

**Fire and Police Pension Fund,  
San Antonio**  
(A Component Unit of the City  
of San Antonio, Texas)

**Financial Statements and Required  
Supplementary Information**  
Years Ended December 31, 2024 and 2023

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



**Fire and Police Pension Fund, San Antonio**  
(A Component Unit of the City of San Antonio, Texas)

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Financial Statements and Required Supplementary Information  
Years Ended December 31, 2024 and 2023

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

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## **Independent Auditor's Report**

The Board of Trustees  
Fire and Police Pension Fund, San Antonio  
San Antonio, Texas

### **Report on the Audit of the Financial Statements**

#### ***Opinion***

We have audited the accompanying financial statements of the Fire and Police Pension Fund, San Antonio (the Pension Fund), a component unit of the City of San Antonio, as of and for the years ended December 31, 2024 and 2023, and the related notes to the financial statements which collectively comprise the Pension Fund's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the fiduciary net position of the Pension Fund as of December 31, 2024 and 2023, and the changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Pension Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Pension Fund's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.



### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Pension Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Pension Fund's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis (MD&A) and the required supplementary information listed on the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in



the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

**Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated July 17, 2025 on our consideration of the Pension Fund's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Pension Fund's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Pension Fund's internal control over financial reporting and compliance.

*BDO USA, P.C.*

July 17, 2025

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Management's Discussion and Analysis (Unaudited)**  
**(dollars in thousands)**

<i>January 1,</i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Valuation Date</b>	<b>1/1/2024</b>	<b>1/1/2023</b>	<b>1/1/2022</b>
<b>Plan Year Ending</b>	<b>12/31/2024</b>	<b>12/31/2023</b>	<b>12/31/2022</b>
<b>Membership</b>			
Number of:			
Retirees and beneficiaries currently receiving benefits	<b>3,441</b>	<b>3,376</b>	<b>3,271</b>
Vested terminated member entitled to but not yet receiving benefits*	<b>1</b>	<b>1</b>	<b>19</b>
Inactive members entitled to a refund of contributions	<b>32</b>	<b>27</b>	<b>-</b>
Active and inactive participants	<b>4,315</b>	<b>4,272</b>	<b>4,188</b>
<b>Total</b>	<b>7,789</b>	<b>7,676</b>	<b>7,478</b>

\* Includes terminated member due a refund of contributions.

<i>December 31,</i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Covered Payroll</b>	<b>\$ 386,538</b>	<b>\$ 364,207</b>	<b>\$ 359,607</b>
<b>Net Pension Liability</b>			
Total pension liability	<b>\$ 4,961,285</b>	<b>\$ 4,773,075</b>	<b>\$ 4,478,782</b>
Plan fiduciary net position	<b>4,124,762</b>	<b>3,923,604</b>	<b>3,586,484</b>
<b>Net Pension Liability</b>	<b>\$ 836,523</b>	<b>\$ 849,471</b>	<b>\$ 892,298</b>
<b>Plan Fiduciary Net Position as a Percentage of Total Pension Liability</b>			
	<b>83.14%</b>	<b>82.2%</b>	<b>80.08%</b>
<b>Net Pension Liability as a Percentage of Covered Payroll</b>			
	<b>216.41%</b>	<b>233.24%</b>	<b>248.13%</b>
<b>Development of the Single Discount Rate</b>			
Applicable GASB No. 67 discount rate	<b>7.25%</b>	<b>7.25%</b>	<b>7.25%</b>
Investment rate of return - (including inflation, net of pension plan investment expense)	<b>7.25%</b>	<b>7.25%</b>	<b>7.25%</b>
Long-term municipal bond rate	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Year when the plan fiduciary net position is projected to no longer be sufficient to make projected benefit payments	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Management's Discussion and Analysis (Unaudited)**  
**(dollars in thousands)**

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In the discussion that follows, management provides highlights and expanded information about the financial activity and financial position of the Pension Fund. All amounts, unless otherwise indicated, are expressed in thousands of dollars.

***Financial Highlights***

- The assets of the Pension Fund exceeded its liabilities as of December 31, 2024 and 2023, by \$4,124,762 and \$3,923,604 (Net Position), respectively. The Net Position is held exclusively for the benefit of the members and retirees of the Pension Fund, and their beneficiaries, and for defraying reasonable administrative expenses of the Pension Fund.
- During the years ended December 31, 2024 and 2023, the Pension Fund's Net Position increased by \$201,158 and \$337,120, respectively. Increases in Net Position come from contributions from the City of San Antonio (the City) and the active participants in the Pension Fund and from investment gains on the accumulated assets of the Pension Fund. Decreases come from investment losses on accumulated assets of the Pension Fund, benefits paid to retirees and their beneficiaries, and expenses related to the administration of the Pension Fund.

***Overview of the Financial Statements***

The discussion and analysis are intended to serve as an introduction to the Pension Fund's basic financial statements. The Pension Fund is a *fiduciary component unit* of the City, and, as such, is used to account for resources held for the benefit of the firefighters and police officers of the City. The assets held in trust in the Pension Fund are not available to support the City's own programs. The Pension Fund's basic financial statements are comprised of two components: 1) the financial statements, and 2) the notes to the financial statements.

***Financial Statements*** - The financial statements are designed to give the reader an overview of the Pension Fund's finances with an emphasis on the Pension Fund's Net Position restricted for pension benefits and the changes in Net Position for the period reported.

The statements of fiduciary net position present information on all of the Pension Fund's assets and liabilities, with the difference reported as Net Position restricted for pension benefits.

The statements of changes in fiduciary net position present information showing how the Pension Fund's Net Position changed during the most recent fiscal year. All of the changes are reported as soon as the underlying event giving rise to the changes occurs, regardless of the timing of the related cash flows. Thus, additions and deductions are reported in the statements for some items that will only result in cash flows in future fiscal periods.

***Notes to the Financial Statements*** - The notes provide additional information that is essential to a full understanding of the data provided in the Pension Fund's financial statements.

***Required Supplementary Information*** - In addition to the basic financial statements, including the notes to the financial statements, this report also presents certain required supplementary information concerning the annual fluctuations in the net pension liability (NPL) of the Pension Fund, and employer contributions required of the City to the Pension Fund. Also included are certain actuarial assumptions that have an effect on the NPL and required contributions. This information,



**Fire and Police Pension Fund, San Antonio**  
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**Management's Discussion and Analysis (Unaudited)**  
**(dollars in thousands)**

although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board as supplementary information.

***Financial Analysis***

As stated earlier, Net Position of the Pension Fund is to be used exclusively for the benefit of the participants and retirees of the Pension Fund and their beneficiaries, and for defraying reasonable administrative expenses of the Pension Fund. The Net Position of the Pension Fund is invested in a diversified portfolio consisting of cash and cash equivalents, equity and fixed-income marketable securities, hedge funds, real estate, private equity, private debt, and real assets. These investments make use of international diversification, including emerging markets in equities, fixed income, private equity, hedge funds, private debt, real estate, and real assets. The portfolio is designed to produce returns sufficient to meet the actuarial assumptions at risk levels that meet the Pension Fund's risk tolerances. A small portion of the Pension Fund's assets consist of capital assets; fixed assets, such as buildings; and office equipment, is used by the Pension Fund's administrative staff. Below is a schedule of the assets, liabilities, and Net Position as of December 31, 2024, compared to the information as reported as of December 31, 2023 and 2022:

<i>December 31,</i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Cash and short-term investments	\$ 61,741	\$ 93,256	\$ 62,307
Securities lending collateral	102,670	87,732	111,817
Investments	4,058,766	3,826,691	3,531,412
Receivables	18,438	18,786	15,792
Assets used in plan operations, net	605	633	648
<b>Total Assets</b>	<b>4,242,220</b>	<b>4,027,098</b>	<b>3,721,976</b>
Accounts payable	4,478	3,315	7,334
Payable for securities purchased	9,869	12,050	15,968
Accrued expenses	441	397	373
Securities lending collateral	102,670	87,732	111,817
<b>Total Liabilities</b>	<b>117,458</b>	<b>103,494</b>	<b>135,492</b>
<b>Net Position Restricted for Pension Benefits</b>	<b>\$ 4,124,762</b>	<b>\$ 3,923,604</b>	<b>\$ 3,586,484</b>

The Pension Fund's two sources of income are contributions received from the City and the active members of the Pension Fund and investment earnings on the funds that have accumulated over the years. The Pension Fund's cash flow needs are provided for out of the contributions that are received and from the earnings on invested assets of the Pension Fund. The expected long-term investment return or the actuarially assumed rate of 7.25% is necessary to maintain the Pension Fund's Net Position sufficiently to meet the obligations of the Pension Fund.

The Pension Fund's obligations are mainly the benefits paid to its retired members. A small amount (about 0.1% annually) of beginning Net Position is used for administrative costs of the Pension Fund.

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Management's Discussion and Analysis (Unaudited)**  
**(dollars in thousands)**

The Pension Fund's Net Position increased by \$201,158 and \$337,120 or 5.3% and 9.4% of beginning Net Position for the years ended December 31, 2024 and 2023, respectively. Below is a schedule of additions, deductions, and the change in Net Position for the year ended December 31, 2024, compared to the years ended December 31, 2023 and 2022:

<i>Year ended December 31,</i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Additions</b>			
Contributions:			
Employer	\$ 95,246	\$ 89,741	\$ 88,371
Members	47,622	44,870	44,303
<b>Total Contributions</b>	<b>142,868</b>	<b>134,611</b>	<b>132,674</b>
<b>Investment Earnings (Losses)</b>			
Interest	42,506	38,784	30,050
Dividends	34,955	26,279	26,304
Net increase (decrease) in fair value of investments	252,472	372,478	(498,610)
Real estate income, net	3,933	9,806	5,310
Securities lending income (net of fees)	516	431	311
Other income	28	57	7
Investment costs	(11,311)	(10,584)	(12,180)
<b>Net Investment Earnings (Losses)</b>	<b>323,099</b>	<b>437,251</b>	<b>(448,808)</b>
<b>Total Additions, net of investment losses</b>	<b>465,967</b>	<b>571,862</b>	<b>(316,134)</b>
<b>Deductions</b>			
Benefits paid to participants	258,724*	228,914	242,693*
Refunds paid to participants	2,344	2,211	2,286
Other deductions	3,741	3,617	3,333
<b>Total Deductions</b>	<b>264,809</b>	<b>234,742</b>	<b>248,312</b>
<b>Increase (Decrease) in Fiduciary Net Position</b>	<b>201,158</b>	<b>337,120</b>	<b>(564,446)</b>
<b>Net Position, beginning of year</b>	<b>3,923,604</b>	<b>3,586,484</b>	<b>4,150,930</b>
<b>Net Position, end of year</b>	<b>\$ 4,124,762</b>	<b>\$ 3,923,604</b>	<b>\$ 3,586,484</b>

\* A 13<sup>th</sup> check was issued to retired members who received an annuity in 2023. The cost of the benefit was \$17,314. A 13<sup>th</sup> and 14<sup>th</sup> checks were issued to retired members who received an annuity in 2021. The total cost of those checks were \$28,268.

***Economic Conditions and Future Contribution Rates***

While the securities markets started slowly at the beginning of 2025, they have recovered in the second quarter. Inflation has also come closer to the Federal Reserve Board's target and is close to the Pension Fund's new assumed rate of 2.75% on an annual basis through the first five months of 2025. Contribution rates are fixed and are considered sufficient to cover payment of current and future benefits at the same time as paying off the unfunded liabilities of the Pension Fund.

## Financial Statements

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**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Statements of Fiduciary Net Position**  
**(dollars in thousands)**

<i>December 31,</i>	<b>2024</b>	<b>2023</b>
<b>Assets</b>		
Cash and short-term investments	\$ 61,741	\$ 93,256
Securities lending collateral - cash and cash equivalents, at fair value (Note 7)	102,670	87,732
Investments, at fair value (Note 3)	4,058,766	3,826,691
<b>Total Investments</b>	<b>4,223,177</b>	<b>4,007,679</b>
Contributions receivable - employer	2,957	2,213
Contributions receivable - members	1,478	1,107
Accrued interest and dividends	8,085	6,562
Receivable from the sale of securities	5,918	8,904
<b>Assets Used in Plan Operations</b>		
Buildings	790	790
Furniture and equipment	353	353
Computer equipment	85	87
	1,228	1,230
<b>Accumulated Depreciation</b>	<b>(623)</b>	<b>(597)</b>
<b>Assets Used in Plan Operations, Net</b>	<b>605</b>	<b>633</b>
<b>Total Assets</b>	<b>4,242,220</b>	<b>4,027,098</b>
<b>Liabilities</b>		
Accounts payable	4,478	3,315
Payable for securities purchased	9,869	12,050
Accrued expenses	441	397
Securities lending collateral	102,670	87,732
<b>Total Liabilities</b>	<b>117,458</b>	<b>103,494</b>
<b>Net Position Restricted for Pension Benefits</b>	<b>\$ 4,124,762</b>	<b>\$ 3,923,604</b>

*See accompanying notes to financial statements  
and independent auditor's report.*

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Statements of Changes in Fiduciary Net Position**  
**(dollars in thousands)**

<i>Year ended December 31,</i>	<b>2024</b>	<b>2023</b>
<b>Additions</b>		
Investment earnings:		
Net increase in fair value of investments	\$ 252,472	\$ 372,478
Interest	42,506	38,784
Dividends	34,955	26,279
Real estate income, net	3,933	9,806
Securities lending income	8,059	7,667
Other income	28	57
Less investment costs:		
Investment management and custodial fees	(11,311)	(10,584)
Securities lending borrower rebates	(7,265)	(7,004)
Securities lending fees	(278)	(232)
<b>Net Investment Earnings</b>	<b>323,099</b>	<b>437,251</b>
Contributions:		
Employer (Note 5)	95,246	89,741
Members (Note 5)	47,622	44,870
<b>Total Contributions</b>	<b>142,868</b>	<b>134,611</b>
<b>Increase from Additions and Investment Earnings, Net</b>	<b>465,967</b>	<b>571,862</b>
<b>Deductions</b>		
Benefits paid to participants:		
Annuities	239,441	209,258
BackDROP payments (Note 1)	19,283	19,656
Refunds of participant contributions	2,344	2,211
Personnel costs	2,118	1,935
Contractual services	1,136	1,225
Depreciation	33	33
Maintenance and utilities	454	424
<b>Total Deductions</b>	<b>264,809</b>	<b>234,742</b>
<b>Net Increase in Fiduciary Net Position</b>	<b>201,158</b>	<b>337,120</b>
<b>Net Position Restricted for Pension Benefits,</b> beginning of year	<b>3,923,604</b>	<b>3,586,484</b>
<b>Net Position Restricted for Pension Benefits, end of year</b>	<b>\$ 4,124,762</b>	<b>\$ 3,923,604</b>

*See accompanying notes to financial statements  
and independent auditor's report.*

**Fire and Police Pension Fund, San Antonio**  
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**Notes to Financial Statements**  
**(dollars in thousands)**

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**1. Plan Description**

The Fire and Police Pension Fund, San Antonio (the Pension Fund) is a single-employer defined benefit retirement plan established in accordance with the laws of the state of Texas. The governing document for the Pension Fund is found in Vernon's Texas Civil Statutes, Article 6243o. The pension law governing the Pension Fund for the year ended December 31, 2024 was last amended October 1, 2009, and September 1, 2023. The Pension Fund is administered by a nine-member Board of Trustees (the Board), which includes two City Council members, the mayor or his appointee, two police officers, two firefighters, and two retirees. The Pension Fund meets the criteria of a "fiduciary component unit" of the City of San Antonio (the City) as established by *Governmental Accounting Financial and Reporting Standards*, and is, therefore, included in the City's financial statements as a pension trust fund. A more complete description of the Pension Fund is provided in the summary plan description. Membership of the Pension Fund consists of the following:

<i>December 31,</i>	<b>2024</b>	<b>2023</b>
Retirees and beneficiaries receiving benefits	<b>3,441</b>	3,376
Vested terminated members entitled to but not yet receiving benefits*	<b>1</b>	1
Inactive members entitled to a refund of employee contributions	<b>32</b>	27
Active and inactive participants	<b>4,315</b>	4,272
<b>Total</b>	<b>7,789</b>	7,676

\* Includes terminated member due a refund of contributions

Currently, the Pension Fund provides retirement benefits to eligible employees of the fire and police departments of the City who have served for 20 years or more. Employees who terminate prior to accumulating 20 years of service may apply to receive a refund of their contributions. Upon application for a service retirement pension from the Pension Fund, retiring employees are entitled to a retirement annuity computed based on the average of the employee's total salary, excluding overtime pay, for the highest three years of the last five years. The retirement annuity computation (Annuity Computation) for employees retiring during the period covered by the financial statements and following, is 2¼% of such average for each of the first 20 years served, plus 5% of the participant's average total salary for each of the next seven years, plus 2% of the participant's average total salary for each of the next three years of service, plus ½% of the participant's average total salary for each of the next three years of service, with fractional years of service prorated based on full months served as a contributing participant. In making the computation for a year, the year is considered to begin on the first day a contribution is made. A retirement annuity under this subsection may not exceed, as of the date of retirement, 87½% of the participant's average total salary.

There is a provision for the Backwards Deferred Retirement Option Plan (BackDROP), which, as of October 1, 2009, permits retiring participants who had actual service credit of at least 20 years and one month to elect to receive a lump-sum payment for a number of full months of service elected by the participant that does not exceed the lesser of the number of months of service credit the participant had in excess of 20 years, or 60 months and a reduced annuity payment.

For purposes of a BackDROP benefit calculation, the participant's salary beyond 34 years of service is used to determine the participant's average salary.

**Fire and Police Pension Fund, San Antonio**  
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**Notes to Financial Statements**  
**(dollars in thousands)**

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There is also a provision for a 13<sup>th</sup> and 14<sup>th</sup> pension check. At the end of each fiscal year, the Board may authorize the disbursement of a 13<sup>th</sup> monthly pension check if the annualized yield on the Pension Fund's investments exceeds the actuarial projections for the preceding five-year period by at least 100 basis points. In the same way, the Board may authorize a 14<sup>th</sup> monthly pension check if the annualized yield on the Pension Fund's investments exceeds the actuarial projections for the preceding five-year period by at least 300 basis points. The 13<sup>th</sup> and 14<sup>th</sup> pension checks are paid to each retiree and beneficiary receiving a pension at the end of the fiscal year, and are in an amount equal to the pension check paid in the last month of the preceding fiscal year of the Pension Fund (retirees/beneficiaries with less than one year of benefits will receive a prorated check, and no check will be paid to retirees who retired after the end of the fiscal year). Authorization for one year does not obligate the Board to authorize a 13<sup>th</sup> or 14<sup>th</sup> check for any other year. The Pension Fund met the criteria for the 13<sup>th</sup> check for the year ended December 31, 2023. Payment of the 13<sup>th</sup> check was made on May 10, 2024.

The Pension Fund provides benefits when a participant's service is terminated by reason of disability. The participant is entitled to  $\frac{1}{2}$  of the average of the participant's total salary, excluding overtime pay, or vested benefit as is provided in the computation of normal retirement benefits, whichever is higher. As of September 1, 2023, the death benefit for the beneficiaries who were married to or dependents of a participant who dies while still active was changed from 50% to 75% of the participant's total salary, excluding overtime pay, or vested benefit as is provided in the computation of normal retirement benefits, whichever is higher. The increase began September 1, 2023 for active participant deaths after September 1, 2005. If a participant dies after retiring, spouses or beneficiaries who were married to, or dependents of, the participant at the time of retirement receive the same annuity paid to the participant as of the date of the participant's death up to the maximum benefit. The maximum benefit for surviving spouses and dependent children is equal to a 27-year service pension. As of October 1, 2009, the allocation of death benefits between a surviving spouse and the dependent children of a member is 75% to spouse and 25% to children. The spousal death benefit provided to a spouse who married a retiree after retirement, and at least five years prior to the date of the retiree's death, is the same as a spouse who married a participant prior to retirement. In the case of a marriage after retirement, a spouse who is otherwise qualified to receive a pension is subject to a 55-year-old minimum age to begin receiving annuity payments. As of October 1, 2009, the spousal death benefit for a spouse who married a retiree after retirement, and less than five years prior to the date of the retiree's death, is \$15,000 if there are no other beneficiaries.

The Pension Fund provides a disability annuity equal to 87½% of average total salary, if the participant suffers a catastrophic injury. A catastrophic injury is described as an irreparable physical bodily injury suffered during the performance of high-risk line of duty activities, when the injury results in the individual being unable to obtain any sort of employment sufficient to generate income above the poverty level.

The surviving spouse of an active participant may elect to receive benefits in the form of a lump-sum payment and reduced annuity, similar to a BackDROP election made by a retiring participant.

The estate of an active participant who dies and does not leave a beneficiary will receive either ten times the amount of an annuity computed according to the Annuity Computation mentioned above, using the deceased participant's service credit and average total salary as of the date of death, or the deceased participant's contributions that were picked up by the City. The estate of a retiree who dies and does not leave a beneficiary will receive a lump-sum benefit equal to ten times the

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amount of the annual annuity awarded by the Board effective on the retiree's date of retirement, less any retirement or disability annuity, and any lump-sum payments paid to the retiree.

The Pension Fund also provides benefits when an eligible participant is killed in the line of duty. The participant's surviving spouse and dependent children are entitled to a total pension equal to the participant's base salary at the time of death. A participant of the fund is considered to have been killed in the line of duty if the participant's death directly resulted from traumatic injury sustained while engaging in or conducting simulated training of a law enforcement activity, fire suppression activity, rescue, hazardous material response, emergency medical services, disaster relief, or other emergency response activity. Traumatic injury, in this instance, means severe physical injury of sudden onset and of a life-ending or life-threatening nature.

Another important provision of the Pension Fund is the Cost of Living Adjustment (COLA). The COLA is based on the Consumer Price Index for all Urban Consumers - U.S. City Average (CPI-U) as published by the Bureau of Labor Statistics. Participants whose retirement, disability, or death occurred before August 30, 1971, receive an increase equal to 100% of the increase in the CPI-U. Participants whose retirement, disability, or death occurred after August 30, 1971, but before October 1, 1999, receive an increase equal to 100% of the increase in the CPI-U up to 8% and 75% of the increase in the CPI-U in excess of 8%. Members whose retirement, disability, or death occurred after October 1, 1999, receive an increase equal to 75% of the increase in the CPI-U.

The Pension Fund is funded in accordance with Texas state statutes. The City is required to contribute 24.64% of salary, excluding overtime pay. The participant contribution rate is 12.32%. New firefighters and police officers are immediately eligible for membership after they receive state certification and complete all other requirements. The new participants contribute to the Pension Fund upon becoming eligible.

The Pension Fund has a provision that allows the fire chief and police chief to opt out of membership in the Pension Fund.

## **2. Summary of Significant Accounting Policies and Plan Asset Matters**

### ***Basis of Accounting***

The financial statements of the Pension Fund are prepared in conformity with accounting principles generally accepted in the United States of America (GAAP) for local governmental units as prescribed by the Governmental Accounting Standards Board (GASB). The Pension Fund financial statements are prepared using the accrual basis of accounting. Participant and employer contributions are recognized as revenue in the period in which participant services are performed.

Benefits, with the exception of BackDROP payments and refunds, are recorded in the period they are due and payable. BackDROPS and refunds are accrued when payment is approved by the Board.

### ***Cash and Short-Term Investments***

Cash and short-term investments include demand deposit accounts and short-term U.S. government and other investments.



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***Investments***

Investment purchases and sales are recorded as of the trade date. Dividend income is recognized on the ex-dividend date. Other investment income is recognized when earned.

Investments are reported at fair value. Fair value is the amount reasonably expected to be received for an investment in a current sale between a willing buyer and a willing seller. Common and preferred stocks are valued based on published market prices and quotations from national security exchanges and securities pricing services. International stocks are then adjusted to reflect the current exchange rate of the underlying currency. Investments for which no notional exchanges or pricing service exists, such as private market investments, are valued by the investment partnership based on the valuation methodology outlined in the partnership agreement. Real estate may be valued by the manager or independent appraisers. Commingled fund investments that are not traded on a national exchange are valued on a net asset value (NAV) basis by the commingled investment manager. The Pension Fund performs due diligence reviews of the investment pricing, process, and infrastructure of private market investments, commingled fund investments, and real estate investments to assure that the asset values provided by the managers are reasonable.

Net appreciation (depreciation) is determined by calculating the change in fair value of investments between the beginning of the period and the end of the period, less purchases of investments at cost, plus sales of investments at fair value. Investment costs consist of external expenses directly related to the Pension Fund's investment operations, as well as internal administrative expenses associated with the Pension Fund's investment program.

The Pension Fund's investments are reported at fair value. Fair value is determined within the guidelines of Statement No. 72 of the Governmental Accounting Standards Board and is discussed in more detail in Note 3.

***Assets Used in Plan Operations***

Assets used in plan operations are reported on the basis of cost. The Pension Fund provides for depreciation on the straight-line method over the estimated useful lives of the assets. The following estimated useful lives are used in providing for depreciation:

	Years
Buildings	40
Furniture and equipment	5-10
Computer equipment	3-5

***Federal Income Tax***

The Pension Fund obtained its latest determination letter on May 25, 2012, in which the Internal Revenue Service stated that the Pension Fund, as designed, is in compliance with the applicable requirements of the Internal Revenue Code (IRC) and is, therefore, exempt from federal income taxes. The Pension Fund administrator believes that the Pension Fund is currently designed and being operated in compliance with the applicable requirements of the IRC.

***Administrative Costs***

All administrative costs of the Pension Fund are paid from Pension Fund assets.

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***Use of Estimates***

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

**3. Investments Reported at Fair Value**

GASB No. 72 requires all investments be categorized under a fair value hierarchy. Fair value of investments is determined based on both observable and unobservable inputs. Investments are categorized within the fair value hierarchy established by GASB and the levels within the hierarchy are as follows:

*Level 1* - This level consists of quoted prices (unadjusted) for identical assets or liabilities in active markets that a government can access at the measurement date.

*Level 2* - This level consists of inputs (other than quoted prices included within Level 1) that are observable for an asset or liability, either directly or indirectly. These inputs can include quoted prices for similar assets or liabilities in active or inactive markets, or market corroborated inputs.

*Level 3* - This level consists of significant unobservable inputs for an asset or liability.

The remaining investments not categorized under the fair value hierarchy are shown at NAV. These are investments in non-governmental entities for which a readily determinable fair value is not available, such as member units or an ownership interest in partners' capital to which a proportionate share of net assets is attributed. Investments at NAV are commonly calculated by subtracting the fair value of liabilities from the fair value of assets.

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The Fund has the following recurring fair value measurements as of December 31, 2024:

	Fair Value	Level 1	Level 2	Level 3
<b>Investments, by fair value level</b>				
Debt securities:				
Government bonds	\$ 187,914	\$ -	\$ 187,914	\$ -
Government MBS	84,508	-	84,508	-
Government agencies	291	-	291	-
Short-term bills and notes	71,486	-	71,486	-
Convertible bonds	353	-	353	-
Corporate bonds	88,132	-	88,132	-
Bank loans	170,453	-	170,453	-
<b>Total Debt Securities</b>	<b>603,137</b>	<b>-</b>	<b>603,137</b>	<b>-</b>
Equity securities	742,303	741,232	847	224
<b>Total Equity Securities</b>	<b>742,303</b>	<b>741,232</b>	<b>847</b>	<b>224</b>
Private equity:				
Venture	84,344	-	-	84,344
Buyout	236,932	-	-	236,932
Fund of funds diversified	74,435	-	-	74,435
Real assets	196,311	-	-	196,311
<b>Total Private Equity</b>	<b>592,022</b>	<b>-</b>	<b>-</b>	<b>592,022</b>
Private debt:				
Mezzanine	34,834	-	-	34,834
Distressed	92,279	-	-	92,279
Asset-based	48,457	-	-	48,457
Opportunistic	40,574	-	-	40,574
Senior debt	172,864	-	-	172,864
<b>Total Private Debt</b>	<b>389,008</b>	<b>-</b>	<b>-</b>	<b>389,008</b>
<b>Total Investments, by fair value level</b>	<b>2,326,470</b>	<b>\$ 741,232</b>	<b>\$ 603,984</b>	<b>\$ 981,254</b>
<b>Investments, measured at NAV</b>				
Structured credit hedge fund	21,241			
Held in reserve from closed funds	2,955			
Commingled funds:				
Domestic debt	246,852			
Domestic equity	490,279			
Global equity	621,339			
Real estate	349,630			
<b>Total Investments, measured at NAV</b>	<b>1,732,296</b>			
<b>Total Investments, measured at fair value</b>	<b>\$ 4,058,766</b>			

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The Fund has the following recurring fair value measurements as of December 31, 2023:

	Fair Value	Level 1	Level 2	Level 3
<b>Investments, by fair value level</b>				
Debt securities:				
Government bonds	\$ 200,294	\$ -	\$ 200,294	\$ -
Government MBS	82,846	-	82,846	-
Government agencies	68	-	68	-
Short-term bills and notes	14,434	-	14,434	-
Convertible bonds	406	-	406	-
Corporate bonds	90,144	-	90,144	-
Bank loans	155,512	-	155,512	-
<b>Total Debt Securities</b>	<b>543,704</b>	<b>-</b>	<b>543,704</b>	<b>-</b>
Equity securities	621,067	620,090	977	-
<b>Total Equity Securities</b>	<b>621,067</b>	<b>620,090</b>	<b>977</b>	<b>-</b>
Private equity:				
Venture	83,250	-	-	83,250
Buyout	218,454	-	-	218,454
Fund of funds diversified	73,054	-	-	73,054
Real assets	187,282	-	-	187,282
<b>Total Private Equity</b>	<b>562,040</b>	<b>-</b>	<b>-</b>	<b>562,040</b>
Private debt:				
Mezzanine	26,886	-	-	26,886
Distressed	91,055	-	-	91,055
Asset-based	41,328	-	-	41,328
Opportunistic	31,467	-	-	31,467
Senior debt	158,122	-	-	158,122
<b>Total Private Debt</b>	<b>348,858</b>	<b>-</b>	<b>-</b>	<b>348,858</b>
<b>Total Investments, by fair value level</b>	<b>2,075,669</b>	<b>\$ 620,090</b>	<b>\$ 544,681</b>	<b>\$ 910,898</b>
<b>Investments, measured at NAV</b>				
Structured credit hedge fund	21,304			
Held in reserve from closed funds	3,816			
Commingled funds:				
Domestic debt	281,338			
Domestic equity	457,129			
Global equity	675,592			
Real estate	311,843			
<b>Total Investments, measured at NAV</b>	<b>1,751,022</b>			
<b>Total Investments, measured at fair value</b>	<b>\$ 3,826,691</b>			

**Debt and Equity Securities**

Equity securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Debt securities classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices. Equity securities classified in Level 2 of the fair value hierarchy are thinly traded securities, such as preferred stock held by fixed-income managers and are valued similarly to debt securities. Equity securities in Level 3 are held at cost or some other valuation that doesn't have a close comparison with other assets.

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***Private Equity***

As of December 31, 2024 and 2023, respectively, the Pension Fund is invested in 63 and 61 private equity funds that are diversified across four main types of strategies. As of December 31, 2024, there are ten venture capital funds, 22 buyout funds, 17 real asset funds, and 14 diversified fund of funds. As of December 31, 2023, there were 11 venture capital funds, 20 buyout funds, 18 real asset funds and 12 diversified fund of funds. These investee funds are considered Level 3 in the fair value hierarchy. These investee funds are limited partnerships, and the managing general partner is responsible for determining the fair market value of the underlying investments. The methods used to determine fair value include discounted cash flow, small public company comparison, and appraisal. The partnerships have a ten-year life with options to extend beyond the original term by as much as two years in most cases. Original capital commitments to these funds range from \$10,000 to \$30,000. It is expected that the investee funds will call between 80% and 90% of the committed capital. In most cases, the final commitment is never called because the investee funds start to receive returned capital either from sales of or operations from the underlying investments. As of December 31, 2024 and 2023, respectively, it is estimated that unfunded commitments were approximately \$294,577 and \$314,180, of which \$212,192 and \$243,377 is expected to be called. These investments in the investee funds are diversified across vintage years so the investee funds are in different stages of their life cycles. The Pension Fund's allocation to this asset class requires that capital that is received from these investments will be reinvested in other investee funds as they become available. Even though these investments could be sold to other investors or secondary funds, the Pension Fund has no intention of doing so; therefore, these investments are considered illiquid.

***Private Debt***

As of December 31, 2024 and 2023, the Pension Fund is invested in 37 and 34 private debt funds respectively. As of December 31, 2024, there were six funds focused on mezzanine lending to companies that have operations that have good growth potential, but limited access to bank loans or public debt or equity markets; 17 funds focused on loans that are senior in the borrowers' capital structure; eight funds that concentrate on distressed debt where debt is purchased at a cost that is less than the value of the collateral; three opportunistic funds, which make investments in companies based on the managers evaluation of the company and the market environment; and three asset-based lenders that make loans for asset purchases using the assets as collateral. As of December 31, 2023, there were five mezzanine funds, 16 focused on senior debt, eight focused on distressed debt, three opportunistic funds and two asset-based lenders. These investee funds are considered Level 3 in the fair value hierarchy. These investee funds are limited partnerships, and the managing general partner is responsible for determining the fair market value of the underlying investments. The methods used to determine fair value include discounted cash flows plus the value of any equity that investee funds receive as part of the lending arrangements. The partnerships have a ten-year life with options to extend beyond the original term by as much as two years in most cases. Original capital commitments to these funds range from \$10,000 to \$40,000. It is expected that the investee funds will call between 70% and 80% of the committed capital. In most cases, the final commitment is never called because the investee funds start to receive repayment from the debt service of the underlying investments and in some cases extra capital from the sale of the equity received when underlying companies are sold or refinanced through public offerings.

As of December 31, 2024 and 2023, respectively, it is estimated that unfunded commitments were approximately \$242,876 and \$225,408, of which \$129,786 and \$125,495 is expected to be called. These investments in the investee funds are diversified across vintage years so the investee funds

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are in different stages of their life cycles. The Pension Fund's allocation to this asset class requires that capital that is received from these investments will be reinvested in other investee funds as they become available. Even though these investments could be sold to other investors or secondary funds, the Pension Fund has no intention of doing so, so these investments are considered illiquid.

***Investment Measured at the Net Asset Value***

The Pension Fund is also substantially invested in investee funds where fair value is measured at the NAV. These funds invest in stocks; bonds; derivatives, in some cases; and real estate. The stocks, bonds, or derivatives, if they were held directly by the Pension Fund, would have readily determinable values that would fit into the fair value levels. Most of these would be in Level 1 or Level 2. Real estate investments would fall into Level 3 since there is not usually a ready market for the underlying assets. The investee funds are both active and inactive managers. Inactive managers invest in stocks that are in an index such that the return on the investment equals the return on the index. Active managers will invest in stocks or bonds with intent of either achieving a higher rate of return than the market or one of the indexes, or lowering the amount of risk involved. The investee funds in this category include hedge funds, index funds, commingled funds, and real estate funds.

***Hedge Funds***

In 2020, the Pension Fund's Board elected to eliminate the allocation to hedge funds except for one structured credit fund. The structured credit hedge fund may hedge interest rate exposure while making bets on credit spreads, and the Pension Fund's Board may look for relative value between the senior and junior securities on the same corporate issuer. The process of fully redeeming the investment from hedge funds was expected to take two to three years, beginning in late 2020. As of December 31, 2024, the Pension Fund's investments in hedge funds have been reallocated to other parts of the investment portfolio, with the exception of the investment mentioned above. Hedge funds like the investment mentioned above, typically require notice between 30 to 90 days of the intent to redeem cash from them. They will only redeem cash at the end of calendar quarters. As of December 31, 2024 and 2023, the Pension Fund had \$2,955 and \$3,816 held by four hedge fund managers that represented amounts held in reserve for charges related to the redemption of the assets, respectively. The carrying value of these investments is based on the hedge fund's estimate of value and would be similar to Level 3 type investments.

***Commingled Funds***

The Pension Fund's investments in commingled funds consist of bond investors and stock investors. The bond fund invests in domestic high-yield bonds, Treasury inflation-protect securities, and low duration and enhanced cash securities. Redemptions from this fund require 90 day notice and are made only at the end of calendar quarters. The stock funds are invested in domestic large and small-cap stocks and global and emerging market stocks. Redemptions from domestic stock funds can be made between 1 and 10 days. Commingled funds are chosen for these investments either because of the size of the investment or because of the transfer of the complexity of investing internationally.

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*Real Estate Funds*

Real estate investments are diversified by type of real estate, such as residential, commercial office, industrial, and retail. They are also diversified by stage of development, such as opportunistic, value added, and core properties. Finally, they are diversified geographically. Two of the investee managers representing \$90,581 were open-ended funds that allow redemptions. 28 of the investee managers were limited partnerships with durations of ten to 15 years. These limited partnerships do not allow redemptions. They do distribute cash after the investment period, usually two to four years, from operations or sales of underlying properties. These investments are similar to the private equity partnerships and private debt partnerships in that funds are committed at the beginning of the investment and called by the partnerships as purchase opportunities present themselves. Commitments in this category are more likely to be called up. It is likely that 80% to 90% of the committed capital will ultimately be called. Unfunded commitments in this category were approximately \$115,061, of which approximately \$90,945 is expected to be called. Fair value for this asset class is determined by appraisals of the underlying properties. The Pension Fund's asset allocation requires that when capital is returned, it is reinvested in new partnerships so that the percentage allotted to the asset class can be maintained. Like private equity and private debt limited partnerships, it is possible to sell partnership interests to other investors or secondary partnerships at a substantial cost to the Pension Fund. The Pension Fund has no intention of redeeming these investments prior to maturity. Consequently, these investments are considered illiquid.

**4. Net Pension Liability of the City of San Antonio, Texas**

The components of the NPL for the City related to the Pension Fund are as follows:

<i>December 31,</i>	<b>2024</b>	<b>2023</b>
Total pension liability	\$ 4,961,285	\$ 4,773,075
Plan fiduciary net position	4,124,762	3,923,604
<b>City of San Antonio's NPL</b>	<b>\$ 836,523</b>	<b>\$ 849,471</b>

The plan fiduciary net position as a percentage of the total pension liability (TPL) is 83.14% and 82.2% at December 31, 2024 and 2023, respectively.

The NPL for the plan was measured as of December 31, 2024 and 2023. The plan fiduciary net position (plan assets) was valued as of the measurement date and the TPL was determined from actuarial valuations as of January 1, 2024 and 2023.

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***Actuarial Assumptions***

The TPL as of December 31, 2024 and 2023, that was measured by actuarial valuations as of January 1, 2024 and 2023, respectively, used the following actuarial assumptions, applied to the period included in the measurement:

	(%)
Inflation	3.00
Salary increases - (plus merit scale of 0.00% - 11.00%)	3.00
Investment rate of return - (including inflation, net of pension plan investment expense):	7.25
Cost-of-living adjustments:	
For retirements before October 1, 1999	3.00
For retirements on or after October 1, 1999	2.25

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***Mortality***

- *Pre-Retirement* - Sex-distinct PUBS-2010 Safety Employee Amount-Weighted Table
- *Healthy Annuitant* - Sex-distinct PUBS-2010 Safety Health Retiree Amount-Weighted Table
- *Disabled Annuitant* - Sex-distinct PUBS-2010 Safety Disabled Retiree Amount-Weighted Table
- *Beneficiaries* - Sex-distinct PUBS-2010 Safety Contingent Survivor Amount-Weighted Table
- *Future Improvement* - Generational projection using Scale SSA2019-2D improvement scale.

The actuarial assumptions are based on the results of an actuarial experience study for the period from October 1, 2009 through September 30, 2014. There were no changes in the actuarial assumptions for the year ended December 31, 2024. Detailed information regarding all actuarial assumptions can be found in the January 1, 2024 and 2023 Actuarial Valuations and Reviews.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of inflation) are developed for each major asset class. These returns are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage, adding expected inflation and subtracting expected investment costs and a risk margin. The target allocation (approved by the Board) and projected arithmetic real rates of return for each major assets class, after deducting inflation, but before investment costs, used in the derivation of the long-term expected investment rate of return assumption are summarized in the following table:

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	Target Allocation (%)	Long-Term Expected Real Rate of Return (%)*
<b>Asset Class</b>		
Large-cap U.S. equities	22	6.40
Small-cap U.S. equities	7	7.30
International equities	11	6.70
International small-cap equities	5	8.10
Private equity	9	9.90
Core bonds	7	1.80
High yield	5	3.60
Bank loans	5	3.20
TIPS	3	1.80
Private debt	9	6.20
Unconstrained fixed income	3	2.70
Real estate	9	3.40
Real assets	5	6.60
<b>Total</b>	<b>100</b>	

\* Arithmetic real rates of return are net of assumed inflation of 3%.

***Discount Rate***

The discount rate used to measure the TPL was 7.25% as of both December 31, 2024 and 2023. The projection of cash flows used to determine the discount rate assumed contributions will continue to be made at 12.32% of compensation from plan members and 24.64% of compensation from the City. Based on these assumptions, the Pension Fund's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on the Pension Fund's investments was applied to all periods of projected benefit payments to determine the TPL.

***Sensitivity of the Net Pension Liability to Changes in the Discount Rate***

The following presents the NPL of the Pension Fund, calculated using the discount rate of 7.25%, for both of the years ended December 31, 2024 and 2023, as well as what the Fund's NPL would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate:

***December 31, 2024***

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
<b>NPL</b>	\$ 1,515,502	\$ 836,523	\$ 280,346

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*December 31, 2023*

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
NPL	\$ 1,505,556	\$ 849,471	\$ 312,323

## 5. Contributions

Contribution requirements are established by state law as described in Note 2 and are not actuarially determined. Contributions are as follows:

*Year ended December 31, 2024*

	Amount	Percentage of Covered Payroll (%)
Employer	\$ 95,246	24.64
Members	47,622	12.32
<b>Total</b>	<b>\$ 142,868</b>	

*Year ended December 31, 2023*

	Amount	Percentage of Covered Payroll (%)
Employer	\$ 89,741	24.64
Members	44,870	12.32
<b>Total</b>	<b>\$ 134,611</b>	

## 6. Cash and Investments

### *Investment Policy*

The Pension Fund's policy in regard to the allocation of invested assets is established and may be amended by the Fund's Board. The primary long-term objective will be to achieve a return of at least the actuarial return assumption. Preservation of capital and consistent capital appreciation are the key considerations in establishing acceptable levels of risk; however, since the Fund enjoys a very long-term investment horizon, significant short-term fluctuations in value can be tolerated. Based on existing contribution rates and benefit payments, current income from investments should be addressed in the management of these assets. To pursue the foregoing objectives at an acceptable risk level, the following policy (i.e., long-term) allocation is considered appropriate as updated on April 30, 2024, and compared to actual allocations at December 31, 2024 and 2023:

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Notes to Financial Statements**  
**(dollars in thousands)**

***December 31, 2024***

	Target Allocation (%)	Actual Allocation (%)
Large-cap U.S. equities	22.0	22.9
Small-cap U.S. equities	7.0	7.0
Developed international equities	11.0	10.6
Emerging international equities	5.0	4.5
Private equity	9.0	9.6
Core fixed income	7.0	8.8
TIPS	3.0	1.2
High yield	5.0	3.7
Bank loans	5.0	4.1
Unconstrained fixed income	3.0	3.0
Private debt	9.0	9.2
Real estate	9.0	8.5
Hedge funds	-	0.6
Real assets	5.0	4.8
Cash	-	1.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

***December 31, 2023***

	Target Allocation (%)	Actual Allocation (%)
Large-cap U.S. equities	22.0	22.1
Small-cap U.S. equities	5.0	5.4
Developed international equities	13.0	13.3
Emerging international equities	6.0	4.0
Private equity	8.0	9.6
Core fixed income	7.0	7.9
TIPS	3.0	2.5
High yield	5.0	3.5
Bank loans	5.0	4.0
Unconstrained fixed income	3.0	2.9
Private debt	9.0	8.6
Real estate	9.0	8.0
Hedge funds	-	0.6
Real assets	5.0	4.8
Cash	-	2.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

**Fire and Police Pension Fund, San Antonio**  
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**Notes to Financial Statements**  
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***Rate of Return***

The money-weighted rate of return for the years ended December 31, 2024 and 2023 was 8.5% and 11.9%, respectively. The return is net of investment costs and adjusted for the changing amounts actually invested.

***Investment Risk***

The Pension Fund's investments have been categorized to address deposit and investment risks related to custodial credit risk, credit risk, concentration of credit risk, interest rate risk, and foreign currency risk.

***Custodial Credit Risk for Deposits and Investments***

Custodial credit risk for investments is the risk that in the event of a failure of the counterparty, the Pension Fund will not be able to recover the value of the investment or collateral in possession of the counterparty. The Pension Fund does not have an investment policy regarding custodial credit risk. As of December 31, 2024 and 2023, all of the Pension Fund's investments were held in the Pension Fund's name. The Pension Fund considers only demand deposits as cash. The Federal Depositary Insurance Corporation (FDIC) covered cash on deposit up to \$250 at each financial institution. As of December 31, 2024 and 2023, the Pension Fund had cash deposits in the amount of \$26 and \$32, respectively, that were uninsured and uncollateralized.

***Credit Risk***

Credit risk is the risk that an issuer will not fulfill its obligations. The ratings of the Pension Fund's bond portfolio using Standard and Poor's rating system for fixed-income securities are presented in the following table:

<i>December 31,</i>	<b>2024 (%)</b>	<b>2023 (%)</b>
Rating:		
U.S. Government and Agencies	41.0	41.0
AAA	2.0	4.0
AA	1.0	1.0
A	5.0	5.0
BBB	6.0	7.0
BB	13.0	13.0
B	23.0	23.0
CCC	3.0	2.0
Unrated or Not Rated	6.0	4.0
	<b>100.0</b>	<b>100.0</b>

Credit risk for derivative instruments held by the Pension Fund results from counterparty risk, which is essentially that the counterparty will be unable to fulfill its obligations, which are then assumed by the Pension Fund.

Information regarding the Pension Fund's credit risk related to derivatives is found under the derivatives disclosures.

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Policies regarding credit risk pertaining to credit risk associated with the Pension Fund's securities lending program are found under the securities lending disclosures.

***Concentration of Credit Risk***

Concentration of credit risk is the risk of loss attributable to the magnitude of the Pension Fund's investment in a single issue. As of December 31, 2024 and 2023, the Pension Fund did not have any single investment in any one organization that represented greater than 5% of total investments.

***Interest Rate Risk***

Interest rate risk is the risk that changes in interest rates of fixed-income securities will adversely affect the fair value of an investment.

Only the fixed-income securities of the Pension Fund are subject to interest rate risk due to the possibility that prevailing interest rates could change before the securities reach maturity.

The Pension Fund does not have an investment policy specifically regarding interest rate risk. Investment managers have full discretion in adopting investment strategies to deal with these risks, and all of the Pension Fund's fixed-income portfolios are managed in accordance with guidelines that are specific as to the degree of interest rate risk taken.

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Securities that are subject to interest rate risk are shown in the tables below.

***December 31, 2024***

	Fair Value	Weighted- Average Maturity (WAM) (Years)
<b>Investment Type</b>		
Corporate bonds	\$ 88,132	4.97
Corporate convertible bonds	353	1.96
Government agencies	291	5.33
Government bonds	187,914	4.99
Government mortgage-backed securities	84,508	25.52
Bank loans	170,453	4.59
Short-term bills and notes	71,486	0.64
TIPS	46,720	7.08
Payden and Rygel*	123,569	3.60
GoldenTree**	76,563	**
<b>Total Interest Rate Sensitive Securities</b>	<b>\$ 849,989</b>	
<b>Portfolio WAM</b>		<b>6.64</b>

***December 31, 2023***

	Fair Value	WAM (Years)
<b>Investment Type</b>		
Corporate bonds	\$ 90,144	5.11
Corporate convertible bonds	406	5.82
Government agencies	68	4.88
Government bonds	200,294	5.23
Government mortgage-backed securities	82,846	25.78
Bank loans	155,512	4.25
Short-term bills and notes	14,434	0.22
TIPS	96,282	7.11
Payden and Rygel*	114,638	3.00
GoldenTree**	70,418	**
<b>Total Interest Rate Sensitive Securities</b>	<b>\$ 825,042</b>	
<b>Portfolio WAM</b>		<b>7.08</b>

\* Payden and Rygel, a commingled fund, invests opportunistically in any type of bond.

\*\* GoldenTree is a commingled fund invested in high-yield corporate bonds. They report their portfolio duration as 3.3 as of December 31, 2024 and 2023.

**Fire and Police Pension Fund, San Antonio**  
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**(dollars in thousands)**

**Foreign Currency Risk**

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment.

The Pension Fund's exposure to foreign currency risk in U.S. dollars is shown in the table below.

**December 31, 2024**

Country	Equities	Real Estate	Private Equity	Cash	Total
Australian Dollar	\$ 17,577	\$ -	\$ -	\$ -	\$ 17,577
Bangladesh Taka	3,530	-	-	-	3,530
Brazilian Real	8,974	-	-	-	8,974
British Pound	72,892	-	30,982	3	103,877
Cayman Islands	3,782	-	-	-	3,782
Canadian Dollar	44,742	-	-	-	44,742
Chilean Peso	608	-	-	-	608
Chinese Yuan	17,769	-	-	-	17,769
Colombian Peso	868	-	-	-	868
Danish Krone	6,400	-	-	-	6,400
European Union Euro	142,623	1,311	-	14	143,948
Hong Kong Dollar	14,159	-	-	-	14,159
Indian Rupee	18,974	-	-	-	18,974
Indonesian Rupiah	289	-	-	-	289
Iranian Rial	2,143	-	-	-	2,143
Israeli New Shekel	6,220	-	-	-	6,220
Japanese Yen	76,515	-	-	-	76,515
Malaysian Ringgit	385	-	-	-	385
Mexican Peso	1,424	-	-	-	1,424
New Taiwan Dollar	25,974	-	-	-	25,974
New Zealand Dollar	496	-	-	-	496
Norwegian Krone	5,956	-	-	-	5,956
Philippine Peso	59	-	-	-	59
Polish Zloty	44	-	-	-	44
Qatari Rial	7	-	-	-	7
Saudi Riyal	133	-	-	-	133
Singapore Dollar	9,292	-	-	-	9,292
South African Rd	2,086	-	-	-	2,086
South Korean Won	10,801	-	-	-	10,801
Swedish Krona	15,714	-	-	9	15,723
Swiss Franc	24,978	-	-	-	24,978
Thailand Baht	1,104	-	-	-	1,104
Turkish New Lira	126	-	-	-	126
United Arab Emirates Dir	37	-	-	-	37
Uruguayan Peso	2,521	-	-	-	2,521
West African Franc	3,278	-	-	-	3,278
	\$ 542,480	\$ 1,311	\$ 30,982	\$ 26	\$ 574,799

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*December 31, 2023*

Country	Equities	Real Estate	Private Equity	Cash	Total
Argentinian Peso	\$ 4,241	\$ -	\$ -	\$ -	\$ 4,241
Australian Dollar	13,553	-	-	-	13,553
Bermuda Dollar	5,440	-	-	-	5,440
Brazilian Real	17,757	-	-	-	17,757
British Pound	65,295	-	29,683	2	94,980
Cayman Islands	18,630	-	-	-	18,630
Canadian Dollar	40,875	-	-	-	40,875
Chilean Peso	1,630	-	-	-	1,630
Chinese Yuan	37,211	-	-	-	37,211
Colombian Peso	570	-	-	-	570
Danish Krone	12,519	-	-	25	12,544
European Union Euro	152,352	2,738	-	4	155,094
Hong Kong Dollar	18,423	-	-	-	18,423
Hungary Forint	686	-	-	-	686
Indian Rupee	30,705	-	-	-	30,705
Indonesian Rupiah	5,058	-	-	-	5,058
Israeli New Shekel	3,221	-	-	-	3,221
Japanese Yen	79,244	-	-	-	79,244
Jordanian Dinar	178	-	-	-	178
Malaysian Ringgit	614	-	-	-	614
Mexican Peso	13,283	-	-	-	13,283
New Taiwan Dollar	32,919	-	-	-	32,919
New Zealand Dollar	179	-	-	-	179
Norwegian Krone	8,322	-	-	-	8,322
Peruvian Nuevo Sol	557	-	-	-	557
Philippine Peso	64	-	-	-	64
Polish Zloty	2,168	-	-	-	2,168
Russian Ruble	129	-	-	-	129
Saudi Riyal	50	-	-	-	50
Singapore Dollar	7,791	-	-	-	7,791
South African Rd	9,577	-	-	-	9,577
South Korean Won	20,071	-	-	-	20,071
Swedish Krona	19,948	-	-	-	19,948
Swiss Franc	20,469	-	-	-	20,469
Thai Baht	688	-	-	-	688
Turkish New Lira	265	-	-	-	265
United Arab Emirates Dir	14	-	-	-	14
<b>Total</b>	<b>\$ 644,696</b>	<b>\$ 2,738</b>	<b>\$ 29,683</b>	<b>\$ 31</b>	<b>\$ 677,148</b>

## 7. Securities Lending Agreement

State statutes and Pension Fund policies allow for securities lending transactions. The Pension Fund has entered into an agreement with its custodian bank to lend the Pension Fund's securities, such as publicly traded stocks or bonds that are either domestic or international, to one or more borrowers for a fee. It is the policy of the Pension Fund and the custodian bank to require that collateral equal to 102% and 105% for domestic and international securities, respectively, of the loaned securities be maintained by the custodian bank. Collateral may be in the form of cash, U.S. government securities, and irrevocable letters of credit. Until such time as the loan is terminated, the borrower retains all incidents of ownership with respect to the collateral. In the event that the borrower fails to repay the borrowed securities when due and the value of the collateral is insufficient to replace the borrowed securities, the Pension Fund may suffer a loss. Management of the Pension Fund considers the possibility of such a loss to be remote.



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Cash open collateral is invested in a short-term investment pool with an average weighted maturity to the interest rate reset date of 21 and 24 days as of December 31, 2024 and 2023, respectively. The maturities of the investments in the short-term investment pool do not match the maturities of the securities lent. The investments in the pool are found in the chart at the end of this note. Non-cash securities are required to be kept separately by Northern Trust, and they are not available for sale or for pledging if the borrower is not in default.

As of December 31, 2024 and 2023, the Pension Fund had lending arrangements outstanding with a total market value of \$232,273 and \$190,488, respectively, which were fully collateralized with cash and securities. As of December 31, 2024 and 2023, cash collateral of \$102,670 and \$87,732, respectively, was recorded in the accompanying statements of fiduciary net position and non-cash collateral of \$135,483 and \$102,756, respectively, was excluded from the Pension Fund's statements of fiduciary net position. Net income for the years ended December 31, 2024 and 2023, under the securities lending arrangement was \$516 and \$431, respectively.

<i>December 31,</i>	<b>2024</b>	<b>2023</b>
<b>Cash Collateral Pool</b>		
Repo agreements	\$ 52,793	\$ 44,656
Variable rate CD	14,692	8,054
Commercial paper	6,725	4,580
Certificate of deposit	8,255	11,853
Time deposit	4,938	13,028
ABS commercial paper	12,926	5,228
Sweep vehicle	914	-
Agency discount note	1,427	333
<b>Total</b>	<b>\$ 102,670</b>	<b>\$ 87,732</b>

## **8. Derivatives and Structured Financial Instruments**

The Pension Fund has only limited involvement with derivatives and other structured financial instruments. The Pension Fund's investment philosophy regarding the use of derivatives and other structured financial instruments is to use derivatives to replicate exposures to equity or fixed-income securities. The Pension Fund held government mortgage-backed securities amounting to \$84,508 and \$82,846 as of December 31, 2024 and 2023, respectively. These are included with investments in the statements of fiduciary net position. The Pension Fund made \$2,876 and \$2,791 in interest on these securities and gained \$239 and \$357 in capital transactions related to these securities in the years ended December 31, 2024 and 2023, respectively. As of December 31, 2024 and 2023, the Pension Fund retained an investment in one hedge fund in the amount of \$21,241 and \$21,304, respectively, which may employ the use of derivatives.

## **9. Risk Management**

The Pension Fund is exposed to various risks of loss related to torts; errors and omissions; violation of civil rights; theft of, damage to, and destruction of assets; and natural disaster. These risks are covered by insurance purchased by the Pension Fund. Workers' compensation insurance is maintained by the Pension Fund to cover its staff employees, and the coverage complies with the workers' compensation laws of the State of Texas. Buildings and contents are insured against damage from fire and storm. Although the Pension Fund owns no vehicles, drivers' insurance is

**Fire and Police Pension Fund, San Antonio**  
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**Notes to Financial Statements**  
**(dollars in thousands)**

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maintained to cover employees driving personal vehicles for business purposes. The Pension Fund maintains a pension and welfare fund fiduciary responsibility insurance policy.

## **Required Supplementary Information (Unaudited)**

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**Fire and Police Pension Fund, San Antonio**  
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**Schedules of Changes in Pension Fund's Net Pension Liability and Related Ratios**  
**(dollars in thousands)**

	Year Ended December 31, 2024	Year Ended December 31, 2023	Year Ended December 31, 2022	Year Ended December 31, 2021	Year Ended December 31, 2020	Year Ended December 31, 2019	Year Ended December 31, 2018	Year Ended December 31, 2017	Year Ended December 31, 2016	Three Months Ended December 31, 2015	Year Ended September 30, 2015
<b>Total Pension Liability</b>											
Service cost	\$ 87,592	\$ 85,145	\$ 80,097	\$ 78,637	\$ 78,579	\$ 75,880	\$ 73,354	\$ 71,161	\$ 74,771	\$ 18,081	\$ 78,550
Interest	342,935	322,507	302,041	293,337	283,106	271,542	259,758	246,848	233,943	58,796	218,206
Change of benefit terms	12,648	-	-	-	-	-	-	-	-	-	-
Differences between expected and actual experience	6,103	117,766	133,147	(16,681)	(26,279)	(7,535)	50,057	(27,776)	(47,670)	-	(20,698)
Changes of assumptions	-	-	-	-	16,194	-	-	-	-	-	148,315
Benefit payments, including refunds of plan member contributions	(261,068)	(231,125)	(244,979)	(228,416)	(192,671)	(173,494)	(172,692)	(156,137)	(152,296)	(35,630)	(144,157)
<b>Net Change in Total Pension Liability</b>	<b>188,210</b>	<b>294,293</b>	<b>270,306</b>	<b>126,877</b>	<b>158,929</b>	<b>166,393</b>	<b>210,477</b>	<b>134,096</b>	<b>108,748</b>	<b>41,247</b>	<b>280,216</b>
<b>Total Pension Liability, beginning of year</b>	<b>4,773,075</b>	<b>4,478,782</b>	<b>4,208,476</b>	<b>4,081,599</b>	<b>3,922,670</b>	<b>3,756,277</b>	<b>3,545,800</b>	<b>3,411,704</b>	<b>3,302,956</b>	<b>3,261,709</b>	<b>2,981,493</b>
<b>Total Pension Liability, end of year</b>	<b>4,961,285</b>	<b>4,773,075</b>	<b>4,478,782</b>	<b>4,208,476</b>	<b>4,081,599</b>	<b>3,922,670</b>	<b>3,756,277</b>	<b>3,545,800</b>	<b>3,411,704</b>	<b>3,302,956</b>	<b>3,261,709</b>
<b>Plan Fiduciary Net Position</b>											
Contributions - employer	95,246	89,741	88,371	86,323	85,693	81,016	78,312	75,916	75,958	19,014	75,802
Contributions - plan members	47,622	44,870	44,303	43,213	42,846	40,508	39,182	37,958	37,978	9,507	37,901
Net investment earnings	323,099	437,251	(448,808)	521,575	390,028	449,067	(122,694)	407,278	242,007	45,668	(47,587)
Benefit payments, including refunds of plan member contributions	(261,068)	(231,125)	(244,979)	(228,415)	(192,671)	(173,494)	(172,692)	(156,137)	(152,296)	(35,630)	(144,157)
Administrative expense	(3,741)	(3,617)	(3,333)	(2,963)	(3,389)	(3,565)	(3,480)	(3,034)	(2,795)	(774)	(2,903)
<b>Net Change in Plan Fiduciary Net Position</b>	<b>201,158</b>	<b>337,120</b>	<b>(564,446)</b>	<b>419,733</b>	<b>322,507</b>	<b>393,532</b>	<b>(181,372)</b>	<b>361,981</b>	<b>200,852</b>	<b>37,785</b>	<b>(80,944)</b>
<b>Plan Fiduciary Net Position, beginning of year</b>	<b>3,923,604</b>	<b>3,586,484</b>	<b>4,150,930</b>	<b>3,731,196</b>	<b>3,408,689</b>	<b>3,015,157</b>	<b>3,196,529</b>	<b>2,834,548</b>	<b>2,633,696</b>	<b>2,595,911</b>	<b>2,676,855</b>
<b>Plan Fiduciary Net Position, end of year</b>	<b>4,124,762</b>	<b>3,923,604</b>	<b>3,586,484</b>	<b>4,150,929</b>	<b>3,731,196</b>	<b>3,408,689</b>	<b>3,015,157</b>	<b>3,196,529</b>	<b>2,834,548</b>	<b>2,633,696</b>	<b>2,595,911</b>
<b>City's Net Pension Liability, end of year</b>	<b>\$ 836,523</b>	<b>\$ 849,471</b>	<b>\$ 892,298</b>	<b>\$ 57,547</b>	<b>\$ 350,403</b>	<b>\$ 513,981</b>	<b>\$ 741,120</b>	<b>\$ 349,271</b>	<b>\$ 577,156</b>	<b>\$ 669,260</b>	<b>\$ 665,798</b>
<b>Plan Fiduciary Net Position as a Percentage of the Total Pension Liability</b>	<b>83.14%</b>	<b>82.20%</b>	<b>80.08%</b>	<b>98.63%</b>	<b>91.42%</b>	<b>86.90%</b>	<b>80.27%</b>	<b>90.15%</b>	<b>83.08%</b>	<b>79.74%</b>	<b>79.59%</b>
<b>Covered Payroll</b>	<b>\$ 386,538</b>	<b>\$ 364,207</b>	<b>\$ 359,607</b>	<b>\$ 350,758</b>	<b>\$ 347,776</b>	<b>\$ 328,796</b>	<b>\$ 318,038</b>	<b>\$ 308,101</b>	<b>\$ 308,263</b>	<b>\$ 77,168</b>	<b>\$ 307,639</b>
<b>City's Net Pension Liability as a Percentage of Covered Payroll</b>	<b>216.41%</b>	<b>233.24%</b>	<b>248.13%</b>	<b>16.41%</b>	<b>100.75%</b>	<b>156.32%</b>	<b>233.03%</b>	<b>113.36%</b>	<b>187.23%</b>	<b>216.85%</b>	<b>216.42%</b>

*See notes to required supplementary information.*

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Notes to the Schedules of Changes in Pension Fund's Net Pension Liability  
and Related Ratios  
(dollars in thousands)**

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*Short Plan Year* - The Pension Fund's plan year changed from a September 30<sup>th</sup> year-end to a December 31<sup>st</sup> year-end in 2015. The December 31, 2015 results shown above reflect a three-month period. The NPL as a percentage of pay in the above chart is adjusted to reflect an annualized payroll.

*Benefit Changes* - The HB2649/SB1207 provision increased the minimum death benefit from 50% to 75% of average salary for all widows whose spouses died prior to termination or retirement. The change was retroactive to include survivors of any pre-retirement non-line-of-duty death after September 1, 2005 but before September 1, 2023 and was payable prospectively only.

*Change of Assumptions* - There have been no changes in actuarial assumptions in the last two fiscal years.

*Actuarial Assumptions* - The TPL as of December 31, 2024, which was determined based on the results of actuarial valuations as of January 1, 2024, used the following actuarial assumptions:

- Wage inflation - 3.00%.
- Salary increases - 3.00% plus merit scale rate of 0.00% to 11.00%.
- Net investment rate of return - 7.25%, net of pension plan investment expense, including inflation.
- Cost-of-living adjustment - 3.00% for retirements before October 1, 1999; 2.25% for retirements on or after October 1, 1999.
- Mortality - Sex-distinct PUBS-2010 Safety Employee Amount-Weighted Table.
- Healthy annuitant mortality - Sex-distinct PUBS-2010 Safety Healthy Retiree Amount-Weighted Table.
- Disabled annuitant mortality - Sex-distinct PUBS-2010 Safety Disabled Retiree Amount-Weighted Table.
- Beneficiary mortality - Sex-distinct PUBS-2010 Safety Contingent Survivor Amount-Weighted Table.
- Future improvement - General projection using Scale SSA2019-2D improvement scale.

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**Schedule of City of San Antonio's Contributions to the**  
**Fire and Police Pension Fund**  
**(dollars in thousands)**

	Actuarially Determined Contribution*	Contributions in Relation to the Actuarially Determined Contribution	Contribution Deficiency (Excess)	Covered Payroll**	Contributions as a Percentage of Covered Payroll (%)
<b>September 30,</b>					
2015	\$ 75,802	\$ 75,802	\$ -	\$ 307,639	24.64
<b>December 31,</b>					
2015	19,014	19,014	-	77,168	24.64
2016	75,958	75,958	-	308,263	24.64
2017	75,916	75,916	-	308,101	24.64
2018	78,312	78,312	-	318,038	24.64
2019	81,016	81,016	-	328,796	24.64
2020	85,693	85,693	-	347,776	24.64
2021	86,323	86,323	-	350,758	24.64
2022	88,371	88,371	-	359,607	24.64
2023	89,741	89,741	-	364,207	24.64
2024	95,246	95,246	-	386,538	24.64

\* The actuarially determined contribution is based on the statutory rate of 24.64% of payroll.

\*\* Payroll is estimated based on the actual member contributions received and a 12.32% contribution rate.

Note: The December 31, 2015 results above are for a three-month period.

*See accompanying independent auditor's report and  
notes to required supplementary information.*

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Schedule of Investment Returns**  
**(dollars in thousands)**

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	Annual Money- Weighted Rate of Return, Net of Investment Expense (%)
<b>September 30,</b> 2015	(2.0)
<b>December 31,</b> 2015	1.7
2016	9.5
2017	14.7
2018	(4.0)
2019	16.1
2020	12.1
2021	13.8
2022	(10.6)
2023	11.9
2024	8.5

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Note: The December 31, 2015 results above are for a three-month period.

*See accompanying independent auditor's report and  
notes to required supplementary information.*

**Fire and Police Pension Fund, San Antonio**  
**(A Component Unit of the City of San Antonio, Texas)**

**Notes to Required Supplementary Information**

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<b>Valuation Date</b>	Actuarially determined contribution is calculated using a January valuation date as of the beginning of the fiscal year in which contributions are reported.
<b>Methods and Used Assumptions to Determine Contribution Rates</b>	
Actuarial cost method	Entry age.
Amortization method	Level percent of payroll, using 3.00% annual increases.
<b>Remaining Amortization Period</b>	20.96 years remaining as of January 1, 2024.
<b>Asset Valuation Method</b>	Five-year smoothed market value based on expected return of 7.25%.
<b>Actuarial Assumptions</b>	
Investment rate of return	7.25%, including inflation, net of pension plan investment costs.
Inflation rate	3.00%
Projected salary increases	3.00% (plus merit scale of 0.00%-11.00%).
Cost-of-living adjustments	3.00% for retirement before October 1, 1999; 2.25% for retirement on or after October 1, 1999.
Retirement rates	Fire: Rates based on years of service ranging from 20 to 43 years, with 100% retirement at the earlier of age 65 or 43 years of service. Police: Rates based on years of service ranging from 20 to 40 years, with 100% retirement at the earlier of age 65 or 40 years of service.
<b>Other Information</b>	See schedules of changes in Pension Fund's net pension liability and related ratios for the history of changes to plan provisions and assumptions, if any.  The actuarial assumptions are based on the results of an actuarial experience study for the period from October 1, 2009 through September 30, 2014. There were no changes in the actuarial assumptions for the year ended December 31, 2024.

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*See accompanying independent auditor's report.*



## **Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards***

The Board of Trustees  
Fire and Police Pension Fund, San Antonio  
San Antonio, Texas

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Fire and Police Pension Fund, San Antonio (the Pension Fund), a component unit of the City of San Antonio, which comprise the statement of fiduciary net position as of December 31, 2024, and the related statement of changes in fiduciary net position for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated July 17, 2025.

### **Report on Internal Control Over Financial Reporting**

In planning and performing our audits of the financial statements, we considered the Pension Fund's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Pension Fund's internal control. Accordingly, we do not express an opinion on the effectiveness of the Pension Fund's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.



## **Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the Pension Fund's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

## **Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Pension Fund's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

*BDO USA, P.C.*

July 17, 2025