Avenue of the Americas, 30th Floor, New York, NY 10105	2020	6,000,000	4,697,868	4,845,917	9,735	4,855,652	295	3.5%	1.0	-	105,000	11,559	(38,383)	-	-	-	-
Kimmeridge Energy Fund V, L.P.	Kimmeridge Energy Fund V, L.P.	400 Madison Avenue, Suite 14C, New York, NY	2020	7,200,000	3,661,603	10,988,328	4,387,424	15,375,752	3,030,134	40.9%	1.8	-	120,734	333,776	-	-	626,827	-	-
H.I.G. Infrastructure Partners	H.I.G. Infrastructure Partners	1450 Brickell Avenue Miami, FL 33131	2021	19,000,000	-	(173,220)	-	(173,220)	(102,750)	NM	--	-	396,658	417,581	-	-	145,109	176,991	-
Aether Real Assets Seed Partners I, L.P.	Aether Real Assets Seed Partners I, L.P.	1900 Sixteenth Street, Suite 825 Denver, CO 80202	2022	3,000,000	517,229	1,504,507	-	1,504,507	-	NM	2.9	-	630,929	268,867	-	-	63,727	-	-
Hull Street Energy Partners II, L.P.	Hull Street Energy Partners II, L.P.	4747 Bethesda Avenue Suite 1220 Bethesda, Maryland 20814	2022	3,000,000	477,047	328,432	-	328,432	-	NM	0.7	-	180,000	34,464	(44,669)	-	5,060	-	-
Kimmeridge Fund VI, L.P.	Kimmeridge Fund VI, L.P.	400 Madison Avenue, Suite 14C, New York, NY	2022	16,000,000	13,597,318	14,025,000	768	14,025,768	(322,953)	NM	1.0	-	216,264	604,759	-	-	165,669	-	-

Source: Fund managers, Meketa Investment Group

Table 19 – California Government Code §7514.7 Disclosure, Hedge Funds

Lookup Name	Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions + Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
													Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
Pine River Fund, Ltd	Pine River Fund, Ltd	3 Bryant Park, 24th Floor New York, NY 10036	N/A	N/A	N/A	288,761	44,793	333,554	-	4.6%	1.6	-	1,512	8,301	-	-	-	-	-
DE Shaw Composite Fund, LLC	DE Shaw Composite Fund, LLC	1166 Avenue of the Americas, 9th Floor New York, NY 10036	N/A	N/A	N/A	71,533,295	10,838,828	82,372,123	5,857,552	15.8%	4.2	-	2,086,272	150,066	-	-	5,857,552	-	5,857,552
Hudson Bay	Hudson Bay	777 Third Ave, 30th Floor, New York, NY 10017	N/A	N/A	N/A	14,854,286	-	14,854,286	546,553	9.9%	1.7	-	142,691	47,607	-	-	546,553	-	546,553
Crabel Advanced Trend	Crabel Advanced Trend	1999 Avenue of the Stars, Suite 2550 Los Angeles, CA 90067	N/A	N/A	N/A	58,495,782	22,000,113	80,495,895	-	11.6%	1.2	-	326,016	48,212	-	-	-	-	-
Iguazu Partners LP Fund	Iguazu Partners LP Fund	2 Embarcadero Center # 1645 San Francisco, CA 94111	N/A	N/A	N/A	77,177,837	-	77,177,837	1,707,172	8.3%	2.0	0	778,232	59,953	-	-	1,707,172	0	1,707,172

Source: Fund managers, ORS

FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM FISCAL YEAR 2024-2025 BUDGET PROPOSAL

March 21, 2024

2024–2025 Budget at a Glance

- ▶ Development of the budget
- ▶ Administrative expense breakdown
- ▶ Sources of funds
- ▶ Uses of funds
- ▶ Proposed administrative budget
- ▶ Personnel services analysis
- ▶ Non–personnel/equipment analysis
- ▶ Professional services analysis
- ▶ Medical services analysis
- ▶ Analysis and comparisons to other CA plans

Development of the Federated City Employees' Retirement System FY24–25 Proposed Budget

The Proposed Budget is broken down into the following categories:

▶ Sources of Funds

- **City contributions** – Estimated based on the contribution rates and total covered payroll shown in the actuarial reports for June 30, 2023
- **Participant income** – Estimated based on the contribution rates and total covered payroll shown in the actuarial reports for June 30, 2023
- **Investment income** – Calculated using the assumed rate of return based on reserve plus City's contributions for the whole year and other activities throughout the year

▶ Uses of Funds

- **Benefits and health insurance** – pension payments, health insurance subsidy, return of contributions and death benefits. Amounts were calculated based on the average increase for the past 5 years
- **Administrative expense** – this represents the operating expenses for the Office of Retirement Services. The detail is shown in the following slide.

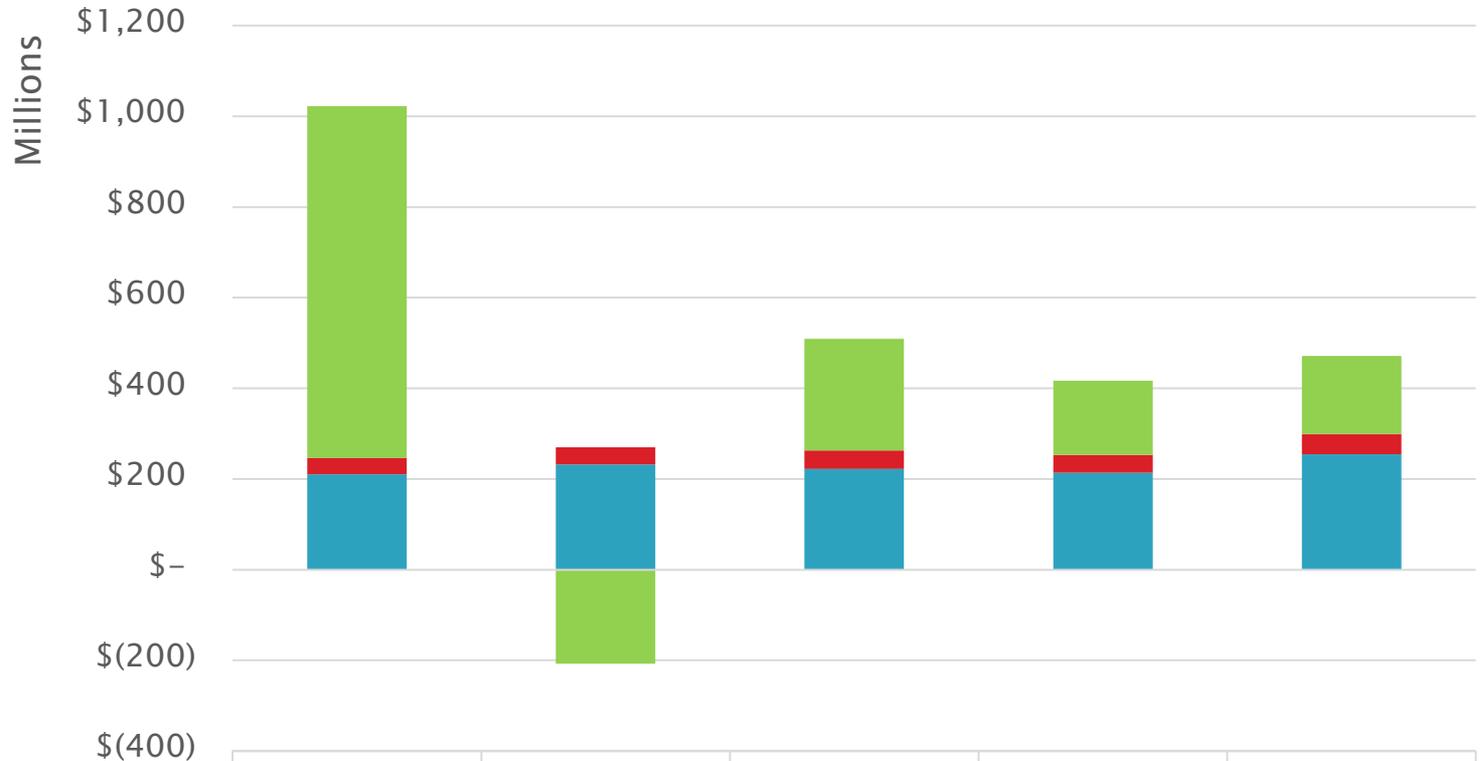
Administrative Expense Budget FY24–25

The Administrative Expense Budget portion is categorized into the following line items:

- ▶ **Personnel services** – 50% of the Office of Retirement Services direct staff labor costs including salary and benefits based on the City’s Budget Office labor reports, except for Investments staff which is split based on market value (40% Fed and 60% PF).
- ▶ **Non–personnel/equipment** – administrative overhead cost such as rent, supplies, equipment, etc., excluding professional services.
- ▶ **Professional services** – non–investment professional services including actuarial, legal, IT and other professional consulting services.
- ▶ **Medical services** – this represents an estimate for independent medical examiners.

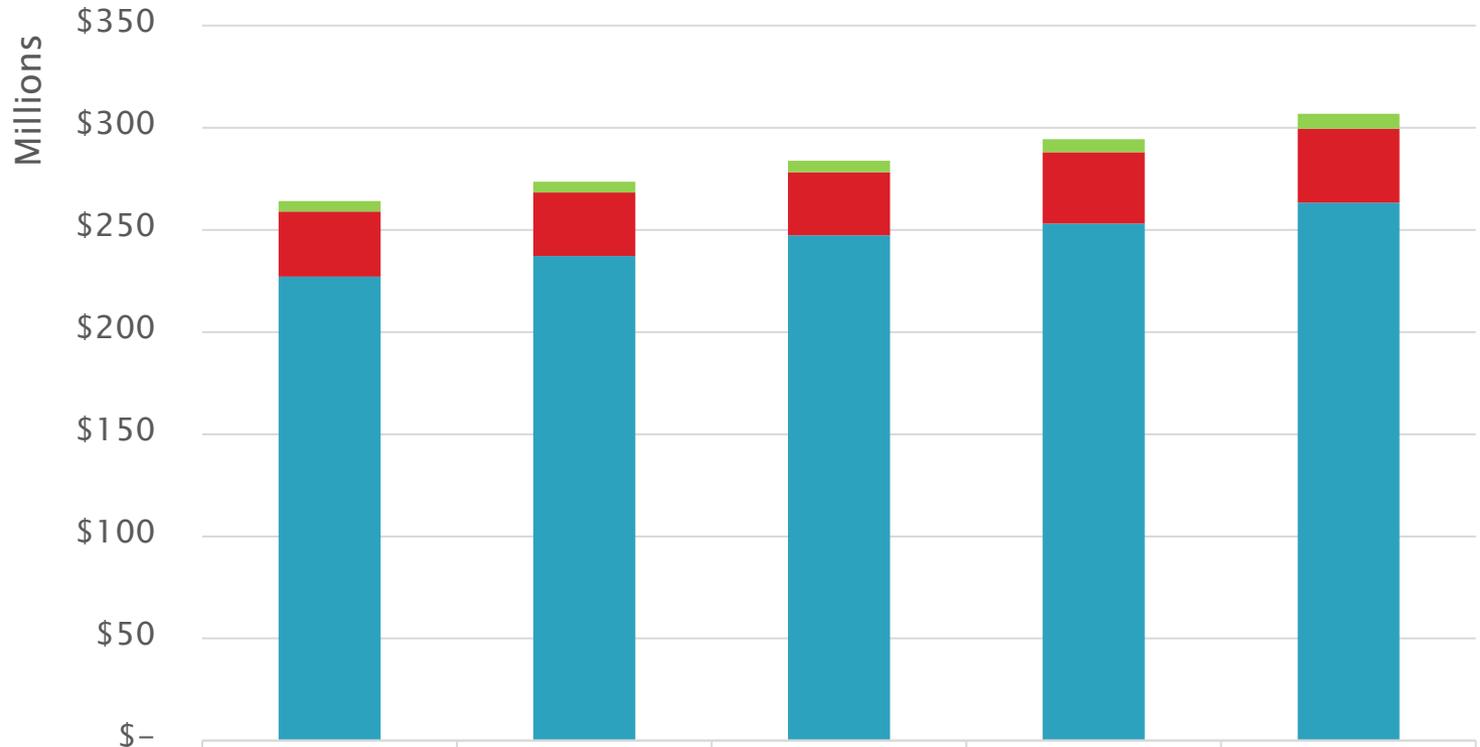
The Administrative Budget does **NOT** include investment professional services, consultants and investment manager fees and capitalized costs.

Sources of Funds



	FY 20-21 (Actual)	FY 21-22 (Actual)	FY 22-23 (Actual)	FY 23-24 (Forecast)	FY 24-25 (Proposed)
■ Investment Income (Loss)	775,968,000	(207,415,000)	246,369,000	163,813,000	172,705,000
■ Participant Contributions	35,999,000	37,329,000	40,402,000	39,411,600	44,393,000
■ City Contributions	210,200,000	232,385,000	222,437,000	213,839,000	254,726,000

Uses of Funds



	FY 20-21 (Actual)	FY 21-22 (Actual)	FY 22-23 (Actual)	FY 23-24 (Forecast)	FY 24-25 (Proposed)
Administrative Expense	5,046,000	5,304,000	5,600,000	6,425,000	7,262,000
Health Insurance	31,871,000	31,088,000	30,869,000	35,034,000	36,093,000
Pension Benefits	227,206,000	237,273,000	247,356,000	253,031,000	263,433,000

NOTE: Non-cash items such as amortization expense is not included in administrative expense

Federated Proposed Administrative Budget for FY 2024–2025

The following is a comparison of previous fiscal year actual figures, current year adopted budget and forecast, and proposed next year budget:

Expenses	2022–2023 Actual (A)	2023–2024 Adopted/Modified (B)	2023–2024 Forecast (C)	2024–2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Personnel Services	\$3,931,413	\$4,306,000/ \$4,456,000	\$4,411,000	\$5,111,000	18.69%/ 14.70%	15.87%
Non-Personnel / Equipment	728,634	872,000	748,000	894,000	2.52%	19.52%
Professional Services	855,093	931,000/ 1,231,000	1,166,000	1,112,000	19.44%/ (9.67%)	(4.63%)
Medical Services	84,712	145,000	100,000	145,000	0.00%	45.0%
Total	\$5,599,852	\$6,254,000/ \$6,704,000	\$6,425,000	\$7,262,000	16.12%/ 8.32%	13.03%

⁽¹⁾ – Detail for changes provided in the following slides

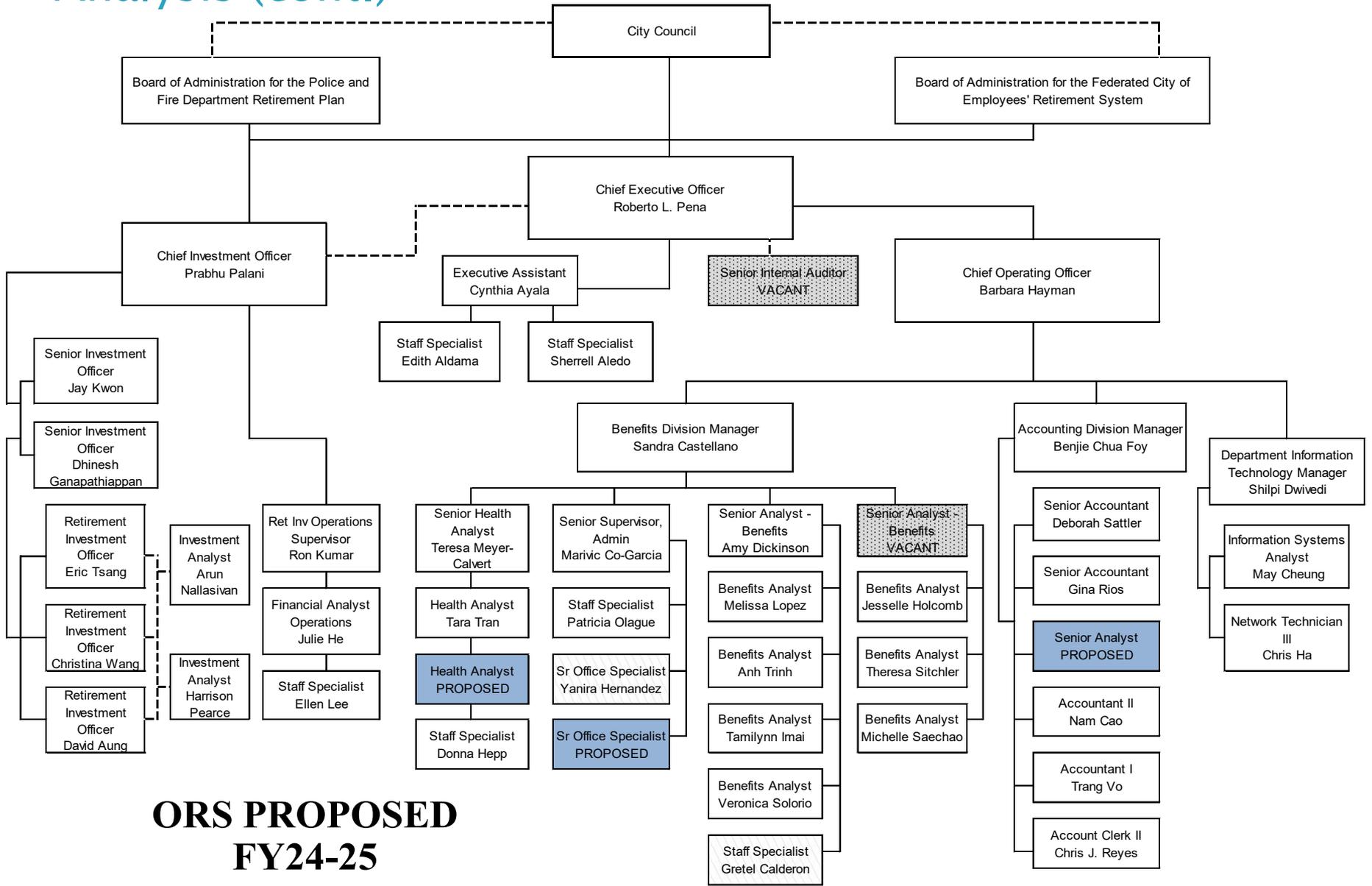
Personnel Services Analysis

Expenses	2022–2023 Actual (A)	2023–2024 Adopted (B)	2023–2024 Forecast (C)	2024–2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Personnel Services	\$3,931,413	\$4,306,000/ \$4,456,000	\$4,411,000	\$5,111,000	18.69%/ 14.70%	15.87%
Authorized positions for both plans	43.0	43.0	43.0	46.0	3.0	3.0
Full time employee (FTE) allocated to Plan	21.5	21.5	21.5	23.0	1.5	1.5
Actual filled FTEs for both plans	40.0		42.0			
FTEs allocated to Plan	20.0		21.0			

- ▶ Personnel Services increased from last year’s budget due to:
 - Proposals, budgeting three return to work retirees for the full year and increased benefit rates
- ▶ Proposals for FY24–25 included in budget
 - Adding a Compliance Senior Analyst in Accounting
 - Adding a Medicare Analyst to the Health Team in Benefits
 - Adding a Senior Office Specialist for the Front Desk in Benefits
 - Funding a 50% Cybersecurity IT person
 - Over–strength position for 4 months for Benefits analyst, 12 months for Admin Staff Specialist and 1 month for CEO

Personnel Services Analysis (cont.)

Current Organizational Chart for Retirement Services, including budget proposals, of which Federated receives one half of a full-time employee (FTE) – O/S positions not included



**ORS PROPOSED
FY24-25**

Non-personnel/Equipment Analysis

Expenses	2022-2023 Actual (A)	2023-2024 Adopted (B)	2023-2024 Forecast (C)	2024-2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Non-personnel/Equipment	\$728,634	\$872,000	\$748,000	\$894,000	2.52%	19.52%

- ▶ Non-personnel/Equipment remained fairly consistent with last year. Slight increase is due to CPI.
- ▶ Difference from forecast to adopted budget is mainly due to planned projects that were budgeted not coming to fruition such as the phone center project and change in financial statement software

Non-Personnel/Equipment Analysis (cont.)

Below is a list of main non-personnel/equip. categories and budget amounts

Minor Budget Category	Budget Basis	FY24-25 Proposed Budget Amount
Rent	Rent for Office of Retirement Services (ORS) based on lease amount, as well as Common Area Maintenance costs	\$249,000
Insurance	Fiduciary and commercial liability insurance	228,000
IT hardware / Software	Includes proposed phone center and social media, wireless microphone system for 5 th floor Board room and hosting service	130,000
Postage and printing	Postage, shipping and printing costs for open enrollment, contribution rate and newsletter mailings and other communication	100,000
LRS - annual maintenance fee	Pension administration system annual maintenance fee based on contract amount	58,000
Training/Travel	Board and staff travel including education and conferences, roundtables, due diligence, etc.	35,000
Other non-personnel and equipment	Includes lease, mileage, communication, dues and subscriptions, equipment/furniture, training, supplies, and a buffer for leasehold improvements for the building	94,000
NON-PERSONNEL / EQUIPMENT TOTAL		\$894,000

Professional Services Analysis

Expenses	2022-2023 Actual (A)	2023-2024 Adopted/ Modified (B)	2023-2024 Forecast (C)	2024-2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Professional Services	\$855,093	\$931,000/ \$1,231,000	\$1,166,000	\$1,112,000	19.44%/ (9.67%)	(4.63%)

- ▶ Professional Services increased by \$181,000 from last year’s adopted budget mainly due to increases in fiduciary and disability legal services. The adopted budget was modified to add \$300,000 for legal services.
- ▶ Other considerations
 - Cost associated with the new pension administration system are NOT included in the budget as those costs are being capitalized.
- ▶ The following slide is a list of major professional services categories, budget basis and budget amounts.

Professional Services – Other Analysis (cont.)

Below is a list of main professional services categories and budget amounts

Minor budget category	Budget Basis	FY24–25 Budget Amount
Legal	Legal services provided by Reed Smith, Saltzman and Johnson and Ice Miller LLP – note this budget line excludes investment legal.	\$490,000
Actuary	Annual valuation and GASB reports for Pension & OPEB, benefit calculations, including 415 matters, and other miscellaneous consultations	267,000
Audit	Annual financial audit agreement amount plus other services	92,000
Other Professional Services	Includes retiree search agency, governance services and communications consultant	84,000
Temp Agencies	Temporary staffing to fill vacant positions and assist with open enrollment	145,000
Pension Admin System (PensionGold)	Ad hoc web changes billed per hour; disaster recovery; ad hoc change request enhancements; web hosting monthly charge	34,000
	PROFESSIONAL SERVICES OTHER BUDGET TOTAL	\$1,112,000

Medical Services Analysis

Expenses	2022–2023 Actual (A)	2023–2024 Adopted/Modified (B)	2023–2024 Forecast (C)	2024–2025 Proposed ⁽¹⁾ (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Medical Services	\$84,712	\$145,000	\$100,000	\$145,000	0.00%	45.0%

- ▶ Medical services remained flat compared to prior year
- ▶ Other considerations:
 - Contract with medical advisor has been terminated
 - Using independent medical examiners
- ▶ Below is a summary of medical services provided:
 - Obtain medical information from disability applicants, attorneys and workers’ compensation
 - Review all medical reports received
 - Refer to independent medical examiners
 - Summarize relevant medical information and prepare medical report regarding causation, disability, and medical support of injury
 - Attend monthly Disability Committee hearings, as necessary

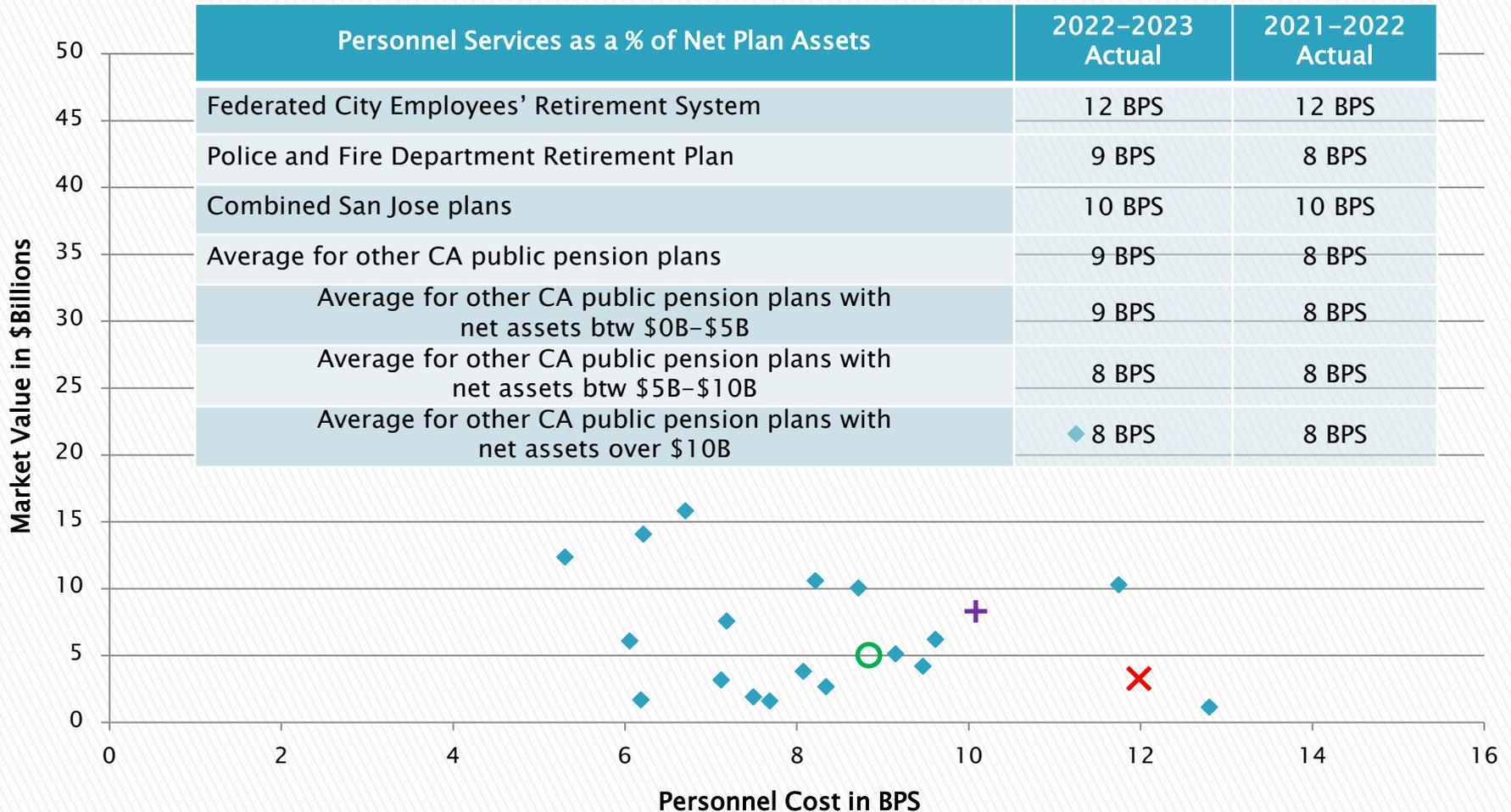
Personnel Services Analysis – in BPS

Personnel Expense in BPS of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$3,931,000

“O” below represents the Police and Fire Plan, \$4,438,000

“+” below represents the combined San Jose plans, \$8,369,000



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

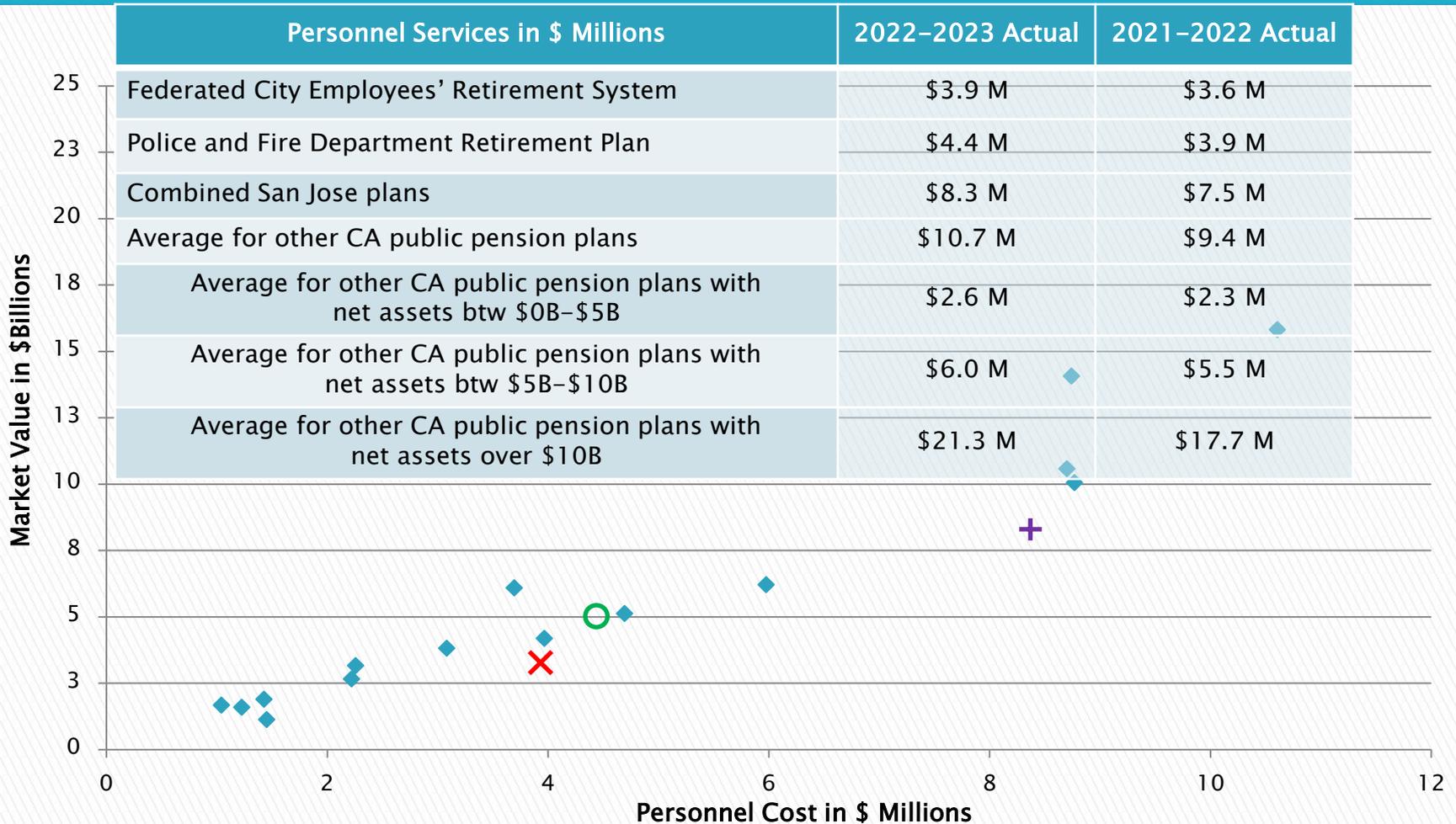
Personnel Services Analysis – in \$

Personnel Expense in \$ Millions – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$3,931,000

“O” below represents the Police and Fire Plan, \$4,438,000

“+” below represents the combined San Jose plans, \$8,369,000



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

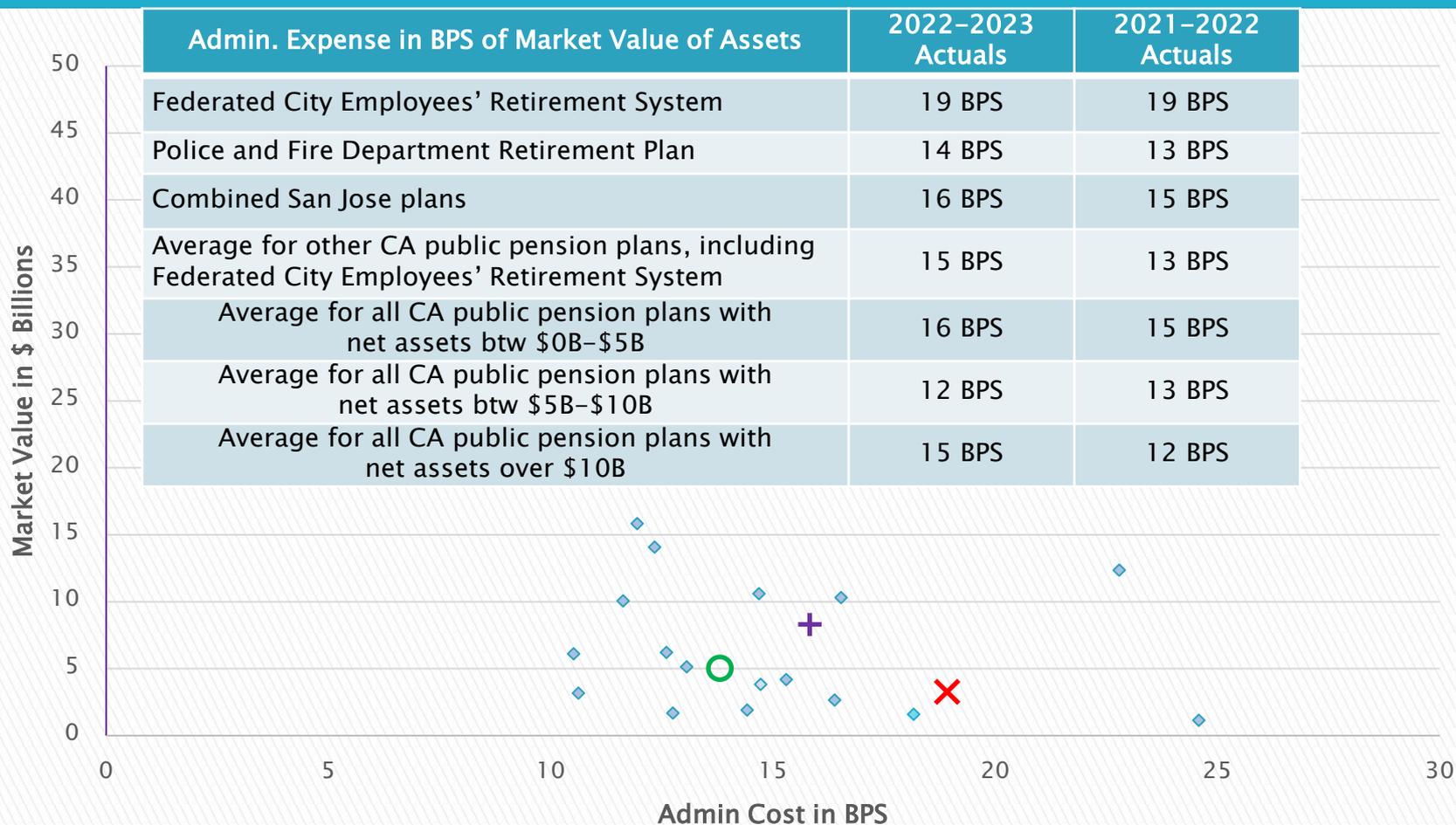
Administrative Cost Comparison – in BPS

Administrative Expense in BPS of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$6,208,000

“O” below represents the Police and Fire Plan, \$6,934,000

“+” below represents the combined San Jose plans, \$13,142,000



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

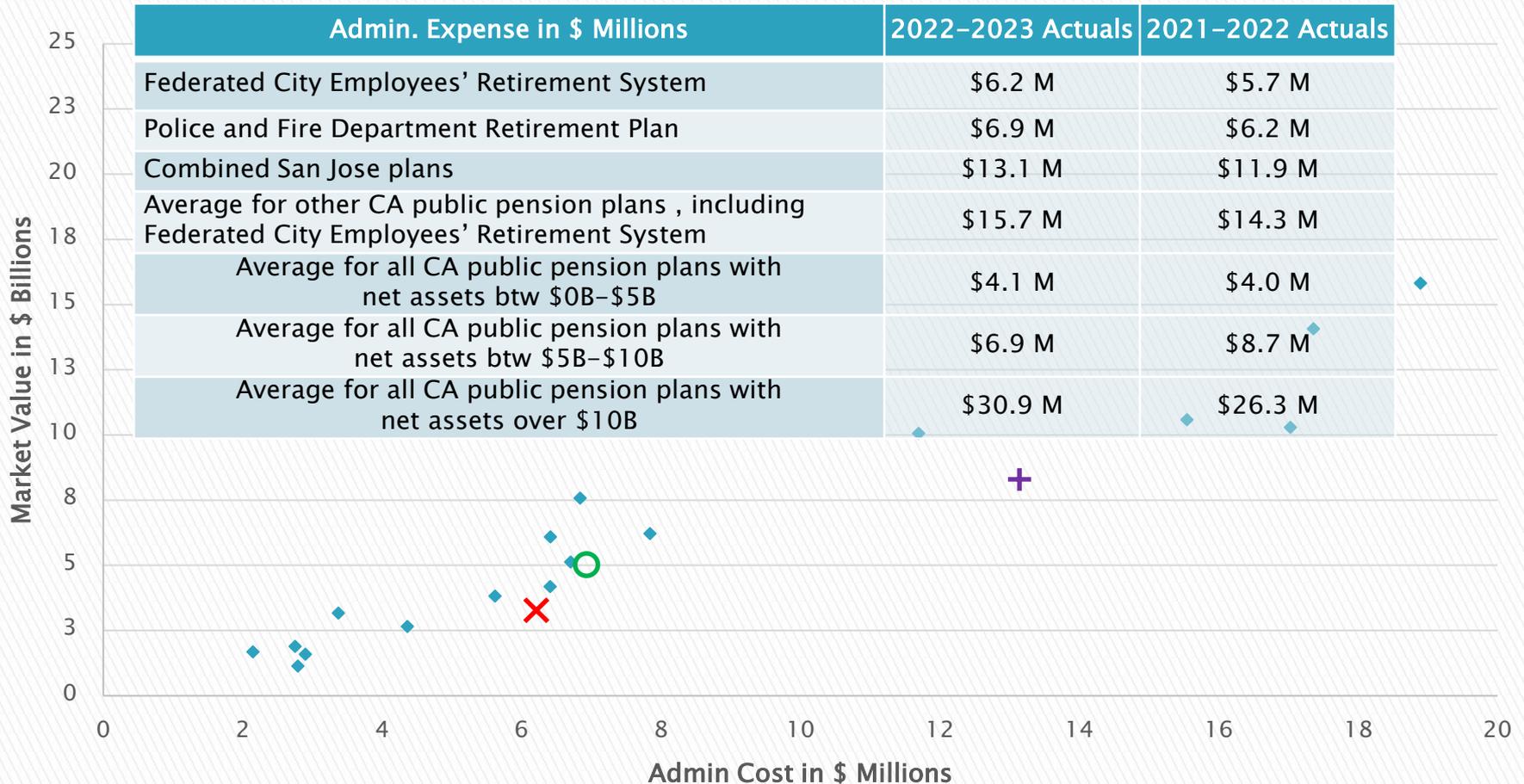
Administrative Cost Comparison – in \$

Administrative Expense in BPS of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, \$6,208,000

“O” below represents the Police and Fire Plan, \$6,934,000

“+” below represents the combined San Jose plans, \$13,142,000



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs

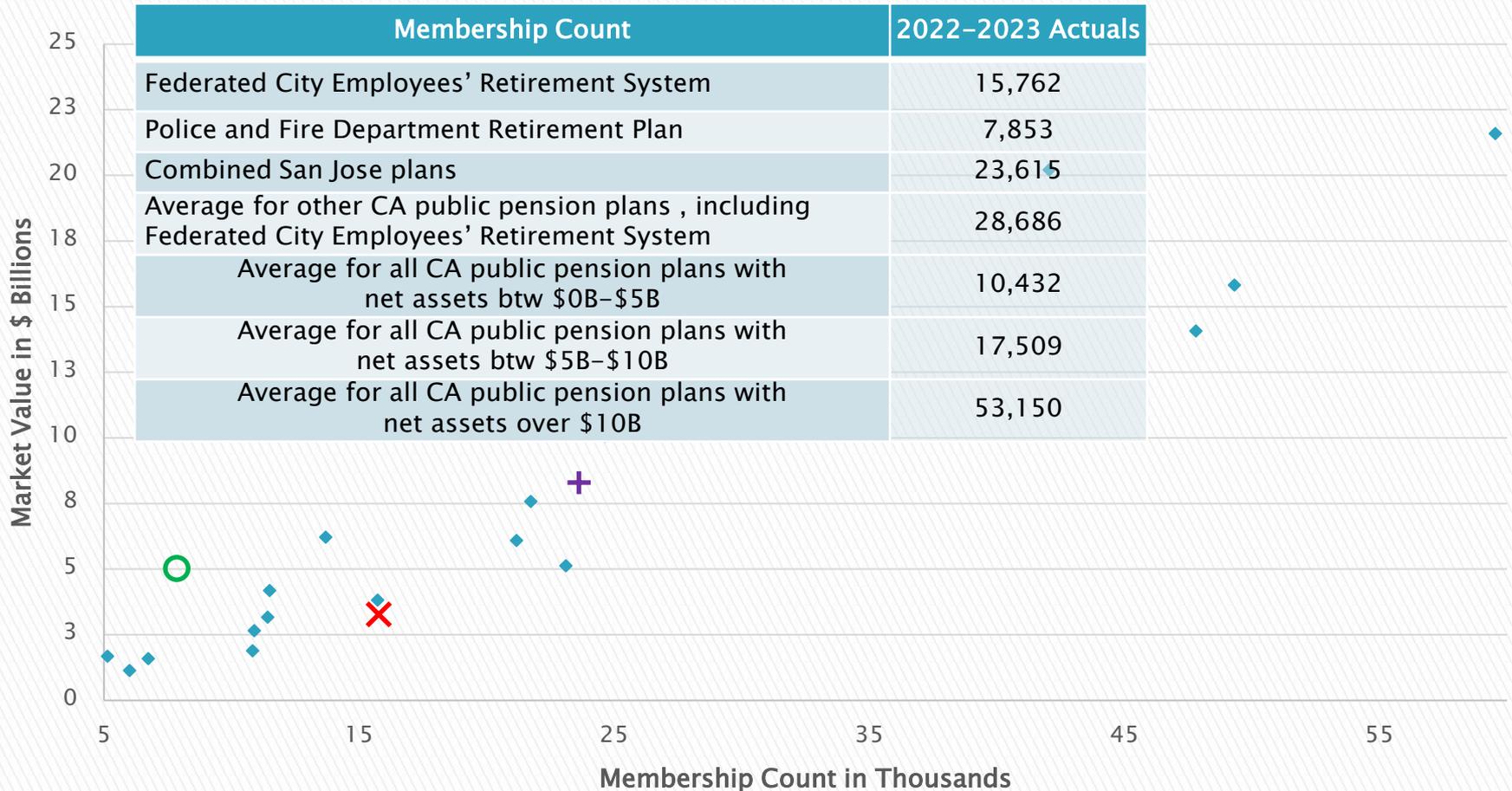
Membership Count Comparison

Membership Count of Market Value of Assets – Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, 15,762

“O” below represents the Police and Fire Plan, 7,853

“+” below represents the combined San Jose plans, 23,615



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs; LACERA's membership count is not shown – 190,353

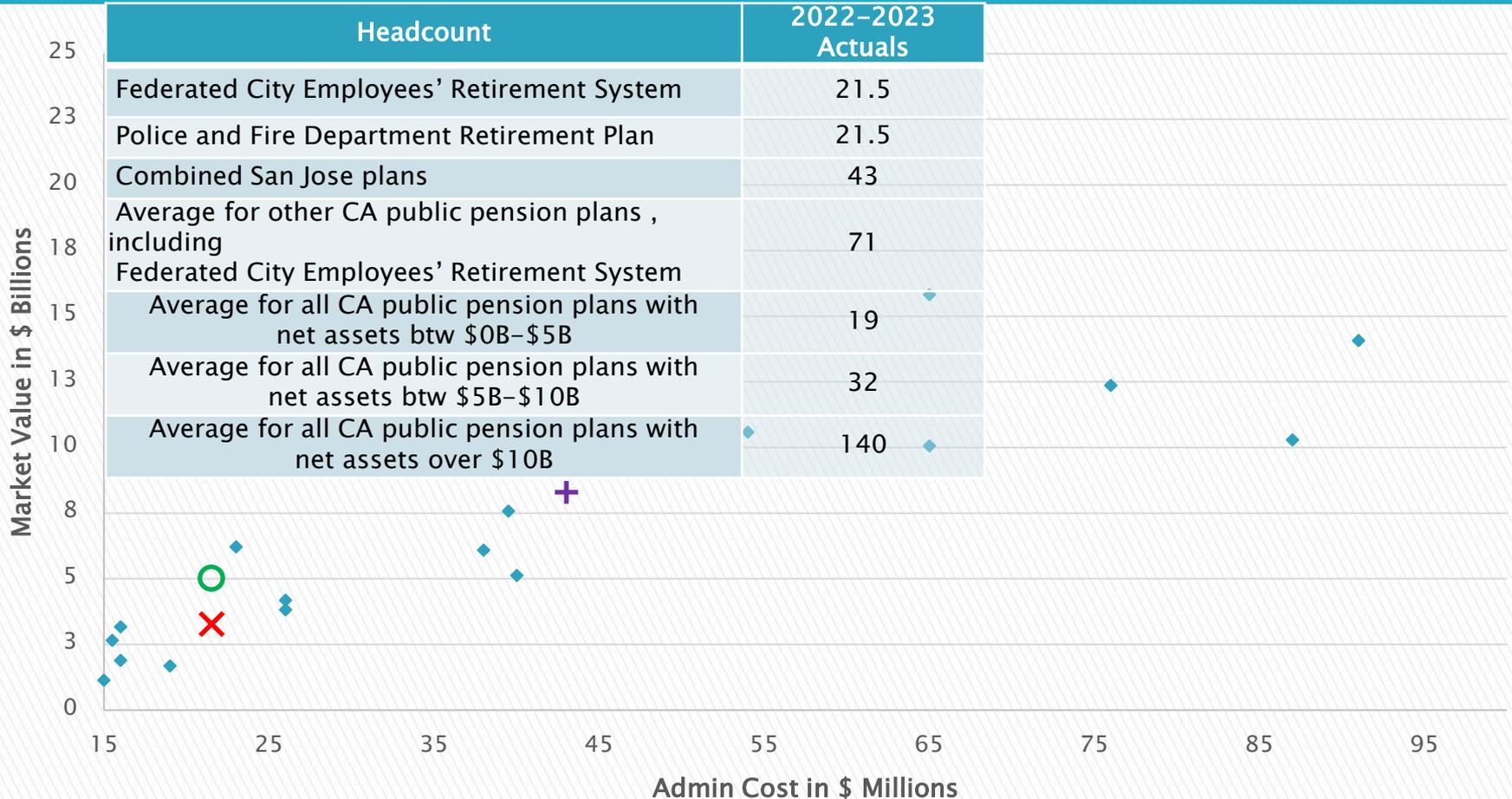
Headcount Comparison

Budgeted Headcount of Market Value of Assets –
Actual as of 6/30/23 or most recent financial statement ⁽¹⁾

“X” below represents the Federated System, 21.5

“O” below represents the Police and Fire Plan, 21.5

“+” below represents the combined San Jose plans, 43



¹ Retirement Services gathered and compiled most recent financial information from 23 public pension plans' ACFRs; Three plans with over 100 are not shown (LACERS, LACERA, OCERS)

**FEDERATED CITY EMPLOYEES'
RETIREMENT SYSTEM
FISCAL YEAR 2024-2025
BUDGET PROPOSAL-REVISED**

April 18, 2024

Personnel Services Analysis – ORIGINAL

Expenses	2022–2023 Actual (A)	2023–2024 Adopted (B)	2023–2024 Forecast (C)	2024–2025 Proposed (1) (D)	% Increase (Decrease) (B to D)	% Increase (Decrease) (C to D)
Personnel Services	\$3,931,413	\$4,306,000/ \$4,456,000	\$4,411,000	\$5,111,000	18.69%/ 14.70%	15.87%
Authorized positions for both plans	43.0	43.0	43.0	46.0	3.0	3.0
Full time employee (FTE) allocated to Plan	21.5	21.5	21.5	23.0	1.5	1.5
Actual filled FTEs for both plans	40.0		42.0			
FTEs allocated to Plan	20.0		21.0			

- ▶ Personnel Services increased from last year’s budget due to:
 - Proposals, budgeting three return to work retirees for the full year and increased benefit rates
- ▶ Proposals for FY24–25 included in budget
 - Adding a Compliance Senior Analyst in Accounting
 - Adding a Medicare Analyst to the Health Team in Benefits
 - Adding a Senior Office Specialist for the Front Desk in Benefits
 - Funding a 50% Cybersecurity IT person
 - Over–strength position for 4 months for Benefits analyst, 12 months for Admin Staff Specialist and 1 month for CEO

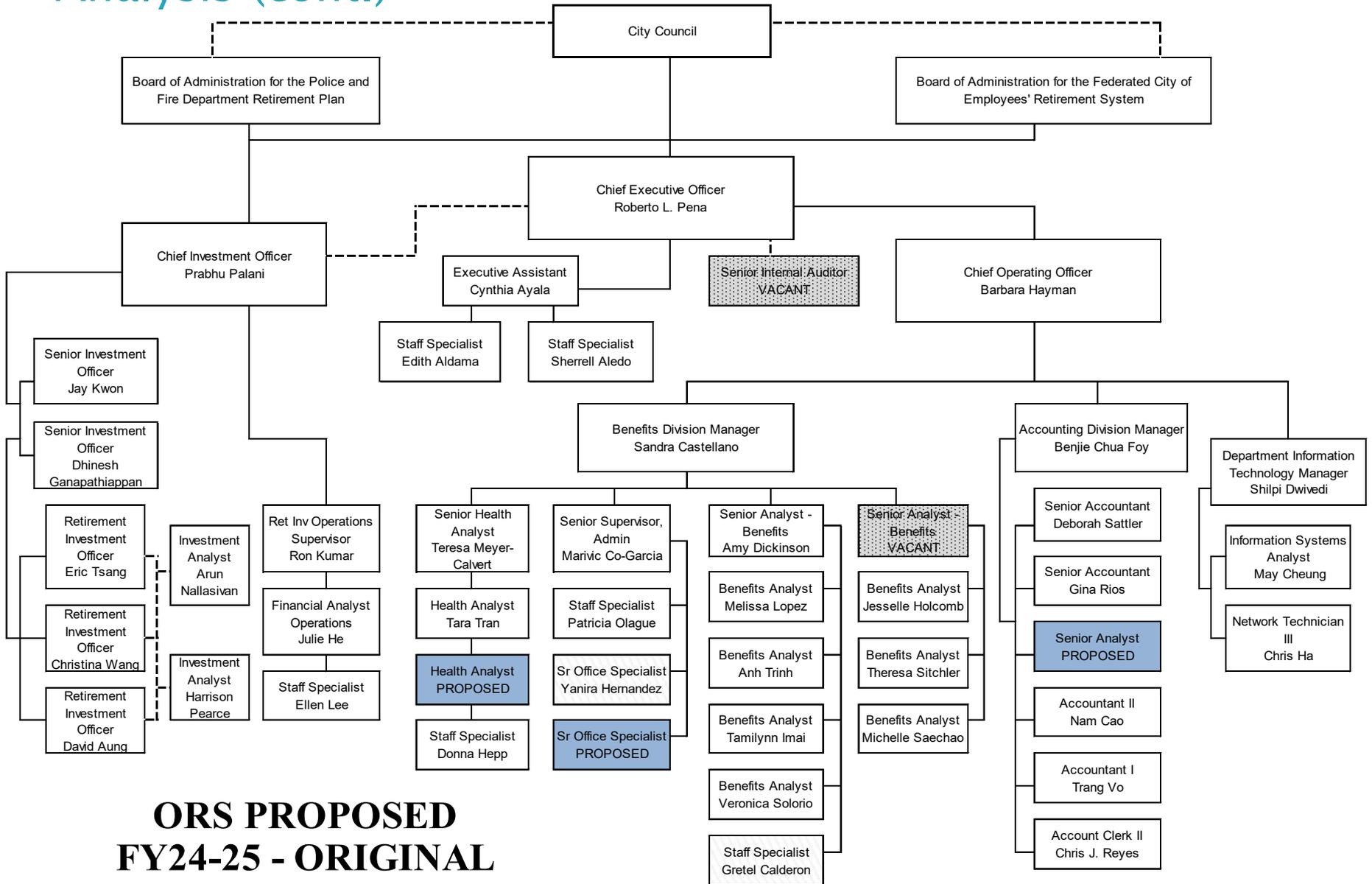
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Authorized positions for both plans	43.0	43.0	43.0	45.0	2.0	2.0
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Personnel Services Analysis (cont.)

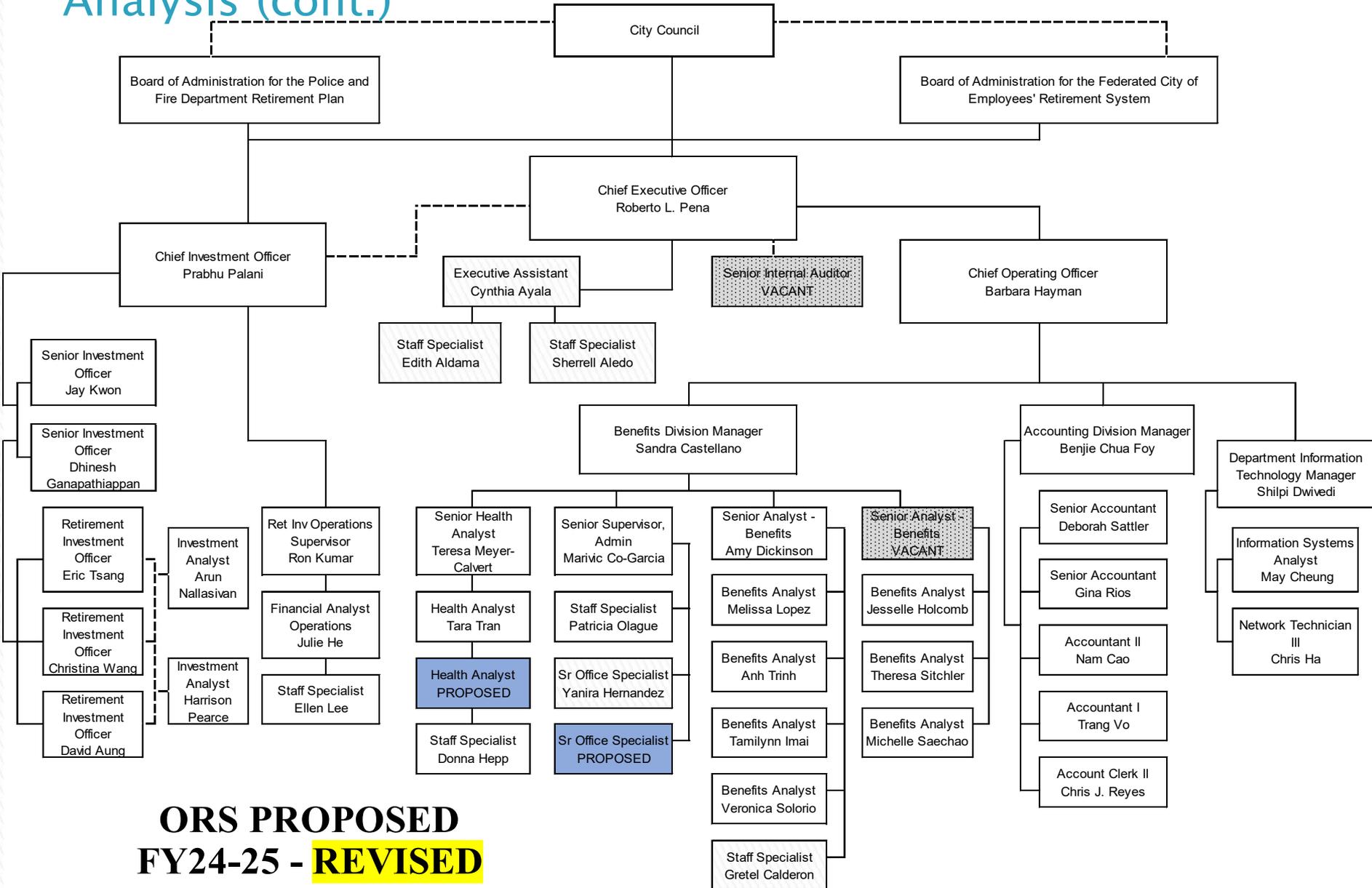
Current Organizational Chart for Retirement Services, including budget proposals, of which Federated receives one half of a full-time employee (FTE) – O/S positions not included



**ORS PROPOSED
FY24-25 - ORIGINAL**

Personnel Services Analysis (cont.)

Current Organizational Chart for Retirement Services, including budget proposals, of which Federated receives one half of a full-time employee (FTE) – O/S positions not included



**ORS PROPOSED
FY24-25 - REVISED**



Memorandum

TO: Board of Administration for the Federated City Employees' Retirement System **FROM: Benjie Chua Foy**

SUBJECT: Consideration of Proposed Budget for Fiscal Year 2024-2025

DATE: March 7, 2024

Approved *B. Hayman*

Date 3/13/2024

RECOMMENDATION

Discussion and action on the proposed administrative budget for fiscal year 2024-2025.

BACKGROUND

The Board approves the contribution rates recommended by the actuary which is made by the City. The Board also approves the administrative expense budget for reporting on the Source and Use Statements submitted for inclusion in the City's operating budget. The amounts approved by the Board are the total category amounts and not the individual line items. If the individual line item goes over budget, no approval is required from the Board as long as the total category amount remains under budget. This proposed budget is provided to the Board for discussion and approval, and if necessary, a revised and final budget will be prepared for approval at the next meeting. Highlights of the proposed budget are as follows:

ANALYSIS

SOURCES OF FUNDS

CITY CONTRIBUTIONS

The City contribution for the retirement and health benefit plan for the coming fiscal year is estimated to be \$254,726,000.

The actual contribution amount is based on the City contribution rates recommended by the actuary and adopted by the Board, applied as a factor against the City's total covered payroll. The FY25 contribution amounts assume the Board's adoption in April/May, as shown in the June 30, 2023 actuarial reports for pension and healthcare, using the throughout the year amounts, similar to FY24.

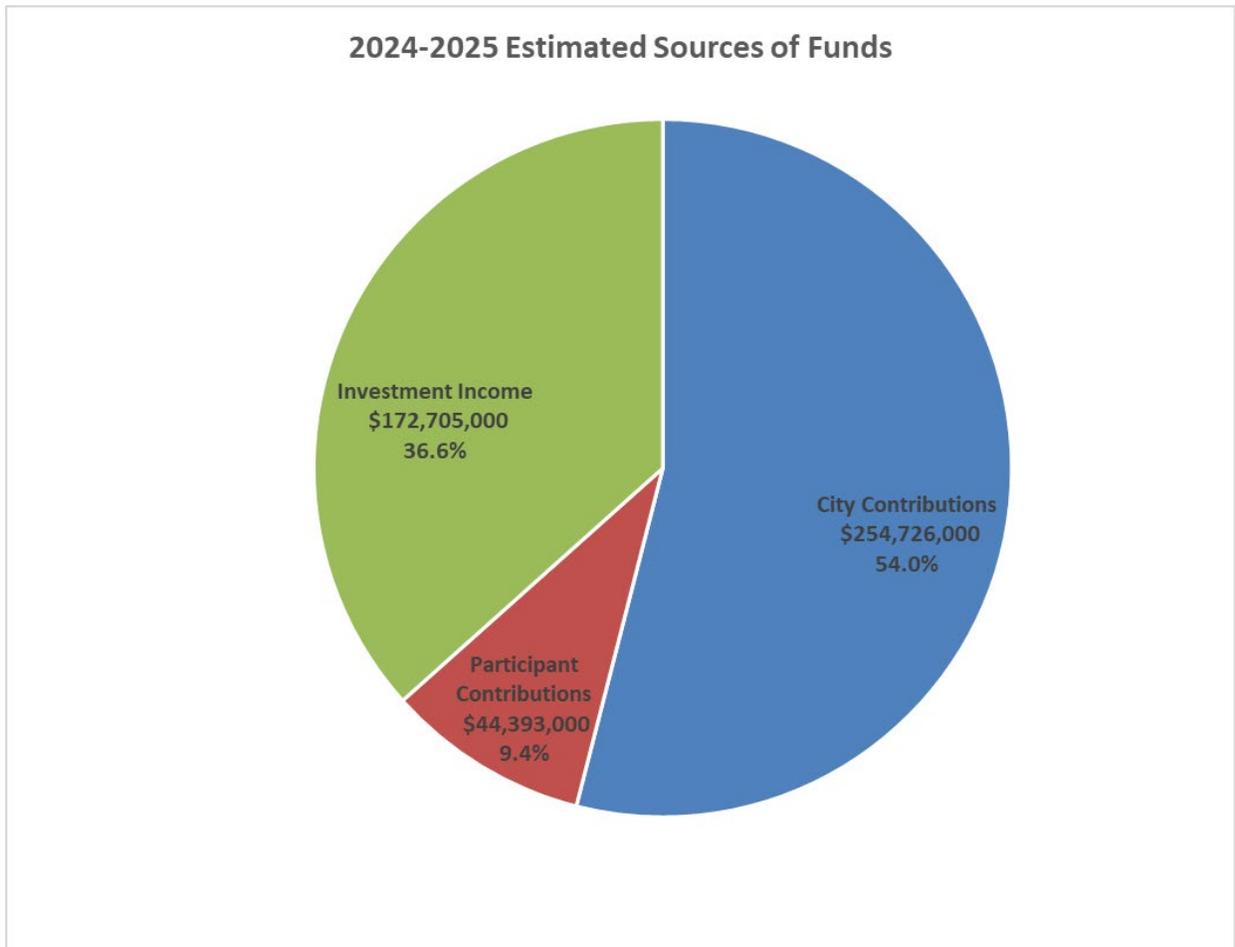
PARTICIPANT CONTRIBUTIONS

Total member contributions are estimated at \$44,393,000, a 12.64% increase from the 2023-2024 adopted amount. Member contributions are calculated based on the contribution rate for each tier. Tier 1 contribution rates for pension decreased from 7.34% to 6.61% while their covered payroll increased slightly from \$128.9 million to \$130.1 million. Tier 2 contribution rates for pension increased from 8.01% to 8.49%, while covered payroll increased from \$266.8 million to \$319.3 million. Healthcare contribution

rates remain at 7.5% per the Municipal Code for Tier 1 members and eligible Tier 2 members, while the City’s contribution is a flat dollar amount of approximately \$20.4 million, as calculated by the actuary.

INVESTMENT INCOME

Investment earnings are calculated based on the actuarial assumed rate of return of 6.625%. The beginning fund balance, along with the City’s contributions and member contributions offset with the expenditures are expected to earn less than the full rate since these amounts will occur throughout the year.



USES OF FUNDS

PENSION BENEFITS AND HEALTH INSURANCE

The pension benefits budget increased to \$263,433,000, an increase of \$10,402,000 over the forecast, or 4.11%, which is the average increase for the past five years. Pension benefits include service pensions, disability and survivorship pensions, death benefits and refunds of contributions.

The health insurance budget increased to \$36,093,000, an increase of \$1,059,000 over the forecast, or 3.02%, which is the average change for the past five years. Health insurance includes health and dental insurance subsidies, as well as Medicare reimbursements.

VEBA withdrawals represent the funds taken out of the healthcare plan by Tier 1 and eligible Tier 2 members who opted out of the healthcare plan. Fiscal year 2017-2018 had the largest amount since it was the first year of the opt-in to the VEBA and will continue through calendar year 2022 for rehired employees with healthcare contributions. There were no VEBA withdrawals in fiscal year 2022-2023, the last year for any VEBA withdrawals.

ADMINISTRATIVE EXPENSE BUDGET

The proposed administrative expenses budget of \$7,262,000 is a net increase of \$558,000 or 8.32% from the prior year modified budget of \$6,704,000 and \$1,008,000 or 16.12% from the prior year adopted budget of \$6,254,000.

PERSONNEL SERVICES

The budget for personnel services was increased to \$5,111,000, an increase of \$655,000, or 14.70% over the prior year modified budget of \$4,456,000. The Budget Office's labor distribution report drives the personnel budget, which covers all the staff in Retirement Services. The salaries and benefits of all staff, except for investment staff, is split 50/50 between the System and the Police and Fire Department Retirement Plan (Plan). The investment staff is split 40/60 between the System and the Plan, which is roughly based on asset size. The number of positions in Retirement Services will increase to 46 from 43 due to the proposals. The proposed personnel changes for FY24-25 are to: 1) add a Compliance Senior Analyst in the Accounting division, 2) add a Medicare Analyst in the Health section of the Benefits division, and 3) add a Senior Office Specialist to the front desk in the Benefits division to address the issues that have arisen in the current fiscal year, as well as address the increasing and challenging workload. In addition, Staff is adding funding for an overstrength position for one year for Staff Specialist in the Administrative division, an overstrength position in the Benefits division for four months to transition a retiring Analyst to the new hire and 50% funding for a Cybersecurity IT Specialist. One month funding for the current CEO to train the new CEO is also being added to the budget. Besides the proposed changes, the other reasons for the increase in personnel services is due to the increased benefit rates, as well as having five (four in Benefits and one in Admin) reemployed retirees for the maximum time allowed per the Municipal Code.

NON-PERSONNEL / EQUIPMENT

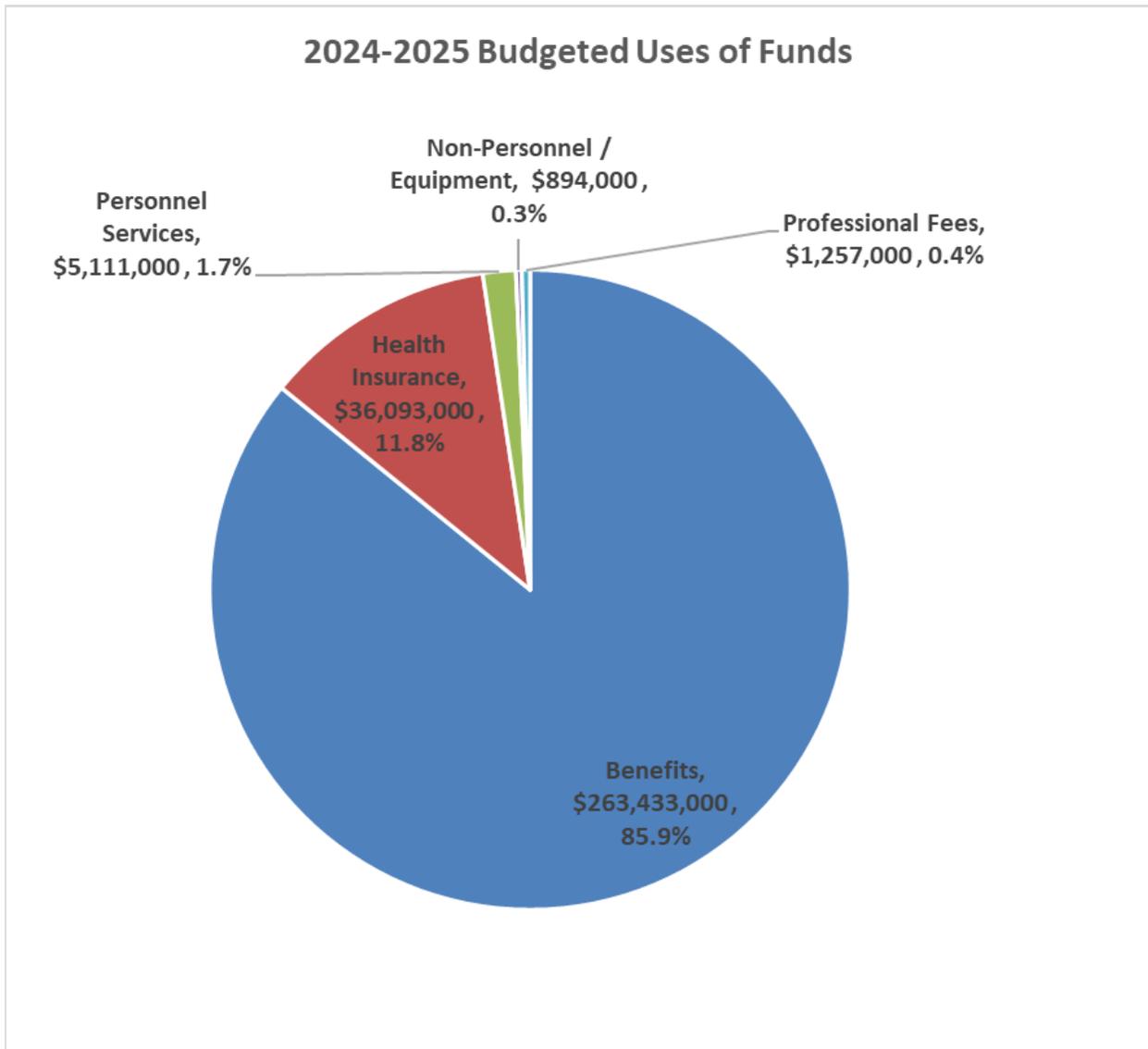
The budget for non-personnel / equipment was increased slightly to \$894,000, an increase of \$22,000, or 2.52% from the prior year adopted budget of \$872,000. This category includes rent, insurance, information technology hardware/software, pension administration annual maintenance fee, postage and printing, training, travel, and other office expenses. The increase is mainly due to the removal of the proposed change in financial software in IT hardware/software and to account for general increases across the board.

PROFESSIONAL SERVICES

The budget for professional services was decreased to \$1,112,000, a decrease of \$119,000, or 9.67% from the prior year modified budget of \$1,231,000. The adopted budget was modified to increase legal services by \$300,000. If it had not been modified, current year proposed budget would be an increase of \$181,000, or 19.40% from the prior year adopted budget of \$931,000. Core professional services comprise of actuarial services, financial audit services, legal services, and temporary staffing services. The increase from the prior year adopted budget is mainly due to the increase in legal services to account for the rise in the need of their services, CPI increases as well as the addition of a death audit vendor and skip trace vendor for the Benefits division.

MEDICAL SERVICES

The budget for medical services remained steady at \$145,000. This category is for expenses related to the processing of disability applicants, which include costs for medical services from independent medical examiners (IME). The contract with the medical advisor has been terminated so all services will be from the independent medical examiners.



PROPOSED BUDGET

FISCAL YEAR 2024-2025

FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM

Match 21, 2024

FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM

Proposed Budget for Fiscal Year 2024-2025

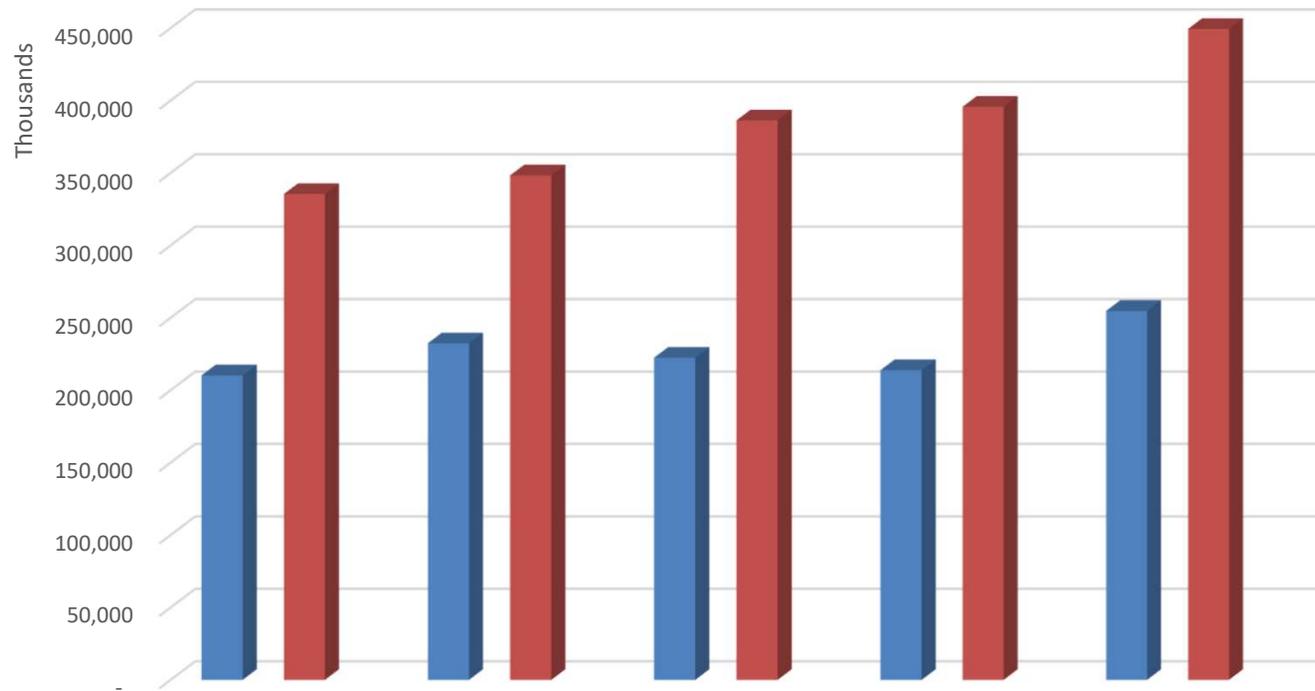
	(A) 2022-2023 Actual	(B) 2023-2024 Modified	(C) 2023-2024 Forecast	(D) 2024-2025 Proposed	(A) to (B) Increase (Decrease)	(B) - (C) Increase (Decrease)	(C) - (D) Increase (Decrease)
SOURCE OF FUNDS							
Beginning Fund Balance							
Claims Reserve	3,057,148,000	3,281,923,000	3,281,923,000	3,404,496,600	224,775,000	0	122,573,600
Total Beginning Fund Balance	3,057,148,000	3,281,923,000	3,281,923,000	3,404,496,600	224,775,000	0	122,573,600
Transfers							
COLAs	7,500	7,500	4,500	4,500	0	(3,000)	0
City Contributions	222,437,000	234,618,000	213,839,000	254,726,000	12,181,000	(20,779,000)	40,887,000
Total Transfers	222,444,500	234,625,500	213,843,500	254,730,500	12,181,000	(20,782,000)	40,887,000
Revenue							
Participant Contributions	40,402,000	39,410,000	39,411,600	44,393,000	(992,000)	1,600	4,981,400
Investment Income	246,369,000	157,847,000	163,813,000	172,705,000	(88,522,000)	5,966,000	8,892,000
Total Revenue	286,771,000	197,257,000	203,224,600	217,098,000	(89,514,000)	5,967,600	13,873,400
TOTAL SOURCE OF FUNDS	3,566,363,500	3,713,805,500	3,698,991,100	3,876,325,100	147,442,000	(14,814,400)	177,334,000
USE OF FUNDS							
Expenditures							
COLAs	7,500	7,500	4,500	4,500	0	(3,000)	0
Benefits	247,356,000	255,466,000	253,031,000	263,433,000	8,110,000	(2,435,000)	10,402,000
Health Insurance	30,869,000	32,401,000	35,034,000	36,093,000	1,532,000	2,633,000	1,059,000
VEBA Transfers	0	0	0	0	0	0	0
Personnel Services	3,931,000	4,456,000	4,411,000	5,111,000	525,000	(45,000)	700,000
Non-Personnel/Equipment ⁽¹⁾	1,337,000	872,000	748,000	894,000	(465,000)	(124,000)	146,000
Professional Fees	940,000	1,376,000	1,266,000	1,257,000	436,000	(110,000)	(9,000)
Total Expenditures	284,440,500	294,578,500	294,494,500	306,792,500	10,138,000	(84,000)	12,298,000
Ending Fund Balance							
Claims Reserve	3,281,923,000	3,419,227,000	3,404,496,600	3,569,532,600	137,304,000	(14,730,400)	165,036,000
Total Ending Fund Balance	3,281,923,000	3,419,227,000	3,404,496,600	3,569,532,600	137,304,000	(14,730,400)	165,036,000
TOTAL USE OF FUNDS	3,566,363,500	3,713,805,500	3,698,991,100	3,876,325,100	147,442,000	(14,814,400)	177,334,000

Amount not included in budget since no cash outlay:

Amortization expense for PG3 and GASB				
87 lease interest expenses	\$ 608,957	\$ 608,957	\$ 608,957	\$ 608,957

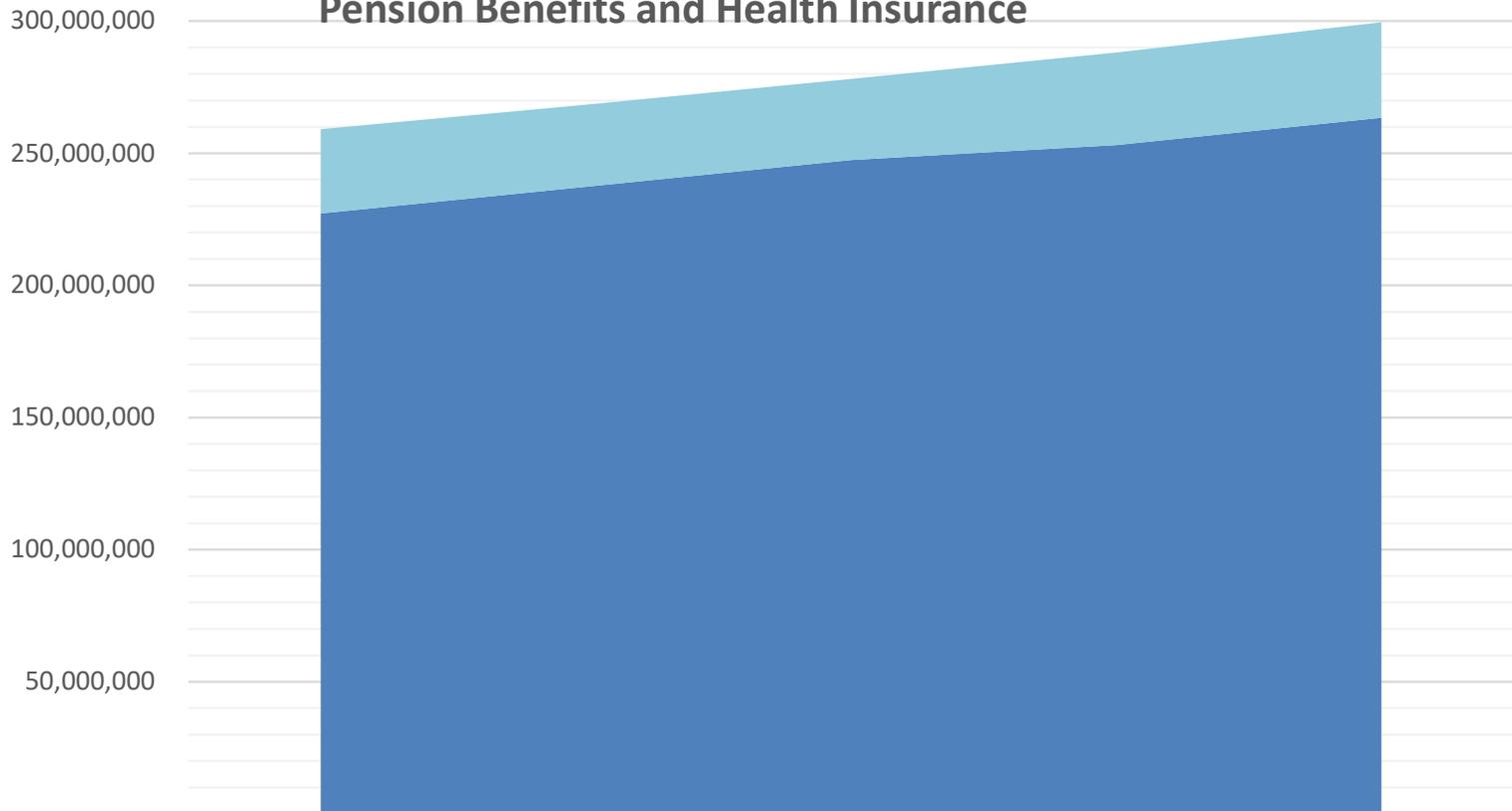
⁽¹⁾ Non-personnel equipment FY22-23	\$ 1,337,000
Rounding in ACFR	591
Amortization expense	(608,957)
As shown in Administrative Expenses	\$ 728,634

FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM Total City Contributions & Covered Payroll



	FY 20-21	FY 21-22	FY 22-23	FY 23-24 (Forecast)	FY 24-25 (Proposed)
■ Total City Contributions	210,200,000	232,385,000	222,437,000	213,839,000	254,726,000
Total City Contribution % Change	1.1%	10.6%	-4.3%	-3.9%	19.1%
■ Total Covered Payroll	335,421,000	348,307,000	386,315,000	395,722,000	449,400,000
Total Covered Payroll % Change	4.8%	3.8%	10.9%	2.4%	13.6%

FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM Pension Benefits and Health Insurance



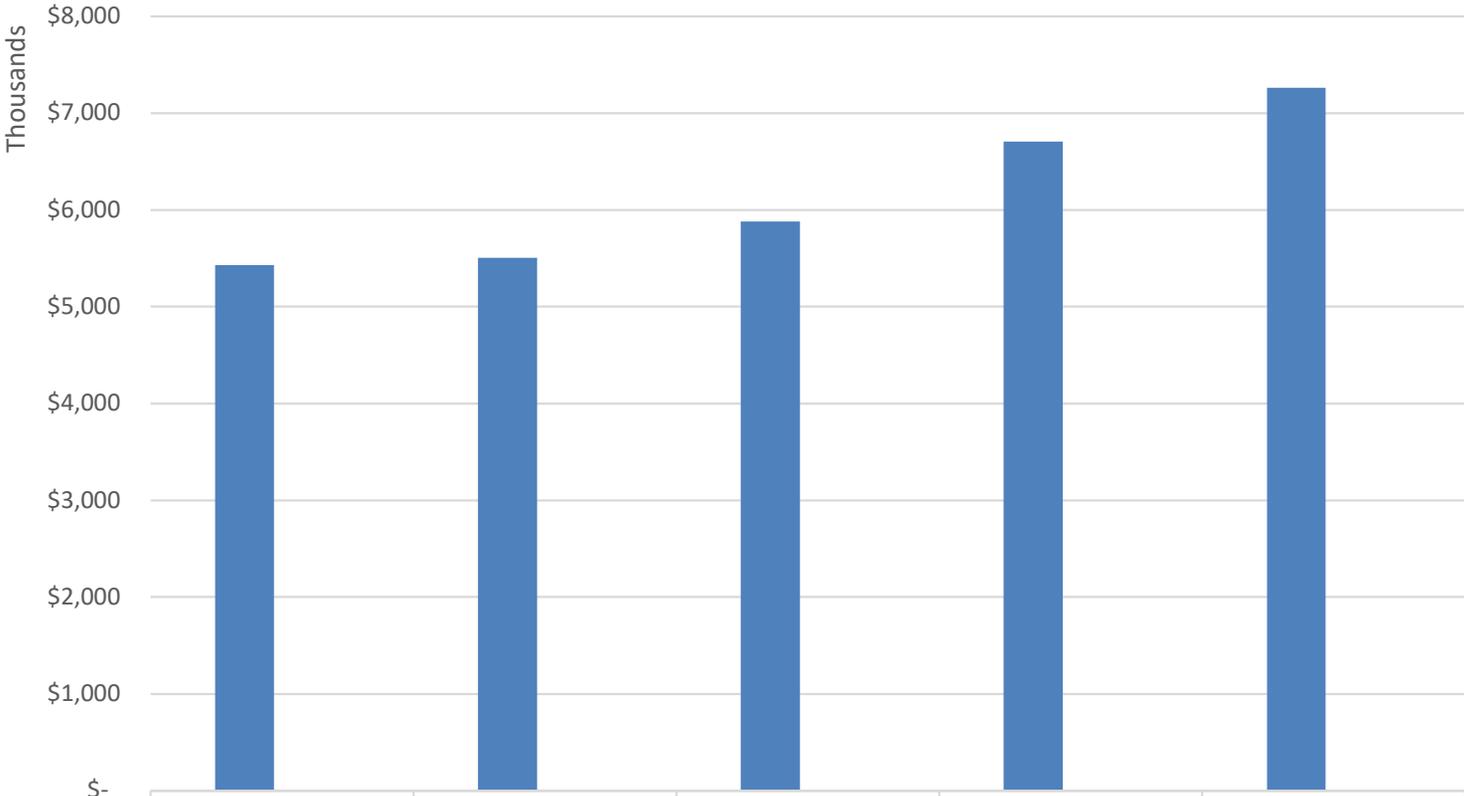
	FY 2021 - Actual	FY 2022 - Actual	FY 2023 - Actual	FY 2024 - Forecast	FY 2025 - Proposed
Total Benefits	259,077,000	268,361,000	278,225,000	288,065,000	299,526,000
Health Insurance % Change	3.5%	-2.5%	-0.7%	13.5%	3.0%
Health Insurance	31,871,000	31,088,000	30,869,000	35,034,000	36,093,000
Pension Benefits % Change	4.8%	4.4%	4.2%	2.3%	4.1%
Pension Benefits	227,206,000	237,273,000	247,356,000	253,031,000	263,433,000

FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM

Administrative Expenses: FY 2024-2025

	(A) 2022-2023 Actual	(B) 2023-2024 Modified	(C) 2023-2024 Forecast	(D) 2024-2025 Proposed	(A) to (B) Increase (Decrease)	(B) - (C) Increase (Decrease)	(C) - (D) Increase (Decrease)
PERSONNEL SERVICES							
Salaries and employee benefits	3,931,413	4,456,000	4,411,000	5,111,000	524,587	(45,000)	700,000
Total Personnel Services	3,931,413	4,456,000	4,411,000	5,111,000	524,587	(45,000)	700,000
NON-PERSONNEL / EQUIPMENT							
Insurance	205,667	240,000	214,000	228,000	34,333	(26,000)	14,000
IT hardware / software	71,877	130,000	88,000	130,000	58,123	(42,000)	42,000
LRS - annual maintenance fee	52,160	55,000	55,000	58,000	2,840	-	3,000
Postage and printing	99,731	100,000	75,000	100,000	269	(25,000)	25,000
Rent	226,361	230,000	234,000	249,000	3,639	4,000	15,000
Training and travel	29,225	30,000	37,000	35,000	775	7,000	(2,000)
Office supplies and board meeting expense	12,010	15,000	23,000	25,000	2,990	8,000	2,000
Other non-personnel / equipment	31,603	72,000	22,000	69,000	40,397	(50,000)	47,000
Total Non-personnel / Equipment	728,634	872,000	748,000	894,000	143,366	(124,000)	146,000
PROFESSIONAL SERVICES							
Actuary / actuarial audit	229,457	295,000	289,000	267,000	65,543	(6,000)	(22,000)
External auditor	84,908	95,000	93,000	92,000	10,092	(2,000)	(1,000)
Legal	325,776	614,000	580,000	490,000	288,224	(34,000)	(90,000)
Pension administration system	16,755	34,000	30,000	34,000	17,245	(4,000)	4,000
Temporary staffing agencies	149,373	132,000	130,000	145,000	(17,373)	(2,000)	15,000
Other professional services	48,824	61,000	44,000	84,000	12,176	(17,000)	40,000
Total Professional Services	855,093	1,231,000	1,166,000	1,112,000	375,907	(65,000)	(54,000)
MEDICAL SERVICES							
Independent medical examiners	42,226	145,000	100,000	145,000	102,774	(45,000)	45,000
Medical consultant	42,486	0	0	0	(42,486)	-	-
Total Medical Services	84,712	145,000	100,000	145,000	60,288	(45,000)	45,000
TOTAL ADMINISTRATIVE EXPENSES							
	5,599,852	6,704,000	6,425,000	7,262,000	1,104,148	(279,000)	837,000
Amortization expense	608,957						
Rounding							
Total Admin Expenses per ACFR	6,208,809						

FEDERATED CITY EMPLOYEES' RETIREMENT SYSTEM Administrative Expense Budget



	FY 20-21	FY 21-22	FY 22-23	FY 23-24 (Adopted)	FY 24-25 (Proposed)
■ Admin Exp Budget*	\$5,430,000	\$5,503,000	\$5,879,000	\$6,704,000	\$7,262,000
% Change	-6.3%	1.3%	6.8%	14.0%	8.3%

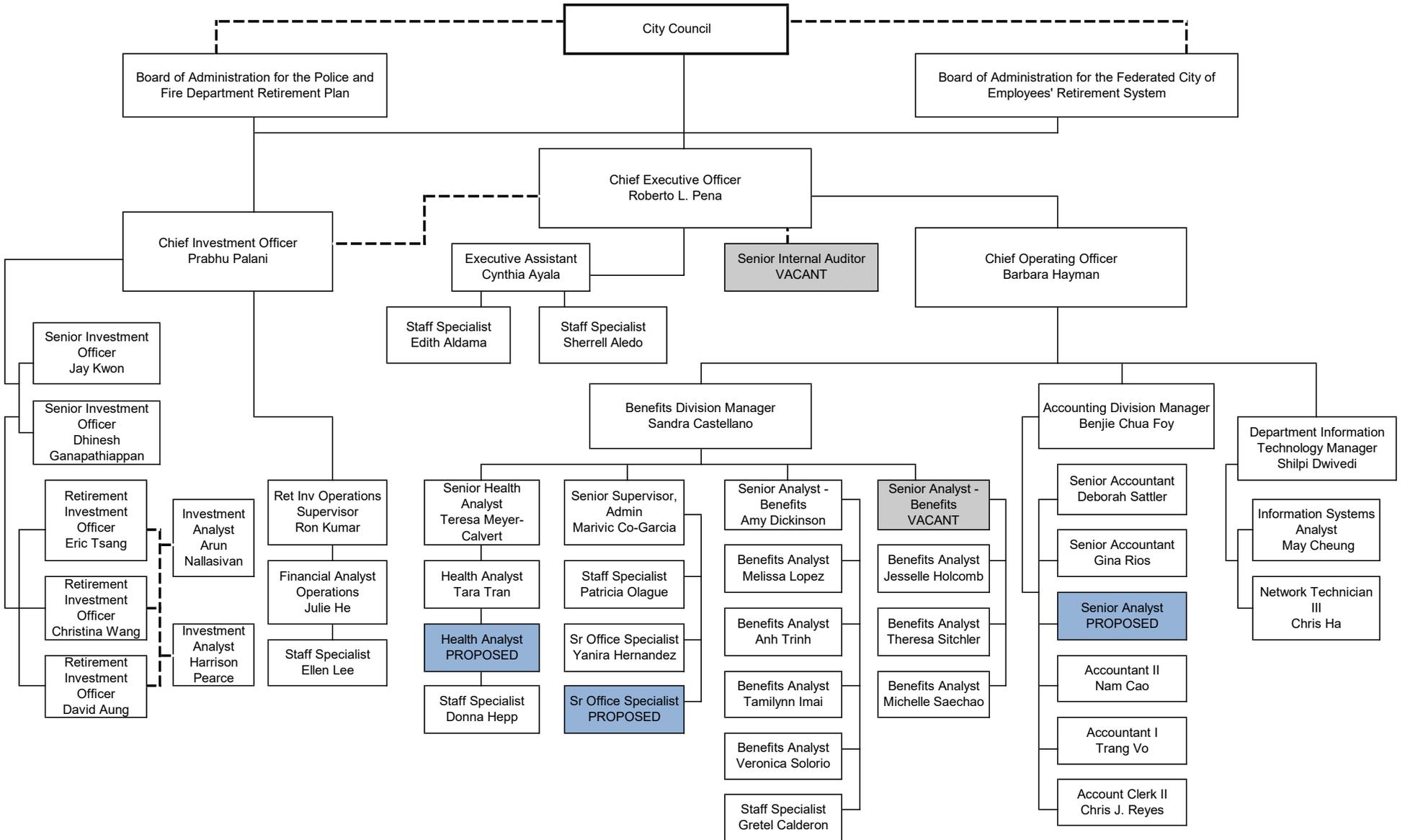
* Amount includes budget for operations only.

OFFICE OF RETIREMENT SERVICES

Departmental Position Detail

Position	2022-2023 Adopted (1)	2023-2024 Adopted (2)	2023-2024 Forecast (3)	2024-2025 Proposed (4)	Increase / (Decrease) (2 to 4)	Increase / (Decrease) (3 to 4)	Explanation
Account Clerk II	1.00	1.00	1.00	1.00	-	-	
Accountant I/II	1.00	2.00	2.00	2.00	-	-	
Accounting Technician	1.00	0.00	0.00	0.00	-	-	
Analyst I/II	7.00	8.00	8.00	9.00	1.00	1.00	Proposed addition of Medicare Analyst for Benefits Division
Assistant Director and Chief Investment Officer	1.00	1.00	1.00	1.00	-	-	
Department Information Technology Manager	1.00	1.00	1.00	1.00	-	-	
Deputy Director	1.00	1.00	1.00	1.00	-	-	
Director of Retirement Services	1.00	1.00	1.00	1.00	-	-	
Division Manager	2.00	2.00	2.00	2.00	-	-	
Executive Assistant	1.00	1.00	1.00	1.00	-	-	
Financial Analyst	1.00	1.00	1.00	1.00	-	-	
Investments Operations Supervisor	1.00	1.00	1.00	1.00	-	-	
Information Systems Analyst	1.00	1.00	1.00	1.00	-	-	
Network Technician I/II/III	1.00	1.00	1.00	1.00	-	-	
Office Specialist II	1.00	0.00	0.00	0.00	-	-	
Retirement Investment Analyst I/II	2.00	2.00	2.00	2.00	-	-	
Retirement Investment Officer	3.00	3.00	3.00	3.00	-	-	
Senior Accountant	2.00	2.00	2.00	2.00	-	-	
Senior Analyst	3.00	3.00	3.00	4.00	1.00	1.00	Proposed addition of a Compliance Senior Analyst in Accounting
Senior Auditor	1.00	1.00	1.00	1.00	-	-	
Senior Office Specialist	0.00	1.00	1.00	2.00	1.00	1.00	Proposed addition of a Senior Office Specialist in Benefits
Senior Retirement Investment Officer	2.00	2.00	2.00	2.00	-	-	
Senior Supervisor, Administration	1.00	1.00	1.00	1.00	-	-	
Staff Specialist	7.00	6.00	6.00	6.00	-	-	
Total Positions	43.00	43.00	43.00	46.00	3.00	3.00	

OFFICE OF RETIREMENT SERVICES
Proposed Organizational Chart
Budget FY24-25





Federated Annual Fee Report - 2022

Executive Summary

This report marks the eighth anniversary of our annual Fee Report for the Federated City Employees' Retirement System ("Federated", "Plan"). The goal of the report is to provide transparency and insight into the fees and expenses paid to investment managers along with the costs of operating the investment program. Pension plan fee data is generally underreported by peers, and typically represents only the portion of fees that are observable. This excludes often sizeable embedded fees (such as incentive fees) that are deducted from account values of certain fund structures.

It is important to note that fees are a function of asset allocation and portfolio construction, which are byproducts of the Board's objectives, investment beliefs, and risk tolerance. Each year, the Board typically reviews the asset allocation considering updated capital market assumptions and the expected returns and volatility of the portfolio associated with those assumptions. The asset allocations in effect for the period covered by this report, as illustrated in tables 1 and 2.

Asset allocation is typically one of the largest determinants of investment management fees at the portfolio level. Asset allocations that introduce alternative asset classes (Private Equity, Private Debt, Real Estate, Hedge Funds, etc.) will have higher levels of investment manager fees, because these asset classes or strategies have higher fee structures than traditional asset classes. In addition, asset class structuring can have a significant impact on fees. The use of active management versus passive management, as well as alternative strategies within traditional asset classes, will increase fees. When evaluating investment managers, staff places a significant emphasis on fees by negotiating for lower fees and analyzing that expected value or return is worth the expected cost.

For calendar year 2022, management and incentive fees for the pension plan totaled \$21.5 million with a fee ratio of 0.75% as compared to \$44.6 million and 1.55% for 2021 and \$23.6 million and 0.95% for 2020. Fund operating expenses were \$5.2 million in 2022 for a fee ratio of 0.18% as compared to \$3.1 million and 0.11% in 2021 and \$4.0 million and 0.16% for 2020. The health care trust management and incentive fees totaled \$0.9 million with a fee ratio of 0.24% as compared to \$0.8 million with a fee ratio of 0.21% in 2021 and \$0.6 million with a fee ratio of 0.21% in 2020. Other investment-related costs (staff, consultants, custodian bank, investment legal, etc.) for the pension plan in 2022 were \$2.2 million with a fee ratio of 0.08% as compared to \$2.0 million and 0.07% in 2021 and \$1.7 million and 0.07% in 2020. Other investment-related costs for the health care trust totaled \$0.3 million with a fee ratio of 0.08% as compared to \$0.3 million and 0.07% for 2021 and \$0.2 million and 0.06% for 2020.

Table 1 - Pension Average Asset Allocation for 2022

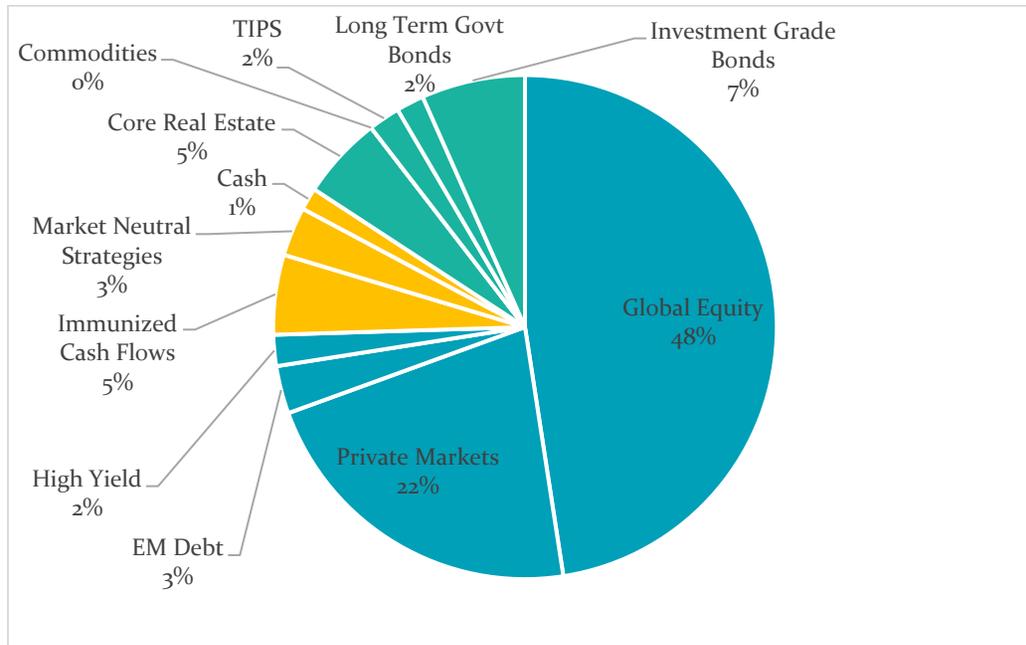
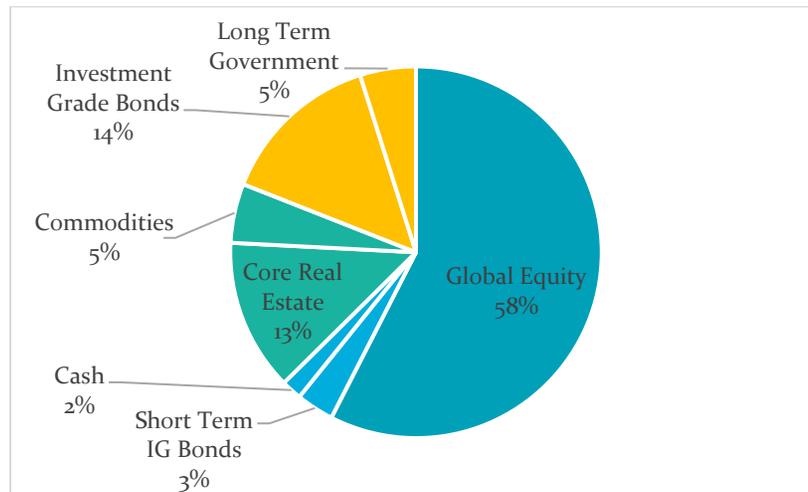


Table 2 - Health Care Trust Average Asset Allocation for 2022



Introduction

The fees in this report represent management fees, incentive fees, fund operating expenses, and other investment-related costs that were incurred during the calendar year. These amounts may include fees that were accrued for the year, but not paid out.

Management fees are fees charged by fund managers to invest and manage assets. Incentive fees are performance-based fees for exceeding a hurdle return and are only applicable to certain fund structures. It is important to note that incentive fees are a form of shared economics that are only paid if the manager has produced positive returns or exceeded a predetermined hurdle rate. In some situations, incentive fees can be negative, reflecting the complexity of fee agreements. Operating expenses include overhead related to managing a fund that are indirectly borne by investors, which may include professional, administration, research, tax, legal, custodial and audit expenses for a fund. Trading expenses such as broker commissions are excluded from this report. Other costs include salary and benefits compensation for investment staff (including a 50% allocation for the CEO), cost of consultants (general, absolute return, risk), custodian, other third party vendors utilized by the investment program, and investment staff travel.

Though best efforts have been made to capture all material fees and expenses, this report may not include all indirect expenses and charges that may be paid to managers' affiliates, consultants, or entities for services rendered to the managers, the funds or portfolio entities held by certain funds. Future iterations of this report will continue to grow in sophistication, benefiting from industry-wide initiatives to gain additional transparency, such as the increasing adoption of the Institutional Limited Partners Association ("ILPA") fee reporting template.

Data Sources

Staff compiled this fee report using the best available information for each fund manager to develop a comprehensive view of fees. Fee amounts were reviewed for reasonableness and reconciled to fee schedules. Fees for all managers active at any point during the year are included in this report, including those that were initially funded or terminated mid-year.

Fees for mutual funds, short term investment funds (Cash), and certain public markets commingled funds that deduct fees directly from the funds were calculated by multiplying each funds' fee ratio by the funds' average monthly balance for the year. The average balances were sourced from the Plan custodian bank, BNY Mellon

Fees for Private funds were gathered by asking managers to complete the ILPA fee reporting template. The ILPA template is intended to standardize and codify the presentation of fees, expenses, and carried interest information by fund managers to Limited Partners. The remaining manager fees were obtained by having the fund managers fill out a fee template designed by staff.

Within the Other Costs section, consultants, custodian banks, and other vendor costs were sourced from fee invoices from the vendors. Investment staff salary and benefits were allocated to each of the four San Jose plans by pro-rating the total costs by the average balance of each plan. Similarly, legal costs incurred by Federated were allocated between the pension plan and health care trust by pro-rating the total costs by the average monthly balance of each plan.

Total Portfolio Fee Summaries

The tables in this report present fees by asset class and management type. Fees by management type are presented by segregating investments into four "fund type" categories: passive, active, hedged, and private. Passive strategies are intended to generate a return that emulates an index. Active strategies include investment managers that attempt to outperform an index on a long only basis. Hedged strategies generally seek to achieve an absolute return ("alpha") regardless of market direction ("beta") by employing various strategies including long and short positions. Private strategies utilize a diverse set of approaches to invest in illiquid assets, such as equity of privately held companies or real estate.

Year-over-Year Comparisons

The year-over-year comparison tables in this report present a time series of changes in average weights, fees, fee ratios, contribution to total plan fee ratios, and a year-over-year attribution. The year-over-year attribution uses the Brinson-Fachler methodology to decompose the change in contribution to total plan fee ratio into 1) impact due to weight changes, 2) impact due to management fee ratio changes, and 3) impact due to incentive fee ratio changes, and 4) impact due to fund operating expense ratio changes.

California Government Code §7514.7 (AB 2833)

Assembly Bill 2833 (“AB 2833”) was approved on September 14, 2016 adding Section 7514.7 to California Government Code. The addition to the Code requires California public investment funds to make annual disclosures of fees for alternative investment vehicles at a public meeting.

Tables 15-19 of this report are intended to comply with the law.

Note: Some values on the report may not sum due to rounding.

Table 3 - Pension Fees by Asset Class and Management Type

Asset Class	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent. and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt, Incent, and Op Exp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Growth	14.2	-0.3	4.8	13.9	18.8	2,121	74.5%	0.67%	-0.01%	0.23%	0.66%	0.88%	70.5%	0.66%
Public Equity	3.7	0.1	0.2	3.8	4.0	1,354	47.6%	0.28%	0.00%	0.02%	0.28%	0.30%	15.0%	0.14%
Passive	0.4	-	0.1	0.4	0.5	801	28.1%	0.05%	0.00%	0.01%	0.05%	0.06%	2.0%	0.02%
Active	3.3	0.1	0.1	3.4	3.5	553	19.4%	0.60%	0.01%	0.02%	0.61%	0.63%	13.1%	0.12%
Total Private Markets	9.5	-1.9	4.6	7.6	12.1	623	21.9%	1.52%	-0.30%	0.73%	1.21%	1.94%	45.5%	0.43%
Passive	0.0	-	0.0	0.0	0.0	17	0.6%	0.04%	0.00%	0.02%	0.04%	0.06%	0.0%	0.00%
Private Equity	3.2	-4.5	1.7	-1.3	0.4	332	11.7%	0.96%	-1.35%	0.51%	-0.39%	0.12%	1.5%	0.01%
Private Debt	1.2	0.0	0.7	1.2	1.9	107	3.8%	1.1%	0.04%	0.65%	1.15%	1.79%	7.2%	0.07%
Growth Real Estate	2.7	1.5	0.8	4.2	5.0	103	3.6%	2.63%	1.43%	0.81%	4.07%	4.88%	18.8%	0.18%
Venture/Growth Capital	0.4	0.0	0.1	0.4	0.5	14	0.5%	2.83%	0.10%	1.02%	2.92%	3.94%	2.0%	0.02%
Private Real Assets	2.0	1.1	1.2	3.0	4.2	51	1.8%	3.90%	2.06%	2.34%	5.96%	8.30%	15.9%	0.15%
Emerging Market Bonds	0.8	1.6	0.1	2.4	2.4	87	3.1%	0.92%	1.82%	0.06%	2.74%	2.80%	9.2%	0.09%
Active	0.1	-	-	0.1	0.1	20	0.7%	0.53%	0.00%	0.00%	0.53%	0.53%	0.4%	0.00%
Hedged	0.7	1.6	0.1	2.3	2.3	67	2.4%	1.04%	2.36%	0.08%	3.40%	3.48%	8.8%	0.08%
High Yield Bonds	0.2	-	-	0.2	0.2	57	2.0%	0.37%	0.00%	0.00%	0.37%	0.37%	0.8%	0.01%
Passive	0.0	-	-	0.0	0.0	5	0.2%	0.24%	0.00%	0.00%	0.24%	0.24%	0.0%	0.00%
Active	0.2	-	-	0.2	0.2	52	1.1%	0.38%	0.00%	0.00%	0.38%	0.38%	0.7%	0.01%
Low Beta	1.7	4.0	0.2	5.8	5.9	276	9.7%	0.63%	1.46%	0.06%	2.08%	2.14%	22.2%	0.21%
Immunized Cash Flows	0.1	-	-	0.1	0.1	146	5.1%	0.05%	0.00%	0.00%	0.05%	0.05%	0.3%	0.00%
Passive	0.1	-	-	0.1	0.1	146	5.1%	0.05%	0.00%	0.00%	0.05%	0.05%	0.3%	0.00%
Market Neutral Strategies	1.6	4.0	0.2	5.6	5.8	90	3.1%	1.78%	4.48%	0.18%	6.26%	6.44%	21.7%	0.20%
Hedged	1.6	4.0	0.2	5.6	5.8	90	3.1%	1.78%	4.48%	0.18%	6.26%	6.44%	21.7%	0.20%
Cash	0.1	-	-	0.1	0.1	41	1.4%	0.17%	0.00%	0.00%	0.17%	0.17%	0.3%	0.00%
Passive	0.1	-	-	0.1	0.1	41	1.4%	0.17%	0.00%	0.00%	0.17%	0.17%	0.3%	0.00%
Other	1.5	0.3	0.2	1.8	1.9	450	15.8%	0.32%	0.07%	0.04%	0.39%	0.43%	7.3%	0.07%
Core Real Estate	1.1	0.3	0.2	1.4	1.6	151	5.3%	0.75%	0.20%	0.12%	0.94%	1.07%	6.1%	0.06%
Active	1.1	0.3	0.2	1.4	1.6	151	5.3%	0.75%	0.20%	0.12%	0.94%	1.07%	6.1%	0.06%
TIPS	0.0	-	-	0.0	0.0	58	2.0%	0.05%	0.00%	0.00%	0.05%	0.05%	0.1%	0.00%
Passive	0.0	-	-	0.0	0.0	58	2.0%	0.05%	0.00%	0.00%	0.05%	0.05%	0.1%	0.00%
Long Term Govt Bonds	0.0	-	-	0.0	0.0	51	1.8%	0.03%	0.00%	0.00%	0.03%	0.03%	0.1%	0.00%
Passive	0.0	-	-	0.0	0.0	51	1.8%	0.03%	0.00%	0.00%	0.03%	0.03%	0.1%	0.00%
Investment Grade Bonds	0.3	-	0.0	0.3	0.3	190	6.7%	0.15%	0.00%	0.00%	0.15%	0.15%	1.1%	0.01%
Passive	0.0	-	0.0	0.0	0.0	65	2.3%	0.02%	0.00%	0.00%	0.02%	0.02%	0.1%	0.00%
Active	0.3	-	-	0.3	0.3	125	4.4%	0.21%	0.00%	0.00%	0.21%	0.21%	1.0%	0.01%
Total Plan	17.4	4.1	5.2	21.5	26.6	2,847	100.0%	0.61%	0.14%	0.18%	0.75%	0.94%	100%	0.94%

The table above illustrates that management, incentive, and operating expenses for the pension plan totaled \$26.6 million for 2022 which equated to a total plan fee ratio of 0.94%. The Private Markets and Market Neutral Strategies contributed the most to the total plan fee ratio at 0.43% and 0.20%, respectively.

Table 4 - Pension Fees by Management Type

Fund Type	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent. and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt. Incent. and Op Esp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Passive	0.6	-	0.1	0.6	0.7	1,183	41.5%	0.05%	0.00%	0.01%	0.05%	0.06%	2.8%	0.03%
Active	5.0	0.4	0.3	5.4	5.7	901	31.7%	0.56%	0.04%	0.03%	0.59%	0.63%	21.3%	0.20%
Hedged	2.3	5.6	0.2	7.9	8.1	157	5.5%	1.46%	3.57%	0.14%	5.03%	5.17%	30.5%	0.29%
Private	9.4	-1.9	4.6	7.6	12.1	606	21.3%	1.56%	-0.31%	0.75%	1.25%	2.00%	45.5%	0.43%
Total Plan	17.4	4.1	5.2	21.5	26.6	2,847	100.0%	0.61%	0.14%	0.18%	0.75%	0.94%	100.0%	0.94%

For the total pension plan, Private management funds accounted for 0.43% of the total plan fee ratio and represented about 21.3% of average plan assets. Hedged strategies were the next largest contributor to the total plan fee ratio accounting for 0.29% of the total plan fee ratio and represented 5.5% of average plan assets. Passive and active strategies accounted for 0.03% and 0.20% of the total plan fee ratio and represented 41.5% and 31.7% of plan assets, respectively.

Table 5 - Pension Other Investment Costs

Investment Staff Salary and Benefits (\$ mm)	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
0.8	0.5	0.4	0.5	2.2	0.08%

Other investment costs for the pension plan equated to a total fee ratio of 0.08%. As previously discussed, other costs include salary and benefits compensation for investment staff, cost of consultants, custodian, third party vendors utilized by the investment program, and investment staff travel.

Table 6 - Health Care Fees by Asset Class and Management Type

Asset Class	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent, and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt, Incent, and Op Exp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Growth	0.4	-	0.0	0.4	0.5	211	57.5%	0.20%	0.00%	0.02%	0.20%	0.22%	47.5%	0.13%
Public Equity	0.4	-	0.0	0.4	0.5	211	57.5%	0.20%	0.00%	0.02%	0.20%	0.22%	47.5%	0.13%
Passive	0.1	-	0.0	0.1	0.1	172	47.0%	0.04%	0.00%	0.02%	0.04%	0.06%	11.1%	0.03%
Active	0.4	-	0.0	0.4	0.4	38	10.5%	0.92%	0.00%	0.02%	0.92%	0.94%	36.4%	0.10%
Low Beta	0.0	-	-	0.0	0.0	19	5.1%	0.07%	0.00%	0.00%	0.07%	0.07%	1.4%	0.00%
Short Term Investment Grade Bond:	0.0	-	-	0.0	0.0	12	3.3%	0.02%	0.00%	0.00%	0.02%	0.02%	0.2%	0.00%
Passive	0.0	-	-	0.0	0.0	12	3.3%	0.02%	0.00%	0.00%	0.02%	0.02%	0.2%	0.00%
Cash	0.0	-	-	0.0	0.0	7	1.8%	0.17%	0.00%	0.00%	0.17%	0.17%	1.1%	0.00%
Passive	0.0	-	-	0.0	0.0	7	1.8%	0.17%	0.00%	0.00%	0.17%	0.17%	1.1%	0.00%
Other	0.5	-	0.1	0.5	0.5	137	37.4%	0.33%	0.00%	0.04%	0.33%	0.37%	51.1%	0.14%
Core Real Estate	0.4	-	-	0.4	0.4	48	13.2%	0.73%	0.00%	0.00%	0.73%	0.73%	48.7%	0.13%
Active	0.4	-	-	0.4	0.4	48	13.2%	0.73%	0.00%	0.00%	0.73%	0.73%	48.7%	0.13%
Commodities	0.1	-	0.1	0.1	0.1	19	5.2%	0.43%	0.00%	0.28%	0.43%	0.71%	18.4%	0.05%
Active	0.1	-	0.1	0.1	0.1	19	5.2%	0.43%	0.00%	0.28%	0.43%	0.71%	18.4%	0.05%
Investment Grade Bonds	0.0	-	0.0	0.0	0.0	52	14.2%	0.02%	0.00%	0.01%	0.02%	0.03%	2.1%	0.01%
Passive	0.0	-	0.0	0.0	0.0	52	14.2%	0.02%	0.00%	0.01%	0.02%	0.03%	2.1%	0.01%
Long Term Government Bonds	0.0	-	-	0.0	0.0	18	4.9%	0.03%	0.00%	0.00%	0.03%	0.03%	0.6%	0.00%
Passive	0.0	-	-	0.0	0.0	18	4.9%	0.03%	0.00%	0.00%	0.03%	0.03%	0.6%	0.00%
Total Plan	0.9	-	0.1	0.9	1.0	367	100.0%	0.24%	0.00%	0.03%	0.24%	0.27%	100%	0.27%

The table above illustrates that management, incentive, and operating expenses for the health care trust totaled \$1.0 million for 2022 which equated to a total plan fee ratio of 0.27%. The Public Equity and Core Real Estate asset classes contributed the most to the total plan fee ratio with each contributing 0.13%.

Table 7 - Health Care Fees by Management Type

Fund Type	Management Fees (\$ mm)	Incentive Fees (\$ mm)	Operating Expenses (\$ mm)	Management and Incentive Fees (\$ mm)	Mgmt. Incent, and Op Exp (\$ mm)	Average Balance (\$ mm)	Average Weight	Fee Ratio - Management Fees	Fee Ratio - Incentive Fees	Fee Ratio - Operating Expenses	Fee Ratio - Mgmt and Incent Fees	Fee Ratio - Mgmt, Incent, and Op Exp	% of Total Plan Fee Ratio	Contribution to Total Plan Fee Ratio
Passive	0.1	-	0.0	0.1	0.1	261	71.1%	0.04%	0.00%	0.02%	0.04%	0.06%	14.5%	0.04%
Active	0.8	-	0.1	0.8	0.9	106	28.9%	0.75%	0.00%	0.06%	0.75%	0.81%	85.5%	0.23%
Total Plan	0.9	-	0.1	0.9	1.0	367	100.0%	0.24%	0.00%	0.03%	0.24%	0.27%	100.0%	0.27%

For the total health care trust, active management strategies accounted for 0.23% of the total plan fee ratio and represented 28.9% of average plan assets. Passive strategies accounted for 0.04% of the total plan fee ratio and represented 71.1% of plan assets.

Table 8 - Health Care Other Investment Costs

Investment Staff Salary and Benefits (\$ mm)	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
0.1	0.1	0.1	0.0	0.3	0.08%

Other investment costs for the health care trust equated to a total fee ratio of 0.08%.

Table 9 - Pension Year-over-Year Comparison by Asset Class and Management Type

Asset Class	Average Weight			Management Fees			Incentive Fees			Operating Expense			Total Fees (Mgt/Incent/Opex)			Fee Ratio (Mgt/Incent/Opex)			Contrib to Total Plan Fee Ratio			YoY Attribution								
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	Due to Weight	Due to Mgmt Fee Ratio	Due to Incent Fee Ratio	Due to Opex		
Growth	75.3%	73.8%	-1.5%	12.8	14.2	1.4	26.2	-0.3	-26.4	2.6	4.8	2.2	41.6	18.8	-22.8	1.91%	0.88%	-1.02%	1.45%	0.66%	-0.79%	0.00%	0.06%	-0.89%	0.08%					
Public Equity	49.4%	47.6%	-1.9%	4.4	3.7	-0.7	0.2	0.1	-0.1	0.3	0.2	-0.1	4.9	4.0	-0.9	0.35%	0.30%	-0.05%	0.17%	0.14%	-0.03%	0.02%	-0.02%	0.00%	0.00%					
Passive	26.9%	28.1%	1.2%	0.4	0.4	0.0	-	-	-	0.1	0.1	0.0	0.5	0.5	0.0	0.07%	0.06%	0.00%	0.02%	0.02%	0.00%	-0.02%	0.00%	0.00%	0.00%					
Active	22.5%	19.4%	-3.1%	4.0	3.3	-0.7	0.2	0.1	-0.1	0.2	0.1	-0.1	4.4	3.5	-0.9	0.68%	0.63%	-0.05%	0.15%	0.12%	-0.03%	0.03%	0.00%	0.00%	0.00%	0.00%				
Total Private Markets	21.7%	21.9%	0.2%	7.5	9.5	2.0	25.3	-1.9	-27.2	2.3	4.6	2.3	35.0	12.1	-22.9	5.63%	1.94%	-3.69%	1.22%	0.43%	-0.79%	0.01%	0.07%	-0.96%	0.08%					
Passive	6.0%	0.6%	-5.4%	0.0	0.0	-0.0	-	-	-	0.0	0.0	-0.0	0.1	0.0	-0.0	0.03%	0.06%	0.03%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%					
Private Equity	8.4%	11.7%	3.3%	3.8	3.2	-0.6	19.4	-4.5	-23.9	0.9	1.7	0.8	24.1	0.4	-23.7	10.02%	0.12%	-9.90%	0.84%	0.01%	-0.83%	0.27%	-0.07%	-1.10%	0.01%					
Private Debt	3.0%	3.8%	0.8%	0.9	1.2	0.3	1.4	0.0	-1.4	0.6	0.7	0.1	2.9	1.9	-1.0	3.40%	1.79%	-1.61%	0.10%	0.07%	-0.03%	0.01%	0.00%	-0.06%	0.00%					
Growth Real Estate	3.0%	3.6%	0.6%	1.7	2.7	1.0	3.4	1.5	-1.9	0.5	0.8	0.3	5.6	5.0	-0.6	6.53%	4.88%	-1.65%	0.19%	0.18%	-0.02%	0.03%	0.02%	-0.09%	0.01%					
Venture/Growth Capital	0.0%	0.5%	0.4%	0.1	0.4	0.3	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.5	0.4	9.82%	3.94%	-5.88%	0.00%	0.02%	0.02%	0.04%	-0.01%	0.00%	-0.01%					
Private Real Assets	1.3%	1.8%	0.5%	1.0	2.0	1.0	1.1	1.1	-0.0	0.2	1.2	1.0	2.2	4.2	2.0	5.86%	8.30%	2.44%	0.08%	0.15%	0.07%	0.02%	0.02%	-0.01%	0.03%					
Emerging Market Bonds	2.9%	3.1%	0.1%	0.7	0.8	0.1	0.8	1.6	0.8	0.0	0.1	0.0	1.5	2.4	1.0	1.77%	2.80%	1.04%	0.05%	0.09%	0.03%	0.00%	0.00%	0.03%	0.00%					
Active	1.2%	0.7%	-0.5%	0.2	0.1	-0.1	-	-	-	-	-	-	0.2	0.1	-0.1	0.53%	0.53%	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%					
Hedged	1.7%	2.4%	0.6%	0.5	0.7	0.2	0.8	1.6	0.8	0.0	0.1	0.0	1.3	2.3	1.0	2.64%	3.48%	0.84%	0.05%	0.08%	0.04%	0.01%	0.00%	0.02%	0.00%					
High Yield Bonds	1.3%	1.3%	0.0%	0.2	0.2	0.0	-	-	-	-	-	-	0.2	0.2	0.0	0.38%	0.37%	-0.01%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%					
Passive	0.2%	0.2%	0.0%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.25%	0.24%	-0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Active	1.1%	1.1%	0.0%	0.2	0.2	-0.0	-	-	-	-	-	-	0.2	0.2	-0.0	0.39%	0.38%	-0.01%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%					
Low Beta	7.4%	9.7%	2.3%	1.4	1.7	0.3	2.9	4.0	1.1	0.3	0.2	-0.1	4.6	5.9	1.3	2.18%	2.14%	-0.03%	0.16%	0.21%	0.05%	0.01%	-0.01%	0.01%	-0.01%					
Immunized Cash Flows	3.6%	5.1%	1.5%	0.0	0.1	0.0	-	-	-	-	-	-	0.0	0.1	0.0	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	-0.02%	0.00%	0.00%	0.00%					
Passive	3.6%	5.1%	1.5%	0.0	0.1	0.0	-	-	-	-	-	-	0.0	0.1	0.0	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	-0.02%	0.00%	0.00%	0.00%					
Market Neutral Strategies	2.3%	3.1%	0.8%	1.4	1.6	0.2	2.9	4.0	1.1	0.3	0.2	-0.1	4.5	5.8	1.2	6.76%	6.44%	-0.31%	0.16%	0.20%	0.04%	0.04%	-0.01%	0.01%	-0.01%					
Hedged	2.3%	3.1%	0.8%	1.4	1.6	0.2	2.9	4.0	1.1	0.3	0.2	-0.1	4.5	5.8	1.2	6.76%	6.44%	-0.31%	0.16%	0.20%	0.04%	0.04%	-0.01%	0.01%	-0.01%					
Cash	1.4%	1.4%	0.0%	-	0.1	0.1	-	-	-	-	-	-	-	0.1	0.1	0.00%	0.17%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Passive	1.4%	1.4%	0.0%	-	0.1	0.1	-	-	-	-	-	-	-	0.1	0.1	0.00%	0.17%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Other	14.7%	14.0%	-0.7%	1.1	1.4	0.3	0.2	0.3	0.1	0.2	0.2	-0.0	1.5	1.9	0.5	0.31%	0.43%	0.12%	0.05%	0.07%	0.02%	0.01%	0.01%	0.00%	0.00%					
Core Real Estate	4.5%	5.3%	0.8%	0.8	1.1	0.3	0.2	0.3	0.1	0.2	0.2	0.0	1.2	1.6	0.4	0.91%	1.07%	0.16%	0.04%	0.06%	0.02%	-0.01%	0.01%	0.00%	0.00%					
Active	4.5%	5.3%	0.8%	0.8	1.1	0.3	0.2	0.3	0.1	0.2	0.2	0.0	1.2	1.6	0.4	0.91%	1.07%	0.16%	0.04%	0.06%	0.02%	-0.01%	0.01%	0.00%	0.00%					
TIPS	2.0%	2.0%	0.1%	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Passive	2.0%	2.0%	0.1%	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Long Term Govt Bonds	2.0%	1.8%	-0.2%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Passive	2.0%	1.8%	-0.2%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Investment Grade Bonds	8.2%	6.7%	-1.6%	0.3	0.3	0.0	-	-	-	0.0	0.0	-0.0	0.3	0.3	0.0	0.12%	0.15%	0.03%	0.01%	0.01%	0.00%	0.02%	0.00%	0.00%	0.00%					
Passive	4.7%	2.3%	-2.4%	0.0	0.0	-0.0	-	-	-	0.0	0.0	-0.0	0.0	0.0	-0.0	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%					
Active	3.5%	4.4%	0.9%	0.2	0.3	0.0	-	-	-	-	-	-	0.2	0.3	0.0	0.24%	0.21%	-0.03%	0.01%	0.01%	0.00%	-0.01%	0.00%	0.00%	0.00%					
Total Plan	100.0%	100.0%	0.0%	15.4	17.4	2.0	29.2	4.1	-25.2	3.1	5.2	2.1	47.7	26.6	-21.1	1.66%	0.94%	-0.73%	1.66%	0.94%	-0.73%	0.02%	0.07%	-0.88%	0.07%					

Note: YoY attribution effects of fund types within assets classes may not sum to the asset class value

Table 10 - Pension Year-over-Year Comparison by Management Type

Type	Average Weight			Management Fees			Incentive Fees			Operating Expense			Total Fees (Mgt/Incent/Opex)			Fee Ratio (Mgt/Incent/Opex)			Contrib to Total Plan Fee Ratio			YoY Attribution							
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	Due to Weight	Due to Mgmt Fee Ratio	Due to Incent Fee Ratio	Due to Opex	
Passive	46.7%	41.5%	-5.2%	0.6	0.6	0.0	-	-	-	0.1	0.1	-0.0	0.7	0.7	0.0	0.05%	0.06%	0.01%	0.02%	0.03%	0.00%	0.08%	0.00%	0.00%	0.00%				
Active	33.5%	31.7%	-1.8%	5.5	5.0	-0.4	0.3	0.4	0.0	0.4	0.3	-0.1	6.2	5.7	-0.5	0.64%	0.63%	-0.02%	0.22%	0.20%	-0.02%	0.02%	0.00%	0.00%	0.00%				
Hedged	4.1%	5.5%	1.5%	1.9	2.3	0.4	3.6	5.6	2.0	0.3	0.2	-0.1	5.8	8.1	2.3	5.02%	5.17%	0.08%	0.20%	0.29%	0.08%	0.05%	-0.01%	0.03%	-0.01%				
Private	15.7%	21.3%	5.6%	7.4	9.4	2.0	25.3	-1.9	-27.2	2.3	4.6	2.3	35.0	12.1	-22.9	7.75%	2.00%	-5.76%	1.22%	0.43%	-0.79%	0.34%	-0.02%	-1.26%	0.05%				
Total Plan	100.0%	100.0%	0.0%	15.4	17.4	2.0	29.2	4.1	-25.2	3.1	5.2	2.1	47.7	26.6	-21.1	1.66%	0.94%	-0.73%	1.66%	0.94%	-0.73%	0.49%	-0.03%	-1.23%	0.04%				

Table 11 - Pension Year-over-Year Comparison of Other Costs

	Inv Staff Salary and Benefits (\$ mm)	Consultant s (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
2021	0.8	0.5	0.5	0.4	2.0	0.07%
2022	0.8	0.5	0.4	0.5	2.2	0.08%
Change	0.1	0.0	-0.0	0.1	0.2	0.01%

Table 12 - Health Care Year-over-Year Comparison by Asset Class and Management Type

Asset Class	Average Weight			Management Fees			Incentive Fees			Operating Expense			Total Fees (Mgt/Incent/Opex)			Fee Ratio (Mgt/Incent/Opex)			Contrib to Total Plan Fee Ratio			YoY Attribution					
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change	2021 (\$ mm)	2022 (\$ mm)	Change	2021	2022	Change	Due to Weight	Due to Mgmt Fee Ratio	Due to Incent Fee Ratio
Growth	59.0%	57.5%	-1.4%	0.5	0.4	-0.1	-	-	-	0.0	0.0	-0.0	0.6	0.5	-0.1	0.25%	0.22%	-0.03%	0.15%	0.13%	-0.02%	0.00%	-0.01%	0.00%	0.00%		
Public Equity	59.0%	57.5%	-1.4%	0.5	0.4	-0.1	-	-	-	0.0	0.0	-0.0	0.6	0.5	-0.1	0.25%	0.22%	-0.03%	0.15%	0.13%	-0.02%	0.00%	-0.01%	0.00%	0.00%		
Passive	46.8%	47.0%	0.3%	0.1	0.1	0.0	-	-	-	0.0	0.0	0.0	0.1	0.1	0.0	0.07%	0.06%	0.00%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%		
Active	12.2%	10.5%	-1.7%	0.4	0.4	-0.1	-	-	-	0.0	0.0	-0.0	0.4	0.4	-0.1	0.95%	0.94%	0.00%	0.12%	0.10%	-0.02%	-0.01%	0.00%	0.00%	0.00%		
Low Beta	18.6%	5.1%	-13.5%	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	0.02%	0.07%	0.06%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%		
Short Term Investment Grade Bond	17.4%	3.3%	-14.1%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%		
Passive	17.4%	3.3%	-14.1%	0.0	0.0	-0.0	-	-	-	-	-	-	0.0	0.0	-0.0	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%		
Cash	1.2%	1.8%	0.6%	-	0.0	0.0	-	-	-	-	-	-	-	0.0	0.0	0.00%	0.17%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Passive	1.2%	1.8%	0.6%	-	0.0	0.0	-	-	-	-	-	-	-	0.0	0.0	0.00%	0.17%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Other	22.5%	37.4%	14.9%	0.3	0.5	0.2	-	-	-	0.1	0.1	0.0	0.3	0.5	0.2	0.40%	0.37%	-0.03%	0.09%	0.14%	0.05%	0.02%	0.00%	0.00%	-0.01%		
Core Real Estate	9.3%	13.2%	3.9%	0.2	0.4	0.2	-	-	-	-	-	-	0.2	0.4	0.2	0.54%	0.73%	0.19%	0.08%	0.13%	0.06%	0.01%	0.03%	0.00%	0.00%		
Active	9.3%	13.2%	3.9%	0.2	0.4	0.2	-	-	-	-	-	-	0.2	0.4	0.2	0.54%	0.73%	0.19%	0.08%	0.13%	0.06%	0.01%	0.03%	0.00%	0.00%		
Commodities	5.4%	5.2%	-0.2%	0.1	0.1	-0.0	-	-	-	0.1	0.1	-0.0	0.1	0.1	-0.0	0.69%	0.71%	0.02%	0.06%	0.05%	-0.01%	0.00%	0.00%	0.00%	0.00%		
Active	5.4%	5.2%	-0.2%	0.1	0.1	-0.0	-	-	-	0.1	0.1	-0.0	0.1	0.1	-0.0	0.69%	0.71%	0.02%	0.06%	0.05%	-0.01%	0.00%	0.00%	0.00%	0.00%		
Investment Grade Bonds	5.5%	14.2%	8.7%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.02%	0.03%	0.01%	0.00%	0.01%	0.00%	-0.02%	0.00%	0.00%	0.00%		
Passive	5.5%	14.2%	8.7%	0.0	0.0	0.0	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.02%	0.03%	0.01%	0.00%	0.01%	0.00%	-0.02%	0.00%	0.00%	0.00%		
Long Term Government Bonds	2.3%	4.9%	2.6%	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	0.03%	0.03%	-0.01%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%	0.00%		
Passive	2.3%	4.9%	2.6%	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	0.03%	0.03%	-0.01%	0.00%	0.00%	0.00%	-0.01%	0.00%	0.00%	0.00%		
Total Plan	100.0%	100.0%	0.0%	0.8	0.9	0.1	-	-	-	0.1	0.1	-0.0	0.9	1.0	0.1	0.24%	0.27%	0.03%	0.24%	0.27%	0.03%	0.05%	-0.01%	0.00%	-0.01%		

Note: YoY attribution effects of fund types within assets classes may not sum to the asset class value

Table 13 - Health Care Year-over-Year Comparison by Management Type

Type	Average Weight			Management Fees			Incentive Fees			Operating Expense			Total Fees (Mgt/Incent/Opex)			Fee Ratio			Contrib to Total Plan Fee Ratio			YoY Attribution					
	2021	2022	Change	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021 (\$ mm)	2022 (\$ mm)	Change (\$ mm)	2021	2022	Change	2021	2022	Change	2021	2022	Change	Due to Weight	Due to Mgmt Fee Ratio	Due to Incent Fee Ratio
Passive	73.1%	71.1%	-2.0%	0.1	0.1	0.0	-	-	-	0.0	0.0	0.0	0.1	0.1	0.0	0.05%	0.06%	0.01%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%		
Active	26.9%	28.9%	2.0%	0.7	0.8	0.1	-	-	-	0.1	0.1	-0.0	0.8	0.9	0.1	0.76%	0.81%	0.05%	0.20%	0.23%	0.03%	0.01%	0.02%	0.00%	0.00%		
Total Plan	100.0%	100.0%	0.0%	0.8	0.9	0.1	-	-	-	0.1	0.1	-0.0	0.9	1.0	0.1	0.24%	0.27%	0.03%	0.24%	0.27%	0.03%	0.01%	0.02%	0.00%	0.00%		

Table 14 - Health Care Year-over-Year Comparison of Other Costs

	Inv Staff Salary and Benefits (\$ mm)	Consultants (\$ mm)	Custodian (\$ mm)	Other Vendors and Travel (\$ mm)	Total Other Costs (\$ mm)	Other Costs Fee Ratio
2021	0.1	0.1	0.1	0.0	0.3	0.07%
2022	0.1	0.1	0.1	0.0	0.3	0.08%
Change	0.0	-0.0	0.0	-0.0	0.0	0.01%

Analysis of Pension Year-over-Year Changes by Asset Class

As presented in Table 9, the pension total plan fee ratio decreased by about 73 bps from 1.66% in 2021 to 0.94% in 2022.

The largest driver of the decrease from an asset class perspective were Private Markets (-79 bps contribution), partially offset by Market Neutral Strategy (+4 bps).

Analysis of Pension Year-over-Year Changes by Management Type and Other Costs

As shown in the Table 10 YoY attribution section, benefits from changes in the incentive fee ratio (-123 bps) and management fee ratio (-3 bps) were incrementally offset by an increase in manager-related operating expenses (+4 bps)

As displayed in Table 11, Other Costs increased 1 bps from 0.07% in 2021 to 0.08% 2022.

Analysis of Health Care Year-over-Year Changes by Asset Class, Management Type and Other Costs

As seen in Tables 12 and 13, the Health Care total plan fee ratio increased 3 bps from 24 bps in 2021 to 27 bps in 2022 due to changes in weight (+1 bps) and management fee ratio (+2 bps).

As displayed in Table 14, Other Costs remained increased slightly from 2021 to 2022 going from 7 bps to 8 bps.

Table 15 – California Government Code §7514.7 Disclosure, Private Equity/Venture Capital

Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions - Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
												Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
Pathway Private Eq Fund VIII	2211 Michelson Drive, Ninth Floor Irvine, CA 92612	2004	40,000,000	40,139,675	599,425	404,187	1,003,612	255,388	6.6%	1.5	-	62,978	43,868	-	-	9,417	-	-
Pantheon Global Secondary III	600 Montgomery Street, 23rd Floor San Francisco, CA 94111	2006	40,000,000	37,840,000	443,066	400,000	843,066	(1,653,408)	1.9%	1.1	-	-	23,269	-	-	-	-	-
Pantheon USA Fund VII, LP	600 Montgomery Street, 23rd Floor San Francisco, CA 94111	2006	40,000,000	37,280,000	5,995,301	2,374,463	8,369,764	706,828	10.1%	1.9	-	51,542	17,696	-	-	(44,937)	-	-
Great Hill Equity Partners IV	One Liberty Square Boston, Massachusetts 02109	2008	5,000,000	5,000,000	3,117,624	173,291	3,290,915	(27,309)	23.4%	3.1	-	-	16,690	-	-	(60,374)	-	42,949
Partners Group Secondary 2008	1660 17th Street, Suite 201 Denver, CO 80202	2008	9,522,344	10,123,420	534,529	115,317	649,846	65,763	8.9%	1.5	-	-	2,408	-	-	9,805	-	2,621
Partners Group Secondary 2011	1660 17th Street, Suite 201 Denver, CO 80202	2011	20,000,000	13,053,192	3,398,070	1,249,034	4,647,104	1,230,400	15.7%	1.8	-	147,622	327	-	-	(246,158)	-	138,782
PE Strategic Partnership, LP	325 N. Saint Paul St., Ste. 4900 Dallas, TX 75201	2017	350,200,000	336,100,000	292,719,264	6,902,150	299,621,414	16,192,007	24.7%	1.8	-	2,722,522	1,550,098	-	-	(4,009,089)	-	-
Crestline Portfolio Financing	201 Main St, #1900 Fort Worth, TX 76102	2018	15,000,000	13,968,232	7,850,269	2,506,752	10,357,021	(318,612)	8.6%	1.2	-	106,851	36,703	-	-	38,625	-	-
Innovation Endeavors III	1845 El Camino Real Palo Alto, CA 94306	2018	4,800,000	4,521,603	14,239,718	1,257,892	15,497,610	13	46.0%	3.0	-	77,339	-	77,339	-	(169,926)	-	-
Innovation Endeavors Fund IV, L.P.	1845 El Camino Real Palo Alto, CA 94306	2021	4,800,000	1,558,805	1,477,729	-	1,477,729	-	-5.1%	0.9	-	96,000	-	96,000	-	-	-	-
Soma Capital Fund III	10 E 39th St 925, New York City, New York, 10016	2021	5,000,000	2,007,183	2,169,009	-	2,169,009	1,668	9.6%	1.1	-	124,955	11,096	-	-	20,048	-	-
TI Platform SJFed, L.P.	1160 Battery Street East Suite 100 San Francisco, CA 94111	2021	50,000,000	8,050,000	8,117,372	-	8,117,372	-	0.7%	1.0	-	94,461	95,746	7,631	-	(6,695)	-	-
Fin VC Horizons II	473 Jackson Street Suite 300 San Francisco, California 94111	2022	5,000,000	3,939,059	3,548,572	-	3,548,572	-	-14.6%	0.9	-	73,805	33,096	-	-	-	-	-

Source: Fund managers, Meketa Investment Group

Table 16 – California Government Code §7514.7 Disclosure, Private Debt

Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions + Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
												Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
GSD SJ Partners	345 Park Avenue New York, NY 10154	2010	50,000,000	43,365,330	4,406,568	-	4,406,568	(4,532,147)	4.4%	1.1	-	30,834	15,379	-	-	-	-	-
Medley Opportunity Fund II, L.P.	280 Park Avenue, 6th Floor East New York, NY 10017	2010	50,000,000	50,047,962	4,852,337	-	4,852,337	-	2.4%	1.1	-	22,800	151,286	-	-	-	-	-
White Oak Direct Lending	3 Embarcadero Center, 5th Floor San Francisco, CA 94111	2010	50,000,000	88,348,325	37,768,869	-	37,768,869	-	8.2%	1.4	471,437	430,128	41,369	-	-	-	-	-
Cross Ocean USD ESS Fund II, L.P.	11 Charles II St. London, SW1Y4QU	2016	15,000,000	12,007,402	2,625,553	1,366,636	3,392,183	(256,058)	5.5%	1.2	-	36,351	89,257	-	-	-	3,859	-
Arbour Lane Credit Opportunity Fund II, L.P.	700 Canal St. Stamford, CT 06302	2018	8,000,000	15,364,657	10,768,411	-	10,768,411	-	14.5%	1.2	-	140,000	52,898	-	-	-	60,501	-
Crestline Co-Investment	201 Main St, #1900 Fort Worth, TX 76102	2018	1,600,000	1,538,573	1,438,196	-	1,438,196	-	13.6%	1.4	-	8,737	2,319	-	-	-	35,454	-
Crestline Portfolio Financing Fund II	201 Main St, #1900 Fort Worth, TX 76102	2018	8,000,000	5,163,024	2,392,507	558,065	2,950,572	22,435	10.3%	1.1	-	30,036	17,479	-	-	-	45,339	-
Octagon CLO Opportunity Fund III, L.P.	250 Park Ave., 15th Floor, New York, NY 10177, USA	2018	25,000,000	21,250,000	(2,750)	-	-	-	16.8%	1.2	-	-	-	-	-	-	-	-
HPS Special Situations Opportunity Fund	40 West 57th St, 33rd Floor New York, NY 10019	2019	8,000,000	6,411,723	7,512,419	178,679	7,691,098	145,317	21.0%	1.3	-	82,540	19,639	-	-	-	210,116	-
Cross Ocean USD ESS Fund III, L.P.	11 Charles II St. London, SW1Y4QU	2020	18,000,000	17,195,551	22,033,359	840,379	22,873,738	539,399	14.3%	1.4	-	193,457	136,736	-	-	-	(243,663)	-
Eagle Point Defensive Income	600 Steamboat Road, Suit 202 Greenwich, CT 06830	2020	8,000,000	7,415,200	7,013,069	356,747	7,369,816	11,278	0.6%	1.0	-	56,038	24,729	-	-	-	(41,844)	-
AG Credit Solutions Fund II	245 Park Avenue New York, NY 10167	2021	3,000,000	4,436,250	4,111,174	201,428	4,312,602	(160,425)	-9.3%	1.0	-	40,160	8,679	-	-	-	-	-
Arbour Lane Credit Opportunity Fund III, L.P.	700 Canal St. Stamford, CT 06302	2021	3,000,000	3,828,077	3,551,347	11,722	3,563,069	-	-8.3%	0.9	-	26,483	6,616	-	-	-	(13,022)	-
Strategic Value Special Situations Fund V	100 West Putnam Avenue Greenwich, CT 06830	2021	7,500,000	2,998,125	3,229,733	8,322	3,238,055	(61,636)	8.2%	1.1	-	58,127	27,845	-	-	-	(20,388)	-
Eagle Point Defensive Income Fund II, L.P.	600 Steamboat Road, Suit 202 Greenwich, CT 06830	2022	10,000,000	1,217,000	1,264,024	-	1,264,024	4,578	21.0%	1.0	-	2,577	20,355	-	-	-	4,368	-
HPS Special Situations Opportunity Fund II, L.P.	40 West 57th St, 33rd Floor New York, NY 10019	2022	10,000,000	1,001,608	975,038	-	975,038	3,358	-36.0%	1.0	-	3,293	41,361	-	-	-	-	-
Octagon CLO Opportunity Fund IV	250 Park Ave., 15th Floor, New York, NY 10177, USA	2022	3,000,000	7,650,000	7,790,326	-	7,790,326	-	3.3%	1.0	-	21,514	35,078	-	-	-	-	-

Source: Fund managers, Meketa Investment Group

Table 17 – California Government Code §7514.7 Disclosure, Growth Real Estate/Core Real Estate

Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions + Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
												Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
DRA Growth and Income Fund VI	220 East 42nd Street, 27th Floor New York, NY 10017	2007	3,703,422	10,556,217	-	-	-	-	10.6%	1.7	-	-	-	-	-	-	-	-
DRA Growth and Income Fund VII, LLC	220 East 42nd Street, 27th Floor New York, NY 10017	2011	15,000,000	16,001,808	1,345,789	265,638	1,611,427	14,933	21.7%	2.3	-	20,293	(6,480)	-	-	57,610	-	45,000
DRA Growth and Income Fund VIII, LLC	220 East 42nd Street, 27th Floor New York, NY 10017	2014	15,000,000	17,773,367	5,023,416	1,006,638	6,030,054	290,805	8.2%	1.3	-	124,316	24,126	-	-	101,010	-	-
European Property Investors Special Opportunities 4, L.P.	Berkley Square House (8th Floor) Berkley Square, London W16DB, UK	2015	14,591,648	13,300,890	12,524,794	767,870	13,292,664	71,933	7.9%	1.4	-	114,361	113,054	-	-	24,821	-	-
DRA Growth and Income Fund IX, LLC	220 East 42nd Street, 27th Floor New York, NY 10017	2016	20,000,000	21,443,380	14,831,216	3,477,143	18,308,359	1,086,778	17.7%	1.6	-	278,508	33,019	-	-	93,107	-	-
GEM Realty Fund VI, L.P.	300 North Michigan Avenue #1450, Chicago, IL 60611	2017	10,000,000	8,250,000	4,664,480	3,232,500	7,896,980	1,946,133	13.9%	1.3	-	104,782	31,747	-	-	10,342	7,521	-
European Property Investors Special Opportunities 5, L.P.	Berkley Square House (8th Floor) Berkley Square, London W16DB, UK	2018	12,383,497	10,483,899	8,606,400	1,238,866	9,845,266	165,793	-4.1%	0.9	-	143,231	158,483	-	-	-	-	-
Torchlight Debt Fund VI, L.P.	280 Park Avenue New York, NY 10017	2018	30,000,000	33,255,788	21,994,897	11,484,564	33,479,461	1,177,323	8.3%	1.2	-	316,229	80,776	-	-	345,483	-	-
Pracidium X Middle-Income Housing Fund, L.P.	733 Third Ave. 24th Floor New York, NY 10017	2019	10,000,000	3,397,588	2,942,181	96,142	3,038,323	38,751	NM	0.9	-	454,137	47,741	23,362	-	-	-	-
DRA Growth and Income Fund X, LLC	220 East 42nd Street, 27th Floor New York, NY 10017	2020	10,000,000	8,542,215	7,606,324	1,416,255	3,023,179	177,173	25.3%	1.2	-	158,772	19,100	-	-	-	-	-
Exeter Industrial Value Fund V, L.P.	101 West Elm Street, Suite 600, Conshohocken, PA 19428	2020	5,500,000	5,415,494	8,031,132	-	8,031,132	207,838	37.6%	1.5	-	74,250	21,893	-	-	106,588	-	-
H.I.G. Realty Partners IV	1450 Brickell Avenue Miami, FL 33131	2020	10,000,000	4,919,230	5,039,486	1,258,277	6,297,763	454,016	111.3%	1.3	-	429,808	104,975	-	-	324,282	-	101,199
Rockpoint Real Estate Fund VI, L.P.	500 Boylston Street, Suite 1880, Boston, MA	2019	6,500,000	5,291,916	5,489,111	722,507	6,211,618	345,371	14.4%	1.2	-	60,811	13,005	-	-	71,198	10,640	-
Torchlight Debt Fund VII, L.P.	280 Park Avenue New York, NY 10017	2020	6,000,000	3,303,668	3,203,547	-	3,203,547	32,920	NM	1.1	-	78,000	17,153	-	-	-	-	-
Centerbridge Partners Real Estate Fund II, L.P.	375 Park Avenue New York, NY 10512-0002	2021	10,000,000	1,509,867	1,361,408	-	1,361,408	(4,238)	NM	0.9	-	133,080	16,388	5,217	-	(9,951)	-	-
AIGGRE US Real Estate Fund IV, L.P.	28 Liberty Street 46th Floor New York, NY 10005	2022	10,000,000	5,008,541	6,170,633	36,970	6,207,603	1,447,784	NM	1.2	-	133,476	145,618	-	-	343,585	-	-
GCP SecureSpace Property Partners, L.P.	100 Wilshire Boulevard Suite 1400 Santa Monica, CA 9040	2022	6,000,000	1,831,773	1,120,841	401,541	1,522,382	-	NM	0.8	-	73,664	13,870	6,288	-	-	-	-
Clarion Lion Properties Fund (Fed Pension)	230 Park Avenue New York, NY 10017	2019	43,000,000	49,000,000	61,893,860	1,591,832	63,485,692	161,228	9.2%	1.3	-	516,916	39,677	-	-	-	-	-
Clarion Lion Properties Fund (Fed HC)	230 Park Avenue New York, NY 10017	2019	12,000,000	12,000,000	15,155,767	369,787	15,545,554	93,480	9.2%	1.3	-	126,576	9,713	-	-	-	-	-
BlackRock U.S. Core Property Fund (Fed Pension)	400 Howard Street San Francisco, CA 34105	2019	72,000,000	72,000,000	31,236,652	60,478,206	91,774,858	632,458	10.4%	1.3	-	202,338	91,714	-	-	-	-	-
BlackRock U.S. Core Property Fund (Fed HC)	400 Howard Street San Francisco, CA 34105	2019	20,500,000	20,500,000	10,069,379	16,301,722	26,371,702	181,740	10.4%	1.3	-	65,440	29,663	-	-	-	-	-
TA Realty Core Property Fund (Fed Pension)	1 Federal Street Boston, MA 02110	2021	56,000,000	56,000,000	55,722,275	1,355,365	57,077,640	-	12.0%	1.0	-	222,532	49,587	-	-	-	-	-
TA Realty Core Property Fund (Fed HC)	1 Federal Street Boston, MA 02110	2021	21,000,000	21,000,000	21,684,533	625,445	22,309,978	-	12.0%	1.1	-	106,166	23,571	-	-	-	-	-
Clarion Lion Industrial Trust (Fed Pension)	230 Park Avenue New York, NY 10017	2021	11,000,000	11,000,000	14,829,831	193,891	15,023,721	8,839	22.6%	1.4	-	191,761	3,710	-	-	296,917	-	-
Clarion Lion Industrial Trust (Fed HC)	230 Park Avenue New York, NY 10017	2021	3,800,000	3,800,000	4,835,460	54,352	4,889,792	2,998	22.6%	1.3	-	57,456	1,105	-	-	79,007	-	-

Source: Fund managers, Meketa Investment Group

Table 18 – California Government Code §7514.7 Disclosure, Private Real Assets

Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions - Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
												Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
Global Infrastructure Partners III, L.P.	1345 Avenue of the Americas, 30th Floor, New York, NY 10105	2016	25,000,000	25,411,760	25,360,608	5,407,970	3,168,578	-	10.7%	15	-	353,156	26,212	-	-	15,261	-	-
Lime Rock Partners VIII, L.P.	274 Riverside Avenue, Westport, CT 06880	2018	3,200,000	3,320,196	3,859,359	777,626	4,636,385	503,079	13.8%	15	-	64,000	3,451	-	-	268,038	-	-
Lime Rock New Energy	274 Riverside Avenue, Westport, CT 06880	2019	5,000,000	2,858,558	1,810,813	56,719	1,867,532	46,730	15.8%	13	-	90,000	6,865	6,880	-	(14,766)	-	-
Mountain Capital Partners II	811 Louisiana Street, Suite 2550, Houston, TX 77002	2019	6,000,000	1,296,948	1,013,606	329,626	1,343,232	-	4.3%	10	-	90,000	8,123	6,912	-	-	-	-
Orion Mine Finance Fund III, L.P.	1045 Avenue of the Americas, 25th Floor, New York, NY 10018	2019	5,000,000	3,846,288	4,463,786	196,277	4,660,063	26,330	12.1%	12	-	81,250	9,120	-	-	105,448	-	-
Tembo Capital Mining Fund III	180 Piccadilly London W1J 9EP England, United Kingdom	2019	6,000,000	1,853,310	1,871,980	4,719	1,876,699	-	1.5%	10	-	120,001	89,568	8,097	-	(10,206)	3,082	-
Crestline Co-Invest II	201 Main St, #1900 Fort Worth, TX 76102	2020	1,900,000	1,907,234	3,605,292	-	3,605,292	-	38.4%	19	-	-	9,877	-	-	135,952	-	-
Energy Services Co-Invest	NA	2020	1,200,000	1,200,000	1,200,000	-	1,200,000	-	0.0%	10	-	-	-	-	-	-	-	-
Global Infrastructure Partners IV, L.P.	1345 Avenue of the Americas, 30th Floor, New York, NY 10105	2020	3,200,000	2,505,539	2,584,486	5,192	2,589,678	157	3.5%	10	-	56,000	6,165	20,471	-	-	-	-
Kimmeridge Energy Fund V, L.P.	400 Madison Avenue, Suite 14C, New York, NY	2020	3,800,000	5,099,176	5,799,392	2,315,585	8,114,377	1,599,238	40.9%	18	-	63,722	176,159	-	-	330,825	-	-
H.I.G. Infrastructure Partners	1450 Brickell I Avenue Miami, FL 33131	2021	11,000,000	-	(100,285)	-	(100,285)	(59,487)	NM	NM	-	229,644	241,757	-	-	84,010	102,468	-
Aether Real Assets Seed Partners I, L.P.	1900 Sixteenth Street, Suite 825 Denver, CO 80202	2022	6,000,000	344,819	1,003,004	-	1,003,004	-	NM	2.9	-	605,656	254,089	-	-	42,495	-	-
Hull Street Energy Partners II, L.P.	4747 Bethesda Avenue Suite 1220 Bethesda, Maryland 20814	2022	6,000,000	318,033	218,959	-	218,959	-	NM	0.7	-	120,000	22,375	29,779	-	3,372	-	-
Kimmeridge Fund VI, L.P.	400 Madison Avenue, Suite 14C, New York, NY	2022	9,000,000	7,648,489	7,899,062	430	7,899,492	(181,665)	NM	1.0	-	121,648	340,177	-	-	93,189	-	-

Source: Fund managers, Meketa Investment Group

Table 19 – California Government Code §7514.7 Disclosure, Hedge Funds

Fund Name	Address	Vintage Year	Commitment Amount (\$)	Contributions Since Inception (\$)	Remaining Value (\$)	Distributions for Calendar year 2022 (\$)	2022 Distributions - Remaining Value of Partnership (\$)	Cash Profit Distributed for Calendar Year 2022 (\$)	Net IRR Since Incept (%)	Investment Multiple Since Incept	Fees and expenses paid directly to GP and related parties 2022 (\$)	Fees and expenses paid from the Fund to GP and related parties 2022 (\$)					Fees and expenses paid by all portfolio companies 2022 (\$)	Carried Interest Paid 2022 (\$)
												Management Fees	Partnership Expenses	Offsets	Other Expenses	Incentive/Carried Interest Allocation		
Crabel Advanced Trend	1999 Avenue of the Stars, Suite 2550 Los Angeles, CA 90067	N/A	NA	NA	34,523,541	14,000,088	48,523,628	-	11.6%	1.2	-	193,671	28,454	-	-	-	-	-
DE Shaw Composite Fund, LLC	1166 Avenue of the Americas, 9th Floor New York, NY 10036	N/A	NA	NA	44,663,253	6,766,784	51,430,037	3,657,280	16.0%	3.0	-	1,302,547	93,692	-	-	3,657,280	-	3,657,280
Hudson Bay	777 Third Ave. 30th Floor, New York, NY 10017	N/A	NA	NA	9,902,845	-	9,902,845	364,363	9.9%	1.7	-	95,128	31,738	-	-	364,363	-	364,363
Iguazu Partners LP Fund	2 Embarcadero Center # 1645 San Francisco, CA 94111	N/A	NA	NA	68,692,584	-	68,692,584	1,585,744	10.0%	1.4	-	699,561	53,840	-	-	1,585,744	-	1,585,744
Pine River Fund, Ltd	3 Bryant Park, 24th Floor New York, NY 10036	N/A	NA	NA	303,706	47,111	350,817	-	3.7%	1.3	-	1,590	8,731	-	-	-	-	-

Source: Fund managers, State Street, ORS