Meetings are held in wheelchair accessible facilities.

The Board may take action on items not on the agenda only if findings pursuant to the Sunshine Ordinance and Brown Act are made that the matter is urgent or an emergency.

For additional information, contact the Retirement Unit by calling (510) 238-7295, or send an email to mvisaya@oaklandca.gov

CITY OF OAKLAND

Retirement Unit
150 Frank H. Ogawa Plaza
Oakland, California 94612

AGENDA

MEETING of the OAKLAND POLICE AND FIRE RETIREMENT SYSTEM ("PFRS") BOARD OF ADMINISTRATION

WEDNESDAY, FEBRUARY 25,2026
10:00 AM
ONE FRANK H. OGAWA PLAZA, HEARING ROOM 2
OAKLAND, CA 94612

OBSERVE

- To observe the meeting by video conference, please click on this link: https://us02web.zoom.us/j/82880493983 at the noticed meeting time.
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):
- iPhone one-tap: US: +16699006833, 82880493983# or +13462487799, 82880493983#
- US: +1 669 900 6833 or +1 346 248 7799 or +1 253 215 8782 or +1 301 715 8592 or +1 312 626 6799 or +1 929 205 6099
- International numbers available: https://us02web.zoom.us/u/kctrX35uax
- Webinar ID: 828 8049 3983.
- If asked for a participant ID or code, press #.

PUBLIC COMMENTS

There are three ways to submit public comments.

1. Speaker Card: All persons wishing to address the Board must complete a speaker's card, stating their name and the agenda item they wish to address, including "Open Forum".
2. e-Comment: To send your comment directly to staff BEFORE the meeting starts, please email mvisaya@oaklandca.gov with "PFRS Board Meeting Public Comment" in the subject line for the corresponding meeting. Please note that e-Comment submission **closes two (2) hours before the posted meeting time**.

3. Zoom (Remote Participation):
   Members of the public may observe and participate in the meeting remotely via Zoom.
   - To comment by video, use the "Raise Hand" function during the Public Comment period. Instructions are available at the Zoom Raise Hand Help Article.
   - To comment by phone, dial the number provided on the meeting agenda and press *9 to raise your hand and *6 to unmute when called upon.

   Zoom access details (including Meeting ID and dial-in numbers) have been provided on the first page of the agenda.

   If you have any questions, please email Maxine Visaya, Administrative Analyst I, at mvisaya@oaklandca.gov

ORDER OF BUSINESS

A.	**Subject:**	**POLICE AND FIRE RETIREMENT SYSTEM ("PFRS") BOARD OF ADMINISTRATION MEETING MINUTES**
	From:	Staff of the PFRS Board
	Recommendation:	**APPROVE** PFRS Board of Administration January 28, 2026 Meeting Minutes
B.	**Subject:**	**ADMINISTRATIVE EXPENSES REPORT**
	From:	Staff of the PFRS Board
		ACCEPT the informational report regarding PFRS Administrative Expenses as of December 31, 2025
C.	**Subject:**	**RESOLUTION NO: 8154** **TRAVEL REQUEST: R. STEVEN WILKINSON** **CONFERENCE: CALAPRS 2026 GENERAL ASSEMBLY**
	From:	Staff of the PFRS Board
		APPROVE Resolution No. 8154 approving request of Oakland Police and Fire Retirement System Board Member R. Steven Wilkinson to travel and attend the 2026 California Association of Public Retirement Systems General Assembly (CALAPRS 2025 General Assembly) from March 8, 2026 through March 11, 2026 in Carlsbad, CA and authorizing direct payment to the vendor for conference registration fees and member reimbursement of travel-related expenses in an amount not to exceed three thousand dollars ($3,000.00)
D.	**Subject:**	**RESOLUTION NO: 8155** **TRAVEL REQUEST: R. STEVEN WILKINSON** **CONFERENCE: MILKEN INSTITUTE 2026 GLOBAL CONFERENCE**
	From:	Staff of the PFRS Board
		APPROVE Resolution No. 8155 approving request of Oakland Police and Fire Retirement System Board Member R. Steven Wilkinson to Travel and attend the 2026 Milken Institute Global Conference from May 3, 2026 through May 6, 2026 in Los Angeles, CA and for reimbursement of travel-related expenses in an amount not to exceed three thousand dollars ($3,000.00)

E.	**Subject:**	**RESOLUTION NO: 8156** **TRAVEL REQUEST: JAIME T. GODFREY** **CONFERENCE: INSTITUTIONAL INVESTOR'S 2026 ROUND TABLE**
	From:	Staff of the PFRS Board
	Recommendation:	**APPROVE** Resolution No. 8156 approving request of Oakland Police and Fire Retirement System Board Member Jaime T. Godfrey to travel and attend Institutional Investor's 2026 Roundtable Conference from April 27, 2026 through April 29, 2026 in Los Angeles, CA, and authorizing member reimbursement of travel-related expenses in an amount not to exceed two thousand dollars ($2,000.00)
F.	**Subject:**	**PFRS ANNUAL REPORT** **FISCAL YEAR ENDED JUNE 30, 2025**
	From:	Staff of the PFRS Board
	Recommendation:	**APPROVE** printing and publication of the Annual Report of the Oakland Police & Fire Retirement System for Fiscal Year Ended June 30, 2025
G.	**Subject:**	**INTRODUCTION TO PROXY VOTING**
	From:	Meketa Investment Group (Meketa)
	Recommendation:	**ACCEPT** an informational report regarding proxy voting and the process, requirements, and responsibilities of PFRS equity managers. **DISCUSS** next steps as per PFRS Investment Policy Statement and Manager Guidelines
H.	**Subject:**	**ECONOMIC AND INVESTMENT MARKET OVERVIEW** **AS OF JANUARY 31, 2026**
	From:	Meketa Investment Group
	Recommendation:	**ACCEPT** an informational report regarding the Global Investment Markets as of January 31, 2026
I.	**Subject:**	**PFRS INVESTMENT FUND FLASH PERFORMANCE UPDATE** **AS OF JANUARY 31, 2026**
	From:	Meketa Investment Group
	Recommendation:	**ACCEPT** an informational report on the preliminary performance of the PFRS Investment Fund as of January 31, 2026
J.	**Subject:**	**PFRS INVESTMENT FUND QUARTERLY PERFORMANCE UPDATE** **AS OF DECEMBER 31, 2025**
	From:	Meketa Investment Group
	Recommendation:	**ACCEPT** PFRS Investment Fund Quarterly Performance Update as of December 31, 2025

K. PENDING ITEMS
L. NEW BUSINESS
M. OPEN FORUM
N. FUTURE SCHEDULING: Regular Meeting scheduled to occur March 25, 2026 in Hearing Room 2
O. ADJOURNMENT

A MEETING OF THE OAKLAND POLICE AND FIRE RETIREMENT SYSTEM ("PFRS") BOARD OF ADMINISTRATION WAS HELD WEDNESDAY, JANUARY 28, 2026, AT ONE FRANK OGAWA PLAZA, HEARING ROOM 2, OAKLAND, CALIFORNIA.

Board Members:	▪ Walter L. Johnson, Sr., President	Appointed Community Representative
	▪ Jaime T. Godfrey, Vice President	Appointed Banking Representative
	▪ R. Steven Wilkinson	Appointed Insurance Representative
	▪ Bradley Johnson	Mayoral Designate
	▪ Vacant	Elected 5-yr. Fire Member Representative
	▪ Robert W. Nichelini	Elected 5-yr. Police Member Representative
	▪ Kevin R. Traylor	Elected 3-yr. Alternating Police Representative
Additional Attendees:	▪ David F. Jones	PFRS Plan Administrator & Secretary
	▪ Téir Jenkins	PFRS Investment & Operations Manager
	▪ Maxine Visaya	PFRS Staff Member
	▪ Jessica Lloyd	PFRS Staff Member
	▪ Selia Warren	PFRS Legal Counsel
	▪ David Sancewich	Meketa Investment Group
	▪ Yia Yang	Macias Gini & O'Connell, LLP (MGO)
	▪ Craig Harner	Macias Gini & O'Connell, LLP (MGO)
	▪ Graham Schmidt	Cheiron, Inc.
	▪ Damon Covington	Fire Chief, Oakland Fire Department
	▪ Matthew Nichelini	Deputy Fire Chief, Oakland Fire Department
	▪ Chris Landry	Assistant Fire Chief, Oakland Fire Department

THE MEETING WAS CALLED TO ORDER AT 10:02 A.M. PACIFIC

President W.L. Johnson, Sr. introduced and welcomed Bradley Johnson, the new Mayoral Designate, to the PFRS Board.

A. TRIBUTE HONORING THE LIFE AND SERVICE OF JOHN C. SPEAKMAN

Staff Member Visaya read Resolution 8149, a resolution honoring the life and service of John C. Speakman, into the record and Fire Chief Covington presented the resolution and a plaque to the Speakman Family. Members of the Board, staff, legal counsel, current and retired members of the Oakland Fire Department, former associates, and members of the public took the opportunity to remember and honor Member Speakman.

MOTION: Vice President Godfrey made a motion to approve Resolution No. 8149 to honor the life and service of John C. Speakman, second by Member Nichelini. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

B. APPROVAL OF THE PFRS BOARD OF ADMINISTRATION MEETING MINUTES

Member Traylor made a motion to approve the October 29, 2025, PFRS Board of Administration Meeting Minutes, second by Member Nichelini. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

C. UPDATE REGARDING PFRS BOARD COMPOSITION

Plan Administrator Jones provided an informational update regarding the Board composition and noted Bradley Johnson was appointed as Director of Finance as of November 1, 2025, and will serve the PFRS Board as the Mayoral Designate and the seat held by Member Speakman, 5-year Fire Member Representative is vacant due to his unexpected death and a special election is in process to fill the vacancy.

MOTION: Member Nichelini made a motion to accept the informational update regarding the composition of the PFRS Board, second by Member Traylor. Motion passed.

**[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)**

D. AUDIT REPORT OF PFRS FINANCIAL STATEMENTS FISCAL YEAR ENDED JUNE 30, 2025

Craig Harner of Macias Gini & O'Connell, LLP (MGO) presented the findings of PFRS annual financial audit which consisted of the Report to the Board and the Basic Financial Statements and Required Supplementary Information for fiscal year ended June 30, 2025. It was noted that MGO completed the audit on November 26, 2025, and issued an unmodified opinion on the financial statements, which is the highest-level assurance that an independent auditor can give an organization regarding the fair presentation of the amounts in their financial statements and disclosures. MGO highlighted new information included by management in *Note 3 Contributions* discussing the function and balance of the Pension Tax Override (PTO). There were no new accounting policies or standards adopted, nor did MGO did not identify any findings, there were no disagreements with management or significant difficulties performing the audit, and there were no material audit adjustments or uncorrected misstatements. The Report to the PFRS Board of Administration was also provided and it was noted the second section contains recent accounting pronouncements the system will need to consider over the next couple of years if and when they become applicable.

MOTION: Member B. Johnson made a motion to accept the Audit Report of PFRS Financial Statements for fiscal year ended June 30,2025, second by Member Nichelini. Motion passed.

**[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)**

E. PFRS ACTUARY VALUATION REPORT AS OF JULY 1, 2025

Graham Schmidt of Cheiron, Inc. presented the PFRS Actuarial Valuation Report as of July 1, 2025, and highlighted summary findings indicating the Plan's funded ratio increased from 90.6% to 100.9%.The Plan is expected to be fully funded by July 1, 2026 and the City's actuarially determined contribution amount for fiscal year 2026/2027 is $0, as such, no contributions are expected to be required for the upcoming fiscal year. The Plan has met its obligation to be fully funded by July 1, 2026.

MOTION: Member Traylor made a motion to accept PFRS Actuarial Valuation Report as of July 1, 2025, second by Member Nichelini. Motion passed.

**[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)**

F. ADMINISTRATIVE EXPENSES REPORT: NOVEMBER 30, 2025

PFRS Investment & Operations Manager Jenkins presented an informational report regarding PFRS' administrative expenditures as of November 30, 2025. PFRS has an approved annual budget of approximately $4.3 million and expensed approximately $1.1million of the overall budget to date for fiscal year 2025/2026. Membership consisted of 581 members of which there are 365 Police and 226 Fire retirees and beneficiaries.

MOTION: Member Traylor made a motion to accept the informational report regarding PFRS Administrative Expenses Report as of November 30, 2025, second by Member Wilkinson. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

G. SPECIAL ELECTION OF A 5-YEAR RETIRED FIRE MEMBER REPRESENTATIVE BOARD POSITION

PFRS Investment & Operations Manager Jenkins presented an informational report regarding notice of a special election for a 5-year Fire Member Representative to complete the term held by John C. Speakman. T. Jenkins noted the election process has been initiated, the nomination deadline is March 9, 2026, and it is anticipated the vacancy will be filled in advance of the March 25, 2026, Board Meeting.

MOTION: Member Nichelini made a motion to accept the informational report regarding notice of a special election for a 5-year Fire Member Representative to complete the term held by John C. Speakman, second by Vice President Godfrey. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

H. INVESTMENT MANAGER PERFORMANCE REVIEW AND CONTRACT RENEWAL: EARNEST PARTNERS, LLC

Meketa provided a review and evaluation regarding a firm overview and managerial assessment; peer ranking; and investment portfolio performance of PFRS' Domestic Equity Mid-Cap Core Investment Strategy Manager EARNEST Partners, LLC and recommended to approve Resolution No. 8150 authorizing the execution of a one-year extension of professional services agreement with EARNEST Partners, LLC for the provision of Domestic Equity Mid-Cap Core Investment Strategy Manager Services for the City of Oakland Police and Fire Retirement System.

MOTION: Member Nichelini made a motion to accept the informational report provided by Meketa and approve Resolution No. 8150 authorizing the execution of a one-year extension of professional services agreement with EARNEST Partners, LLC, second by Member Wilkinson. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

I. INVESTMENT MANAGER PERFORMANCE REVIEW AND CONTRACT RENEWAL: RICE HALL JAMES & ASSOCIATES, LLC

Meketa presented a review and evaluation regarding a firm overview and managerial assessment; peer ranking; and investment portfolio performance of PFRS' Domestic Equity Small-Cap Growth Investment Strategy Manager Rice Hall James & Associates and recommended to approve Resolution No. 8151 authorizing the execution of a one-year extension of professional services agreement with Rice Hall James & Associates, LLC for the provision of Domestic Equity Small-Cap Growth Investment Strategy Manager Services for the City of Oakland Police and Fire Retirement System.

MOTION: Member Nichelini made a motion to accept the informational report provided by Meketa and approve Resolution No. 8151 authorizing the execution of a one-year extension of professional services agreement with Rice Hall James & Associates, LLC, second by Member Wilkinson. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

J. INVESTMENT MANAGER PERFORMANCE REVIEW & WATCH UPDATE: VERSOR MANAGEMENT (VERSOR)

D. Sancewich presented a review and evaluation of Versor regarding portfolio performance, watch status update, and an overview of the Systematic Trend Following (STF) Strategy. Meketa recommended to continue watch status and conduct a review of Trend Following managers though an issuance of a request for information (RFI) for the provision of Systematic Trend Following Investment Strategy Managers and anticipates a recommendation can be provided at the March 2026 meeting.

MOTION: Vice President Godfrey made a motion to accept the review and evaluation of Versor, approve the recommendation to continue watch status, and issue an RFI of STF strategy managers, second by Member Nichelini. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

K. ECONOMIC AND INVESTMENT MARKET OVERVIEW AS OF DECEMBER 31, 2025

David Sancewich of Meketa Investment Group (Meketa) presented an informational report regarding the economic and investment market overview as of December 31, 2025, and highlighted Index Returns; Equity Cyclically Adjusted Price to Earnings (P/E) Ratios; Performance and Profit Margins of the S&P 500 and "Magnificent 7"; Fixed Income Returns; Stress is Building Among US Consumers; Transition Into Serious Delinquency (90+ Days) for Student Loans; Gold; and the current factors impacting outcomes.

MOTION: Vice President Godfrey made a motion to accept the informational report provided by Meketa regarding the Economic and Investment Market Overview as of December 31, 2025, second by Member Traylor. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

L. PFRS PRELIMINARY INVESTMENT FUND PERFORMANCE UPDATE AS OF DECEMBER 31, 2025

David Sancewich of Meketa presented an informational report regarding a preliminary investment performance update of the PFRS Fund as of December 31, 2025, and highlighted Allocation vs. Targets and Policy, PFRS Total Plan performance, and Asset Class & Manager Performance.

MOTION: Vice President Godfrey made a motion to accept the informational report provided by Meketa regarding the Preliminary Investment Fund Performance Update as of December 31, 2025, second by Member Traylor. Motion Passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

M. PFRS INVESTMENT FUND QUARTERLY PERFORMANCE UPDATE AS OF SEPTEMBER 30, 2025

D. Sancewich of Meketa presented an informational report regarding PFRS Investment Fund Quarterly Performance Update as of September 30, 2025, and highlighted the Total Portfolio Review and noted the Fund ended the quarter with a market value of $498.1 million dollars with a one-year return of 9.1% gross: 8.5% net of fees.

MOTION: Vice President Godfrey made a motion to accept the informational report regarding PFRS Investment Fund Quarterly Performance Update as of September 30, 2025, second by Member Wilkinson. Motion Passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

N. $13.2 MILLION DRAWDOWN FOR PFRS MEMBER RETIREMENT ALLOWANCES FROM JANUARY 1, 2026, THROUGH MARCH 31, 2026

D. Sancewich presented an information report regarding the proposed drawdown of $13.2 million to pay for member allowances from January 1, 2026, through March 31, 2026. Meketa advised this amount includes a $6.9 million contribution from the City of Oakland and a $6.3 million contribution from the PFRS Investment Fund. Meketa recommended $3.0 million be drawn from Northern Trust Russell 1000 and $3.3 million from Ramirez Asset Management (Ramirez) portfolios.

MOTION: Vice President Godfrey made a motion to approve Meketa's proposed drawdown of $13.2 million and recommendation to draw funds from Northern Trust and Ramirez, second by Member Nichelini. Motion Passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

O. 2025 CALENDAR YEAR RETROSPECTIVE & 2026 INVESTMENT COMMITTEE ANNUAL PROJECT AGENDA

D. Sancewich of Meketa presented an informational report regarding PFRS' strategic accomplishments in 2025 and presented a proposed Investment Program Agenda for 2026.

MOTION: Vice President Godfrey made a motion to accept the informational report and proposed schedule of Investment Committee matters for the 2026 calendar year, second by Member Traylor. Motion Passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

P. ANNUITY DISCUSSION

Plan Administrator Jones and Investment Operations Manager Jenkins presented an informational memo regarding annuities and staff's experience when OMERS was converted to an annuity. President W.L. Johnson, Sr. directed staff to conduct research regarding recent trends and noted he will assign a new Ad Hoc Committee on the matter once the Board is at its full composition.

MOTION: Vice President Godfrey made a motion to accept the informational memo regarding an annuity discussion and direction to staff to conduct research on the matter, second by Member Nichelini. Motion Passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

Q. MEMBER RESOLUTION NO. 8152 – 8153

Q1. RESOLUTION NO. 8152

Resolution fixing the monthly allowance of the surviving spouse of the following retired members of the Oakland Police and Fire Retirement System in the amount indicated:

Deceased Member	Surviving Spouse	Monthly Allowance
▪ John C. Cave	Sandra J. Cave	$3,769.45
▪ Alfred L. Roman	Lynn S. Roman	$4,973.69
▪ Robert L. Whiteley	Rita Whiteley	$4,414.01

MOTION: Vice President made a motion to approve Resolution No. 8152, second by Member Nichelini. Motion Passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

Q2. RESOLUTION NO. 8153

Resolution approving the death benefit payment and directing a warrant thereunder in the total sum of $1,000.00 payable to the beneficiary of the following deceased members of the Oakland Police and Fire Retirement System:

- William B. Beermann
- Ronald L. Campos
- John R. Compatore
- John C. Speakman

MOTION: Vice President Godfrey made a motion to approve Resolution No. 8153, second by Member Nichelini. Motion Passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

R. PENDING ITEMS

PFRS Plan Administrator & Secretary Jones reported the Ad Hoc Committee did not meet on December 8, 2025. President Johnson provided direction to disband the current Ad Hoc Committee as it has met its purpose, the proposed ballot measure has been accepted by Council, and the work will continue under their purview.

S. NEW BUSINESS – None

T. OPEN FORUM – None

U. FUTURE SCHEDULING

The next regularly scheduled meeting of the PFRS Board is set to occur Wednesday, February 25, 2026. The meeting will be held in-person, with the opportunity for members of the public to observe and participate remotely via Zoom, at One Frank Ogawa Plaza, Hearing Room 2, Oakland, CA.

V. ADJOURNMENT

Vice President Godfrey made a motion to adjourn, second by Member Traylor. Motion passed.

[W.L. JOHNSON, SR: Y / GODFREY: Y / B. JOHNSON: Y / NICHELINI: Y / TRAYLOR: Y / WILKINSON: Y]
(AYES: 6 / NOES: 0 / ABSENT: 0 / ABSTAIN: 0 / EXCUSED: 0)

MEETING ADJOURNED AT 11:42 A.M. PACIFIC

DAVID F. JONES **PLAN ADMINISTRATOR & SECRETARY**	**DATE**

Table 1

OAKLAND POLICE AND FIRE RETIREMENT SYSTEM

Administrative Budget Spent to Date (Preliminary)

As of Decembe 31, 2025

	Approved Budget	December 2025	FYTD	Remaining	Percent Remaining
Internal Administrative Costs					
PFRS Staff Salaries	$ 1,860,000	$ 125,918	$ 759,241	$ 1,100,759	59.2%
Board Travel Expenditures	52,500	-	116	52,384	99.8%
Staff Training	20,000	100	100	19,900	99.5%
Staff Training - Tuition Reimbursement	7,500	-	-	7,500	100.0%
Board Hospitality	7,200	-	1,738	5,462	75.9%
Payroll Processing Fees	40,000	-	-	40,000	100.0%
Miscellaneous Expenditures	45,000	1,428	11,652	33,348	74.1%
Internal Service Fees (ISF)	95,000	45,500	45,500	49,500	52.1%
Contract Services Contingency	50,000	-	1,500	48,500	97.0%
Internal Administrative Costs Subtotal :	**$ 2,177,200**	**$ 172,946**	**$ 819,847**	**$ 1,357,353**	**62.3%**
Actuary and Accounting Services					
Audit	$ 56,000	$ -	$ 28,322	$ 27,678	49.4%
Actuary	52,400	-	8,340	44,060	84.1%
Actuary and Accounting Subtotal:	**$ 108,400**	**$ -**	**$ 36,662**	**$ 71,738**	**66.2%**
Legal Services					
City Attorney Salaries	$ 217,600	$ 15,816	$ 104,755	$ 112,845	51.9%
Legal Contingency	150,000	-	-	150,000	100.0%
Legal Services Subtotal:	**$ 367,600**	**$ 15,816**	**$ 104,755**	**$ 262,845**	**71.5%**
Investment Services					
Money Manager Fees	$ 1,353,000	$ 9,577	$ 271,926	$ 1,081,074	79.9%
Custodial Fee	124,500	-	31,125	93,375	75.0%
Investment Consultant	165,000	41,250	82,500	82,500	50.0%
Investment Subtotal:	**$ 1,642,500**	**$ 50,827**	**$ 385,551**	**$ 1,256,949**	**76.5%**
Total Operating Budget	**$ 4,295,700**	**$ 239,588**	**$ 1,346,815**	**$ 2,948,885**	**68.65%**

Table 2

OAKLAND POLICE AND FIRE RETIREMENT SYSTEM

Cash in Treasury (Fund 7100) - Preliminary

As of December 31, 2025

		December 2025
Beginning Cash as of 12/1/2025	$	10,044,747
Additions:		
City Pension Contribution - December		2,293,000
Investment Draw		2,100,000
Misc. Receipts		-
Total Additions:	$	4,393,000
Deductions:		
Pension Payment (November Pension Paid on 12/1/2025)		(4,012,876)
Expenditures Paid		(312,070)
Total Deductions	$	(4,324,946)
Ending Cash Balance as of 12/31/2025*	$	10,112,801

** On 1/2/2026, December pension payment of appx $3,987,000 will be made leaving a cash balance of $6,126,000.*

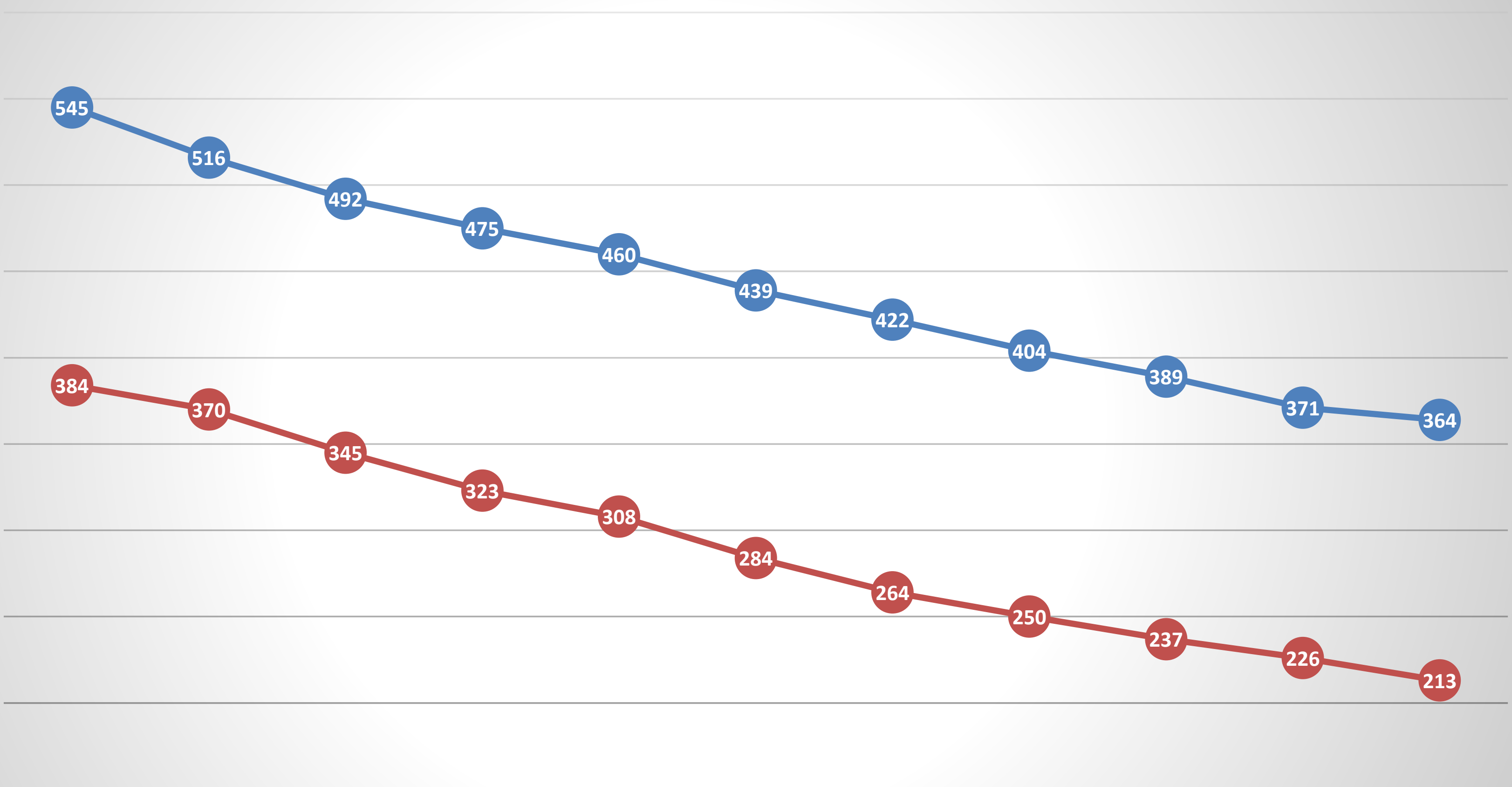
Table 3
CITY OF OAKLAND POLICE AND FIRE RETIREMENT SYSTEM

Census
As of December 31, 2025

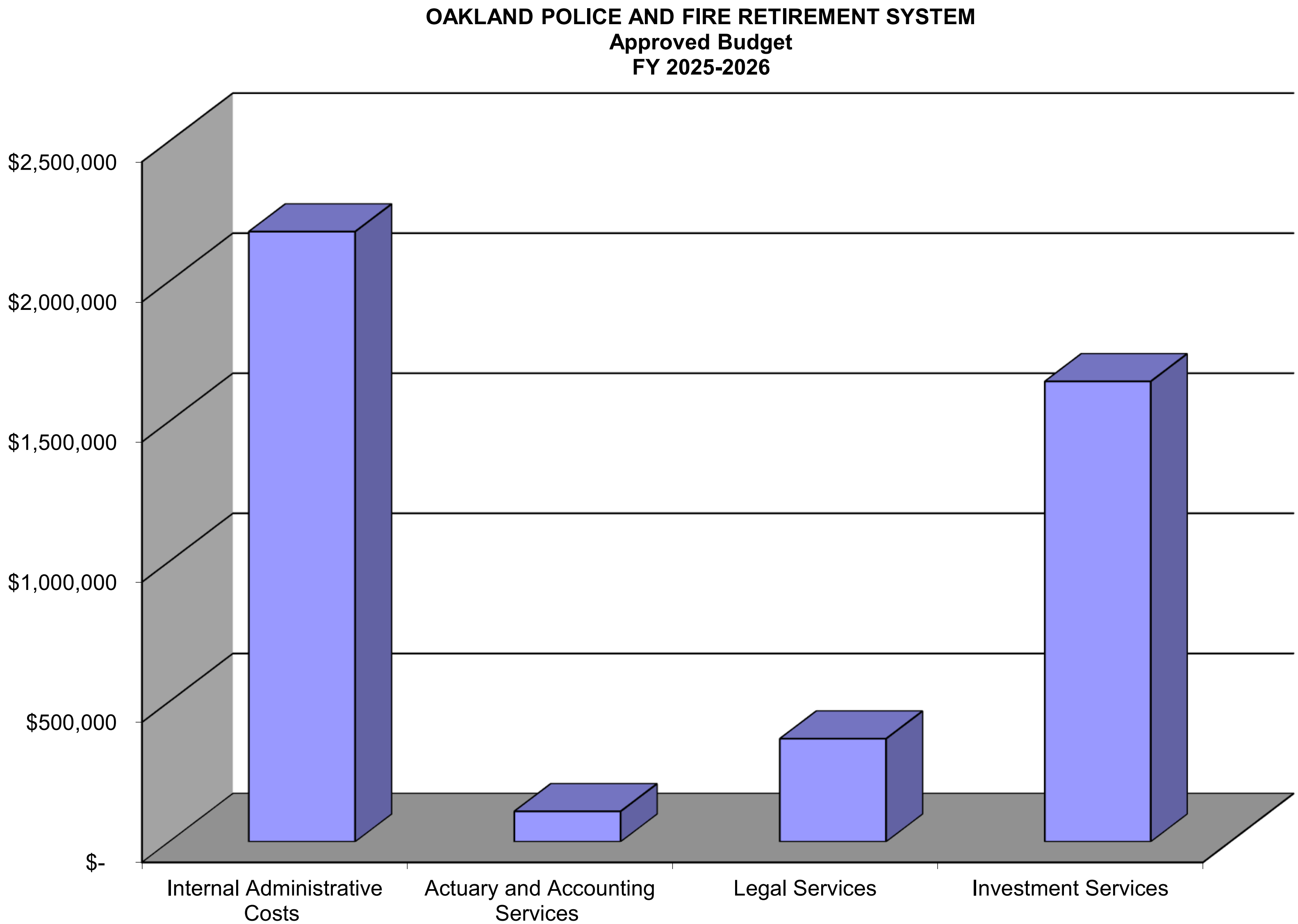
COMPOSITION	POLICE	FIRE	TOTAL
Retired Member:			
Retiree	246	127	373
Beneficiary	118	86	204
Total Retired Members	**364**	**213**	**577**
Total Membership:	**364**	**213**	**577**

COMPOSITION	POLICE	FIRE	TOTAL
Retired Member:			
Service Retirement	244	99	343
Disability Retirement	112	104	216
Death Allowance	8	10	18
Total Retired Members:	**364**	**213**	**577**
Total Membership as of December 31, 2025:	**364**	**213**	**577**
Total Membership as of June 30, 2025:	**371**	**226**	**597**
Annual Difference:	**-7**	**-13**	**-20**

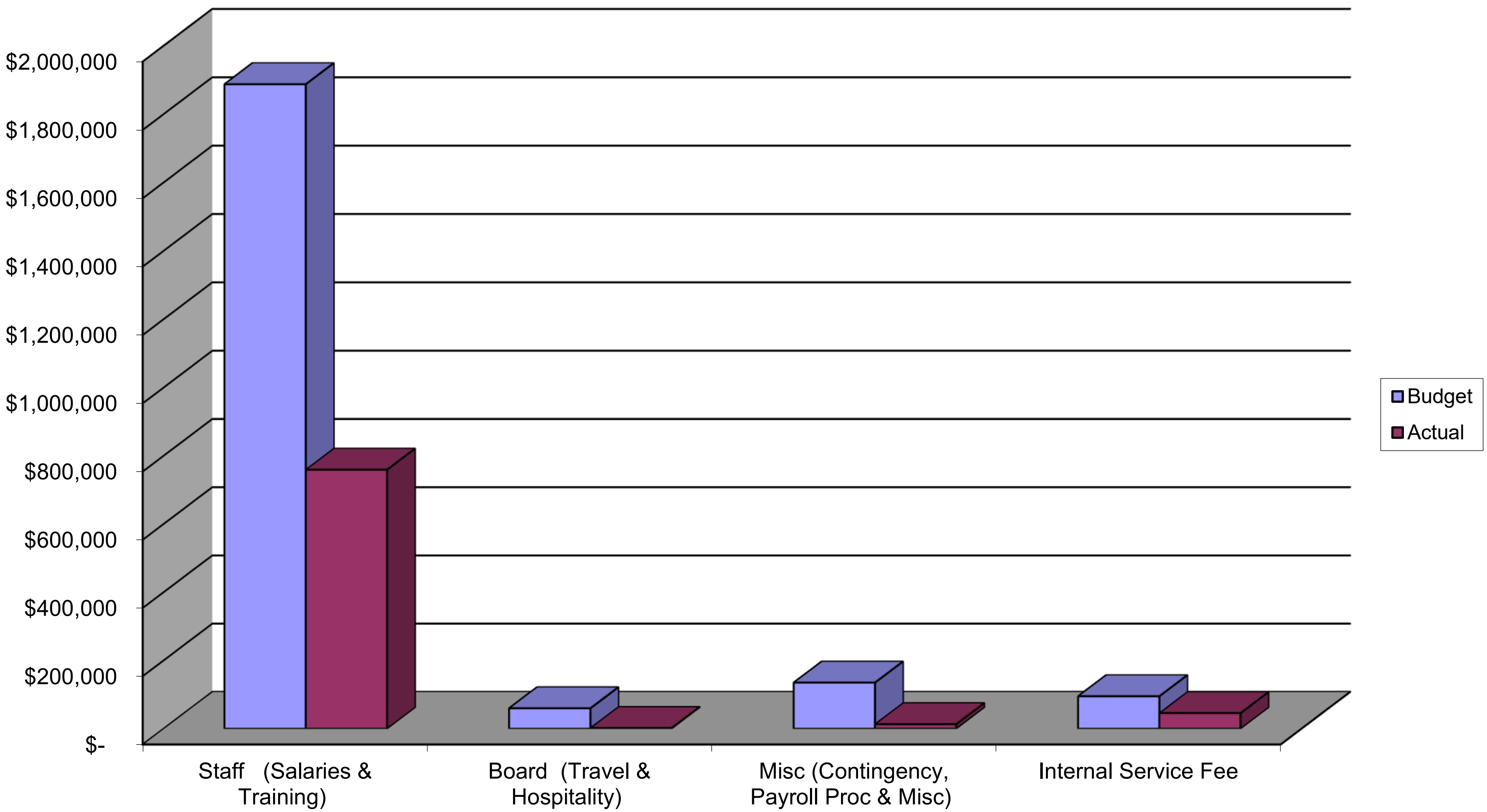
Oakland Police and Fire Retirement System
Pension Plan Membership Count
As of December 31, 2025 (FY 2016 - FY 2026)



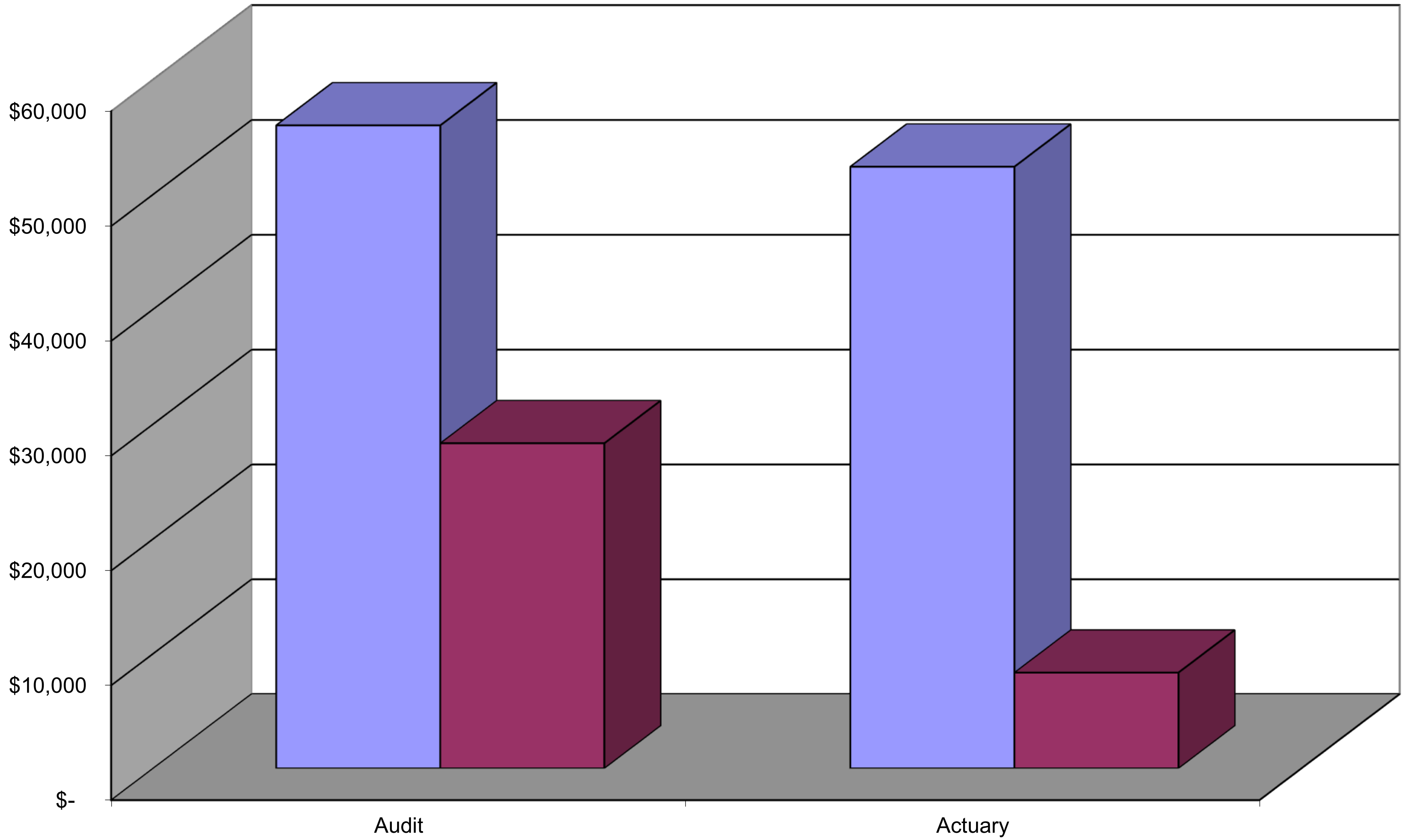
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026 FYTD
Police	545	516	492	475	460	439	422	404	389	371	364
Fire	384	370	345	323	308	284	264	250	237	226	213
Total	929	886	837	798	768	723	686	654	626	597	577


OAKLAND POLICE AND FIRE RETIREMENT SYSTEM
Approved Budget
FY 2025-2026
$2,500,000
$2,000,000
$1,500,000
$1,000,000
$500,000
$-
Internal Administrative Costs
Actuary and Accounting Services
Legal Services
Investment Services

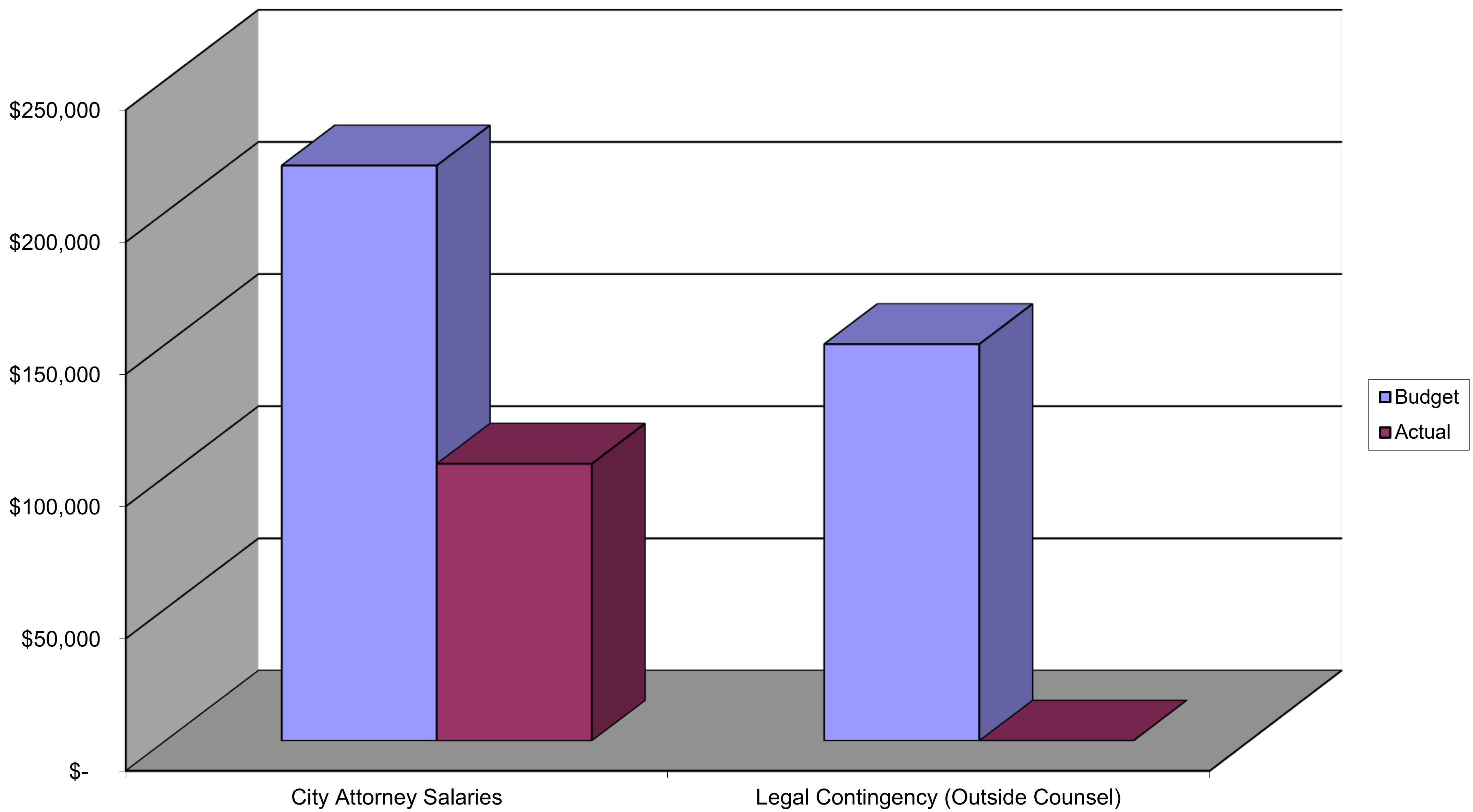
OAKLAND POLICE AND FIRE RETIREMENT SYSTEM
Budget vs Actual as of December 31, 2025
Internal Administrative Costs

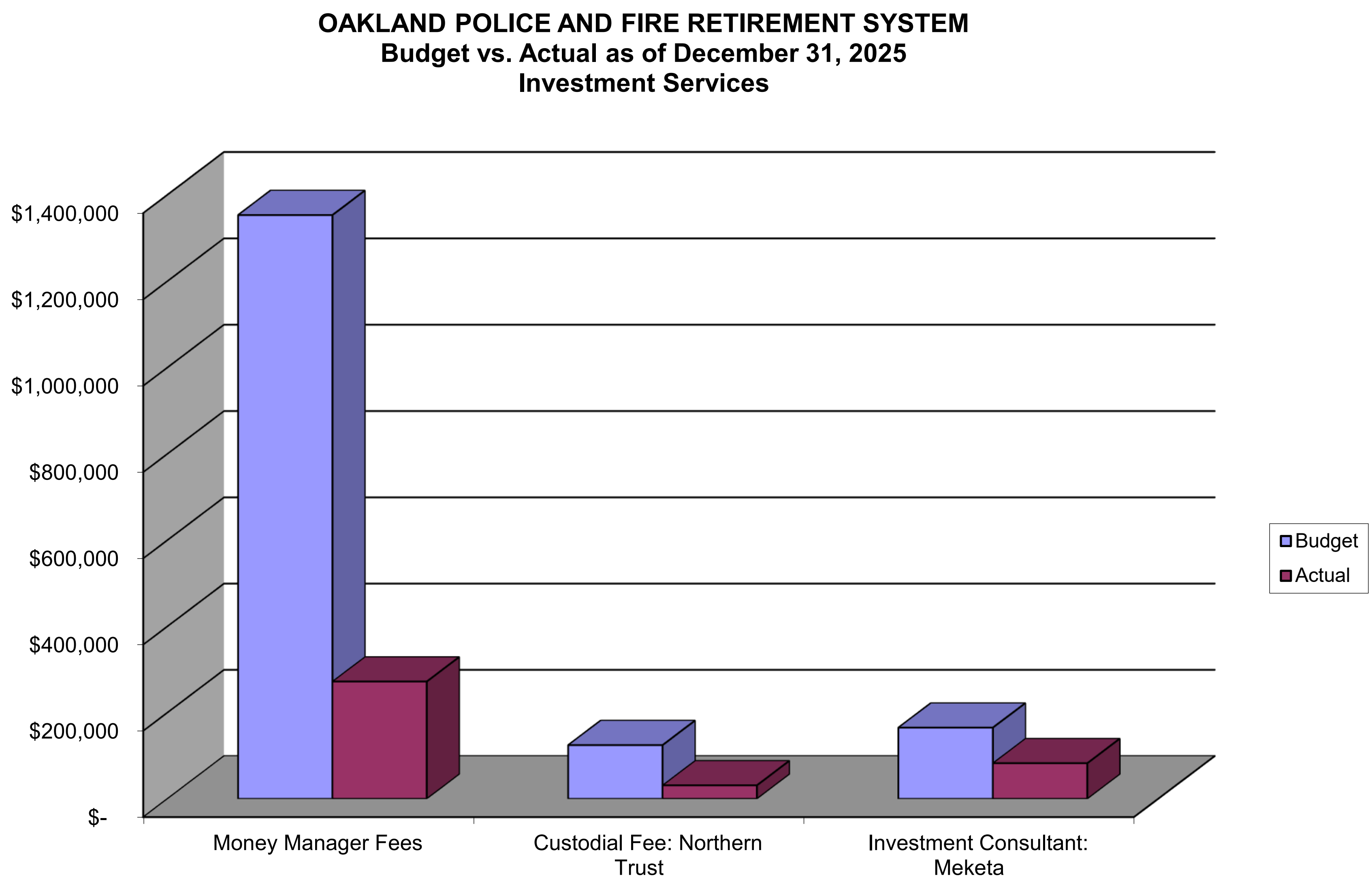


OAKLAND POLICE AND FIRE RETIREMENT SYSTEM
Budget vs. Actual as of December 31, 2025
Actuary and Accounting Services



OAKLAND POLICE AND FIRE RETIREMENT SYSTEM
Budget vs. Actual as of December 31, 2025
Legal Services




OAKLAND POLICE AND FIRE RETIREMENT SYSTEM
Budget vs. Actual as of December 31, 2025
Investment Services
$1,400,000
$1,200,000
$1,000,000
$800,000
$600,000
$400,000
$200,000
$-
Money Manager Fees
Custodial Fee: Northern Trust
Investment Consultant: Meketa
Budget
Actual

CITY OF OAKLAND

AGENDA REPORT

TO:	Oakland Police & Fire Retirement System (PFRS) Board of Administration
FROM:	Téir Jenkins Investment and Operations Manager
SUBJECT:	Authorization and Reimbursement of Board Member Wilkinson's Travel & Education Expenses
DATE:	February 25, 2026

R. Steven Wilkinson, Board Member of the **Oakland Police and Fire Retirement System** Board, requests authorization for reimbursement of travel and/or board education related funds for the event detailed below.

Staff has verified that budgeted funds are available for this Board Member to be reimbursed and recommends the reimbursement of travel/education funds for the event below be approved by board motion.

Travel/Education Event:	CALAPRS 2026 General Assembly
Event Location:	The Westin Carlsbad Resort & Spa, in Carlsbad, CA
Event Date:	March 8, 2026 – March 11, 2026
Estimated Event Expense:	$3,000.00
Notes:	

* If enrollment, registration, or admission expenses are required, the fund will process a check in advance and pay vendor directly; all other board-approved reimbursements will be made upon delivery of receipts to staff by the travelling party. Cancellation of event attendance requires return of all reimbursed funds paid to attendee to the fund.

For questions regarding this report, please contact Maxine Visaya, Administrative Analyst I, at (510) 238-7295.

Respectfully submitted,

Téir Jenkins
Investment and Operations Manager
Oakland Police & Fire Retirement System

Attachments:
(1) Resolution 8154
(2) Conference Agenda

Approved to
Form
and Legality

Selia Warren (Feb 20, 2026 15:21:27 PST)

OAKLAND POLICE AND FIRE RETIREMENT BOARD

CITY OF OAKLAND, CALIFORNIA

RESOLUTION NO. 8154

ON MOTION OF MEMBER ______________________ SECONDED BY MEMBER __________________________

RESOLUTION APPROVING REQUEST OF OAKLAND POLICE AND FIRE RETIREMENT SYSTEM BOARD MEMBER R. STEVEN WILKINSON TO TRAVEL AND ATTEND THE 2026 CALIFORNIA ASSOCIATION OF PUBLIC RETIREMENT SYSTEMS GENERAL ASSEMBLY (CALAPRS 2025 GENERAL ASSEMBLY) FROM MARCH 8, 2026 THROUGH MARCH 11, 2026 IN CARLSBAD, CALIFORNIA AND AUTHORIZING DIRECT PAYMENT TO THE VENDOR FOR CONFERENCE REGISTRATION FEES AND MEMBER REIMBURSEMENT OF TRAVEL-RELATED EXPENSES IN AN AMOUNT NOT TO EXCEED THREE THOUSAND DOLLARS ($3,000.00)

WHEREAS, the Oakland Police and Fire Retirement System (PFRS) Education and Travel Policy ("Travel Policy") requires that PFRS Board members and staff obtain prior Board approval of all education and travel-related expenses that will be reimbursed by PFRS; and;

WHEREAS, PFRS Board Member Wilkinson would like to attend the 2026 California Association of Public Retirement Systems (CALAPRS) General Assembly ("the Conference") in Carlsbad, CA from March 8, 2026 through March 11, 2026; and

WHEREAS, in compliance with Section IV(13)(c) of the Travel Policy, Member PFRS Board Member Wilkinson has submitted documentation showing the registration fees and estimated travel-related expenses to attend the Conference will be approximately Three Thousand Dollars ($3,000.00); and,

WHEREAS, pursuant to Section IV(21)(a) of the Travel Policy Plan, PFRS Board Member Wilkinson will submit documentation showing costs in an amount not to exceed Three Thousand ($3,000.00) incurred as reimbursable expenses to attend the Conference within 15 days of the date of his return from the conference; now, therefore be it

RESOLVED: That PFRS Board Member R. Steven Wilkinson's request to attend the 2026 California Association of Public Retirement Systems (CALAPRS) General Assembly in Carlsbad, CA from March 8, 2026 through March 11, 2026 at an estimated cost of Three Thousand Dollars ($3,000.00) is approved; and be it

FURTHER RESOLVED: That the PFRS Board authorizes direct payment to the vendor for conference registration fees and member reimbursement of travel-related expenses in an amount not to exceed Three Thousand Dollars ($3,000.00) for PFRS Board Member Wilkinson's attendance at the 2026 California Association of Public Retirement Systems (CALAPRS) General Assembly Conference.

IN BOARD MEETING, CITY HALL, OAKLAND, CA ____________ FEBRUARY 25, 2026 ____________

PASSED BY THE FOLLOWING VOTE:

AYES: GODFREY, B. JOHNSON, NICHELINI, TRAYLOR, & PRESIDENT W.L. JOHNSON, SR.
NOES:
ABSTAIN: WILKINSON
EXCUSED:
ABSENT:

ATTEST: ____________________________
PRESIDENT

ATTEST: ____________________________
SECRETARY

CALAPRS

EDUCATION | COMMUNICATION | NETWORKING

2026 GENERAL ASSEMBLY

Navigating the Noise: Governance in an Era of Global Uncertainty

WESTIN CARLSBAD RESORT & SPA • CARLSBAD, CA

MARCH 8-11
2026

The California Association of Public Retirement Systems (CALAPRS) invites you to attend the Annual General Assembly, Sunday, March 8 – Wednesday, March 11, 2026 at the Westin Carlsbad Resort & Spa, in Carlsbad, CA. The General Assembly is an educational conference for retirement system trustees, senior staff, and our annual sponsors. Attendees will learn from experts and peers, while getting the opportunity to network with colleagues.

SIGN-UP

Register online at **https://www.calaprs.org/general-assembly/**

- **Retirement System Fee:** $250/person
- **Sponsor Fee:** $2,500 annual sponsorship includes registration for 2 representatives at no additional cost

Don't miss the only CALAPRS meeting that brings together both our member staff and our association sponsors. The program includes educational sessions on relevant and timely topics, as well as networking opportunities for participants. CALAPRS is dedicated to providing a safe event experience for all meeting participants including: attendees, sponsors, staff, and guests. This meeting will be conducted as advised by government (local, state, and national) regulations, CDC recommendations, and venue requirements at the time of the event.

LODGING

CALAPRS has secured a block of rooms at the host hotel, the Westin Carlsbad Resort & Spa.

Book Online: CALAPRS Hotel Booking
By Phone: +1 760-827-2800

Room Rate: $265/night + taxes and fees*
Cut-off Date: Sunday, February 8, 2026 or when the block is sold out, whichever comes first

The $38/day resort fee is waived, if your room is booked within the CALAPRS room block. This discounted rate is available until the listed cut-off date or until the rooms are sold out, whichever comes first.

COMMITTEE

CALAPRS would like to thank the 2026 General Assembly Planning Committee for their dedication to creating a timely and impactful General Assembly Program!

Julie Wyne, CEO, Sonoma County Employees' Retirement Association *(Chair)*
Debby Cherney, CEO, San Bernardino County Employees' Retirement Association
Katie Girardi, Executive Director, San Luis Obispo County Pension Trust
Kim Malm, Deputy Executive Officer Customer Services & Support, CalPERS
Gregg Rademacher, CEO, San Diego City Employees' Retirement System

AGENDA

SUNDAY, MARCH 8

4:00 PM – 6:00 PM

EARLY-BIRD REGISTRATION OPEN

Beat the crowd and pick-up your badge and other meeting materials starting at 4:00 PM!

MONDAY, MARCH 9

10:00 AM – 5:00 PM

REGISTRATION OPEN

Be sure to check-in and pick-up your badge and meeting materials!

10:00 AM – 12:00 PM

AB1234 ETHICS FOR TRUSTEES

This two hour mandatory bi-annual training for public officials covers conflict of interest rules, public meeting and record requirements, due process requirements and other significant rules for legal compliance by public officials, with a particular focus on how these rules apply to retirement board trustees and senior staff. Note - this session is designed for system trustees and senior staff.

Presenter: *Ashley Dunning, Partner & Co–chair Pension, Benefits & Investments Group, Nossaman LLP*

11:00 AM – 1:45 PM

INVESTMENTS ROUND TABLE DISCUSSION

This Round Table is for System members ONLY and is an additional fee. Pre-registration is required. Lunch will be available for those registered.

2:00 – 2:15 PM

WELCOME REMARKS

Welcome remarks provided by Dave Nelsen, CEO, Alameda County Employees' Retirement Association (ACERA) & CALAPRS Association President and Julie Wyne, CEO, Sonoma County Employees' Retirement Association (SCERA)

2:15 – 3:15 PM

KEYNOTE – IF YOU NEED IT, WE PRINT IT!

In this moderated discussion, Jeffrey Gundlach shares his perspectives on government debt, Federal Reserve policy, the macroeconomic outlook, and where investors may find opportunities—or risks—in today's markets.

Speaker: *Jeffrey Gundlach, CEO, DoubleLine*
Moderator: *Jim Failor, CIO, Sonoma County Employees' Retirement Association (SCERA)*

3:15 – 3:30 PM

NETWORKING BREAK

Coffee, tea, and networking!

3:30 – 4:30 PM

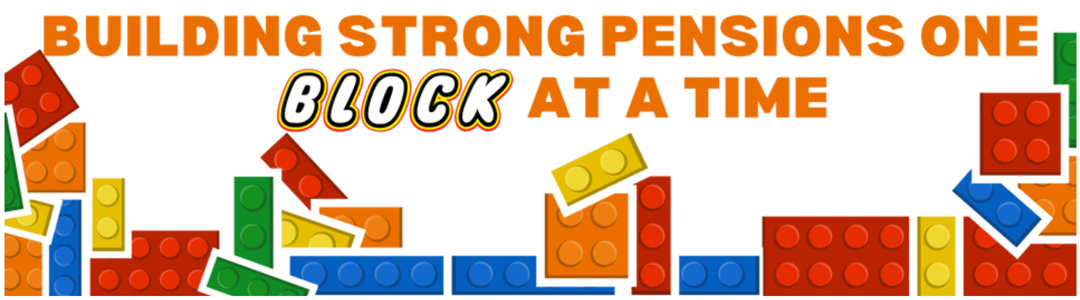
CHANGE AND UNCERTAINTY: BETTING AND HEDGING IN A LOW CONVICTION WORLD

You won't want to miss this dynamic conversation with Simona Mocuta moderated by Donald Pierce discussing how to break down the complexities of U.S. macro policy transitions and their potential impact on markets.

Speaker: *Simona Mocuta, Chief Economist, State Street Investment Management*
Moderator: *Donald Pierce, CIO, San Bernardino County Employees' Retirement Association (SBCERA)*

6:30 – 9:30 PM

STROLLING DINNER AT THE WESTIN



You're invited to our annual strolling dinner – an evening that blends playful creativity with serious purpose, reminding us that the most durable outcomes are built intentionally—piece by piece, decision by decision, creating retirement security for generations to come. System guests welcome – please register your guest with CALAPRS staff.

Strong pensions aren't built overnight—they're built one block at a time.

TUESDAY, MARCH 10

7:15 – 8:15 AM

BREAKFAST

The registration desk will be open starting at 7:00 AM.

8:15 – 8:30 AM

OPENING REMARKS

Opening remarks provided by Dave Nelsen, CEO, Alameda County Employees' Retirement Association (ACERA) & CALAPRS Association President.

8:30 – 9:30 AM

KEYNOTE – TOTAL PORTFOLIO APPROACH IMPLEMENTATION

Leaders of the nation's largest public pension fund discuss how they are implementing a Total Portfolio Approach to strengthen performance, manage risk, and achieve long-term sustainability. They'll share insights into how this strategy is transforming CalPERS' $600 billion portfolio, fostering alignment across asset classes, and supporting the fund's mission to deliver retirement security for 2 million members. This session offers a rare look at how one of the world's leading institutional investors is redefining its investment governance.

Speaker: *Marcie Frost, Executive Director and Stephen Gilmore, CIO, CalPERS*
Moderator: *Dave Nelsen, CEO, Alameda County Employees' Retirement Association (ACERA)*

9:30 – 10:00 AM

NETWORKING BREAK

Coffee, tea, and networking!

10:00 – 11:00 AM

WHY LEADING WITH EMPATHY MATTERS TO OUTPERFORMANCE

Join a leader from KKR for an exploration about why empathy is more than a soft skill—it's a strategic imperative linked to higher performance. Discover how leading with empathy builds trust, resilience, and exceptional results across organizations.

Speaker: *Ann Arlinghaus, Partner and Co-Head of Capstone in the Americas, KKR*
Moderator: *Neil Sheth, Partner and Head of Global Research, NEPC*

11:00 AM – 12:00 PM

SCALE AND STRATEGY: INSIGHTS FROM A LARGE AND SMALL PENSION SYSTEM

Two accomplished CIOs will explore how pension systems of different sizes navigate markets, allocate resources, and pursue innovation. Attendees will gain insight into shared challenges, distinct approaches, and the lessons each system can learn from the other.

Panelists: *Molly Murphy, CIO, Orange County Employees' Retirement Association and Katie Girardi, Executive Director, San Luis Obispo County Pension Trust*
Moderator: *Debby Cherney, CEO, San Bernardino County Employees' Retirement Association (SBCERA)*

12:00 – 1:30 PM

LUNCH

System members and Sponsor attendees are welcome to join the luncheon.

1:30 – 2:30 PM

NAVIGATING THE SEC POLICY LANDSCAPE AHEAD

Panelists will unpack key recent developments from the U.S. Securities and Exchange Commission impacting public pension systems and recommend strategies for ongoing fiduciary oversight of trust fund investments in this challenging regulatory environment. SEC policy changes discussed will include changes altering the SEC's historic structure as a bipartisan, expert, and independent agency; changes altering SEC government enforcement activity; and changes undermining investors' tools to ensure corporate accountability and the integrity of U.S. capital markets.

Panelists: *Anya Freedman, Partner, Bernstein Litowitz Berger & Grossman LLP (BLB&G); Omid Harraf, Rock Center for Corporate Governance, Stanford University; and Heather Traeger, General Counsel and Chief Compliance Officer, Teacher Retirement System of Texas*
Moderator: *Julie Wyne, CEO, Sonoma County Employees' Retirement Association (SCERA)*

2:30 – 3:00 PM

NETWORKING BREAK

Coffee, tea, and networking!

3:00 – 4:00 PM

"LEFT OF BOOM" – A CYBER THREAT LANDSCAPE BRIEFING AND LESSONS LEARNED TO IMPROVE CYBER RESILIENCY

SSA Lally will provide a cyber threat landscape briefing from the FBI's perspective and the non-technical, "lessons learned" from organizations who were impacted by significant cyber incidents.

Speaker: *Supervisory Agent Brett Lally, Federal Bureau of Investigation*
Moderator: *Kim Malm, Deputy Executive Officer, Customer Service & Support Branch, CalPERS*

5:00 – 6:00 PM

NETWORKING RECEPTION AT THE WESTIN

Join fellow attendees for a last hoorah before the last day of the General Assembly – enjoy a cocktail, delicious hors d'oeuvres, and great company!

WEDNESDAY, MARCH 11

8:00 – 9:00 AM

BREAKFAST

The registration desk will be open starting at 7:45 AM.

9:00 – 10:00 AM

SHIFTS HAPPEN

This session addresses one of the greatest challenges for institutional investors: staying disciplined as a patient capital investor despite the constant pressures of short-termism. Drawing on global best practices and empirical evidence, Rick Funston highlights how governance discipline, strategic clarity, and aligned decision-making create lasting value over 10-, 20-, and 30-year horizons despite short-term noise.

Speaker: *Rick Funston, Funston Advisory Services CEO, Former Deloitte National Leader, Governance and Risk Oversight*
Moderator: *Gregg Rademacher, CEO, San Diego City Employees' Retirement System (SDCERS)*

10:00 – 10:45 AM

TRUSTEE ROUNDUP

This session will bring together experienced trustees to discuss best practices in board management, strategies for strengthening fiduciary oversight, the importance of transparent, forward-thinking governance structures, and current and emerging challenges facing pension systems. Attendees will gain practical perspectives on effective decision-making, collaborative board dynamics, and the critical role trustees play in safeguarding the retirement security of public employees.

Panelists: *Marc Bracco, Chair, Board of Trustees, San Bernardino County Employees Retirement Association (SBCERA); Lisa Marie Harris, President, Board of Administration, San Diego City Employees' Retirement System (SDCERS); and Theresa Taylor, President, Board of Administration, CalPERS*
Moderator: *Katie Girardi, Executive Director, San Luis Obispo County Pension Trust*

10:45 – 11:00 AM

CLOSING REMARKS & PROGRAM ADJOURNMENT

CITY OF OAKLAND

AGENDA REPORT

TO:	Oakland Police & Fire Retirement System (PFRS) Board of Administration	**FROM:**	Téir Jenkins Investment and Operations Manager
SUBJECT:	Authorization and Reimbursement of Board Member Wilkinson's Travel & Education Expenses	**DATE:**	February 25, 2026

R. Steven Wilkinson, Board Member of the **Oakland Police and Fire Retirement System** Board, requests authorization for reimbursement of travel and/or board education related funds for the event detailed below.

Staff has verified that budgeted funds are available for this Board Member to be reimbursed and recommends the reimbursement of travel/education funds for the event below be approved by board motion.

Travel/Education Event:	2026 Milken Institute Global Conference
Event Location:	The Beverly Hilton & Waldorf Astoria Beverly Hills, in Los Angeles, CA
Event Date:	May 3, 2026 – May 6, 2026
Estimated Event Expense:	$3,000.00
Notes:	

* If enrollment, registration, or admission expenses are required, the fund will process a check in advance and pay vendor directly; all other board-approved reimbursements will be made upon delivery of receipts to staff by the travelling party. Cancellation of event attendance requires return of all reimbursed funds paid to attendee to the fund.

For questions regarding this report, please contact Maxine Visaya, Administrative Analyst I, at (510) 238-7295.

Respectfully submitted,

Téir Jenkins
Investment and Operations Manager
Oakland Police & Fire Retirement System

Attachments:
(1) Resolution 8155
(2) Conference Agenda

Approved to Form and Legality
Selia Warren (Feb 20, 2026 15:21:40 PST)

OAKLAND POLICE AND FIRE RETIREMENT BOARD

CITY OF OAKLAND, CALIFORNIA

RESOLUTION NO. 8155

ON MOTION OF MEMBER ____________________ SECONDED BY MEMBER ______________________

RESOLUTION APPROVING REQUEST OF OAKLAND POLICE AND FIRE RETIREMENT SYSTEM BOARD MEMBER R. STEVEN WILKINSON TO TRAVEL AND ATTEND THE 2026 MILKEN INSTITUTE GLOBAL CONFERENCE FROM MAY 3, 2026 THROUGH MAY 6, 2026 IN LOS ANGELES, CALIFORNIA AND FOR REIMBURSEMENT OF TRAVEL-RELATED EXPENSES IN AN AMOUNT NOT TO EXCEED THREE THOUSAND DOLLARS ($3,000.00)

WHEREAS, the Oakland Police and Fire Retirement System (PFRS) Education and Travel Policy ("Travel Policy") requires that PFRS Board members and staff obtain prior Board approval of all education and travel-related expenses that will be reimbursed by PFRS; and;

WHEREAS, PFRS Board Member Wilkinson would like to attend the 2026 Milken Institute Global Conference ("the Conference") in Los Angeles, CA from May 3, 2026 through May 6, 2026; and

WHEREAS, in compliance with Section IV(13)(c) of the Travel Policy, PFRS Board Member Wilkinson has submitted documentation showing the registration fees and estimated travel-related expenses to attend the Conference will be approximately Three Thousand Dollars ($3,000.00); and,

WHEREAS, pursuant to Section IV(21)(a) of the Travel Policy Plan, PFRS Board Member Wilkinson will submit documentation showing costs in an amount not to exceed Three Thousand ($3,000.00) incurred as reimbursable expenses to attend the Conference within 15 days of the date of his return from the conference; now, therefore be it

RESOLVED: That PFRS Board Member R. Steven Wilkinson's request to attend the 2026 Milken Institute Global Conference in Los Angeles, CA from May 3, 2026 through May 6, 2026 at an estimated cost of Three Thousand Dollars ($3,000.00) is approved; and be it

FURTHER RESOLVED: That the PFRS Board authorizes reimbursement of travel-related expenses in an amount not to exceed Three Thousand Dollars ($3,000.00) for PFRS Board Member Wilkinson's attendance at the 2026 Milken Institute Global Conference.

IN BOARD MEETING, CITY HALL, OAKLAND, CA FEBRUARY 25, 2026

PASSED BY THE FOLLOWING VOTE:

AYES: GODFREY, B. JOHNSON, NICHELINI, TRAYLOR, & PRESIDENT W.L. JOHNSON, SR.
NOES:
ABSTAIN: WILKINSON
EXCUSED:
ABSENT:

ATTEST: ______________________
PRESIDENT

ATTEST: ______________________
SECRETARY

MILKEN INSTITUTE

2026 GLOBAL CONFERENCE
LEADING IN A NEW ERA

MAY 3–6, 2026
The Beverly Hilton & Waldorf Astoria Beverly Hills
Los Angeles

The Milken Institute Global Conference convenes the best minds in the world to tackle its most urgent challenges and realize its most exciting opportunities.

It is a unique experience in which individuals with the capital and influence to change the world connect with those whose expertise and creativity are reinventing health, finance, business, technology, philanthropy, industry, and society.

The 29th annual Global Conference will convene our diverse and forward-thinking community to tackle these urgent issues and seize opportunities to collectively shape a more sustainable, equitable, and resilient future.

Join us as we reflect on the disruptions and innovations of the recent past and translate lessons learned into building meaningful, healthy, and prosperous lives for all.

globalconference.org
speakers@milkeninstitute.org
#MIGlobal

SOLVING CHALLENGES ACROSS

Access, Opportunity, and Economic Mobility
Business and Industry
Energy and Environment
Financial Markets
Health and Medical Research
Human Capital, Workforce Development, and Education
International Relations and Geoeconomics
Philanthropy and Social Impact
Policy and Regulation
Security and Risk
Society and Culture
Technology and Innovation

UPCOMING MILKEN INSTITUTE EVENTS

South Florida Dialogues
Palm Beach and Miami | January 30–February 3

Future of Finance
Washington, DC | March 3–4

Global Investors' Symposium
Hong Kong | March 23

Hamptons Dialogues
New York | August 27–30

Asia Summit
Singapore | October 7–9

Global Investors' Symposium
Mexico City | October

Future of Health Summit
Washington, DC | November

Middle East and Africa Summit
Abu Dhabi, UAE | December

BY THE NUMBERS	4	200+	300+	900+	4,000+
	DAYS	SESSIONS	REGISTERED MEDIA	SPEAKERS	PARTICIPANTS

RECENT
MILKEN INSTITUTE SPEAKERS

Bill Ackman
Founder and CEO, Pershing Square Capital Management

Her Majesty Queen Rania Al Abdullah
Hashemite Kingdom of Jordan

Mariam Almheiri
Group CEO, 2PointZero; Chair, International Affairs Office, Presidential Court, United Arab Emirates

José Andrés
Chef, Humanitarian, and Founder, World Central Kitchen; Author, "Change the Recipe"

Ajay Banga
President, World Bank Group

Mary Barra
Chair and CEO, General Motors Company

David Beckham
Partner and Shareholder, Authentic Brands Group; Co-Owner, Inter Miami CF; Global Brand Ambassador; Philanthropist

Scott Bessent
Secretary, US Department of the Treasury

The Honorable Joseph R. Biden, Jr.
46th President of the United States of America

Casey Bloys
Chairman and CEO, HBO and Max Content

Todd Boehly
CEO, Eldridge Industries; Chairman, Eldridge

Albert Bourla
Chairman and CEO, Pfizer, Inc.

The Honorable George W. Bush
43rd President of the United States of America; Founder, George W. Bush Presidential Center

The Honorable Bill Clinton
42nd President of the United States; Founder and Board Chair, Clinton Foundation

Mark Cuban
Investor; Entrepreneur; Minority Shareholder, Dallas Mavericks; Co-Owner, 2929 Entertainment, Cost Plus Drugs

Patrick Dempsey
Actor, Producer, and Philanthropist

Joaquin Duato
Chairman CEO, Johnson & Johnson

Thasunda Brown Duckett
President and CEO, TIAA

Marvin Ellison
Chairman and CEO, Lowe's Companies, Inc.

Judy Faulkner
CEO and Founder, Epic

Jane Fraser
CEO, Citigroup

Kristalina Georgieva
Managing Director, International Monetary Fund

Ilan Goldfajn
President, Inter-American Development Bank

Josh Green
Governor, State of Hawaii

Ken Griffin
Founder and CEO, Citadel

Poppy Gustafsson
Minister for Investment, United Kingdom

Fernando Haddad
Minister of Finance, The Federal Government of Brazil

Jonathan Haidt
Professor of Ethical Leadership, New York University; Author, "The Anxious Generation"

Kevin Hassett
Director, National Economic Council, The White House

Mellody Hobson
Co-CEO and President, Ariel Investments

Jensen Huang
Founder and CEO, Nvidia

Earvin "Magic" Johnson
CEO, Magic Johnson Enterprises; Founder, LA Rises

Michael Kratsios
Director, Office of Science and Technology Policy, The White House

Arvind Krishna
Chairman and CEO, IBM

Christine Lagarde
President, European Central Bank

Padma Lakshmi
Producer, Television Host, and Best-Selling Author

John Legend
Artist and Activist

Maria Corina Machado
Leader, Venezuelan Democratic Movement

Peyton Manning
Two-Time Super Bowl-Winning Quarterback, Five-Time NFL MVP, and Member of the Pro Football Hall of Fame

His Excellency Ferdinand R. Marcos, Jr.
President, Republic of the Philippines

Judith McKenna
Former President and CEO, Walmart International

Linda McMahon
Secretary, US Department of Education

His Excellency Javier Milei
President of Argentina

Elon Musk
Co-Founder and CEO, Tesla

Indra Nooyi
Former Chairwoman and CEO, PepsiCo; Board of Directors, Amazon

Mehmet Oz
Administrator, Centers for Medicare & Medicaid Services, US Department of Health and Human Services

His Excellency Santiago Peña
President of Paraguay

Armando Christian Pérez (Pitbull)
Musician, Education Ambassador, and Motivational Speaker

Ruth Porat
President and Chief Investment Officer, Alphabet and Google

Marc Rowan
Co-Founder and CEO, Apollo Global Management

His Excellency William Ruto
President, Republic of Kenya

Rajiv Shah
President, The Rockefeller Foundation

Jessica Sibley
CEO, TIME

Robert F. Smith
Founder, Chairman, and CEO, Vista Equity Partners

Raj Subramaniam
CEO, FedEx

Majid Al Suwaidi
CEO, Altérra

Masaaki Taira
Minister for Digital Transformation, Minister in Charge of Digital Administrative and Fiscal Reform, and Minister in Charge of Administrative Reform, Japan

Janet Truncale
Global Chair and CEO, EY

Hamdi Ulukaya
Founder, CEO, and Chairman, Chobani

Doris Uzoka-Anite
Minister of State, Federal Ministry of Finance, Nigeria

Emma Walmsley
CEO, GSK

Mark Walter
Founder and CEO, TWG Global; Founder and CEO, Guggenheim Partners

Kerry Washington
Actress, Producer, and Director; Founder, Simpson Street; Author, "Thicker than Water: A Memoir"

Michael Wirth
Chairman and CEO, Chevron

Darren Woods
Chairman and CEO, Exxon Mobil Corporation

Linda Yaccarino
CEO, X

Glenn Youngkin
Governor, Commonwealth of Virginia

CITY OF OAKLAND

AGENDA REPORT

TO:	Oakland Police & Fire Retirement System (PFRS) Board of Administration	**FROM:**	Téir Jenkins Investment and Operations Manager
SUBJECT:	Authorization and Reimbursement of Board Member Godfrey's Travel & Education Expenses	**DATE:**	February 25, 2026

Jamie T. Godfrey, Board Member of the **Oakland Police and Fire Retirement System** Board, requests authorization for reimbursement of travel and/or board education related funds for the event detailed below.

Staff has verified that budgeted funds are available for this Board Member to be reimbursed and recommends the reimbursement of travel/education funds for the event below be approved by board motion.

Travel/Education Event:	Institutional Investor's Roundtable 2026 Conference
Event Location:	The Beverly Hilton, in Los Angeles, CA
Event Date:	April 27, 2026 – April 29, 2026
Estimated Event Expense:	$2,000.00
Notes:	

* If enrollment, registration, or admission expenses are required, the fund will process a check in advance and pay vendor directly; all other board-approved reimbursements will be made upon delivery of receipts to staff by the travelling party. Cancellation of event attendance requires return of all reimbursed funds paid to attendee to the fund.

For questions regarding this report, please contact Maxine Visaya, Administrative Analyst I, at (510) 238-7295.

Respectfully submitted,

Téir Jenkins
Investment and Operations Manager
Oakland Police & Fire Retirement System

Attachments:
(1) Resolution 8156
(2) Conference Agenda

Approved to Form and Legality

Selia Warren (Feb 20, 2026 15:21:50 PST)

OAKLAND POLICE AND FIRE RETIREMENT BOARD

CITY OF OAKLAND, CALIFORNIA

RESOLUTION NO. 8156

ON MOTION OF MEMBER ______________________ SECONDED BY MEMBER ________________________

RESOLUTION APPROVING REQUEST OF OAKLAND POLICE AND FIRE RETIREMENT SYSTEM BOARD MEMBER JAIME T. GODFREY TO TRAVEL AND ATTEND INSTITUTIONAL INVESTOR'S 2026 ROUNDTABLE CONFERENCE FROM APRIL 27, 2026 THROUGH APRIL 29, 2026 IN LOS ANGELES, CA, AND AUTHORIZING MEMBER REIMBURSEMENT OF TRAVEL-RELATED EXPENSES IN AN AMOUNT NOT TO EXCEED TWO THOUSAND DOLLARS ($2,000.00)

WHEREAS, the Oakland Police and Fire Retirement System (PFRS) Education and Travel Policy ("Travel Policy") requires that PFRS Board members and staff obtain prior Board approval of all education and travel-related expenses that will be reimbursed by PFRS; and;

WHEREAS, PFRS Board Member Godfrey would like to attend Institutional Investor's Roundtable 2026 Conference From April 27, 2026 Through April 29, 2026 in Los Angeles, CA; and

WHEREAS, in compliance with Section IV(13)(c) of the Travel Policy, PFRS Board Member Godfrey has submitted documentation showing the estimated travel-related expenses to attend the Conference will be approximately Two Thousand Dollars ($2,000.00); and

WHEREAS, pursuant to Section IV(21)(a) of the Travel Policy Plan, PFRS Board Member Godfrey will submit documentation showing costs in an amount not to exceed Two Thousand ($2,000.00) incurred as reimbursable expenses to attend the Conference within 15 days of the date of his return from the conference; now, therefore be it

RESOLVED: PFRS Board Member Jaime T. Godfrey's request to attend Institutional Investor's Roundtable 2026 Conference From April 27, 2026 Through April 29, 2026 in Los Angeles, CA at an estimated cost of Two Thousand Dollars ($2,000.00) is approved; and be it

FURTHER RESOLVED: That the PFRS Board authorizes member reimbursement of the travel-related expenses in an amount not to exceed Two Thousand Dollars ($2,000.00) for PFRS Board Member Godfrey's attendance at Institutional Investor's Roundtable 2026 Conference.

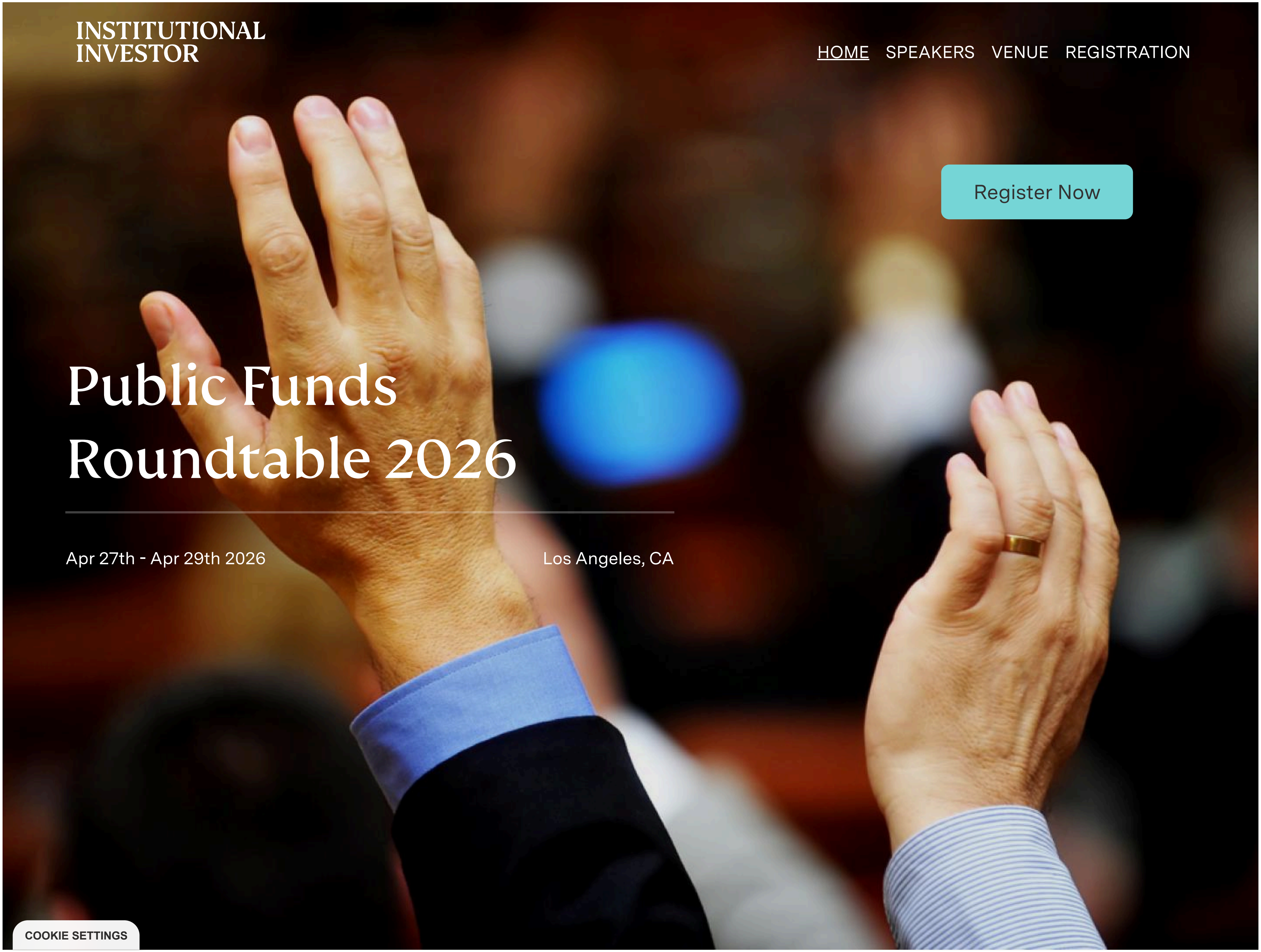
IN BOARD MEETING, CITY HALL, OAKLAND, CA ____________ FEBRUARY 25, 2026 ____________

PASSED BY THE FOLLOWING VOTE:

AYES: B. JOHNSON, NICHELINI, TRAYLOR, WILKINSON, & PRESIDENT W.L. JOHNSON, SR.
NOES:
ABSTAIN: GODFREY
EXCUSED:
ABSENT:

ATTEST: ____________________
PRESIDENT

ATTEST: ____________________
SECRETARY



INSTITUTIONAL INVESTOR

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Public Funds Roundtable 2026

Apr 27th - Apr 29th 2026

Los Angeles, CA

COOKIE SETTINGS

ABOUT

Serving this industry for over 50 years, join us April 27th - 29th at Institutional Investor's annual Public Funds Roundtable at the Beverly Hilton, Los Angeles.
CIOs and other senior investment executives from leading public plans from across North America will convene to share innovation, insights, and thought leadership - and to address common challenges - in the pursuit of investment objectives to serve beneficiaries amid an increasingly uncertain macro environment.

Become A Member

Register to Attend

CONTACT

For institutional investors and public pensions looking for more information, please contact:

Luke Zammit

Director, Investor Relations

luke.zammit@institutionalinvestor.com

For asset managers looking for more information, please contact:

Giorgio Tupini

Head of Sales, North America

giorgio.tupini@institutionalinvestor.com

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Lee Garden One,
33 Hysan Avenue
Causeway Bay, Hong Kong
P: +852 2912 8001

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COOKIE SETTINGS

Public Funds Roundtable 2026

Americas

April 27-29, 2026 | The Beverly Hilton, Los Angeles, CA

About This Event

Serving this industry for over 50 years, join us April 27th - 29th at Institutional Investor's annual Public Funds Roundtable at the Beverly Hilton, Los Angeles.CIOs and other senior investment executives from leading public plans from across North America will convene to share innovation, insights, and thought leadership - and to address common challenges - in the pursuit of investment objectives to serve beneficiaries amid an increasingly uncertain macro environment.

Talk to our Team

Close

Go to event page

CITY OF OAKLAND

AGENDA REPORT

TO:	Oakland Police & Fire Retirement System (PFRS) Board of Administration	**FROM:**	Téir Jenkins Operations & Investment Manager
SUBJECT:	Approve Printing & Distribution of PFRS Annual Report for the Fiscal Year Ended June 30, 2025	**DATE:**	February 25, 2026

RECOMMENDATION

The PFRS Annual Report for Fiscal Year ended June 30, 2025, has been completed and is submitted here for Board approval of printing and distribution.

Respectfully submitted,

Téir Jenkins
Operations & Investment Manager
Oakland Police & Fire Retirement System

ATTACHMENT 1: PFRS ANNUAL REPORT FYE JUNE 30, 2025

CITY OF OAKLAND

POLICE & FIRE RETIREMENT SYSTEM

2025

ANNUAL REPORT

FISCAL YEAR ENDED JUNE 30, 2025

CONTENTS

CONTENTS
(Continued)

SECTION 4: ACTUARIAL

IN MEMORIAM

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INTRODUCTION

NOLAN DARNELL

SERGEANT

SERVED WITH OAKLAND POLICE DEPARTMENT

MARCH 1966—SEPTEMBER 1988

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LETTERS OF TRANSMITTAL

CITY OF OAKLAND

150 FRANK H.OGAWA PLAZA, SUITE 3349 · OAKLAND, CALIFORNIA 94612-2021

Finance Department
Treasury Bureau
Retirement Unit

(510) 238-3307
FAX (510) 238-7129
CA RELAY 711

February 25, 2026

Oakland City Council
1 Frank H. Ogawa Plaza
Oakland, CA 94612

Dear Honorable Mayor Barbara Lee and Members of the City Council:

I am pleased to present the annual report of the Oakland Police and Fire Retirement System for the fiscal year ended June 30, 2025. Provided in this report are the Plan's Financial Information, Investment Performance, and Actuarial Valuations and Statistical Information for the corresponding year.

The members of the Board express their appreciation to the Mayor, City Council, City Administrator, City Attorney, the various City Agencies, Departments, and the members of their staff for their cooperation and assistance.

Respectfully submitted,

Walter L. Johnson, Sr., President
Oakland Police and Fire Retirement System

LETTERS OF TRANSMITTAL

CITY OF OAKLAND

150 FRANK H.OGAWA PLAZA, SUITE 3349 · OAKLAND, CALIFORNIA 94612-2021

Finance Department
Treasury Bureau
Retirement Unit

(510) 238-3307
FAX (510) 238-7129
CA RELAY 711

February 4, 2026

Oakland Police and Fire Retirement Board
150 Frank H. Ogawa Plaza, Suite 3349
Oakland CA 94612

Board of Trustees:

I am pleased to present the Annual Report of the Oakland Police and Fire Retirement System for the fiscal year ended June 30, 2025.

ACCOUNTING SYSTEM

The accompanying financial statements have been prepared in compliance with the City Charter and in accordance with the accounting and reporting requirements of the Governmental Accounting Standards Board (GASB) and the reporting requirements prescribed by the Government Finance Officers' Association of the United States and Canada (GFOA).

The method for recording revenues and expenses is on an accrual basis. Revenue is taken into account when earned, regardless of the date of the collection, and expenses are recorded when the corresponding liabilities are incurred instead of when payment is made. Amortization of bond premiums and discounts are over the life of the investment security and actuarial reserves are funded via the entry age normal cost method.

ADDITIONS

Additions to the plan includes all income received into the Plan for the Fiscal Year. Pension Plan's sources of income include items such as contributions and investment income. Total additions for the fiscal year ended June 30, 2025 were $77,776,990. This amount includes a net investment gain of $42,931,437. Net investment includes appreciation or depreciation in fair value of investments, interest income and dividend income less investment expenses during the fiscal year. In addition, the City contributed $34,845,000 during the fiscal year. As of June 30, 2025, all the System's members are retired.

DEDUCTIONS

Total deductions to the plan in the fiscal year ended June 30, 2025 were $51,131,700. This amount includes deductions of $49,283,946 for pension payments to members and qualified beneficiaries.

LETTERS OF TRANSMITTAL

RESERVES AND FUNDING

The Police and Fire Retirement System most recent actuarial study values the Plan as of July 1, 2024. Details regarding this actuarial study can be found in Section 4 of this annual report.

As of the most recent actuary study dated July 1, 2024, the System's Unfunded Actuarial Liability is approximately $58.4 million, and the System had a Funded Ratio of 90.6 percent on a Market Value of Assets (MVA) basis. During fiscal year 2025, the City of Oakland contributed $34.8 million to the System. The next required City contribution is projected to be approximately $27.5 million in FY 2025-2026.

INVESTMENTS

The Police and Fire Retirement System Investment Policy is used as a guideline for all investment activities. The Investment Policy includes an asset allocation plan. The plan consists of six asset classes: Domestic Stocks, International Stocks, Fixed Income Instruments, Credit, Covered Calls and Crisis Risk Offset (CRO). In addition, the Policy also allocates among the different investment management styles.

Total Investment Income resulted in a gain of $42,931,437 in fiscal year 2025. The actual money-weighted annual investment return for fiscal year 2025 was 10.12%. GASB requires that investments be reported at fair value. The appreciation (depreciation) in fair value of investments held by PFRS is recorded as an increase (decrease) in investment income based on the valuation of investments at year-end.

The historical annualized money-weighted rates of return on the portfolios are as follows:

	Total Returns %		
	1 Year	3 Year	5 Year
Total Fund	10.12%	9.79%	8.06%

ACKNOWLEDGEMENTS

The compilation of this report reflects the combined efforts of the Retirement System Administration Staff, the Board of Trustees, and various professional consultants. Its intent is to provide complete and reliable information to the beneficiaries of the Plan, to serve as a basis for making management decisions, and to ensure compliance with legal provisions affecting the administration of the Plan.

Respectfully submitted,

David F. Jones
Plan Administrator

MEMBERS OF THE BOARD OF ADMINISTRATION

Walter L. Johnson, Sr.
President
Community Representative

Jaime T. Godfrey
Vice President
Bank Representative

John C. Speakman
Fire Department Representative

Plan Administrator
David F. Jones
Treasury Administrator

Legal Advisor, City of Oakland
Selia Warren
Supervising Deputy City Attorney

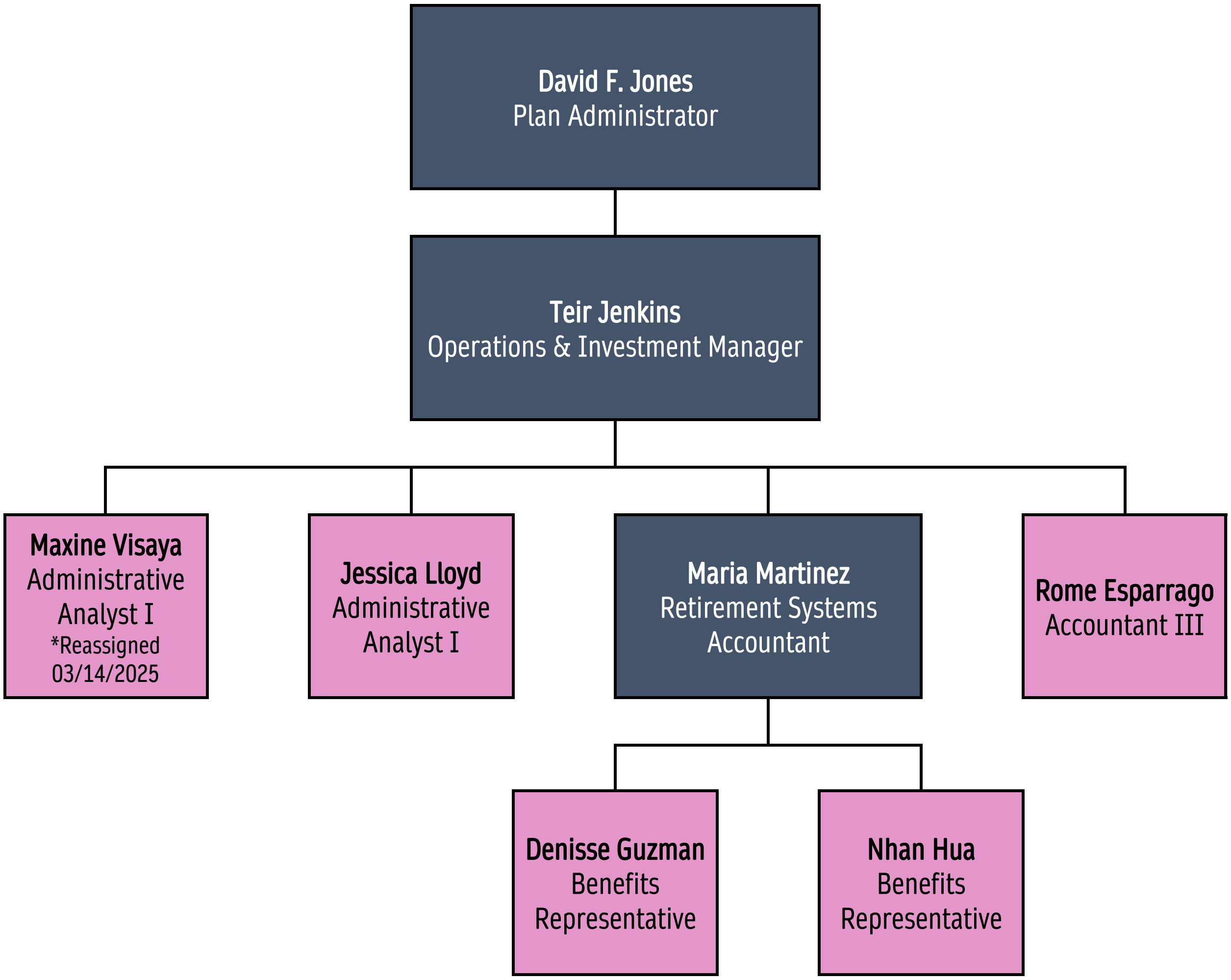
R. Steven Wilkinson
Insurance Representative

Martin J. Melia
Alternating Fire/Police Department Representative

Robert W. Nichelini
Police Representative

Erin Roseman
Mayoral Designate
Resigned June 13, 2025
Seat Vacant Until
07/01/2026

ADMINISTRATIVE STAFF
Retirement Unit



PROFESSIONAL SERVICES

Over the past year the Board of Administration has engaged the following consultants to assist in making investments and in developing a sound retirement plan:

Actuary	Cheiron, Inc.
Auditors	Macias Gini & O'Connell LLP
Custodial Service	The Northern Trust Company
Investment Consultant	Meketa Investment Group

A complete list of Investment Professionals is included on page **46** of this Annual Report.

BOARD MEETING INFORMATION

On-Site Meeting Location	1 Frank H. Ogawa Plaza, Oakland, CA 94612
Virtual Meeting	Zoom Webinar
Date	Last Wednesday of each month

For more information, visit our website at:
City of Oakland | Oakland Police & Fire Retirement System Board (PFRS) (oaklandca.gov)

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FINANCIAL

KENT C. SETTLES

ENGINEER

SERVED WITH OAKLAND FIRE DEPARTMENT

MARCH 1975 —MARCH 1996

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MGO. Certified Public Accountants

Independent Auditor's Report

Board of Administration
Oakland Police and Fire Retirement System
Oakland, California

Opinion

We have audited the financial statements of the Oakland Police and Fire Retirement System (System), a pension trust fund of the City of Oakland, California (City), as of and for the years ended June 30, 2025, and 2024, and the related notes to the financial statements, which collectively comprise the System's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the fiduciary net position of the System as of June 30, 2025, and 2024, and the changes in its 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 audit in accordance with auditing standards generally accepted in the United States of America (GAAS). 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 System and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter

As described in Note 1, the financial statements present only the Oakland Police and Fire Retirement System and do not purport to, and do not, present fairly the financial position of the City as of June 30, 2025, and the changes in its financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

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 System'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 opinions. 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 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, 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 System'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 System'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, the schedule of changes in the employer's net pension liability and related ratios, the schedule of employer contributions, and the schedule of investment returns as listed in 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 Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory, investment, actuarial, and the in-memoriam section but does not include the basic financial statements and our auditor's report thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Macias Gini & O'Connell LLP

Walnut Creek, California
November 26, 2025

Management's Discussion & Analysis
(Unaudited)

As management of the Oakland Police and Fire Retirement System (System), we offer readers of the System's financial statements this narrative overview and analysis of the financial activities of the System for the years ended June 30, 2025, and 2024. We encourage readers to consider the information presented here in conjunction with the System's financial statements that follow this section. These discussions and analyses are presented in the following sections:

- Organizational Overview and Highlights
- Financial Statement Overview
- Financial Analysis: 2025 vs. 2024
- Financial Analysis: 2024 vs. 2023
- Requests for Additional Information

ORGANIZATIONAL OVERVIEW AND HIGHLIGHTS

The City of Oakland City Charter established the System and provides for its funding. Accordingly, the System is an integral part of the City of Oakland (City) and its operations have been reported as a Pension Trust Fund in the City's basic financial statements. The System is a closed, single employer, defined benefit pension plan that provides retirement, disability, and survivor benefits for eligible sworn safety employees of the City. The System serves the City's sworn employees hired prior to July 1, 1976, who have not transferred to the California Public Employees' Retirement System (CalPERS). The System is governed by a board of seven trustees: the Mayor or his/her designate, three Mayoral appointees approved by the City Council, an elected active or retired member of the Police Department, an elected active or retired member from the Fire Department, and an elected member position which alternates between the Police Department and Fire Department membership. Trustees receive no compensation.

The System has been funded by periodic employee and City contributions at actuarially determined amounts sufficient to accumulate the necessary assets to pay benefits when due as specified by the City Charter unless the Board and the City have agreed to other funding options. In accordance with the City Charter, active members hired after July 1, 1951, and prior to July 1, 1976, contribute a percentage of their earned salaries based upon entry age as determined by consulting actuaries. During the years ended June 30, 2025, and 2024, the employee contribution rate was 0% for both years. There are no active participants in the Plan as of June 30, 2025, and 2024.

In July 2012, the City deposited $210 million in pension obligation bond proceeds into the System and entered into a funding agreement with the System Board, which suspended contributions until the fiscal year beginning July 1, 2017.

As of June 30, 2025, the total pension liability of $471.0 million less the fiduciary net position of $476.7 million results in a net pension asset of approximately $5.6 million. The fiduciary net position as a percentage of the total pension liability is 101.2%.

As of June 30, 2024, the total pension liability of $497.2 million less the fiduciary net position of $450.0 million results in a net pension liability of approximately $47.2 million. The fiduciary net position as a percentage of the total pension liability is 90.5%.

The System membership at June 30, 2025, is 597, which includes 385 retirees and 212 beneficiaries. The System membership at June 30, 2024, is 626. The following are the significant assumptions used to compute contribution requirements in the July 1, 2024, Actuarial Valuation Report:

- Select and ultimate rates, equal to 5.00% single equivalent investment rate of return
- 2.75% inflation rate, U.S.
- 2.85% inflation rate, Bay Area
- 3.25% long-term post-retirement benefit increases

City contributions are based on spreading costs as a level percentage of the City's total uniform payroll to July 1, 2026. The System uses the entry age normal cost method for its disclosure and reporting. During fiscal years 2025 and 2024, the City contributions were $34.8 million and $40.8 million respectively to the System. The next required City contribution is projected to be approximately $27.5 million in fiscal year 2026.

FINANCIAL STATEMENT OVERVIEW

This annual financial report consists of three parts – management's discussion and analysis (this section), the basic financial statements and required supplementary information. The basic financial statements include *Statements of Fiduciary Net Position*; *Statements of Changes in Fiduciary Net Position*; and the *Notes to the Basic Financial Statements*.

The *Statements of Fiduciary Net Position* and the *Statements of Changes in Fiduciary Net Position* report information to assist readers in determining whether the System's finances as a whole have improved or deteriorated as a result of the year's activities. These statements report the net position of the System and the activities that caused the changes in the net position during the year, respectively.

The *Statements of Fiduciary Net Position* present information on all System assets and liabilities, with the difference between the two reported as net position restricted for pensions. Over time, increases or decreases in net position restricted for pensions may serve as a useful indicator of whether the financial condition of the System is improving or deteriorating.

While the *Statements of Fiduciary Net Position* provide information about the nature and amount of resources and obligations at year-end, the *Statements of Changes in Fiduciary Net Position* present the results of the System's activities during the fiscal year and information on the change in the net position restricted for pensions during the fiscal year. The *Statements of Changes in Fiduciary Net Position* measure the results of the System's investment performance as well as its additions from contributions and investment income and deductions for payment of benefits and administrative expenses. The *Statements of Changes in Fiduciary Net Position* can be viewed as indicators of the System's progress on the set goals of fully funding all current and past service costs and possessing sufficient additional resources to pay for current refunds of contributions and administrative and investment expenses.

The *Notes to the Basic Financial Statements* and *Required Supplementary Information* provide explanations and other information that is helpful to a full understanding of the data provided in the financial statements. The *Notes to the Basic Financial Statements* and *Required Supplementary Information* are found starting on page **23** and page **39**, respectively.

FINANCIAL ANALYSIS
2025 VS. 2024

Table 1 summarizes net position restricted for pensions as of June 30, 2025 and 2024:

Table 1
Statements of Fiduciary Net Position
As of June 30, 2025 and 2024

	June 30		Change	
	2025	2024	Amount	Percentage
Assets				
Cash and Deposits	$ 10,411,707	$ 10,389,721	$ 21,986	0.2%
Receivables	73,045,733	10,348,205	62,697,528	605.9%
Investments	522,965,087	492,689,969	30,275,118	6.1%
Total Assets	606,422,527	513,427,895	92,994,632	18.1%
Liabilities				
Accounts payable	13,601	5,675	7,926	139.7%
Benefits payable	4,018,243	4,079,138	(60,895)	1.5%
Investments payable	79,678,425	17,482,127	62,196,297	355.8%
Accrued investment management fees	377,808	356,577	21,231	6.0%
Securities lending liabilities	45,681,391	41,496,609	4,184,782	10.1%
Total liabilities	129,769,468	63,420,126	66,349,342	104.6%
Net Position				
Restricted for pensions	$ 476,653,059	$ 450,007,769	$ 26,645,290	5.9 %

The fund's Net Position restricted for pensions as of June 30, 2025, is $476.6 million, an increase of $26.6 million from the June 30, 2024, balance of $450.0 million.

Receivables as of June 30, 2025, are $73.1 million, an increase of $62.7 million from June 30, 2024, balance of $10.4 million. This increase is mainly due to increased investment trades at year-end where the investments are sold but not yet settled.

Investments as of June 30, 2025, are $523.0 million, an increase of $30.3 million from June 30, 2024, balance of $492.7 million. This increase is due to increases in fair value of investments at June 30, 2025, as investments returned 10.12% during the fiscal year.

Investment Payables as of June 20, 2025, are $79.7 million, an increase of $62.2 million from June 30, 2024, balance of $17.5 million. This increase is mainly due to investment trades at year-end where the investments are purchased but not yet settled.

Table 2 summarizes changes in net position restricted for pensions for the years ended June 30, 2025 and 2024:

Table 2
Statements of Changes in Fiduciary Net Position
Years Ended June 30, 2025 and 2024

	June 30		Change	
	2025	**2024**	**Amount**	**Percentage**
Additions				
Contributions from the City	$ 34,845,000	$ 40,763,000	$ (5,918,000)	-14.5%
Net investment income/(loss)	42,931,437	44,912,172	(1,980,735)	-4.4%
Total additions	553	85,675,172	553	n/a
	77,776,990		(7,898,182)	-9.2%
Deductions				
Benefits to members and beneficiaries	49,283,946	50,101,642	(817,696)	-1.6%
Administrative expenses	1,847,754	1,696,205	151,549	8.9%
Total deductions	51,131,700	51,797,847	(666,147)	-1.3%
Changes in net position	26,645,290	33,877,325	(7,232,035)	-21.3%
Net position restricted for pensions				
Beginning of year	416,130,444	416,130,444	33,877,325	8.1%
End of year	$ 450,007,769	$ 450,007,769	$ 26,645,290	5.9%

The change in Net Position restricted for pensions increased by $26.6 million during the fiscal year. This positive change was achieved because the combined Additions to the plan totaled $77.7 million, stemming from $42.9 million in net investment gains and $34.8 million in City contributions. These additions were sufficient to cover the year's benefit payments to retirees and beneficiaries of $49.3 million and administrative expenses of $1.8 million, resulting in the net growth of $26.6 million for the period. The money-weighted annual return for the year ended June 30, 2025, was 10.12%, compared to a benchmark return of 9.6% and an actuarial expected rate of return of 5.0%.

Financial Analysis
2024 vs. 2023

Table 3 summarizes net position restricted for pensions for June 30, 2024, and 2023:

Table 3
Statements of Fiduciary Net Position
As of June 30, 2024 and 2023

	June 30		Change	
	2024	2023	Amount	Percentage
Assets				
Cash and Deposits	$ 10,389,721	$ 9,566,751	$ 822,970	8.6%
Receivables	10,348,205	15,147,401	(4,799,196)	-31.7%
Investments	492,689,969	458,166,392	34,523,577	7.5%
Total Assets	513,427,895	482,880,544	30,547,351	6.3%
Liabilities				
Accounts payable	5,675	42,821	(37,146)	-86.7%
Benefits payable	4,079,138	4,132,458	(53,320)	-1.3%
Investments payable	17,482,127	21,517,405	(4,035,278)	-18.8%
Accrued investment management fees	356,577	364,389	(7,812)	-2.1%
Securities lending liabilities	41,496,609	40,693,027	803,582	2.0%
Total liabilities	63,420,126	66,750,100	(3,329,974)	-5.0%
Net Position				
Restricted for pensions	$ 450,007,769	$ 416,130,444	$ 33,877,325	8.1%

Net position restricted for pensions increased $33.9 million from June 30, 2023, to June 30, 2024. The main reasons for this increase were net investment gains of $44.9 million and the City pension contribution of $40.8 million. The remaining fluctuations in receivables and investments payable are primarily due to investment trading at year-end, where the outstanding balances represent investments either sold or purchased, but not yet settled.

Table 4 summarizes changes in net position restricted for pensions for the years ended June 30, 2024 and 2023:

Table 4
Statements of Changes in Fiduciary Net Position
Years Ended June 30, 2024 and 2023

	June 30		Change	
	2024	2023	Amount	Percentage
Additions				
Contributions from the City	$ 40,763,000	$ 32,712,000	$ 8,051,000	24.6%
Net investment income/(loss)	44,912,172	34,407,789	10,504,383	30.5%
Total additions	85,675,172	67,119,789	18,555,383	27.6%
Deductions				
Benefits to members and beneficiaries	50,101,642	50,850,416	(748,774)	-1.5%
Administrative expenses	1,696,205	1,626,390	69,815	4.3%
Total deductions	51,797,847	52,476,806	(678,959)	-1.3%
Changes in net position	33,877,325	14,642,983	19,234,342	131.4%
Net position restricted for pensions				
Beginning of year	416,130,444	401,487,461	14,642,983	3.6%
End of year	$ 450,007,769	$ 416,130,444	$ 33,877,325	8.1%

During fiscal year 2024, the City of Oakland contributed $40.8 million to the System. In addition, the System's net investment income for the year ended June 30, 2024, was $44.9 million. The money-weighted annual return for the year ended June 30, 2024, was 10.8%, compared to a benchmark return of 10.9% and an actuarial expected rate of return of 5.0%.

Management's Discussion & Analysis
(Unaudited)

CURRENTLY KNOWN FACTS, DECISIONS, OR CONDITIONS

As of the date of this report, management is not aware of any currently known facts, decisions, or conditions that are expected to have a significant effect on the financial position or results of operations of the System that have not already been discussed in the preceding sections of the MD&A.

REQUEST FOR ADDITONAL INFORMATION

This financial report is designed to provide a general overview of the System's finances and to account for the money that the System receives. Questions concerning any of the information provided in this report or requests for additional information should be addressed to:

RETIREMENT SYSTEM
CITY OF OAKLAND
150 FRANK H OGAWA PLAZA, SUITE 3349
OAKLAND, CA 94612

Basic Financial Statements

Oakland Police and Fire Retirement System
Statements of Fiduciary Net Position
Years Ended June 30, 2025 and 2024

		2025		2024
Assets				
Cash and Cash Equivalents	$	10,411,707	$	10,389,721
Receivables:				
Interest Receivable		1,193,004		943,482
Dividends Receivable		179,797		180,536
Investments Receivable		71,451,363		8,948,924
Retired Members and Beneficiaries		66,278		101,798
Miscellaneous		155,291		173,465
Total Receivables		73,045,733		10,348,205
Investments, at Fair Value:				
Short-Term Investments		15,576,638		13,304,872
Bonds		175,309,380		133,574,652
Domestic Equities and Mutual Funds		189,535,536		192,270,339
International Equities and Mutual Funds		72,903,055		59,867,309
Alternative Investments		23,951,745		51,467,943
Securities Lending Collateral		45,688,733		42,204,854
Total Investments		522,965,087		492,689,969
Total Assets		**606,422,527**		**513,427,895**
Liabilities				
Accounts Payable		13,601		5,675
Benefits Payable		4,018,243		4,079,138
Investments Payable		79,678,425		17,482,127
Investment Management Fees Payable		377,808		356,577
Securities Lending Liabilities		45,681,391		41,496,609
Total Liabilities		**129,769,468**		**63,420,126**
Net Position Restricted for Pensions	**$**	**476,653,059**	**$**	**450,007,769**

See accompanying notes to the basic financial statements.

Oakland Police and Fire Retirement System
Statements of Changes in Fiduciary Net Position
Years Ended June 30, 2025 and 2024

		2025		2024
Additions				
Contributions from the City	$	34,845,000	$	40,763,000
Investment Income:				
Net Appreciation/(Depreciation) in Fair Value of Investments		34,523,590		37,523,032
Interest		6,362,194		6,048,835
Dividends		3,435,886		2,678,291
Less: Investment Expenses		(1,487,179)		(1,453,576)
Securities Lending Income:				
Securities Lending Earnings		2,344,680		2,614,649
Securities Lending Expenses, Net of Rebates		(2,247,734)		(2,499,059)
Net Securities Lending Income		96,946		115,590
Net Investment Income	$	42,931,437		44,912,172
Claims & Settlements		553		-
Total Additions		77,776,990		85,675,172
Deductions				
Benefits to Members and Beneficiaries:				
Retirement		29,363,826		30,070,391
Disability		18,411,406		18,562,046
Death		1,508,714		1,469,205
Total Benefits to Members and Beneficiaries		49,283,946		50,101,642
Administrative Expenses		1,847,754		1,696,205
Total Deductions		51,131,700		51,797,847
Change in Net Position	$	26,645,290	$	33,877,325
Net Position Restricted for Pensions				
Beginning of Year		450,007,769		416,130,444
End of Year	$	476,653,059	$	450,007,769

See accompanying notes to the basic financial statements.

1. Description of the Oakland Police and Fire Retirement System

The Oakland Police and Fire Retirement System (System) is a closed, single-employer defined benefit pension plan (Plan) established by the City of Oakland (City) Charter. The System is governed by a board of seven trustees (Board); the City Mayor or his/her designate, three Mayoral appointees approved by the City Council, an elected active or retired member of the Police Department, an elected active or retired member from the Fire Department, and an elected member position which alternates between the Police Department and Fire Department membership. Trustees receive no compensation. As a result of a City Charter amendment, known as Measure R, approved by the electorate on June 8, 1976, membership in the Plan is limited to uniformed employees hired prior to July 1, 1976.

The System is exempt from the regulations of the Employee Retirement Income Security Act of 1974. The System is also exempt from federal and California income taxes.

The System is considered to be a part of the City's financial reporting entity and is included in the City's basic financial statements as a pension trust fund. The financial statements of the System are intended to present only the plan net position and changes in plan net position of the System. They do not purport to, and do not, present fairly the financial position of the City as of June 30, 2024, and 2023, and the changes in its financial position for the years then ended in conformity with accounting principles generally accepted in the United States of America. The City's basic financial statements can be obtained from the Finance Department, Controller's Bureau, City of Oakland, 150 Frank H. Ogawa Plaza, Suite 6353; Oakland, California 94612.

c) System Membership

At June 30, 2025, and 2024, the System membership consisted of only retirees and beneficiaries. The System's membership is as follows:

Retirees and Beneficiaries Currently Receiving Benefits		
	2025	2024
Police	371	389
Fire	226	237
Total	597	626

b) Basic Benefit Provisions

The City Charter establishes plan membership, contribution, and benefit provisions. The System provides that any member who completes at least 25 years of service, regardless of age, or completes 20 years of service and attains age 55, or has attained age 65, is eligible for retirement benefits. The basic retirement allowance equals 50% of the compensation attached to the average rank held during the three years immediately preceding retirement, plus an additional allowance of 1 and 2/3% of such compensation for each year of service (up to ten) subsequent to (a) qualifying for retirement and (b) July 1, 1951. However, any member retiring at age 65 with less than 20 years of service shall receive a reduced retirement allowance based upon the number of years of service. A member is eligible for early retirement benefits after 20 to 24 years of service with a retirement allowance based upon 40% to 48% of the compensation attached to the average rank held during the three years preceding retirement. Additionally, a member with 10 to 19 years of service may retire and, on or after the 25th anniversary of his/her date of employment may receive a retirement allowance based upon 20% to 38% of the compensation attached to the average rank held during the three years preceding retirement.

The System also provides for various death, disability, and survivors' benefits. Death and disability benefits are paid to eligible members who became disabled or passed away prior to retirement. If the member's death or disability is duty related, then the surviving spouse or member is paid a pension equivalent to an immediate service retirement. The duty related death or disability pension is paid at a level no less than 50% of the pay attached to the rank. If a death occurs after retirement, then a one-time payment of $1,000 is paid to the member's designated beneficiary.

After retirement, members receive benefits based on a fixed monthly dollar amount. Pension amounts change based on changes to the compensation attached to the average rank. Upon a retiree's death, benefits are continued to an eligible surviving spouse at a two-thirds level for service and non-duty disabled retirees and at a 100% level for retirements for duty disability.

2. Summary of Significant Accounting Policies

a) Basis of Presentation

The financial statements are prepared in accordance with U.S. generally accepted accounting principles as applicable to governmental organizations. The System adheres to the reporting requirements established by the Governmental Accounting Standards Board (GASB).

c) Measurement Focus and Basis of Accounting

The financial statements are prepared on a flow of economic resources measurement focus using the accrual basis of accounting. Contributions are recognized in the period in which the contributions are due pursuant to legal requirements as well as statutory or contractual requirements, and benefits and refunds are recognized when payable under plan provisions.

c) Methods Used to Value Investments

Investments are reported at fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Investments that do not have an established market are reported at estimated fair values based on the net asset value as determined by the fund manager based on quoted market prices of fund holdings or values provided by the custodian or the applicable money manager. Purchases and sales of investments are recorded on a trade date basis.

d) Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

3. Contributions

In accordance with the City Charter, active members hired after July 1, 1951, and prior to July 1, 1976, contributed a percentage of their earned salaries based upon entry age as determined by consulting actuaries. Since fiscal year 2015, there were no remaining active members in the System.

In accordance with voter-approved measures adopting the Charter provisions that govern PFRS, the City annually levies an ad valorem tax (the "Pension Tax Override") on all property within the City subject to taxation by the City to help fund its pension obligations to PFRS. State law limits the City's tax rate for this purpose at the rate of 0.1575%, the level at which the City has levied the tax since 1983. In the August 2024, the City Council adopted Resolution No. 90393 C.M.S., reducing the Pension Tax Override to 0.0705% due to sufficient fund balance available to support the PFRS obligations.

In March 1997, the City issued pension obligation bonds and deposited $417 million into the System to pay the City's contributions through June 2011. In accordance with an agreement entered into at the time the pension obligation bonds were issued in 1997, the City was not expected to contribute until July 2011. In the year ended June 30, 2005, the City transferred excess proceeds of $17.7 million from the Oakland Joint Powers Financing Authority Refunding Revenue 2005 Series B Bond to fund a portion of the City's future obligation to the System.

Effective July 1, 2011, the City resumed contributing to the System. The City contributed $45.5 million in the year ended June 30, 2012. Using the current actuarial cost method, these contributions are based on spreading costs as a level percentage of all uniformed employees' compensation through June 30, 2026. Budgeted administrative expenses are included in the City contribution rates. The City must contribute, at a minimum, such amounts as are necessary, on an actuarial basis, to provide assets sufficient to meet benefits to be paid to plan members.

On July 30, 2012, the City contributed $210 million to the System. As a result of a funding agreement entered into between the System's Board and the City no additional contributions were required until July 1, 2017. The City resumed contributions to the System on July 1, 2017. The City contributed $34.8 million and $40.8 million in the years ended June 30, 2025, and 2024, respectively. Per Article XXVI of the current Oakland Charter, the City is required to fund all liabilities for future benefits for all PFRS members by June 30, 2026. In order to do so, the City makes contributions at rates established by consulting actuaries based upon plan valuations. The contribution for Fiscal Year 2025-26 will be $27.5 million, all of which was funded out of Pension Tax Override proceeds. As of June 30, 2025, the property tax override fund had a balance of approximately $389.5 million.

4. Cash, Deposits and Investments

a) Investment Policy

The System's investment policy authorizes investment in U.S. equities, international equities, U.S. fixed income instruments including U.S. Treasury notes and bonds, government agency mortgage-backed securities, U.S. corporate notes and bonds, collateralized mortgage obligations, Yankee bonds, and non-U.S.-issued fixed income securities denominated in foreign currencies. The System's investment portfolio is managed by external investment managers, except for the two iShares ETF, which are managed internally. During the years ended June 30, 2025, and 2024, the number of external investment managers was thirteen and eleven, respectively.

The System investments are also restricted by the City Charter. In November 2006, City voters passed Measure M to amend the City Charter to allow the System's Board to invest in non-dividend paying stocks and to change the asset allocation structure from 50% equities and 50% fixed income to the Prudent Person Standard as defined by the California Constitution.

The System's investment policy limits fixed income investments to a maximum average duration of 10 years and a maximum remaining term to maturity (single issue) at purchase of 30 years, with targeted portfolio duration of between 3 to 8 years and targeted portfolio maturity of 15 years. The System's investment policy allows the fixed income managers to invest in fixed income instruments and some exposure to investments below an investment grade rating, as long as the portfolio maintains an average credit quality of BBB (investment grade using S&P Global, Moody's, or Fitch ratings).

The System's investment policy states that investments in securities known as collateralized mortgage obligations (CMOs) shall be limited to a maximum of 20% of a broker account's fair value with no more than 5% in any one issue. CMOs are mortgage-backed securities that create separate pools of pass-through rates for different classes of bondholders with varying maturities. The fair values of CMOs are considered sensitive to interest rate changes because they have embedded options.

The investment policy allows for each fixed income asset manager to have a maximum of 10% of any single security investment in their individual portfolios with the exception of U.S. government securities, which is allowed to have a maximum of 25% in each manager's portfolio.

The following was the Board's adopted asset allocation policy as of June 30, 2025 and 2024:

	Target Allocation	
Asset Class	**June 30, 2025**	**June 30, 2024**
Fixed Income	61%	21%
Credit	-	2
Covered Calls	-	5
Domestic Equity	25	40
International Equity	5	12
Crisis Risk Offset	9	20
Total	100%	100%

The Board's target allocation does not include cash and cash equivalents, which are designated for approved administrative budget purposes.

b) Concentrations

GASB Statement No. 67 requires the disclosure of investments in any one organization that represent 5 percent or more of the System's fiduciary net position. As of June 30, 2025, the System had investments issued by the following organizations that exceeded 5% of its fiduciary net position: Northern Trust Company MFB Collective Russell 1000 Index at 24.43% and Wellington CIF II Core Bond Plus Series 4 at 10.83%. As of June 30, 2024, the System had investments issued by the following organizations that exceeded 5% of its fiduciary net position: Northern Trust Company MFB Collective Russell 1000 Index at 22.4% and Wellington CIF II Core Bond Plus Series 4 at 5.7%.

c) Rate of Return

The money-weighted rate of return is a measure of the rate of return for an asset or portfolio of assets that incorporates the size and timing of cash flows. For the years ended June 30, 2025, and 2024, the annual money -weighted rates of return on pension plan investments, net of pension plan investment expenses, were 10.12% and 10.77%, respectively.

d) Cash and Cash Equivalents

As of June 30, 2025, and 2024, cash and cash equivalents consisted of cash in treasury held in the City's cash and investment pool as well as cash deposits held in bank and with a custodian. Funds in the City Treasury are invested according to the investment policy adopted by the City Council. Interest earned in the City Treasury is allocated monthly to all participants based on the average daily cash balance maintained by the respective funds. Information regarding the characteristics of the entire investment pool can be found in the City's June 30, 2025, and 2024 basic financial statements. As of June 30, 2025, and 2024, the System's share of the City's investment pool totaled $10,471,359 and $10,356,901 respectively. The System also had cash not included in the City's investment pool. As of June 30, 2025, and 2024, the System's cash and cash deposits not held in the City's investment pool totaled ($59,652) and $32,820, respectively.

b) Hierarchy of Inputs

The System categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; and Level 3 inputs are significant unobservable inputs.

The System has the following recurring fair value measurements as of June 30, 2025.

Recurring Fair Value Measurements
As of June 30, 2025

	Level One	Level Two	Level Three	Total
Investments by fair value level:				
Short-Term Investments	$ -	$ 3,815,553	$ -	$ 3,815,553
Bonds	12,483,164	108,136,525	-	120,619,689
Domestic Equities and Mutual Funds	73,111,685	-	-	73,111,685
International Equities and Mutual Funds	72,879,456	-	23,599	72,903,055
Total investments by fair value level	$ 158,474,305	$ 111,952,078	$ 23,599	270,449,982
Investments measured at net asset value (NAV):				
Short-Term Investments				11,761,085
Fixed Income Funds				54,689,691
Domestic Equities and Mutual Funds				116,423,851
Hedge Fund				13,114,116
Venture Capital Fund				10,837,629
Securities Lending Collateral				45,688,733
Total investments measured at NAV				252,515,105
Total investments measured at fair value				**$ 522,965,087**

The System has the following recurring fair value measurements as of June 30, 2024.

Recurring Fair Value Measurements
As of June 30, 2024

	Level One	Level Two	Level Three	Total
Investments by fair value level:				
Short-Term Investments	$ -	$ 4,007,767	$ -	$ 4,007,767
Bonds	12,830,166	103,591,456	61,548	116,483,170
Domestic Equities and Mutual Funds	66,020,243	-	-	66,020,243
International Equities and Mutual Funds	59,845,539	-	21,770	59,867,309
Alternative Investments	24,007,123	-	-	24,007,123
Total investments by fair value level	$ 162,703,071	$ 107,599,223	$ 83,318	270,385,612
Investments measured at net asset value (NAV):				
Short-Term Investment Funds				9,297,105
Fixed Income Funds				17,091,482
Domestic Equities and Mutual Funds				126,250,096
Hedge Fund				12,120,231
Venture Capital Fund				15,340,589
Securities Lending Collateral				42,204,854
Total investments measured at NAV				222,304,357
Total investments measured at fair value				**$ 492,689,969**

Investments measured at NAV represent commingled and venture capital funds where fair value is measured based on the System's pro rata share of the total NAV.

Investments Measured at Net Asset Value
As of June 30, 2025

		June 30, 2024	Redemption Frequency	Redemption Notice Period
Investments measured at net asset value (NAV):				
Short-Term Investment Funds	$	11,761,085	n/a	n/a
Fixed Income Funds		51,636,367	Daily	Daily
Fixed Income Funds		3,053,324	Daily	15 days for < $10 million;
Domestic Equities and Mutual Funds		116,423,851	Daily	Daily
Hedge Fund		13,114,116	Monthly*	30 days
Venture Capital Fund		10,837,629	Monthly	10 days
Securities Lending Collateral -		45,688,733		n/a
Total investments measured at NAV	$	252,515,105	n/a	

* For full redemptions, a 5% audit holdback is applied that is then paid after the audit is finalized.

Investments Measured at Net Asset Value
As of June 30, 2024

		June 30, 2024	Redemption Frequency	Redemption Notice Period
Investments measured at net asset value (NAV):				
Short-Term Investment Funds	$	9,297,105	n/a	n/a
Fixed Income Funds		7,006,702	n/a	n/a
Fixed Income Funds		10,084,780	n/a	15 days for < $10 million; 60 days for ≥ $10 million
Domestic Equities and Mutual Funds		25,563,443	Monthly	10 days
Domestic Equities and Mutual Funds		100,686,653	n/a	n/a
Hedge Fund		12,120,231	Monthly*	30 days
Venture Capital Fund		15,340,589	Monthly	10 days
Securities Lending Collateral - Short-Term Investment Fund		42,204,854	n/a	n/a
Total investments measured at NAV	$	**222,304,357**		

* For full redemptions, a 5% audit holdback is applied that is then paid after the audit is finalized.

f) Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. As described previously, the System's investment policy limits fixed income investments to a maximum average duration of 10 years and a maximum remaining term to maturity (single issue) at purchase of 30 years, with targeted portfolio duration of between 3 to 8 years and targeted portfolio maturity of 15 years. The weighted average duration for the System's fixed income investment portfolio excluding fixed income short-term investments, foreign currency contracts, and securities lending investments was 6.67 years as of June 30, 2025, and 6.92 years as of June 30, 2024.

The following summarizes the System's fixed income investments by category as of June 30, 2025, and 2024.

Short-Term Investment Duration

Investment Type	2025 Fair Value	2025 Modified Duration (Years)	2024 Fair Value	2024 Modified Duration (Years)
Short-Term Investment Funds	$ 11,774,885	n/a	$ 9,297,466	n/a
U.S. Treasury Bills*	3,801,753	0.17	4,007,406	0.51

Long-Term Investment Duration

Investment Type	2024 Fair Value	2024 Modified Duration (Years)	2024 Fair Value	2024 Modified Duration (Years)
Fixed Income Investments				
Government Bonds				
U.S. Treasuries	$ 22,300,400	8.32	$ 25,593,339	8.34
Government Agencies	37,996,297	6.98	38,836,478	7.01
Total Government Bonds	60,296,697		64,429,817	
Corporate and Other Bonds				
Corporate Bonds	$ 114,871,471	6.25	$ 69,144,835	6.34
Total Corporate and Other Bonds	114,871,471		69,144,835	
Total Fixed Income Investments	**$ 175,168,168**	6.67	**$ 133,574,652**	6.94
Securities Lending	**$ 45,688,733**		**$ 42,204,854**	51 Days[1]

[1] Weighted average maturity. This fund is not rated.

* In fiscal year 2024, U.S Treasury Bills were included with Short-Term Investments in the financial statements. In fiscal year 2023, short-term US Treasury Bills are included in Bonds in the financial statements.

g) Fair Value Highly Sensitive to Change in Interest Rates

The terms of a debt investment may cause its fair value to be highly sensitive to interest rate changes. The System has invested in CMOs, which are mortgage-backed bonds that pay pass-through rates with varying maturities. The fair values of CMOs are considered sensitive to interest rate changes because they have embedded options, which are triggers related to quantities of delinquencies or defaults in the loans backing the mortgage pool. If a balance of delinquent loans reaches a certain threshold, interest and principal that would be used to pay junior bondholders is instead directed to pay off the principal.

The following are the System's investments in CMOs at June 30, 2025:

Investments in CMOs at June 30, 2025

Investment Type	Weighted Average Coupon Rate	Weighted Average Maturity (Years)	Fair Value	Percent of Total Investments Fair Value
Mortgage-backed securities	3.04%	22.42	$34,715,451	6.64%

The following are the System's investments in CMOs at June 30, 2024:

Investments in CMOs at June 30, 2024

Investment Type	Weighted Average Coupon Rate	Weighted Average Maturity (Years)	Fair Value	Percent of Total Investments Fair Value
Mortgage-backed securities	2.75%	26.53	$33,486,018	6.80%

h) Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligation.

The following provides information concerning the credit risk of fixed income securities as of June 30, 2025 and 2024:

Short-Term Investment Ratings

	2025		2024	
Investment Type	S&P /Moody's/ Fitch Rating	Fair Value	S&P /Moody's/ Fitch Rating	Fair Value
Short-Term Investment Funds	Not Rated	$ 11,774,885	Not Rated	$ 9,297,466
U.S. Treasury Bills**	N/A	3,801,753	N/A	4,007,406

	2025		2024	
S&P / Moody's/Fitch Rating	Fair Value	Percentage of Total Fair Value	Fair Value	Percentage of Total Fair Value
AAA/Aaa	$ 17,785,974	10.2%	$ 16,750,269	12.5%
AA/Aa	79,813,054	45.6%	31,293,284	23.4%
A/A	13,920,047	7.9%	13,103,437	9.8%
BBB/Baa	13,528,206	7.7%	11,106,041	8.9%
BB/Ba	-	0.0%	150,426	0.1%
B/B	-	0.0%	10,095,589	7.6%
CCC/CCC	3,053,324	1.7%	-	0.0%
Not Rated*	24,710,304	14.1%	25,332,046	19.0%
N/A**	22,357,259	12.8%	25,743,560	19.3%
Total Fixed Income Investments* **	$ 175,168,168	100.0%	$ 133,574,652	100.00%

* Includes Government Mortgage-Backed Securities such as FNMA and FHLMC. These securities are issued by Government Sponsored Enterprises (GSEs) and are not rated by the rating agencies. They are implicitly guaranteed by the U.S. Government. Additionally there is $1M Corporate ABS, MBS & CMOs included

** These include U.S. government obligations (Treasury Bill, Treasury Notes, and GNMA) explicitly guaranteed by the U.S. government which are not considered to have credit risk

***In FY2025, $141,212 of exchange-traded swaps are excluded because they are not exposed to credit risk. There were none in FY2024

Securities Lending Ratings

S&P / Moody's Rating	2025 Fair Value	2024 Fair Value
Not Rated	$ 45,688,733	$ 42,204,854

i) Custodial Credit Risk

Custodial credit risk is the risk that, in the event of a failure of a depository financial institution or counterparty to a transaction, there will be an inability to recover the value of deposits, investments, or collateral securities in the possession of an outside party.

The California Government Code requires that governmental securities or first trust deed mortgage notes be used as collateral for demand deposits and certificates of deposit at 110 percent and 150 percent, respectively, of all deposits not covered by federal deposit insurance. As the City holds cash and certificates of deposit on behalf of the System, the collateral must be held by the pledging financial institution's trust department and is considered held in the City's name. For all other System deposits, the collateral must be held by the pledging financial institution's trust department and is considered held in the System's name.

The City, on behalf of the System, does not have any funds or deposits that are not covered by depository insurance, which are either uncollateralized, collateralized with securities held by the pledging financial institution, or collateralized with securities held by the pledging financial institution's trust department or agent, but not in the City's name. The System does not have any investments that are not registered in the name of the System and are either held by the counterparty or the counterparty's trust department or agent but not in the System's name.

j) Foreign Currency Risk

Foreign currency risk is the risk that changes in foreign exchange rates will adversely affect the fair values of an investment or deposit. Currency hedging is allowed under the System's investment policy for defensive purposes only. The investment policy limits currency hedging to a maximum of 25% of the portfolio value.

The following summarizes the System's investments denominated in foreign currencies as of June 30, 2025 and 2024:

Investments Denominated in Foreign Currencies
As of June 30, 2025 and 2024

	Fair Value	
Foreign Currency	**June 30, 2025**	**June 30, 2024**
Australian Dollar	$1,778,676	$1,778,676
Brazilian Real	1,891,666	1,181,379
British Pound	6,371,140	5,148,983
Canadian Dollar	3,153,970	1,949,469
Danish Krone	609,872	1,439,414
Euro	11,627,746	9,835,250
Hong Kong Dollar	5,664,741	2,716,319
Hungarian Forint	721,056	299,875
Indonesian Rupiah	406,533	896,575
Japanese Yen	7,347,940	6,217,772
Mexican Peso	542,822	844,544
New Israeli Shekel	417,678	208,891
New Zealand Dollar	310,317	-
Norwegian Krone	332,155	-
Singapore Dollar	1,209,742	1,048,452
South African Rand	771,769	554,416
Swedish Krona	-	666,200
Swiss Franc	2,217,408	1,585,412
Thai Baht	918,823	264,835
Total	$45,667,718	$36,636,462

k) Securities Lending Transactions

The System's investment policy authorizes participation in securities lending transactions, which are short-term collateralized loans of the System's securities to broker-dealers with a simultaneous agreement allowing the System to invest and receive earnings on the collateral received. All securities loans can be terminated on demand by either the System or the borrower, although the average term of loans is one week.

The administrator of the System's securities lending activities is responsible for maintaining an adequate level of collateral in an amount equal to at least 102% of market value of loaned U.S. government securities, common stock and other equity securities, bonds, debentures, corporate debt securities, notes, and mortgages or other obligations held in U.S. Dollars. The minimum collateral level is 105% of market value of loaned securities for any securities held in currencies other than the U.S. Dollar. Collateral received may include cash, letters of credit, or securities. The term to maturity of the loaned securities is generally not matched with the term to maturity of the investment of the said collateral. If securities collateral is received, the System cannot pledge or sell the collateral securities unless the borrower defaults.

As of June 30, 2025, and 2024, management believes the System has minimized its credit risk exposure to borrowers because the amounts held by the System as collateral exceeded the securities loaned by the System. The System's contract with the administrator requires it to indemnify the System if the borrowers fail to return the securities (and if the collateral is inadequate to replace the securities borrowed) or fails to pay the System for income distributions by the securities' issuers while the securities are on loan.

The following summarizes investments in securities lending transactions and collateral received at June 30, 2025 and 2024:

Securities Lending as of June 30, 2025

Investment Type	For Cash Collateral	For Non-Cash Collateral	Total
Securities on Loan for Cash Collateral			
U.S. Government and Agencies	$ 8,513,059	$ 1,283,210	$ 9,796,269
U.S. Corporate Bonds	8,311,175	325,984	8,637,159
U.S. Equities	26,991,969	13,554,323	40,546,292
Non-U.S. Equities	1,023,008	1,597,710	2,620,718
Total investments in securities lending transactions	$ 44,839,211	$ 16,761,227	$ 61,600,438
Collateral Received	$ 45,681,391	17,221,881	$ 62,903,272

Securities Lending as of June 30, 2024

Investment Type	For Cash Collateral	For Non-Cash Collateral	Total
Securities on Loan for Cash Collateral			
U.S. Government and Agencies	$ 14,306,398	$ 3,183,610	$ 17,490,008
U.S. Corporate Bonds	7,722,426	-	7,722,426
U.S. Equities	17,904,445	7,631,296	25,535,741
Non-U.S. Equities	525,928	1,458,487	1,984,415
Total investments in securities lending transactions	$ 40,459,197	$ 12,273,393	$ 52,732,590
Collateral Received	$ 41,496,609	$ 12,569,132	$ 54,065,741

l) Derivative Instruments

The Retirement System reports its derivative instruments under the provisions of GASB Statement No. 53, Accounting and Financial Reporting for Derivatives Instruments. Pursuant to the requirements of this statement, the Retirement System has provided a summary of derivative instrument activities during the reporting periods presented and the related risks.

As of June 30, 2025, and 2024, the derivative instruments held by the Retirement System are considered investments and not hedges for accounting purposes. All investment derivatives are reported as investments at fair value in the statements of fiduciary net position. The gains and losses arising from this activity are recognized as incurred in the statement of changes in fiduciary net position. All investment derivatives discussed below are included within the investment risk schedules, which precede this subsection. Investment derivative instruments are disclosed separately to provide a comprehensive and distinct view of this activity and its impact on the overall investment portfolio valuation methods used by the System are described in more detail in Note 2.c). The fair value of the exchange traded derivative instruments, such as futures, options, rights, and warrants are based on quoted market prices. The fair values of forward foreign currency contracts are determined using a pricing service, which uses published foreign exchange rates as the primary source. The fair values of swaps are determined by the System's investment managers based on quoted market prices of the underlying investment instruments.

The tables below present the notional amounts, the fair values, and the related net appreciation (depreciation) in the fair value of derivative instruments that were outstanding at June 30, 2025 and 2024:

As of and for the Year Ended June 30, 2025

Derivative Type / Contract	Notional Amount	Fair Value	Net Appreciation (Depreciation) in Fair Value
Swaps			
Credit Contracts	$ 1,920,000	$ 141,212	$ 68,847
Grand Total	$ 1,920,000	$ 141,212	$ 68,847

As of and for the Year Ended June 30, 2024

Derivative Type / Contract	Notional Amount	Fair Value	Net Appreciation (Depreciation) in Fair Value
Options			
Equity Contracts	$ 41	$ (367,358)	$ (96,989)
Grand Total	$ 41	$ (367,358)	$ (96,989)

Counterparty Credit Risk

The System is not exposed to credit risk on non-exchange traded derivative instruments that are in liability positions. As of June 30, 2025, and 2024, the System held no forward currency contracts in liability positions.

Custodial Credit Risk

The custodial credit risk disclosure for exchange traded derivative instruments is made in accordance with the custodial credit risk disclosure requirements of GASB Statement No. 40. At June 30, 2025, and 2024, all of the System's investments in derivative instruments are held in the System's name and are not exposed to custodial credit risk.

Interest Rate Risk

The tables below describe the maturity periods of the derivative instruments exposed to interest rate risk at June 30, 2025, and 2024.

Derivative Interest Rate Risk as of June 30, 2025

		Maturities	
Derivative Type / Contract	**Fair Value**	**Less than 1 Year**	**1-5 years**
Swaps			
Credit Contracts	$ 141,212	$ -	$ 1,212
Total	$ 141,212	$ -	$ 1,212

Derivative Interest Rate Risk as of June 30, 2024

		Maturities	
Derivative Type / Contract	**Fair Value**	**Less than 1 Year**	**1-5 years**
Options			
Equity Contracts	$ (367,358)	(367,358)	$ -
Total	$ (367,358)	$ (367,358)	$ -

Foreign Currency Risk

At June 30, 2025, the System had no foreign currency risk. At June 30, 2024 the System had no foreign risk.

Contingent Features

At June 30, 2025 and 2024, the System held no positions in derivatives containing contingent features.

5. Net Pension Liability

The components of the net pension liability of the City at June 30, 2025 and 2024, are as follows:

Net Pension Liability of the City
At June 30, 2025 and 2024

	June 30, 2025		June 30, 2024	
Total pension liability	$	471,023,671	$	497,241,193
Less: Plan fiduciary net position		476,653,059		450,007,769
City's net pension liability	$	(5,629,388)	$	47,233,424
Plan fiduciary net position as a percentage of the total pension liability		101.2%		90.5%

b) Actuarial Method and Assumptions

The total pension liability as of June 30, 2025 and June 30, 2024, was determined based on an actuarial valuation as of June 30, 2024 and June 30, 2023, respectively, using the entry age normal actuarial cost method and the following actuarial assumptions, applied to all periods included in the measurement.

Actuarial Assumptions	2025	2024
Investment Rate of Return	5.00%	5.00%
Inflation Rate, U.S.	2.75%	2.75%
Inflation Rate, Bay Area	2.85%	2.85%
Long-term Post-Retirement Benefit Increases	3.25%	3.25%

Measurements as of the June 30, 2025, are based on the fair value of assets as of June 30, 2025, and the total pension liability as of the valuation date, June 30, 2024, updated to June 30, 2025. There were no significant events between the valuation date and the measurement date. The update only included the addition of interest cost, offset by actual benefit payments. There are no active members of the plan, and thus no service cost.

Mortality rates for healthy annuitants are based on the sex distinct 2021 CalPERS Healthy Annuitant Mortality Tables, with generational mortality improvements projected from 2017 using Projection Scale MP-2021. Mortality rates for Safety disabled annuitants are based on the sex distinct 2021 CalPERS Industrially Disabled Mortality Tables, with generational mortality improvements projected from 2017 using Projection of Scale MP-2021. The mortality tables are projected to improve with MP-2021 generational mortality improvement tables, projected from a base year of 2017 (the mid-point of the CalPERS mortality tables from their 2021 study).

The total pension liability as of June 30, 2025, was determined based on an actuarial valuation as of June 30, 2024. The assumptions and methods used in the actuarial valuation as of June 30, 2024, are based on an experience study covering the period through June 30, 2024 as presented to the Board at their meetings on December 6, 2023 and March 27, 2024, using the entry age normal actuarial cost method and the actuarial assumptions as described above for June 30, 2025.

Measurements as of the June 30, 2024, are based on the fair value of assets as of June 30, 2024, and the total pension liability as of the valuation date, June 30, 2023, updated to June 30, 2024. There were no significant events between the valuation date and the measurement date. The update only included the addition of interest cost, offset by actual benefit payments. There are no active members of the plan, and thus no service cost.

Mortality rates for healthy lives were based on the CalPERS Healthy Table from the 2012-2015 Experience Study, excluding the 15-year projection using 90% of Scale MP-2016. Mortality rates for disabled lives were based on the CalPERS Industrial Disability Mortality Table from the 2012-2015 Experience Study, excluding the 15-year projection using 90% of Scale MP-2016. The mortality tables are projected to improve with MP-2017 generational mortality improvement tables, with improvements projected from a base year of 2014 (the mid-point of the CalPERS base tables).

The total pension liability as of June 30, 2024, was determined based on an actuarial valuation as of June 30, 2023. The actuarial assumptions used in the June 30, 2024, valuations were based on the results of actuarial experience studies for the period of July 1, 2014, through June 30, 2017, using the entry age normal actuarial cost method and the actuarial assumptions as described for June 30, 2024

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimates ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target allocation percentage and by adding expected inflation.

Best estimates of geometric real rates of return for each major class included in the pension plan's target asset allocation as of June 30, 2025, and 2024 are summarized in the following table:

	Long-Term Expected Real Rate of Return	
Asset Class	**June 30, 2025**	**June 30, 2024**
Fixed Income	2.6%	2.0%
Domestic Equity	5.7%	5.7%
International Equity	6.0%	6.1%
Covered Calls	-	4.2%
Crisis Risk Offset	2.8%	2.2%
Credit / High Yield Bonds	-	4.0%
Cash	0.4%	-0.3%

b) Discount Rate

The discount rates used to measure the total pension liability were 5.00% and 5.00% as of June 30, 2025, and 2024 , respectively. The projection of cash flows used to determine the discount rate assumed that the City would contribute to the Plan based on its July 1, 2012, funding agreement with the System. This agreement suspended City contributions until the fiscal year beginning July 1, 2017, after which they would resume, based upon the recommendation of the actuary, with a City Charter requirement that the Plan's liabilities be fully funded by July 1, 2026. A cash flow projection showed that the projected fiduciary net position would be greater than or equal to the benefit payments projected for each future period. Therefore, the long-term expected rate of return on Plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

c) Sensitivity of the Net Pension Liability to Changes in the Discount Rate

The following presents the net pension liability of the City, calculated using the discount rate, as well as what the Plan's net pension liability would be if it were calculated using a discount rate of 1-percentage-point lower or 1-percentage-point higher than the discount rate.

6. Reserves

City's Net Pension Liability June 30, 2025			
	1% Decrease (4.00%)	Current Discount Rate (5.00%)	1% increase (6.00%)
City's net pension liability	$ 28,871,804	$ (5,629,388)	$ (36,109,607)

City's Net Pension Liability June 30, 2024			
	1% Decrease (4.00%)	Current Discount Rate (5.05%)	1% increase (6.00%)
City's net pension liability	$ 84,972,211	$ 47,233,424	$ 114,008,836

Retired Member Contribution Reserve represents the total accumulated transfers from active member contributions and investments, less payments to retired members and beneficiaries.

Employer Reserve represents the total accumulated employer contributions for retirement payments. Additions include contributions from the employer, investment earnings and other income; deductions include payments to retired members and beneficiaries and administrative expenses.

The aggregate total of the System's major reserves as of June 30, 2025 and 2024 equals net position restricted for pensions and comprises the following:

Aggregate Total of the System's Major Reserves		
	2025	2024
Retired member contribution reserve	$ 18,161,682	$ 20,227,776
Employer reserve	458,491,377	429,779,993
Total	$ 476,653,059	$ 450,007,769

7. Administrative Expenses

The City provides the System with accounting and other administrative services. Staff salaries included in administrative expenses for the years ended June 30, 2025, and 2024 were 1,847,754 and $1,696,205, respectively.

Required Supplementary Information

Years Ended June 30, 2025 and 2024

Schedule of Changes in the Employer's Net Pension Liability and Related Ratios (Unaudited)

	2025	2024	2023	2022	2021
Total Pension Liability					
Interest (includes interest on service cost	$ 23,644,989	$ 29,960,745	$ 31,458,384	$ 33,193,734	$ 34,680,418
Differences between expected and actual experience	(578,565)	(6,649,579)	3,820,811	(7,035,509)	(7,375,711)
Changes of assumptions	-	(9,758,371)	3,926,153	-	-
Benefit payments, including refunds of member contributions	(49,283,946)	(50,101,642)	(50,850,416)	(51,450,001)	(52,697,378)
Net change in total pension liability	(26,217,522)	(36,548,847)	(19,497,374)	(25,291,776)	(25,392,671)
Total pension liability – beginning	497,241,193	533,790,040	553,287,414	578,579,190	603,971,861
Total pension liability – ending (a)	$ 471,023,671	$ 497,241,193	$533,790,040	$553,287,414	$578,579,190
Plan Fiduciary Net Position					
Contributions - employer	$ 34,845,000	$ 40,763,000	$ 32,712,000	$ 43,820,000	$ 43,648,000
Net investment income	42,931,437	44,912,172	34,407,789	(47,954,760)	90,191,309
Benefit payments, including refunds of member contributions	(49,283,946)	(50,101,642)	(50,850,416)	(51,450,001)	(52,697,378)
Administrative expense	(1,847,754)	(1,696,205)	(1,626,390)	(1,460,653)	(1,584,654)
Claims and settlements	553	-	-	-	908
Net change in plan fiduciary net position	26,644,737	33,877,325	14,642,983	(57,045,414)	79,558,185
Plan fiduciary net position – beginning	450,007,769	416,130,444	401,487,461	458,532,875	378,974,690
Plan fiduciary net position – ending (b)	$ 476,653,059	$ 450,007,769	$ 416,130,444	$ 401,487,461	$ 458,532,875
City's net pension liability – ending (a) – (b)	$ (5,629,388)	$ 7,233,424	$ 117,659,596	$ 151,799,953	$ 120,046,315
Plan fiduciary net position as a percentage of the total pension liability	101.2%	90.5%	78.0%	72.6%	79.3%
Covered payroll	$ -	$ -	$ -	$ -	$ -
Net pension liability as a percentage of covered payroll	N/A	N/A	N/A	N/A	N/A

Required Supplementary Information

Years Ended June 30, 2025 and 2024

Schedule of Changes in the Employer's Net Pension Liability and Related Ratios (Unaudited)

	2020	2019	2018	2017	2016
Total Pension Liability					
Interest (includes interest on service cost	$ 36,078,037	$ 37,621,301	$ 44,320,094	$ 44,931,829	$ 42,480,394
Differences between expected and actual experience	(5,699,459)	(7,915,210)	(10,656,139)	3,027,944	6,977,470
Changes of assumptions	-	(1,475,030)	17,858,013	-	43,480,232
Benefit payments, including refunds of member contributions	(54,619,079)	(56,212,013)	(55,998,595)	(57,375,815)	(58,441,353)
Net change in total pension liability	(24,240,501)	(27,980,952)	(4,476,627)	(9,416,042)	34,496,743
Total pension liability – beginning	628,212,362	656,193,314	660,669,941	670,085,983	635,589,240
Total pension liability – ending (a)	$ 603,971,861	$ 628,212,362	$ 656,193,314	$ 660,669,941	$ 670,085,983
Plan Fiduciary Net Position					
Contributions - employer	$ 43,409,000	$ 44,821,000	$ 44,860,000	$ -	$ -
Net investment income	6,996,833	21,557,961	35,446,275	50,158,795	(1,418,645)
Benefit payments, including refunds of member contributions	(54,619,079)	(56,212,013)	(55,998,595)	(57,375,815)	(58,441,353)
Administrative expense	(1,522,910)	(1,446,361)	(1,543,412)	(1,261,641)	(1,375,749)
Claims and settlements	132	13,856	9,145	70,282	3,593,096
Net change in plan fiduciary net position	(5,736,024)	8,734,443	22,773,413	(8,408,379)	(57,642,651)
Plan fiduciary net position – beginning	384,710,714	375,976,271	353,202,858	361,611,237	419,253,888
Plan fiduciary net position – ending (b)	$ 378,974,690	$ 384,710,714	$ 375,976,271	$ 353,202,858	$ 361,611,237
City's net pension liability – ending (a) – (b)	$ 224,997,171	$ 243,501,648	$ 280,217,043	$ 307,467,083	$ 308,474,746
Plan fiduciary net position as a percentage of the total pension liability	62.7%	61.2%	57.3%	53.5%	54.0%
Covered payroll	$ -	$ -	$ -	$ -	$ -
Net pension liability as a percentage of covered payroll	N/A	N/A	N/A	N/A	N/A

Required Supplementary Information
Years Ended June 30, 2025 and 2024

Schedule of Employer Contributions (Unaudited)
(dollars in millions)

	2025	2024	2023	2022	2021	2020	2019	2018	2017*	2016*
Actuarially determined contribution	$ 34.8	$ 40.8	$ 32.7	$ 43.8	$ 43.6	$ 43.4	$ 44.8	$ 44.9	N/A	N/A
Contributions in relation to the actuarially determined contribution	$ 34.8	$ 40.8	$ 32.7	$ 43.8	$ 43.6	$ 43.4	$ 44.8	$ 44.9	$ -	$ -
Contribution deficiency/(excess)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	N/A	N/A
Covered payroll	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Contributions as a percentage of covered payroll	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* Actuarially determined contributions are calculated based on the actuarial valuation one year prior to the beginning of the fiscal year. Although actuarial valuations were performed as of June 30, 2015, June 30, 2015, and June 30, 2016, the System did not determine an actuarially determined contribution for FY 20162017, based on the City's funding policy .

Schedule of Investment Returns (Unaudited)

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Annual money-weighted rate of return net of investment expense	10.12%	10.77%	8.84%	-10.24%	24.43%	2.04%	6.10%	10.57%	15.57%	-0.75%

Note to Required Supplementary Information

Years Ended June 30, 2025 and 2024

Note to Schedule of Employer Contributions

Actuarially determined contribution rates are calculated based on the actuarial valuation one year prior to the beginning of the fiscal year in which contributions are reported. Methods and assumptions used to determine contribution rates are:

Methods and Assumptions Used to Determine Contribution Rates					
Fiscal Year	**Valuation Date**	**Discount Rate**	**Cost-of-Living Adjustments**	**Mortality**	**Other Significant Assumption Changes from Prior Year**
2025	06/30/2024	5.00%	3.25%	Mortality rates are based on the sex distinct 2021 CalPERS Healthy Annuitant and Industrially Disabled Annuitant Mortality Tables, with generational mortality improvements projected from 2017 using Projection Scale MP-2021	None
2024	6/30/2023	5.00%	3.25%		None
2023	6/30/2022	5.09%	3.25%	CalPERS Mortality Table from the 2012-2015 experience study, excluding the 15-year projection using 90% of Scale MP-2016	None
2022	6/30/2022	5.19%	3.25%		None
2021	6/30/2021	5.50%	3.25%		None
2020	6/30/2020	5.50%	3.25%		Longevity Pay assumption for Fire Members was added
2019	6/30/20119	5.50%	3.25%		None
2018	6/30/2016	6.44%	3.25%		None
2017	6/30/2015	6.50%	3.25%	CalPERS Mortality Table from the 2006-2011 experience study, excluding the 20-year projection using Scale BB	None
2016	6/30/2014	6.54%	3.25%		None
2015	6/30/2013	6.75%	3.975%	RP-2000 Mortality Table from the 1997-2007 experience study, projected with Scale AA	None
2014	6/30/2012	6.75%	3.975%		None

A complete description of the methods and assumptions used to determine contribution rates can be found in the corresponding actuarial valuation reports.

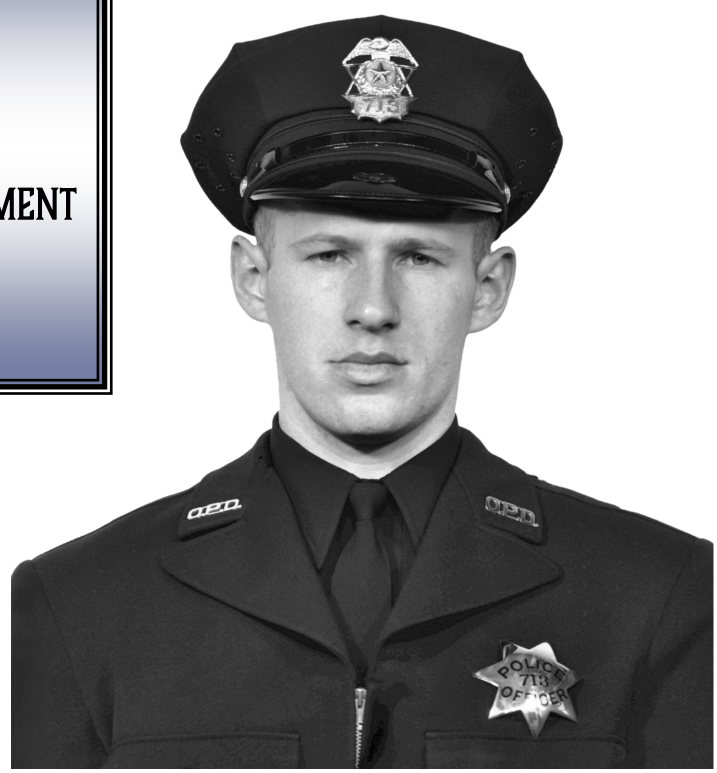
INVESTMENT

GARY SYMONS

PATROLMAN

SERVED WITH OAKLAND POLICE DEPARTMENT

MAY 1959—SEPTEMBER 1970



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MEKETA

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Meketa.com

February 4, 2026

Retirement Board
City of Oakland Police and Fire Retirement System
150 Frank Ogawa Plaza
Oakland, CA 94612

Dear Board Members:

This letter reviews the investment performance of the City of Oakland Police and Fire Retirement System ("the System" or "PFRS") for the fiscal year ended June 30, 2025. During this 12-month period, the PFRS total investment portfolio has grown by 10.1% on a money-weighted, net-of-fees basis outperforming the Policy Benchmark's time-weighted return of 9.8%.

Meketa serves as PFRS's independent investment consultant. Performance data is provided by the System's custodian, Northern Trust, and is independently calculated by Meketa's performance measurement team.

A major factor influencing overall investment performance is the allocation of the PFRS portfolio across major asset classes. As of June 30, 2025, Domestic Equity, International Equity, and Cash were overweight while Fixed Income and Crisis Risk Offset were underweight relative to the policy targets.

Over the latest 3-year period, the PFRS portfolio produced an annualized money-weighted, net-of-fees return of 9.8%, underperforming its benchmark's time-weighted return of 10.9% by 1.1%. Over the latest 5-year period, PFRS had an annualized money-weighted, net-of-fees return of 8.1% and marginally underperformed its benchmark by 0.1%. The System has been effective in using its resources in a cost-effective manner to ensure that benefits continue to flow to plan participants.

Annualized Money-Weighted Returns as of 06/30/2025

	1 Year	3 Years	5 Years
Total Portfolio[1]	**10.1**	**9.8**	**8.1**
Policy Benchmark[2]	*9.8*	*10.9*	*8.2*
Excess Return	0.3	-1.1	-0.1

Sincerely,

David Sancewich, Managing Principal, Meketa Investment Group

[1] Money-weighted and net of fees. Performance since 2005 includes securities lending.
[2] The time-weighted Policy Benchmark is composed of 34% Russell 3000 Index, 12% MSCI ACWI ex US (Net), 44% Fixed Income Benchmark (Blend), and 10% Crisis Risk Offset Benchmark from 07/01/2024 through 07/31/2025; 40% Russell 3000 Index, 12% MSCI ACWI ex US (Net), 31% Fixed Income Benchmark (Blend), 2% Bloomberg US Corp High Yield Index, 5% CBOE S&P 500 Buy Write Index (BXM), 10% Crisis Risk Offset Benchmark from 01/01/2019 through 06/30/2024.
Fixed Income Benchmark (Blend) is Bloomberg US Aggregate Index since 01/01/2025 and Bloomberg US Universal Index between 01/01/2020 and 12/31/2024.
Crisis Risk Offset Benchmark is composed of 100% SG Multi Alternative Risk Premia Index through 12/31/2022; 33.34% SG Trend Index, 33.33% SG Multi Alternative Risk Premia Index, and 33.33% Bloomberg US Government Long Term Bond Index thereafter.

BOSTON CHICAGO LONDON MIAMI NEW YORK PORTLAND SAN DIEGO

List of Investment Professionals

Domestic Equity Managers
- Brown Advisory
- Earnest Partners
- Northern Trust Investments
- Rice Hall James and Associates

International Equity Managers
- Strategic Global Advisors

Covered Calls
- Parametric Portfolio Associates

Crisis Risk Offset
- Kepos Capital
- Versor Investments

Fixed Income Managers
- Polen Capital Credit
- Ramirez Asset Management
- Reams Asset Management
- Wellington Management

Investment Consultant
- Meketa Investment Group

Custodian
- Northern Trust

Security Lending
- Northern Trust

Investment Manager Fees and Other Investment Expenses
Years Ended June 30, 2025 and June 30, 2024

	2025	2024
Investment Manager Fees		
Domestic Equity Managers	$ 598,044	$ 553,737
International Equity Managers	317,025	273,144
Domestic Fixed Income Managers	281,588	279,589
Covered Calls	66,022	82,606
Total Investment Manager Fees	**$ 1,262,679**	**$ 1,189,076**
Other Investment Fees		
Investment Consulting	$ 100,000	$ 100,000
Custodian Fees	124,500	124,500
Asset & Liability Study	-	40,000
Total Other Investment Fees	**$ 224,500**	**$ 264,500**
Total Investment Fees	**$ 1,487,179**	**$ 1,453,576**

Largest Stock Holdings (by Market Value)
As of June 30, 2025

	Stock		Market Value
1.	Taiwan Semiconductor	$	1,819,168
2.	CBRE Group		1,249,870
3.	Intercontinental Exchange		1,151,274
4.	Republic Services		1,137,365
5.	Woodward		1,109,522
6.	Novartis		1,106,317
7.	Raymond James		1,065,922
8.	Air Lease Corp		1,051,416
9.	Stifel		975,532
10.	Ansys Inc		967,260

Note: The above schedules do not reflect holdings in index funds. A complete list is available upon request.

Largest Bond Holdings
(by Market Value)
As of June 30, 2025

	Description	Interest Rate	Maturity Date		Market Value
1.	US Treasury	2.25%	05/15/2051	$	3,554,773
2.	US Treasury	3.00%	07/31/2029		3,251,906
3.	FNMA	4.00%	08/25/2055		3,095,600
4.	US Treasury	4.25%	06/30/2031		2,347,588
5.	US Treasury	4.25%	08/15/2054		2,196,254
6.	US Treasury	2.38%	05/15/2027		2,051,975
7.	FNMA	5.50%	07/25/2055		1,829,581
8.	US Treasury	4.25%	08/31/2030		1,785,437
9.	FNMA	4.50%	08/25/2055		1,472,408
10.	FNMA	5.00%	04/01/2053		1,418,214

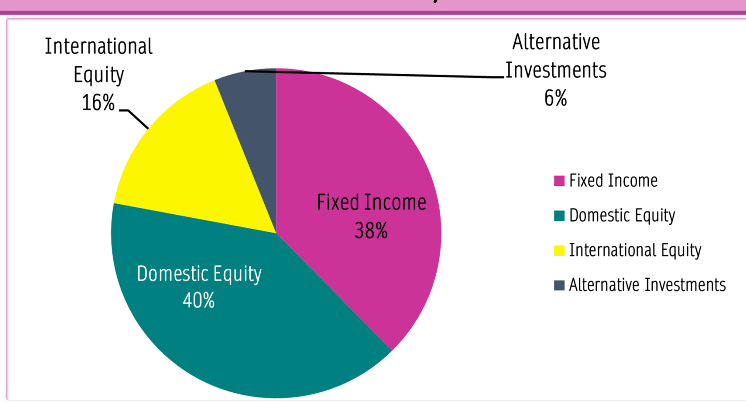
Note: The above schedules do not reflect holdings in index funds. A complete list is available upon request.

Investments by Manager/Exchange-Traded Funds (ETF)
As of June 30, 2025

Investment Firm	Portfolio Type		Amount
Fixed Income Managers			
Reams Asset Management	Core Plus	$	37,616,831
Ramirez Asset Management	Core		77,126,748
Vanguard Long-Term Treasury Index Fund ETF	Long Duration		10,056,569
Wellington Management	Core		51,636,366
Polen Capital Credit, LLC	High Yield/Bank Loans		3,053,431
Total Fixed Income		**$**	**$179,489,945**
Domestic Equity Managers			
Northern Trust Investments	Large Cap Core	$	116,542,300
EARNEST Partners	Mid Cap Core		41,885,066
Rice Hall James and Associates	Small Cap Growth		19,125,826
Brown Advisory	Small Cap Value		13,966,612
Transition Account	Short-Term		884,046
Total Domestic Equity		**$**	**192,403,850**
International Equity Managers			
Strategic Global Advisors	International	$	$54,127,264
Vanguard Developed Markets Index Fund ETF	International		22,163,188
Total International Equity		**$**	**76,290,452**
Alternative Managers			
Parametric Portfolio Associates	Covered Calls	$	5,080,710
Kepos Capital	Crisis Risk Offset		13,114,116
Versor Investments	Crisis Risk Offset	$	10,837,629
Total Alternative Investments			**29,032,455**
Total Investments		$	$477,216,702

The amounts presented above may vary from the amounts presented in the financial statements due to the investments by manager summary including cash and cash equivalents and presenting amounts at the manager level and the financial statements presenting amounts at the security level.

Asset Allocation
As of June 30, 2025



ACTUARIAL

JAMES B COLUSSI

BATTALION CHIEF

SERVED WITH OAKLAND FIRE DEPARTMENT

SEPTEMBER 1961 —OCTOBER 1984

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CHEIRON

Classic Values, Innovative Advice

Via Electronic Mail

January 16, 2026

Actuarial Certification

This is the Actuary's Certification Letter for the Actuarial Section of the Annual Report for the Oakland Police and Fire Retirement System (PFRS, the Plan) as of June 30, 2025. This letter includes references to two documents produced by Cheiron for the Plan: the Actuarial Valuation report as of June 30, 2024 (transmitted January 7, 2025) and the GASB 67/68 report as of June 30, 2025 (transmitted November 13, 2025).

Actuarial Valuation Report as of June 30, 2024

The purpose of the annual actuarial valuation report as of June 30, 2024 is to determine the actuarial funding status of the Plan on that date and to calculate an actuarially determined contribution amount in accordance with the Plan's funding agreement with the City of Oakland. The prior review was conducted by Cheiron as of June 30, 2023.

Actuarial funding is based on the Entry Age Normal Cost Method. Under this method, the employer contribution amount provides for current cost (normal cost and expected administrative expenses) plus an amount to amortize the Unfunded Actuarial Liability (UAL). All members of the Plan have retired; therefore, no normal cost has been computed, and the actuarially determined contributions are equal to the unfunded liability amortization payment plus administrative expenses.

As part of the funding agreement with the City, the UAL is expected to be amortized as level percentage of overall City Safety payroll, with payments commencing in the fiscal year beginning July 1, 2017, and completed in the year ending June 30, 2026.

For actuarial valuation purposes, Plan assets are valued at actuarial value. Under this method, the Actuarial Value of Assets recognizes one-fifth of the difference between the expected asset value (based on the 5.00% return assumption for the current Plan year) and the actual market value each year. The actuarial value is restricted to fall between 90% and 110% of the market value.

The Retirement System Board is responsible for establishing and maintaining the funding policy of the Plan.

We prepared the following schedules, which we understand will be used in the Actuarial Section of the 2025 PFRS Annual Report, based on the June 30, 2024 actuarial valuation.

www.cheiron.us 1.877.CHEIRON (243.4766)

- Statement of Actuarial Assumptions and Methods
- Summary of Participant Data
- Development of Actuarial Gain/Loss (Analysis of Financial Experience)
- Schedule of Funding Status
- Summary of Plan Provisions

The assumptions used in this report reflect the results of an experience study performed by Cheiron covering the period through June 30, 2023 and adopted by the Board. The assumptions used are intended to produce results that, in aggregate, reasonably approximate the anticipated future experience of the Plan.

We certify that the valuation was performed in accordance with generally accepted actuarial principles and practices. In particular, the assumptions and methods used for funding purposes meet the requirements of the Actuarial Standards of Practice, in particular Standards No. 4, 27, 35, and 44.

GASB 67/68 Report as of June 30, 2025

The purpose of the GASB 67/68 report as of June 30, 2025 is to provide accounting and financial reporting information under GASB 67 for the Plan and under GASB 68 for the City of Oakland. This report is not appropriate for other purposes, including the measurement of funding requirements for the Plan.

For financial reporting purposes, the Total Pension Liability (TPL) is based on the June 30, 2024 actuarial valuation updated to the measurement date of June 30, 2025. The update included the addition of interest cost offset by actual benefit payments.

Beginning of year measurements are based on the actuarial valuation as of June 30, 2023, updated to the measurement date of June 30, 2024. The June 30, 2025 Total Pension Liability (TPL) presented in the GASB 67/68 report was based upon the same data, plan provisions, actuarial methods, and assumptions as were used in the actuarial valuation report as of June 30, 2024.

Please refer to our GASB 67 report as of June 30, 2025 for additional information related to the financial reporting of the System. We prepared the following schedules for inclusion in the Financial Section of the 2025 PFRS Annual Report based on the June 30, 2025 GASB 67/68 report:

- Change in Net Pension Liability
- Sensitivity of Net Pension Liability to Changes in Discount Rate
- Schedule of Changes in Net Pension Liability and Related Ratios
- Schedule of Employer Contributions
- Notes to the Schedule of Employer Contributions

CHEIRON

Actuarial Certification
January 16, 2026
Page 3

We certify that the letter was performed in accordance with generally accepted actuarial principles and practices. In particular, the assumptions and methods used for disclosure purposes have been prepared in accordance with our understanding of generally accepted accounting principles as promulgated by the GASB.

Disclaimers

In preparing our reports, we relied on information (some oral and some written) supplied by the Plan. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

Future actuarial measurements may differ significantly from the current measurements due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and, changes in plan provisions or applicable law.

Cheiron utilizes ProVal, an actuarial valuation application leased from Winklevoss Technologies (WinTech) to calculate liabilities and project benefit payments. We have relied on WinTech as the developer of ProVal. We have reviewed ProVal and have a basic understanding of it and have used ProVal in accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect our reports.

These reports are for the use of the Plan, the participating employer, and their auditors in preparing financial reports in accordance with applicable law and accounting requirements. Any other user of these reports is not an intended user and is considered a third party.

Cheiron's reports were prepared solely for the Plan for the purposes described herein, except that the Plan and its auditors may rely on these reports solely for the purpose of completing an audit related to the matters herein. Other users of these reports are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to such other users.

We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. These reports do not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

Respectfully Submitted,
Cheiron

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Timothy S. Doyle
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Summary of Actuarial Value, Assumptions and Funding Methods

PURPOSE OF ACTUARIAL VALUATION

The Oakland Police and Fire Retirement System (PFRS) is a closed defined benefit pension plan. It was closed to new members on June 30, 1976. As of June 30, 2025, there are no active members. All members are retirees and beneficiaries.

The actual costs of a defined benefit plan are determined entirely by the amount of the benefit promise, the actual salaries and service of the plan participants, and how long they and their beneficiaries live to receive payments. In addition, the actuarial methodology provides a reasonable plan, or method, towards funding the expected costs of the plan. This information assists the plan trustees so they can make informed decisions regarding plan investments and how much in contributions will be required from the employer to eventually fully pay for the plan's costs.

The most recent actuarial valuation was as of June 30, 2024. The key results of the actuarial valuation are as follows:

- The actuarially determined employer contribution amount for Fiscal Year 2025-2026 is $27.5 million, based on projecting the Actuarial Liabilities and the Actuarial Value of Assets to the end of the 2024-2025 Fiscal Year. This represents a decrease of $10.1 million from the estimated amount in the prior valuation for the same Fiscal Year. The contribution is assumed to be paid in equal installments throughout the year, or on average at approximately January 1, 2026.
- During the year ended June 30, 2024, the return on Plan assets was 10.94% on a market value basis net of investment expenses, as compared to the 5.00% assumption for the 2023-2024 Plan year. This resulted in a market value gain on investments of $24.4 million. The Actuarial Value of Assets (AVA) is calculated as the expected AVA plus 20% of the difference between the market value and the expected AVA, which is restricted to be between 90% and 110% of the MVA. This smoothed value of assets returned 5.70%, for an actuarial asset gain of $2.9 million.
- The Plan experienced a gain on the Actuarial Liability of $0.6 million, the net result of changes in the population and changes in benefits. The primary factor was an excess of survivor deaths above the number expected. Combining the liability gain and asset loss, the Plan experienced a total gain of $3.5 million.
- The Plan's smoothed funded ratio, the ratio of Actuarial Value of Assets over Actuarial Liability, increased from 81.4% last year to 88.3% as of June 30, 2024. The Plan's funded ratio increased from 79.6% to 90.6% on a Market Value of Assets (MVA) basis.
- The Unfunded Actuarial Liability (UAL) is the excess of the Plan's Actuarial Liability over the Actuarial Value of Assets. The Plan experienced a decrease in the UAL from $97.0 million to $58.4 million as of July 1, 2024.
- Overall participant membership decreased compared to last year, as is expected for a closed plan. 26 members died, 14 of whom had their benefits continue to a surviving spouse. In addition, 15 surviving beneficiaries died. There are no active members of the Plan.
- If the contribution were determined using a projected asset value based on the current market (i.e., non-smoothed) value of assets, the contribution for FY 2025-2026 would be $17.5 million. The contribution is smaller than that determined using the projected AVA, because the current market value reflects the full amount of prior net investment gains, while under the AVA projection a portion of those gains are deferred until years after FY 2025-2026.

Summary of Actuarial Value, Assumptions and Funding Methods

VALUATION SUMMARY

Table I-1 summarizes all the key results of the valuation with respect to membership, assets and liabilities, and contributions. The results are presented and compared for both the current and prior plan year.

Table I-1
Summary of Principal Plan Results
($ in Thousands)

	July 1, 2023	July 1, 2024	% Change
Participant Counts			
Active Participants	0	0	
Participants Receiving a Benefit	653	626	-4.1%
Total	**653**	**626**	**-4.1%**
Total Annual Benefits	$ 51,217	$ 50,257	
Assets and Liabilities			
Actuarial Liability (AL)	$ 522,457	$ 496,690	-4.9%
Actuarial Value of Assets (AVA)	425,449	438,333	3.0%
Unfunded Actuarial Liability (UAL)	$ 97,008	$ 58,357	-39.8%
Funded Ratio (AVA)	81.4%	88.3%	6.8%
Market Value of Assets (MVA)	$ 416,130	$ 450,008	
Funded Ratio (MVA)	79.6%	90.6%	11.0%
Contributions			
Employer Contribution (FY2024-25)	$ 34,845	N/A	
Employer Contribution (FY2025-26)	$ 37,585	$ 27,516	-26.8%

ACTUARIAL DEFINITIONS

The **Present Value of Future Benefits** (PVFB) is used for measuring all future Plan obligations, the obligations of the Plan earned as of the valuation date and those to be earned in the future by current plan participants under the current Plan provisions, if all assumptions are met.

The **Actuarial Liability** (AL) is used for funding calculations, this liability is calculated taking the Present Value of Future Benefits and subtracting the Present Value of Future Normal Costs under an acceptable actuarial funding method. Because the Plan has no active members, the Actuarial Liability is equal to the Present Value of Future Benefits (i.e., all benefits are fully accrued).

The **Unfunded Actuarial Liability** (UAL) is the excess of the Actuarial Liability over the Actuarial Value of Assets.

The **Actuarial Value of Assets** (AVA) is the value of cash, investments, and other property belonging to a pension plan as used by the actuary for the purpose of an actuarial valuation. The purpose of an Actuarial Value of Assets is to smooth out fluctuations in market values.

Summary of Actuarial Value, Assumptions and Funding Methods

ACTUARIAL METHODS AND ASSUMPTIONS

ACTUARIAL METHODS

The actuarial funding method used to determine the normal cost and the Unfunded Actuarial Liability is the Entry Age Normal Cost Method.

The normal cost rate is determined with the normal cost percentage equal to the total Projected Value of Benefits at Entry Age, divided by Present Value of Future Salary at Entry Age. Since there are no longer any active employees, the normal cost for this plan is $0.

The excess of the Plan's Actuarial Liability (AL) over the Actuarial Value of Assets (AVA) is the Unfunded Actuarial Liability (UAL). In accordance with the Plan's funding agreement with the City of Oakland, the UAL must be amortized by July 1, 2026, with contributions resuming in the 2017-2018 fiscal year. The projected fiscal year 2025-2026 contribution has been calculated using level percent of pay amortization, based on total projected City payroll for all Safety employees.

ACTUARIAL VALUE OF PLAN ASSETS

In determining the recommended employer contribution to the PFRS, we use a smoothed Actuarial Value of Assets. The asset smoothing method dampens the volatility in asset values that could occur because of the fluctuations in market conditions. Use of an asset smoothing method is consistent with the long-term nature of the actuarial valuation process. Assets are assumed to be used exclusively for the provision of retirement benefits and expenses.

RATE OF RETURN

The expected annual rate of return, net of investment expenses, on all Plan assets is 5.0%.

COST-OF-LIVING ADJUSTMENTS AND LONG-TERM SALARY INCREASES

Cost–of-living adjustments are based on salary increases for a retiree's rank at retirement.

The long-term rate of salary increase is assumed to be 3.25% (2.85% inflation plus 0.4% productivity). This rate is used to project cost of living increases after the expiration of the current contracts, as well as representing the expected level of overall Safety payroll growth used to calculate the unfunded liability amortization payment. The following schedule shows salary increases based on the current Police and Fire contracts that expire on June 30, 2026. All increases shown after that date are assumptions.

INFLATION

Post-Retirement Benefit Increases (Based on Salary Increases for Rank at Retirement)		
Date of Increase	**Police**	**Fire**
July 1, 2024	3.00%	3.00%
July 1, 2025	3.00%	3.00%
Annual Increases Starting July 1, 2026	3.25%	3.25%

The assumed rate of general inflation is 2.75% (entire US) and local inflation is 2.85% (Bay Area). The general inflation rate is used in the determination of the investment return assumptions. The local inflation rate is used in the determination of the growth in expenses and salaries (which determine the COLA increases).

ADMINISTRATIVE EXPENSES

Administrative expenses for the Fiscal Year Ending June 30, 2024 are assumed to be $1,841,372, growing at 2.85% per year.

Summary of Actuarial Value, Assumptions and Funding Methods

RATES OF TERMINATION, DISABILITY AND RETIREMENT

None

RATES OF MORTALITY FOR HEALTHY LIVES

(for service retirees and beneficiaries)

Mortality rates for healthy annuitants are based on the sex distinct 2021 CalPERS Healthy Annuitant Mortality Table, with generational mortality improvements projected from 2017 using Projection Scale MP-2021.

RATES OF MORTALITY FOR DISABLED RETIREES

Mortality rates for Safety disabled annuitants are based on the sex distinct 2021 CalPERS Industrially Disabled Mortality Table, with generational mortality improvements projected from 2017 using Projection of Scale MP-2021.

MORTALITY IMPROVEMENT

The mortality tables are projected to improve with the MP-2021 generational mortality improvement tables, projected from a base year of 2017 (the mid-point of the CalPERS mortality tables from their 2021 study).

SURVIVOR CONTINUANCE

All retirees with a Benefit Form of “J&S” in the raw data are assumed to receive a 66-2/3% continuance.

CHANGES IN ASSUMPTIONS SINCE THE LAST VALUATION

None

Membership Information

Service Retired Participants						
	Police		Fire		Total	
Age	Number	Total Annual Benefit	Number	Total Annual Benefit	Number	Total Annual Benefit
< 50	0	$0	0	$0	0	$0
50–54	0	$0	0	$0	0	$0
55–59	0	$0	0	$0	0	$0
60–64	0	$0	0	$0	0	$0
65–69	0	$0	0	$0	0	$0
70–74	30	$2,734,182	2	$171,144	32	$2,905,326
75–79	79	$6,996,611	21	$1,747,777	100	$8,744,388
80–84	59	$5,067,407	29	$2,776,146	88	$7,843,553
85–89	15	$1,586,266	7	$635,412	22	$2,221,678
90–94	4	$330,271	7	$634,765	11	$965,036
95–99	0	$0	1	$125,208	1	$125,208
100+	1	$109,792	0	$0	1	$109,792
Total	**188**	**$16,824,530**	**67**	**$6,090,452**	**255**	**$22,914,981**

Disability Retired Participants						
	Police		Fire		Total	
Age	Number	Total Annual Benefit	Number	Total Annual Benefit	Number	Total Annual Benefit
< 50	0	$0	0	$0	0	$0
50–54	0	$0	0	$0	0	$0
55–59	0	$0	0	$0	0	$0
60–64	0	$0	0	$0	0	$0
65–69	0	$0	0	$0	0	$0
70–74	8	$683,194	11	$862,993	19	$1,546,187
75–79	44	$3,830,312	33	$2,807,329	77	$6,637,641
80–84	16	$1,349,042	25	$2,227,482	41	$3,576,524
85–89	6	$492,757	7	$723,240	13	$1,215,997
90–94	1	$130,029	4	$367,476	5	$497,505
95–99	0	$0	0	$0	0	$0
100+	0	$0	0	$0	0	$0
Total	**75**	**$6,485,334**	**80**	**$6,988,520**	**155**	**$13,473,853**

Membership Information

Beneficiaries						
	Police		Fire		Total	
Age	Number	Total Annual Benefit	Number	Total Annual Benefit	Number	Total Annual Benefit
< 50	0	$0	0	$0	0	$0
50–54	0	$0	0	$0	0	$0
55–59	0	$0	0	$0	0	$0
60–64	3	$210,731	1	$98,968	4	$309,699
65–69	4	$292,098	4	$247,692	8	$539,790
70–74	20	$1,213,542	10	$763,590	30	$1,977,132
75–79	36	$2,163,271	18	$1,205,299	54	$3,368,570
80–84	34	$1,994,396	19	$1,248,624	53	$3,243,020
85–89	11	$703,614	13	$858,980	24	$1,562,594
90–94	8	$646,669	14	$908,420	22	$1,555,088
95–99	9	$553,838	10	$636,401	19	$1,190,238
100+	1	$56,725	1	$64,843	2	$121,569
Total	**126**	**$7,834,885**	**90**	**$6,032,815**	**216**	**$13,867,700**

Membership Information

Participant Data Summary						
	July 1, 2023			July 1, 2024		
	Police	Fire	Total	Police	Fire	Total
Active Participants						
Number	0	0	0	0	0	0
Number Vested	0	0	0	0	0	0
Average Age	00.0	00.0	00.0	00.0	00.0	00.0
Average Service	00.0	00.0	00.0	00.0	00.0	00.0
Average Pay	$0	$0	$0	$0	$0	$0
Service Retirees						
Number	196	75	271	188	67	255
Average Age	78.9	82.2	79.8	79.6	82.1	80.3
Average Annual Benefit	$86,776	$90,603	$87,835	$89,492	$90,902	$89,863
Disabled Retirees						
Number	81	84	165	75	80	155
Average Age	78.4	79.3	78.9	79.2	80.1	79.7
Average Annual Benefit	$83,502	$84,933	$84,231	$86,471	$87,356	$86,928
Beneficiaries						
Number	126	91	217	126	90	216
Average Age	80.8	83.5	81.9	81.0	83.4	82.0
Average Annual Benefit	$60,935	$64,148	$62,283	$62,182	$67,031	$64,202
All Inactive						
Number	403	250	653	389	237	626
Average Age	79.4	81.7	80.3	80.0	81.9	80.7
Average Annual Benefit	$78,039	$79,068	$78,433	$80,064	$80,640	$80,282

Data pertaining to active and inactive Members and their beneficiaries as of the valuation date was supplied by the Plan Administrator.

In Memoriam

JOHN C. SPEAKMAN

FEBRUARY 2, 1944—DECEMBER 23, 2025

ASSISTANT FIRE CHIEF

OAKLAND FIRE DEPARTMENT
SEPTEMBER 1968—MARCH 1997

BOARD MEMBER

OAKLAND POLICE & FIRE RETIREMENT SYSTEM
SEPTEMBER 2005—DECEMBER 2025

THIS YEAR, WE HONOR AND REMEMBER JOHN C. SPEAKMAN, A DEVOTED PUBLIC SERVANT WHOSE LIFE AND CAREER REFLECTED AN UNWAVERING COMMITMENT TO THE CITY OF OAKLAND.

MR. SPEAKMAN SERVED NEARLY 30 YEARS WITH THE OAKLAND FIRE DEPARTMENT, RISING THROUGH THE RANKS TO RETIRE AS ASSISTANT CHIEF OF OPERATIONS. FOLLOWING HIS RETIREMENT, HE CONTINUED HIS SERVICE AS THE FIRE MEMBER REPRESENTATIVE ON THE OAKLAND POLICE AND FIRE RETIREMENT SYSTEM AND DEDICATED 20 YEARS TO THOUGHTFUL LEADERSHIP, COLLABORATION, AND STEWARDSHIP.

JOHN SPEAKMAN'S LEGACY IS ONE OF PROFESSIONALISM, INTEGRITY, AND SERVICE. HE IS REMEMBERED WITH DEEP GRATITUDE AND RESPECT. HIS CONTRIBUTIONS TO THE CITY OF OAKLAND AND THE PFRS BOARD WILL NOT BE FORGOTTEN AND HE WILL BE GREATLY MISSED.

OAKLAND POLICE AND FIRE DEPARTMENT RETIREE & BENEFICIARY DEATHS FISCAL YEAR 2024—2025

FIRE MEMBERS

Phillip Armistead	Retiree
Ronald Bailey	Retiree
Patrick Caulfield	Retiree
Philip Deiro	Retiree
Robert Del Gado	Retiree
Albert Giordano	Retiree
Dennis Golden	Retiree
Roy Holman	Retiree
John Johns	Retiree
George Kastanos	Retiree
Barbara Kyhn	Beneficiary
Alex Mathews	Retiree
Patricia Meder-Brimigton	Beneficiary
Beverly Nason	Beneficiary
James Reed	Retiree
Gary Wickwire	Retiree
Mary A. Williams	Beneficiary
Elda York	Beneficiary

POLICE MEMBERS

Kenneth Bachman	Retiree
Gloria J. Bagley	Beneficiary
Margaret L. Deadder	Beneficiary
William Enger	Retiree
Lawrence Foley	Retiree
Robert Holland	Retiree
June V. Johnson	Beneficiary
Larry Johnston	Retiree
Anthony Jovino	Retiree
Audrey Patricia Kroeger	Beneficiary
David Latt	Retiree
Benaldine Linotti	Beneficiary
Daniel Murray	Retiree
Raymond Nicolai	Retiree
Viola O'Donnell	Beneficiary
Gabriel Palomar	Retiree
Anna Strelo	Beneficiary
LaVerne Strelo	Beneficiary
Mildred A. Tomatis	Beneficiary
Janice Vargas	Beneficiary
Russell Wallace	Retiree
James West	Retiree

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MEKETA

Oakland Police and Fire Retirement System

February 25, 2026

Introduction to Proxy Voting

Company Capital Structure and Governance

→ Different types of investments have different characteristics and benefits.

	Income Cash Flow	Claim Order in Liquidation	Voting Rights
Equity (Common Stock)	Dividends paid at management's discretion.	Last in line	Yes
Preferred Stock	Dividends paid at regular intervals.	2nd to last before common stock	No
Bonds	Interest paid at regular intervals.	First in line	No

→ International (non-US) stocks invested through instruments such as American Depository Receipts (ADRs) typically do not grant voting rights.

Equity Shareholder Rights

→ Equity ownership gives a set of voting rights on certain corporate governance matters, such as:

Nominate to and (re)elect company board of directors	**Approve executives' pay**	**Approve the auditor**
Approve annual reports and accounts	**Submit shareholder (non-management) resolutions**	**Vote on resolutions**
	Authorization on matters affecting company or share value (e.g., mergers, acquisitions, share buybacks)	

→ Certain approvals and resolutions may be "advisory", i.e., non-legally binding.

Sources: Orsagh, Matt, Linda Rittenhouse, and Jim Allen. The Corporate Governance of Listed Companies: A Manual for Investors, 3rd Edition. CFA Institute, 2018. https://rpc.cfainstitute.org/policy/positions/corporate-governance-of-listed-companies-3rd-edition.

Investment Manager Proxy Voting

→ Voting occurs at the company's annual general meeting (AGM).

→ Proxy voting allows participation of shareholders who cannot attend the meeting.

→ As a part of managing their clients' assets, investments managers cast proxy votes on behalf of their clients.

For a given proposal, an investment manager may:

Vote FOR	Vote AGAINST	Vote ABSTAIN	Choose to NOT VOTE

→ In addition to their own research and engagement with the invested companies, investment managers may also retain third-party providers for advisory and vote management / facilitation services.

- Institutional Shareholder Services (ISS) and Glass Lewis are two largest service providers in this space.

PFRS's Equity Managers

→ All of Oakland PFRS's equity managers have written proxy voting policies and uses third-party advisory services for research, analysis, and recommendation.

Firm (Strategy)	Has written proxy voting policy	Uses third-party advisory services	Party at Firm overseeing the third-party providers
Northern Trust (Russell 1000 Fund)	Yes	Yes	• Proxy Committee
Earnest Partners (US Mid Cap Core)	Yes	Yes	• Proxy Director • Investment Team
Brown Advisory (Fundamental Small Cap Value)	Yes	Yes	• Proxy Voting Committee • Equity Research Team
Rice Hall James (Small Cap Opportunities)	Yes	Yes	• Chief Compliance Officer
Strategic Global Advisors (International ACWI ex US)	Yes	Yes	• Brokerage Oversight Committee • Chief Compliance Officer

Next Steps

→ PFRS equity managers' recent proxy voting records will be collected and summarized for the Board at the September 2026 meeting as an annual agenda item.

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MEKETA

Economic and Market Update

January 2026 Report

Commentary

The broadening that began in the fourth quarter of 2025 persisted to start the year. Outperformance of non-US equities was driven by a weaker US dollar, and lower rate expectations drove performance of US small-cap and value-oriented assets.

→ US equities (Russell 3000) returned 1.6% in January. Small-cap and value outperformed large-cap and growth for the month as AI valuation concerns, lower rate expectations, and persistent growth drove a rotation into more cyclical sectors.

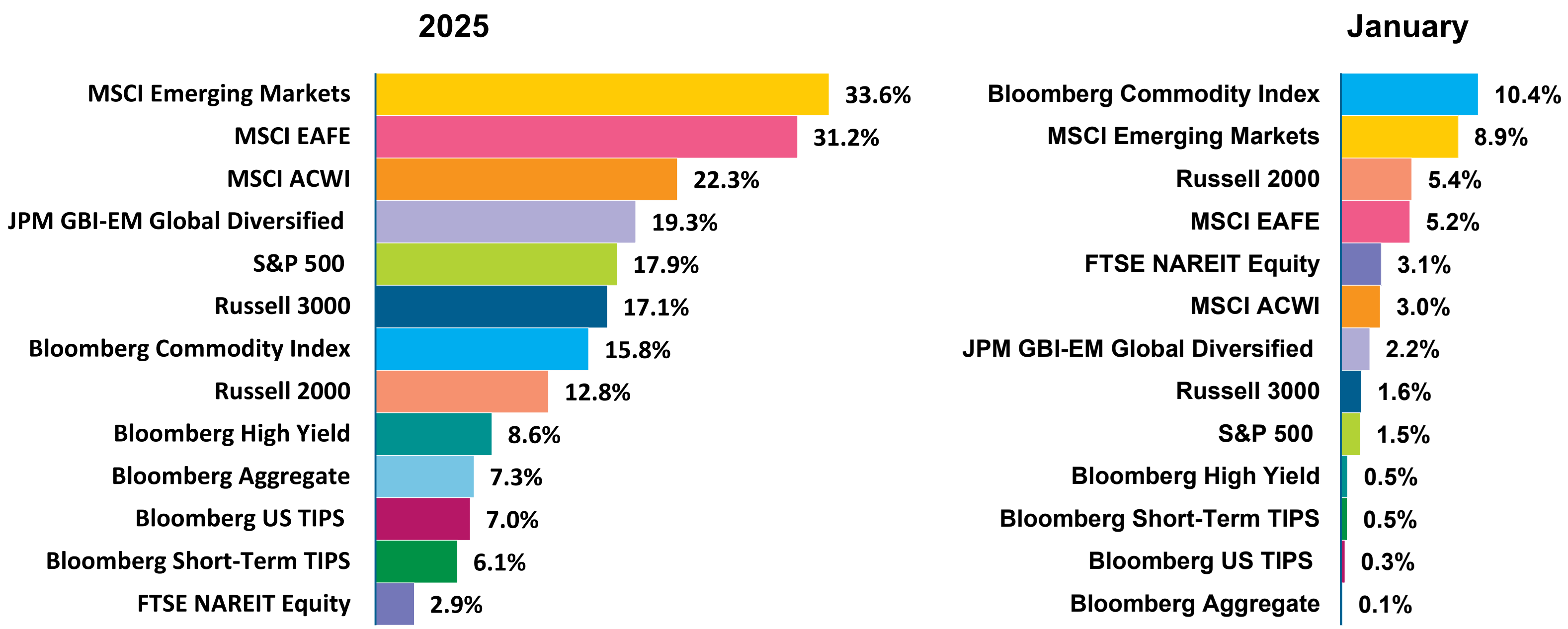
→ Non-US equities outperformed US stocks again in January, supported by attractive valuations, a rotation out of US tech stocks, and a weaker US dollar.

- Non-US developed stocks (MSCI EAFE) rose 5.2% in January.
- Emerging markets (MSCI Emerging Markets) gained 8.9% for the month and were the top performer among equity markets. Although Chinese stocks produced positive results (MSCI China: 4.7%), the broad emerging market group drove performance, supported by strong AI-related returns in South Korea and Taiwan.

→ Major bond markets were slightly positive for the month. The broad US bond market (Bloomberg Aggregate) returned 0.1%, while a modest increase in inflation concerns led to positive returns for TIPS (+0.3%) and short-term TIPS (+0.5%). High yield and emerging market debt returned 0.5% and 2.2%, respectively.

→ After a strong start to the year marked by a healthy broadening of market performance, it is worth keeping an eye on how the Federal Reserve balances moderating inflation with signs of a cooling labor market, whether tariff-related cost pressures begin to show more clearly in inflation data, and if US earnings growth remains resilient as financial conditions ease.

Index Returns[1]



→ Global markets delivered broad gains in 2025, with international equities leading the way. Key drivers of positive performance last year were resilient earnings, sustained AI optimism, a weaker US dollar, and lower rate expectations.

→ In January, all markets advanced, with the theme of rotation out of US technology stocks into more economically sensitive areas persisting. Commodities outperformed given geopolitical tensions and a weak US dollar, while small cap US stocks and emerging markets benefited from resilient growth and lower interest rate expectations.

[1] Source: Bloomberg. Data is as of January 31, 2026.

Domestic Equity Returns[1]

Domestic Equity	January (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
S&P 500	1.5	16.3	21.1	15.0	15.6
Russell 3000	1.6	15.3	20.2	13.6	15.1
Russell 1000	1.4	15.3	20.7	14.1	15.4
Russell 1000 Growth	-1.5	14.5	27.1	15.1	18.6
Russell 1000 Value	4.6	15.8	13.7	12.5	11.6
Russell MidCap	3.1	9.3	12.5	9.4	12.1
Russell MidCap Growth	-0.9	1.3	15.0	6.5	13.3
Russell MidCap Value	4.3	11.9	10.9	10.8	10.9
Russell 2000	5.4	15.8	12.2	6.1	11.2
Russell 2000 Growth	4.0	13.9	13.5	3.0	11.3
Russell 2000 Value	6.9	17.9	10.8	9.2	10.7

US Equities: The Russell 3000 index rose 1.6% in January, bringing the one-year return to 15.3%.

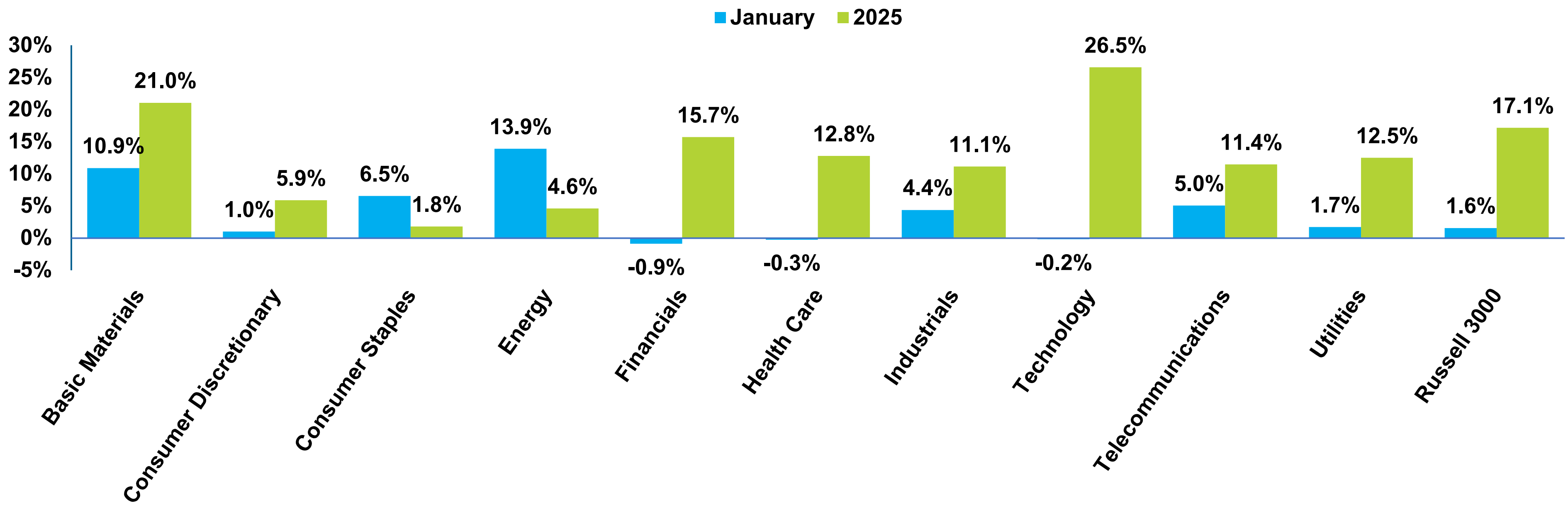
→ The trend of value stocks outperforming growth stocks that started late last year continued in January. Signs of a resilient US economy have driven a rotation toward economically sensitive, value-oriented segments of the market, alongside growing concerns about stretched valuations among mega-cap, AI-focused growth leaders.

→ Small-cap stocks (Russell 2000) outpaced large-cap stocks (Russell 1000) by 4.0% in January, supported by expectations of lower interest rates and again signs of stable growth in the US and weakness among the "Magnificent Seven".

→ While the "Magnificent Seven" represents approximately 30% of the Russell 3000 Index by weight, their aggregate contribution to the Russell 3000's overall returns were slightly negative in January.

[1] Source: Bloomberg. Data is as of January 31, 2026.

Russell 3000 Sector Returns[1]



- In January 2025, sector results were broadly positive, with seven sectors posting gains and three declining.
- Energy (+13.9%) and basic materials (+10.9%) significantly outperformed other sectors in January. Energy's strength was driven by the broad rotation into economically sensitive and value-oriented names, with refiners and major oil and gas companies particularly doing well. The basic materials sector benefitted from rising precious and industrial metal prices like gold, silver, and copper.
- Coming off a year as the strongest performing sector, technology stocks returned -0.2% in January, reflecting broader concerns over AI-related valuations and the ultimate return on the massive capex spending on the infrastructure buildout.

[1] Source: Bloomberg. Data is as of January 31, 2026.

Foreign Equity Returns[1]

Foreign Equity	January (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
MSCI ACWI Ex US	6.0	34.9	16.6	9.1	9.8
MSCI EAFE	5.2	31.2	16.2	10.3	9.5
MSCI EAFE (Local Currency)	3.2	18.7	14.8	12.2	9.6
MSCI EAFE Small Cap	5.8	34.8	14.4	6.9	9.0
MSCI Emerging Markets	8.9	42.8	16.7	5.3	10.1
MSCI Emerging Markets (Local Currency)	8.8	40.6	18.5	7.6	11.1
MSCI EM ex China	10.4	45.6	20.3	10.3	11.5
MSCI China	4.7	36.1	9.2	-3.7	7.5

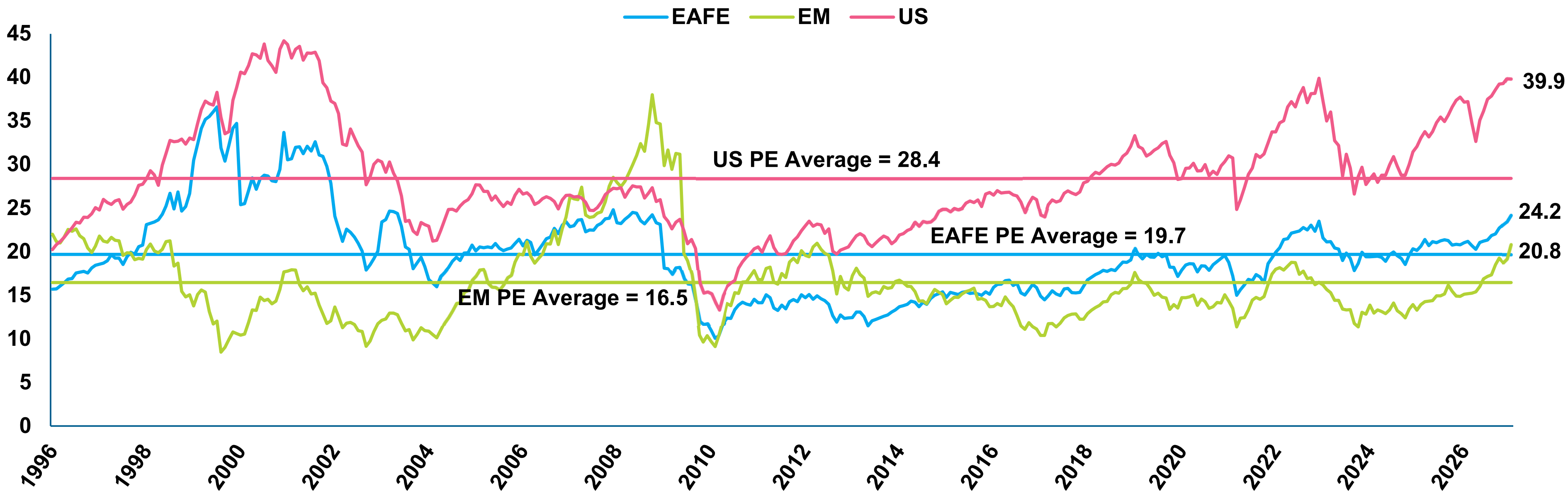
Foreign Equity: Developed international equities (MSCI EAFE) returned 5.2% in January and emerging markets equities (MSCI Emerging Markets) rose 8.9%.

→ Developed markets saw solid returns in January, outpacing the US and benefiting from dollar weakness. Eurozone equities saw modest gains, driven by strength in technology, energy, and utilities, with a mid-month dip following Greenland-related threats from the US. The UK outperformed continental peers, with the materials sector leading returns supported by gains in metals prices. Japan led developed markets, fueled in part by optimism ahead of the snap election and continued AI-related demand.

→ Emerging market stocks rallied in January, outperforming developed peers. China saw modest gains but lagged emerging market peers amid continued uncertainty about policy support and growth prospects, with Q4 GDP growth slowing to the weakest pace in years. Korea and Taiwan were standout performers, with continued strong demand for semiconductors and other hardware. India and Indonesia both fell in January, with foreign investors favoring tech-heavy exporters.

[1] Source: Bloomberg. Data is as of January 31, 2026.

Equity Cyclically Adjusted P/E Ratios[1]



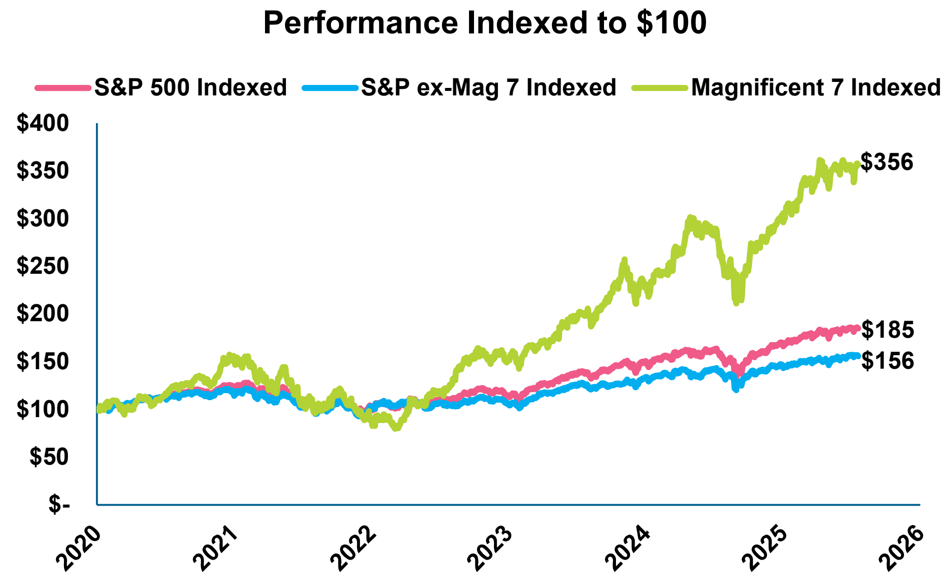
→ Cyclically adjusted US stock valuations remain elevated, though they were unchanged to start the year. AI-related optimism, a key driver for the significant rise in US valuations, has softened as markets begin to focus on the pay-off from the investment boom.

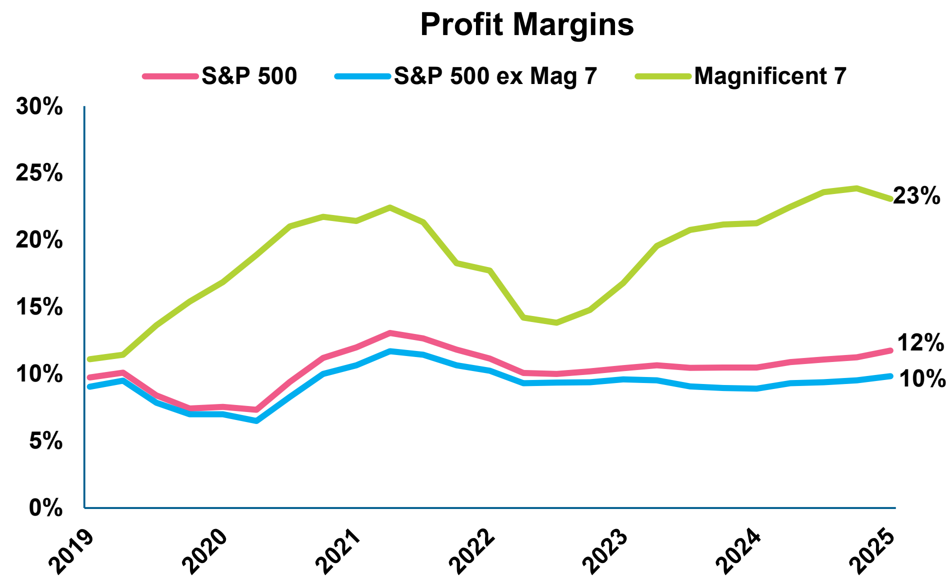
→ Non-US developed (EAFE) stock valuations continue to rise above their long run P/E ratio (24.2 versus 19.7), following strong January performance.

→ Emerging market stock valuations are also trading at levels above their long-run average (20.8 versus 16.9) due to recent outperformance.

[1] US Equity Cyclically Adjusted P/E on S&P 500 Index. Source: Robert Shiller, Yale University, and Meketa Investment Group. Developed and Emerging Market Equity (MSCI EAFE and EM Index) Cyclically Adjusted P/E Source: Bloomberg. Earnings figures represent the average of monthly "as reported" earnings over the previous ten years. Data is as of January 2026. The average line is the long-term average of the US, EM, and EAFE PE values from April 1998 to the recent month-end, respectively.

Performance and Profit Margins: S&P 500 and "Magnificent 7"[1]





→ AI-oriented mega-cap stocks have continued to play a meaningful role in broad US equity returns, supported by strong earnings growth and elevated profit margins.

→ Alongside continued AI-driven earnings strength, market leadership has begun to broaden. January performance reflected a rotation toward value-oriented, cyclical, and smaller-capitalization stocks, as well as stronger returns from non-US equities.

→ Overall, recent trends suggest a transition toward broader participation rather than a decisive change in market direction. AI-linked earnings remain an important component of US equity performance, while improved breadth and rotation point to a more balanced market backdrop entering 2026.

[1] Source: Bloomberg. Data is as of January 31, 2026, for index prices and December 31, 2025, for profit margins.

Fixed Income Returns[1]

Fixed Income	January (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)	Current Yield (%)	Duration (Years)
Bloomberg Universal	0.2	7.1	4.2	0.2	2.3	4.5	5.8
Bloomberg Aggregate	0.1	6.8	3.6	-0.2	1.9	4.4	6.0
Bloomberg US TIPS	0.3	6.0	3.7	1.1	3.0	4.1	6.6
Bloomberg Short-term TIPS	0.5	5.6	5.0	3.5	3.2	3.7	2.6
Bloomberg US Long Treasury	-0.5	4.7	-1.6	-6.6	-0.5	4.9	14.4
Bloomberg High Yield	0.5	7.7	8.9	4.5	6.7	6.6	3.0
JPM GBI-EM Global Diversified (USD)	2.2	19.4	8.7	1.8	4.1	--	--

Fixed Income: The Bloomberg Universal index rose 0.2% in January.

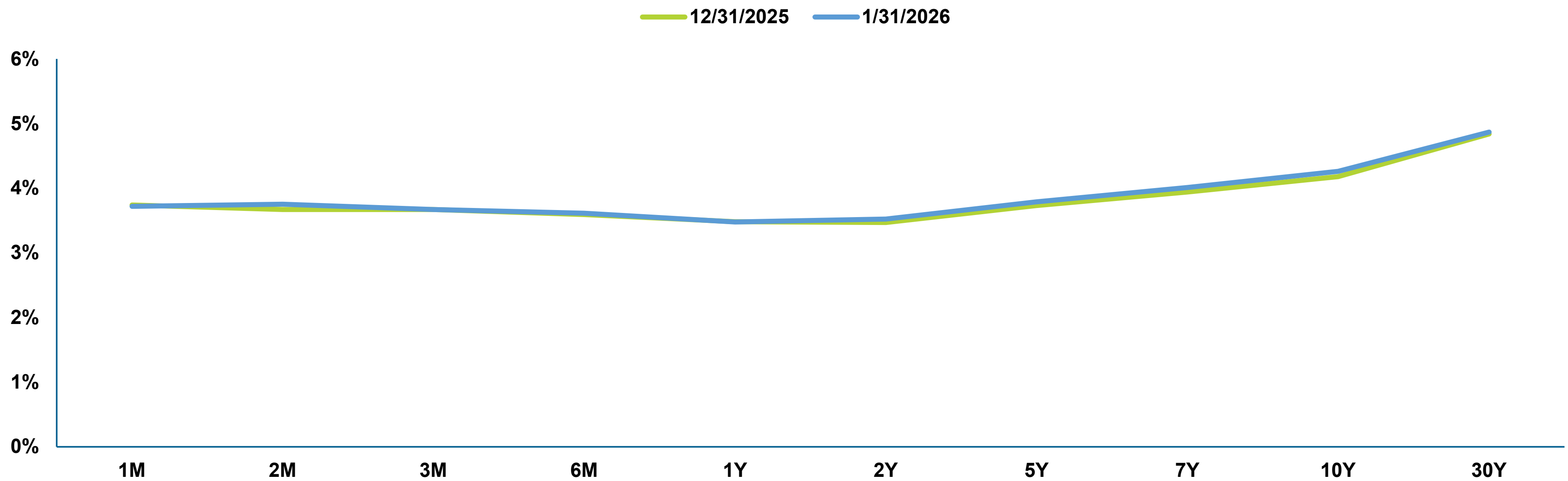
→ Yields rose to start the year and credit spreads continued to tighten marginally, leading to relatively muted returns across fixed income assets.

→ The broad US bond market (Bloomberg Aggregate) rose 0.1% with longer-dated US Treasuries falling. Shorter and longer-dated TIPS gained 0.5% and 0.3%, respectively, as inflation expectations rose modestly.

→ Risk appetite remained strong to start the year, and riskier bonds led the way with emerging market debt returning 2.2%. Over the trailing year emerging market bonds returned an impressive 19.4% given relatively high yields, an earlier start to central bank easing, and generally contained inflation.

[1] Source: Bloomberg. Data is as of January 31, 2026. The yield and duration data from Bloomberg is defined as the index's yield to worst and modified duration, respectively. JPM GBI-EM data is from J.P. Morgan. Current yield and duration data is not available.

US Yield Curve[1]

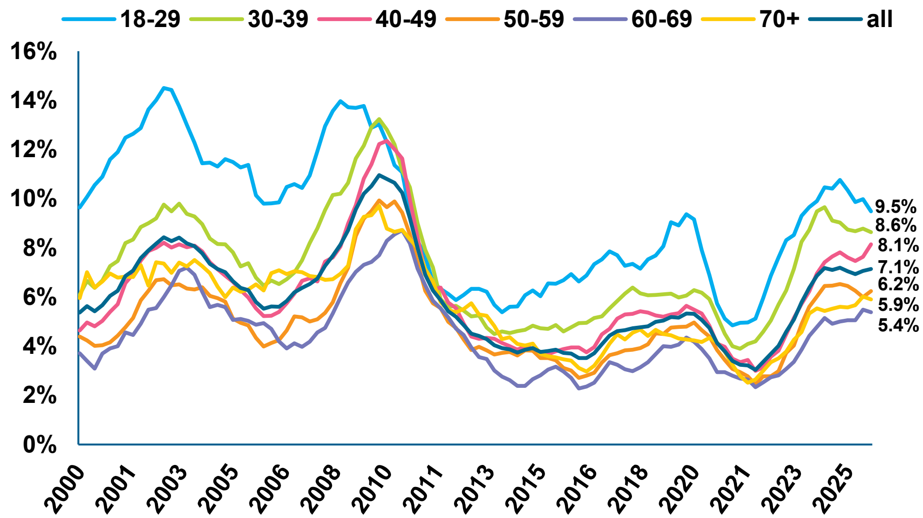


- Yields rose very slightly in January across the yield curve as economic data remained resilient and persistent inflation concerns reduced expectations for aggressive Federal Reserve rate cuts in 2025.
- The policy-sensitive 2-year nominal Treasury yield increased from 3.47% to 3.53%. The 10-year nominal Treasury yield rose from 4.17% to 4.24%, while the 30-year nominal Treasury yield moved from 4.84% to 4.87%.
- The spread between a two-year and ten-year Treasury increased from 69.8 basis points to 71.7 basis points.

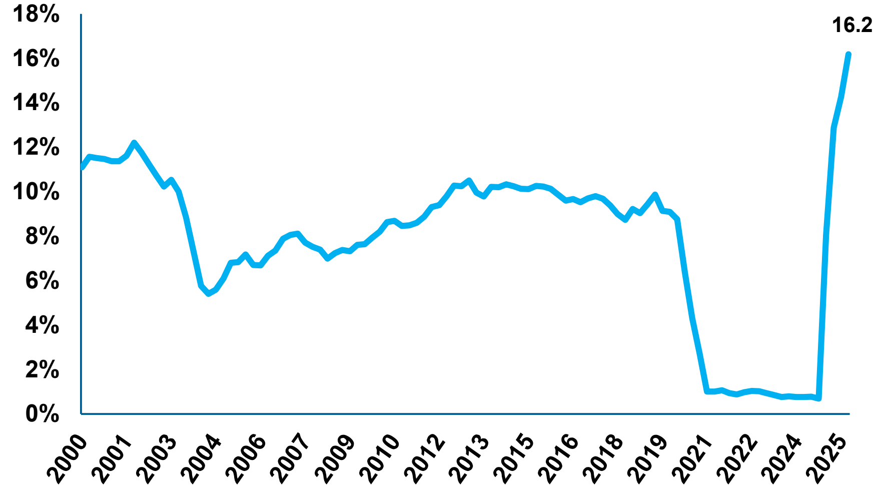
[1] Source: Bloomberg. Data is as of January 31, 2026.

Stress is Building Among Some US Consumers[1]

Transition into Serious Delinquency for Credit Cards by Age



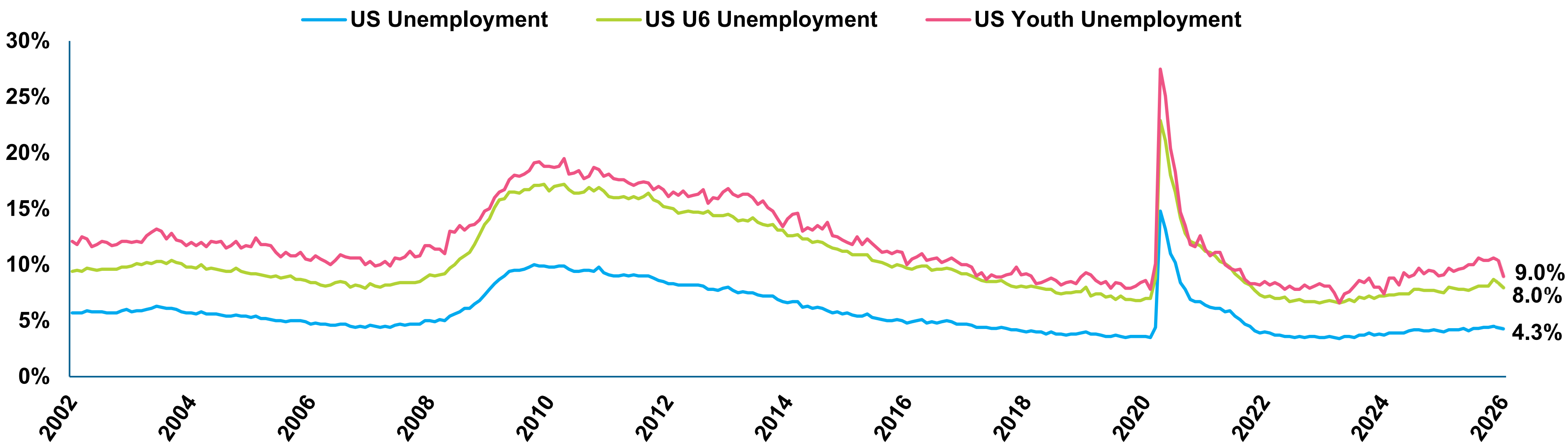
Transition Into Serious Delinquency (90+ Days) for Student Loans[2]



- US consumer conditions are increasingly K-shaped, with higher-income households remaining resilient while younger and more rate-sensitive borrowers show rising stress amid persistently high prices and interest rates.
- Delinquencies have risen from pandemic lows, driven by this more financially stretched group; while overall levels remain below pre-pandemic norms, dispersion across households is widening.
- Student loan repayments have re-emerged as a key pressure point, with millions of borrowers missing payments and over 16% of balances now seriously delinquent, weighing on consumption for younger cohorts.

[1] Source: New York Federal Reserve, Quarterly Household Debt and Credit Report. See also FRED. Data is as of December 31, 2025.
[2] Source: New York Federal Reserve, Quarterly Household Debt and Credit Report. Percent of student loan holders transitioning in serious default (90-days or more) based on four quarter moving average. Delays in reporting may cause fluctuations.

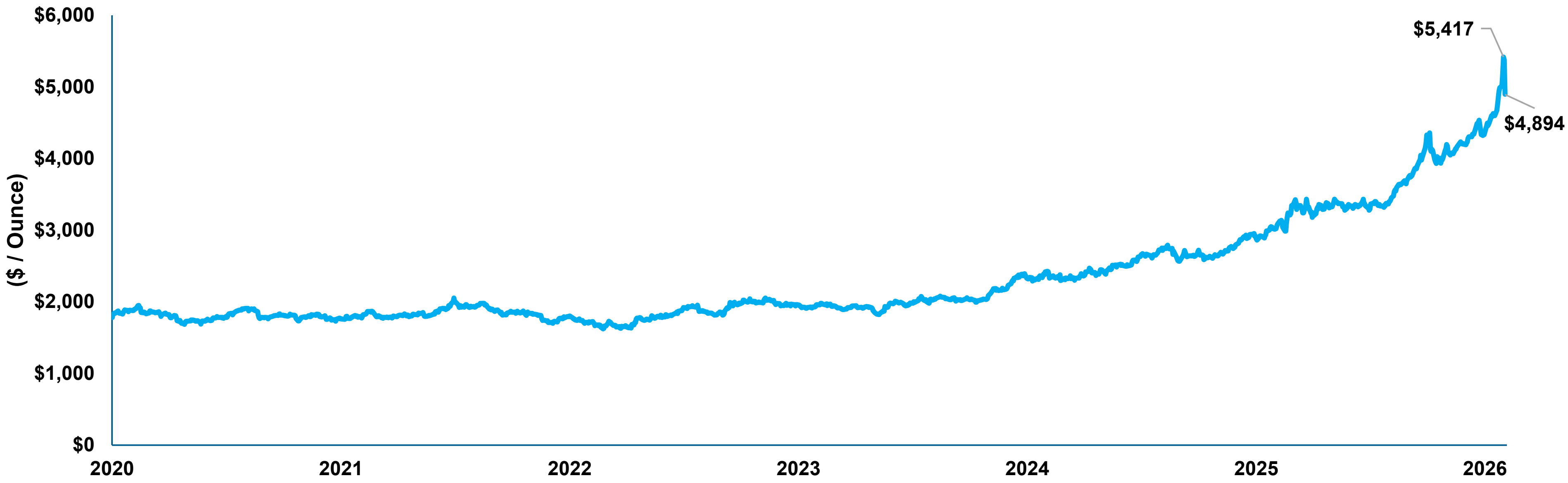
US Unemployment[1]



- January job growth exceeded expectations, with 130,000 jobs added (versus 65,000 consensus), and unemployment fell from 4.4% to 4.3%. In its annual adjustment the Bureau of Labor Statistics revised the total non-farm employment growth for 2025 down from positive +584,000 to just +181,000.
- Hiring rose, led by health care (+82,000) followed by social assistance (+42,000), and construction (+33,000). The government continued to shed jobs (-34,000), as did finance (-22,000).
- The decline in unemployment reflected labor-force dynamics rather than stronger hiring, as layoffs stayed low and labor-force re-entry slowed amid cooling hiring and job openings.
- Youth unemployment remains elevated but below long-term averages, with the 16–24 age group at 9% in January, reflecting sensitivity to slowing hiring and retail job losses.

[1] Source: FRED and BLS. Data is as of January 31, 2026.

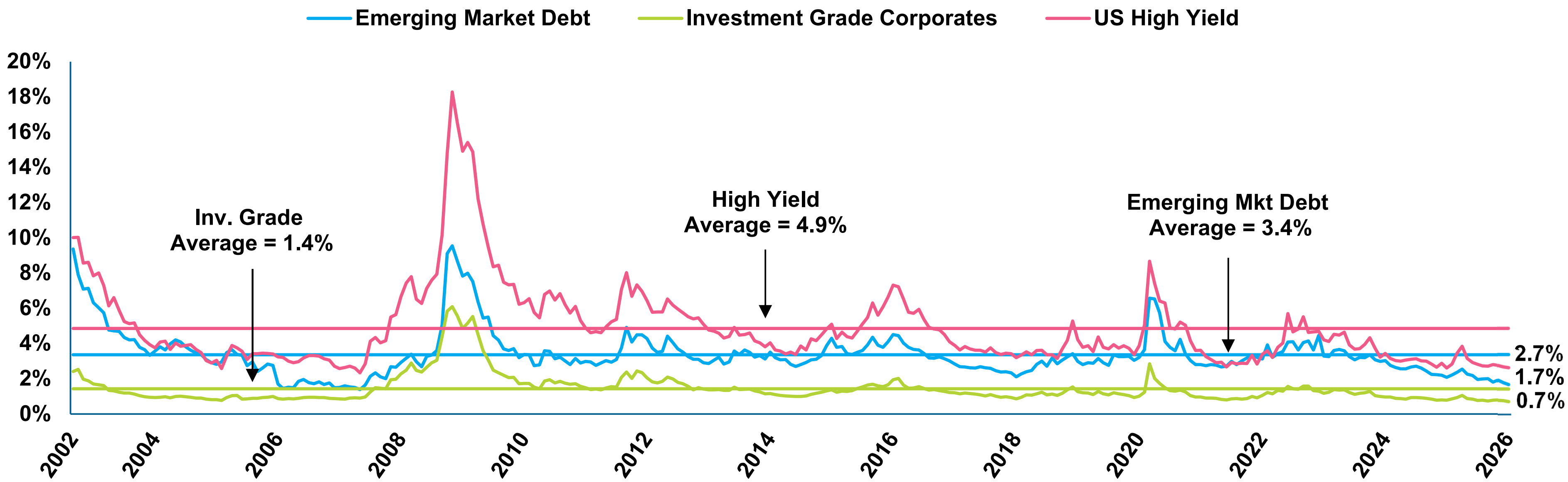
Gold[1]



- Gold surged to record highs late in January, supported by a weaker US dollar, safe-haven demand, and lingering inflation concerns, before a sharp reversal at month-end.
- Many attributed the late-month pullback to President Trump's nomination of Kevin Warsh as the next Fed Chair. The announcement modestly reduced concerns about Fed independence and inflation risks, given Warsh's prior experience as a Federal Reserve Board member and his historical emphasis on fighting inflation in his voting record.

[1] Source: Bloomberg. Data is as of January 31, 2026. Gold Spot Price is quoted as US Dollars per Troy Ounce.

Credit Spreads vs. US Treasury Bonds[1]



→ Credit spreads (the difference in yield from a comparable maturity Treasury) remain historically tight, with spreads near multi-decade lows given resilient economic data, strong corporate health, and investor demand for yield.

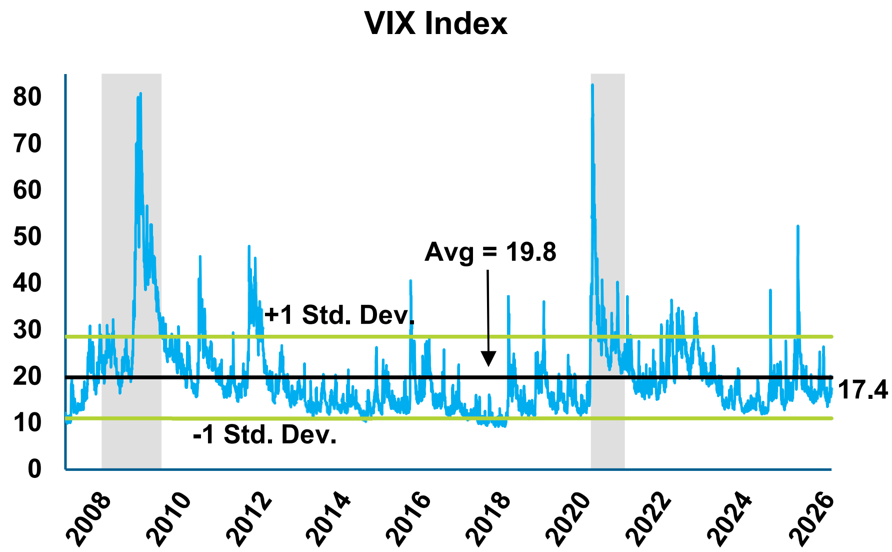
→ Investment grade spreads moved further below 1.0% in January (0.8% to 0.7%).

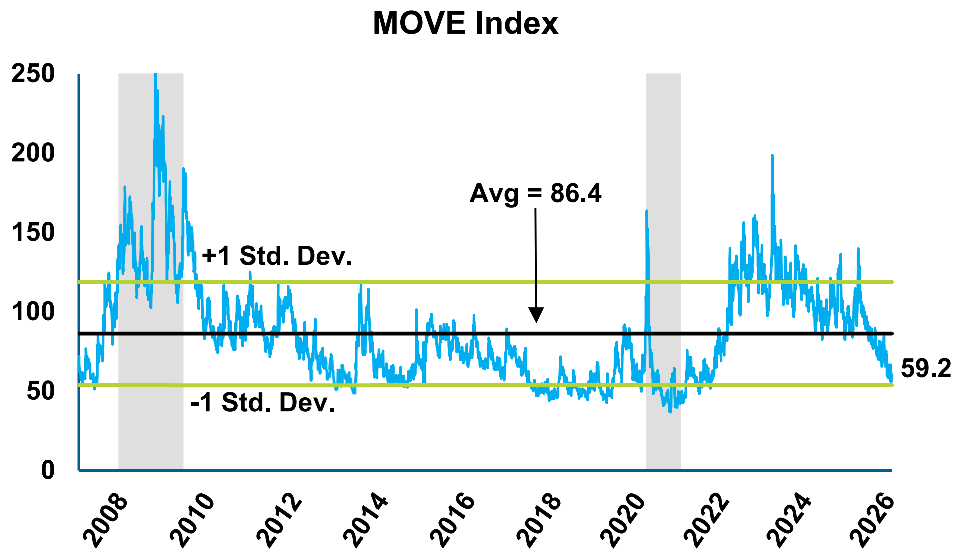
→ High yield spreads remained unchanged at 2.7% for the month, with emerging market spreads declining slightly (1.8% to 1.7%).

→ All yield spreads remained well below their respective long-run averages, especially high yield (2.7% versus 4.9%).

[1] Source: Bloomberg. Data is as of January 31, 2026. Average lines denote the average of the investment grade, high yield, and emerging market spread values from September 2002 to the recent month-end, respectively.

Equity and Fixed Income Volatility[1]

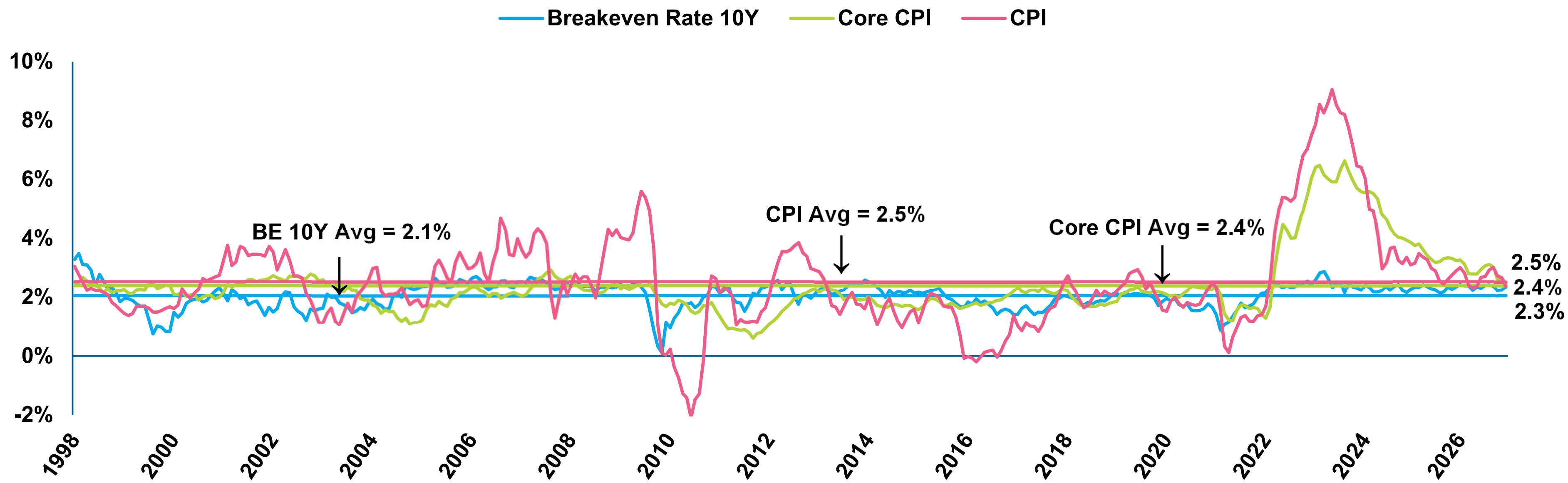




- Equity and bond market volatility remained relatively low in January, but volatility did spike at points over the month.
- Equity market volatility (VIX) rose modestly over the month (16.0 to 17.4), still below its long-run average. Renewed threats of tariffs from the US administration caused the VIX to reach 20 during the month before falling at month-end.
- Bond market volatility (MOVE) fell further in January (64.0 to 59.2), given less interest rate uncertainty, stable inflation, and lower hedging demand in rates markets.

[1] Equity Volatility – Source: FRED. Fixed Income Volatility – Source: Bloomberg. Implied volatility as measured using VIX Index for equity markets and the MOVE Index to measure interest rate volatility for fixed income markets. Data is as of January 31, 2026. The average line indicated is the average of the VIX and MOVE values between January 2007 and January 2026.

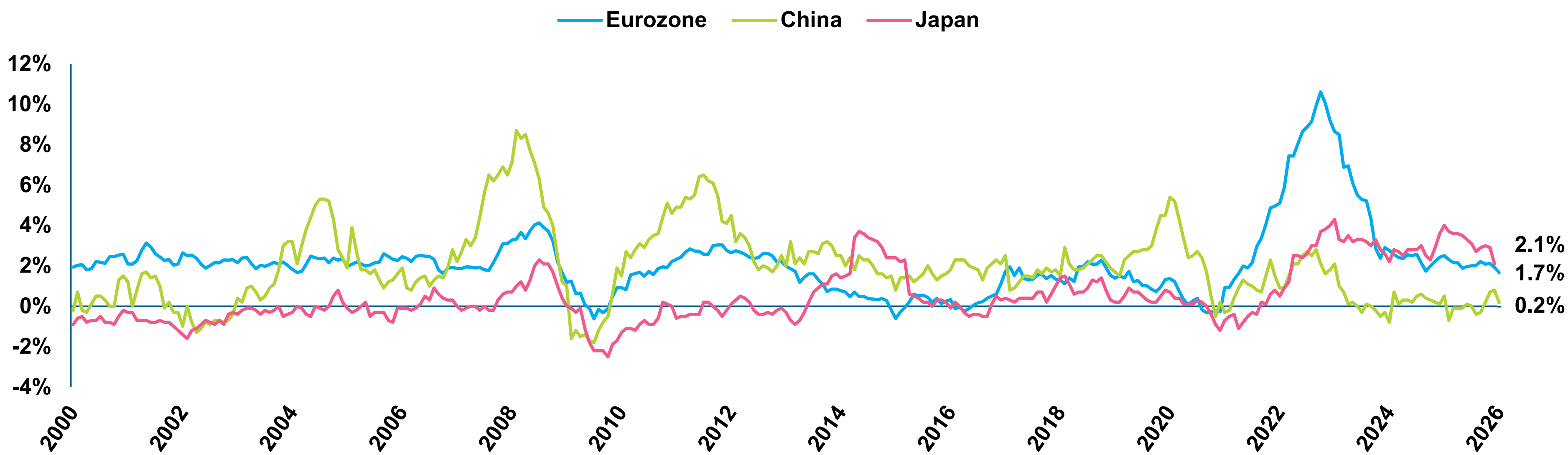
US Inflation[1]



- In January, year-on-year headline inflation declined further from 2.7% to 2.4% (below expectations), driven primarily by a sharp drop in energy prices, while goods and food price increases remained broadly stable. The month-on-month rate slowed slightly (0.3% to 0.2%), reflecting moderation from December.
- Year-on-year core inflation fell (2.6% to 2.5%) and matched expectations in January, with the month-on-month increase coming in at 0.3%, also in line with expectations. Shelter inflation continued to ease modestly, though price pressures across services remained mixed.
- Long-term inflation expectations rose marginally in January, with measures such as 10-year breakeven inflation increasing from 2.2% to 2.3%.

[1] Source: FRED. Data is as of January 31, 2026. This represents the latest inflation data. The October report was canceled given the government shutdown.

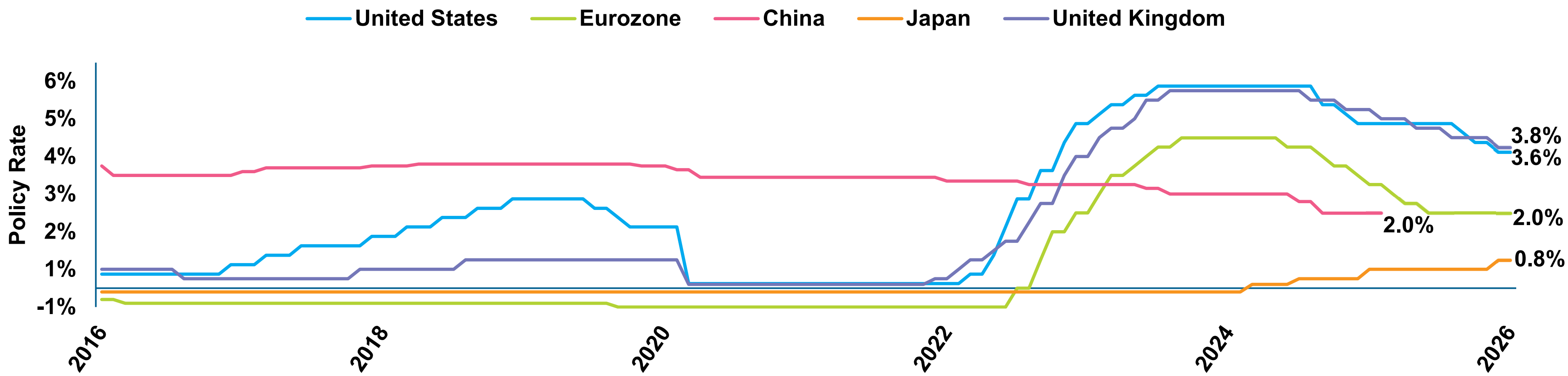
Global Inflation (CPI Trailing Twelve Months)[1]



- → Euro area headline inflation fell to 1.7% year-on-year in January, down from 2.0% in December, driven primarily by lower energy prices; services inflation remained elevated. The ECB held its policy rate unchanged at 2.0%.
- → Japan's inflation eased from 2.9% to 2.1% in January, driven by declines in food prices. Inflation levels remain near or above the Bank of Japan's 2% target though. The BOJ's December rate increase to 0.75% left policy rates at their highest level in three decades.
- → China's headline CPI rose 0.2% year-on-year in January, down from December's 0.8% level, reflecting declines in food and energy prices. China continues to fight low inflation levels despite significant policy support.

[1] Source: Bloomberg. Data is as of January 2026 except Japan which is of December.

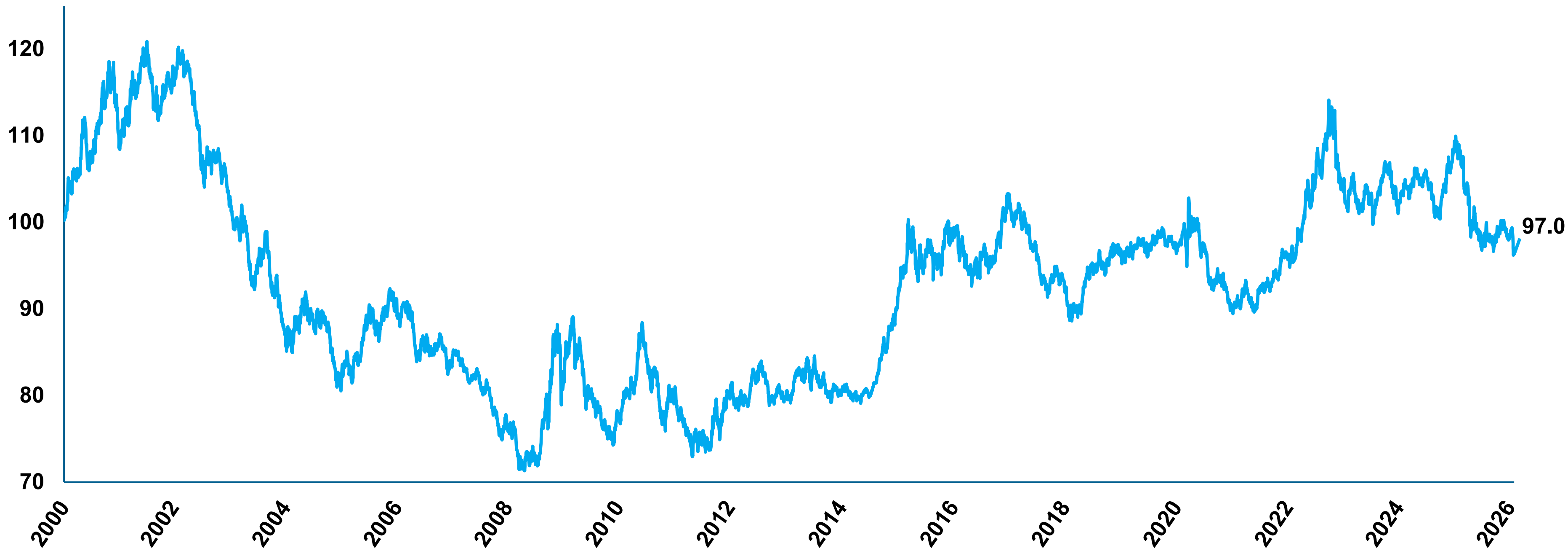
Global Policy Rates[1]



- Global monetary policy is entering a more divergent phase in early 2026, as inflation trends, growth dynamics, and policy mandates vary more meaningfully across regions, ending the post-pandemic period of broadly aligned central bank action.
- The Fed held rates steady in January after late-2025 cuts, signaling a pause while assessing inflation progress and labor-market cooling. Policy remains data-dependent, with roughly two additional cuts expected later in 2026.
- The ECB remains on hold as inflation has reached its target level and growth is expected to be resilient. By contrast the BOE is expected to cut rates twice this year given slowing growth.
- China's central bank continues to keep policy rates low to support growth, with inflation subdued and economic momentum still weak.
- The BOJ continues a slow move away from ultra-easy policy with two additional rate increases expected this year, though interest rates remain very low by global standards.

[1] Source: Bloomberg. Data is as of January 31, 2026, except China which is as of February 28, 2025. United States rate is the mid-point of the Federal Funds Target Rate range. Eurozone rate is the ECB Deposit Facility Announcement Rate. Japan rate is the Bank of Japan Unsecured Overnight Call Rate Expected. China rate is the China Central Bank 1-Year Medium Term Interest Rate. UK rate is the UK Bank of England Official Bank Rate.

US Dollar vs. Broad Currencies[1]



- The US dollar weakened early in 2026, declining close to 3.0% from its mid-month peak, as softer US inflation data and shifts in interest-rate expectations reduced the dollar's yield support.
- Toward the end of the month, the dollar started to strengthen sharply though after the announcement of Kevin Warsh as a potential Fed leadership choice reinforced expectations of a more hawkish policy stance. This pushed Treasury yields higher and supported the dollar.
- Dollar performance has been volatile rather than directional, with shifting rate expectations driving sharp moves; despite a late January rebound, the currency remains highly sensitive to policy and macro developments.

[1] Source: Bloomberg. Data is as of January 31, 2026.

Key Trends

- The IMF's January 2026 World Economic Outlook Update projects global growth holding at 3.3% in 2026, supported by technology investment and accommodative financial conditions. US growth is expected to accelerate to about 2.4% from 2.1% in 2025, the euro area growth is forecasted to decline slightly from 1.4% to around 1.3%, and China's growth is projected to slow to roughly 4.5% from 5.0%.
- Global growth entered 2026 with greater resilience than previously expected despite elevated tariffs and policy uncertainty. A pause in trade escalation and selective easing of bilateral tensions reduced near-term downside risks, though supply-chain realignment and technology investment remain critical offsets and renewed escalation remains a risk.
- US consumer conditions showed early signs of strain at the start of 2026 despite a stronger-than-expected January jobs report. While unemployment remained low, hiring was narrowly concentrated. Also, prior job gains were revised lower, contributing to weaker confidence amid concerns over job security, prices, and borrowing costs, particularly for lower-income households.
- US equities began 2026 near record levels, but January marked a broadening in performance as large AI-related stocks lagged the broader market. This shift has increased focus on earnings delivery and the return on significant AI investments, raising the likelihood of greater divergence within the "Magnificent Seven" and rotation toward more economically sensitive sectors.
- Global trade tensions remained an important theme entering 2026, with US-China relations in focus following the late-2025 agreement to suspend new tariffs. January developments pointed to near-term stability but limited progress on strategic technology and rare-earth issues. China's slowing growth, deflationary pressures, and broader geopolitical risks also continue to pose volatility risks.

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MEKETA

Oakland Police and Fire Retirement System

February 25, 2026

January Flash Report

As of January 31, 2026

Allocation vs. Targets and Policy

	Balance ($)	Current (%)	Long-Term Policy (%)	Difference (%)	Policy Range (%)	Within Range?
Domestic Equity	127,442,561	25.3	25.0	0.3	15.0 - 35.0	Yes
International Equity	30,355,881	6.0	5.0	1.0	0.0 - 10.0	Yes
Fixed Income	294,605,196	58.4	61.0	-2.6	46.0 - 76.0	Yes
Crisis Risk Offset	39,270,034	7.8	9.0	-1.2	4.0 - 14.0	Yes
Cash	12,858,280	2.5	0.0	2.5	0.0 - 5.0	Yes
Total	**504,531,951**	**100.0**	**100.0**	**0.0**		

Asset Class Performance Summary | As of January 31, 2026

Asset Class Performance Summary	Market Value ($)	% of Portfolio	1 Mo (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	S.I. (%)	Inception Date
OPFRS Total Plan	**504,531,951**	**100.0**	**1.2**	**7.8**	**11.1**	**10.2**	**6.6**	**8.6**	**6.9**	**Dec-88**
OPFRS Policy Benchmark			*0.9*	*7.1*	*11.2*	*11.2*	*6.9*	*8.8*	*8.1*	
Excess Return			0.2	0.7	-0.1	-1.0	-0.4	-0.1	-1.3	
Domestic Equity	**127,442,561**	**25.3**	**2.5**	**13.1**	**14.1**	**15.6**	**11.4**	**13.7**	**9.5**	**Jun-97**
Russell 3000 (Blend)			*1.6*	*12.5*	*15.3*	*20.2*	*13.6*	*15.1*	*10.1*	
Excess Return			1.0	0.6	-1.3	-4.6	-2.2	-1.5	-0.6	
International Equity	**30,355,881**	**6.0**	**6.7**	**20.7**	**39.9**	**19.9**	**11.8**	**11.2**	**6.7**	**Jan-98**
MSCI ACWI ex US (Blend)			*6.0*	*19.0*	*34.9*	*16.6*	*9.1*	*9.8*	*6.2*	
Excess Return			0.7	1.7	5.0	3.4	2.7	1.4	0.4	
Fixed Income	**294,605,196**	**58.4**	**0.2**	**3.8**	**7.7**	**4.1**	**0.3**	**2.6**	**4.5**	**Jan-94**
Fixed Income Benchmark (Blend)			*0.1*	*3.3*	*6.8*	*4.1*	*0.2*	*2.3*	*4.6*	
Excess Return			0.1	0.6	0.8	0.0	0.1	0.3	0.0	
Crisis Risk Offset	**39,270,034**	**7.8**	**0.3**	**8.7**	**5.3**	**0.3**	**-2.8**	**--**	**-5.3**	**Aug-18**
Crisis Risk Offset Benchmark			*2.0*	*9.8*	*6.8*	*3.3*	*4.7*	*--*	*1.3*	
Excess Return			-1.7	-1.1	-1.5	-3.1	-7.4	--	-6.6	
Cash	**12,858,280**	**2.5**	**0.2**	**1.3**	**2.1**	**1.0**	**0.6**	**1.0**	**0.7**	**Mar-11**

Performance shown is net of fees, except for Total Plan, Domestic Equity, and International Equity composites which have a mix of gross and net of fees performance. Please see the Addendum for more details.
Since inception date and performance begin in the month following an investment's initial funding. Fiscal year begins on July 1. Please see Benchmark History section for custom benchmark compositions.

Asset Class & Manager Performance | As of January 31, 2026

Trailing Performance	Market Value ($)	% of Portfolio	1 Mo (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	S.I. (%)	Inception Date
OPFRS Total Plan	**504,531,951**	**100.0**	**1.2**	**7.8**	**11.1**	**10.2**	**6.6**	**8.6**	**6.9**	**Dec-88**
OPFRS Policy Benchmark			*0.9*	*7.1*	*11.2*	*11.2*	*6.9*	*8.8*	*8.1*	
Excess Return			0.2	0.7	-0.1	-1.0	-0.4	-0.1	-1.3	
Domestic Equity	**127,442,561**	**25.3**	**2.5**	**13.1**	**14.1**	**15.6**	**11.4**	**13.7**	**9.5**	**Jun-97**
Russell 3000 (Blend)			*1.6*	*12.5*	*15.3*	*20.2*	*13.6*	*15.1*	*10.1*	
Excess Return			1.0	0.6	-1.3	-4.6	-2.2	-1.5	-0.6	
Northern Trust Russell 1000	78,099,439	15.5	1.4	12.1	15.3	20.6	14.0	15.3	14.4	Jun-10
Russell 1000 Index			*1.4*	*12.1*	*15.3*	*20.7*	*14.1*	*15.4*	*14.5*	
Excess Return			0.0	0.0	0.0	0.0	-0.1	-0.1	-0.1	
EARNEST Partners	28,022,763	5.6	5.8	15.9	11.9	10.2	9.0	13.5	9.6	Apr-06
Russell Midcap Index			*3.1*	*8.7*	*9.3*	*12.5*	*9.4*	*12.1*	*9.3*	
Excess Return			2.8	7.2	2.6	-2.3	-0.4	1.4	0.3	
Brown Fundamental Small Cap Value	13,097,989	2.6	4.5	16.4	10.1	10.9	--	--	8.7	Apr-21
Russell 2000 Value Index			*6.9*	*24.2*	*17.9*	*10.8*	*--*	*--*	*6.4*	
Excess Return			-2.3	-7.9	-7.8	0.1	--	--	2.3	
Rice Hall James	8,222,370	1.6	0.0	6.2	7.7	9.5	4.6	--	8.4	Aug-17
Russell 2000 Growth Index			*4.0*	*18.1*	*13.9*	*13.5*	*3.0*	*--*	*9.1*	
Excess Return			-4.0	-11.8	-6.2	-3.9	1.6	--	-0.8	

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	Market Value ($)	% of Portfolio	1 Mo (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	S.I. (%)	Inception Date
International Equity	**30,355,881**	**6.0**	**6.7**	**20.7**	**39.9**	**19.9**	**11.8**	**11.2**	**6.7**	**Jan-98**
MSCI ACWI ex US (Blend)			*6.0*	*19.0*	*34.9*	*16.6*	*9.1*	*9.8*	*6.2*	
Excess Return			0.7	1.7	5.0	3.4	2.7	1.4	0.4	
SGA ACWI ex-U.S. Equity	30,355,881	6.0	6.7	21.1	40.5	21.1	12.1	--	11.1	Dec-19
MSCI AC World ex USA (Net)			*6.0*	*19.0*	*34.9*	*16.6*	*9.1*	*--*	*9.9*	
Excess Return			0.7	2.1	5.6	4.6	3.0	--	1.2	
Fixed Income	**294,605,196**	**58.4**	**0.2**	**3.8**	**7.7**	**4.1**	**0.3**	**2.6**	**4.5**	**Jan-94**
Fixed Income Benchmark (Blend)			*0.1*	*3.3*	*6.8*	*4.1*	*0.2*	*2.3*	*4.6*	
Excess Return			0.1	0.6	0.8	0.0	0.1	0.3	0.0	
Ramirez Core Fixed Income	80,510,535	16.0	0.2	3.7	7.5	4.0	0.2	--	2.3	Jan-17
Blmbg. U.S. Aggregate Index			*0.1*	*3.3*	*6.8*	*3.6*	*-0.2*	*--*	*1.9*	
Excess Return			0.1	0.5	0.6	0.3	0.4	--	0.4	
Loop Core Fixed Income	64,690,473	12.8	0.2	--	--	--	--	--	2.6	Sep-25
Blmbg. U.S. Aggregate Index			*0.1*	*--*	*--*	*--*	*--*	*--*	*2.3*	
Excess Return			0.1	--	--	--	--	--	0.3	
Reams Core Plus	83,377,522	16.5	0.1	3.9	8.2	4.5	0.6	3.6	4.9	Feb-98
Fixed Income Benchmark (Blend)			*0.1*	*3.3*	*6.8*	*4.1*	*0.2*	*2.3*	*4.2*	
Excess Return			0.0	0.7	1.4	0.4	0.5	1.3	0.7	
Wellington Core Bond Plus	66,026,666	13.1	0.4	3.9	--	--	--	--	5.6	Jun-25
Blmbg. U.S. Aggregate Index			*0.1*	*3.3*	*--*	*--*	*--*	*--*	*4.9*	
Excess Return			0.3	0.6	--	--	--	--	0.7	

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Asset Class & Manager Performance | As of January 31, 2026

	Market Value ($)	% of Portfolio	1 Mo (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	S.I. (%)	Inception Date
Crisis Risk Offset	**39,270,034**	**7.8**	**0.3**	**8.7**	**5.3**	**0.3**	**-2.8**	**--**	**-5.3**	**Aug-18**
Crisis Risk Offset Benchmark			*2.0*	*9.8*	*6.8*	*3.3*	*4.7*	*--*	*1.3*	
Excess Return			-1.7	-1.1	-1.5	-3.1	-7.4	--	-6.6	
Kepos Alternative Risk Premia	15,152,560	3.0	0.8	15.5	17.0	14.6	--	--	10.9	Feb-22
SG Multi Alternative Risk Premia Index			*1.6*	*8.9*	*8.3*	*8.4*	*--*	*--*	*7.4*	
Excess Return			-0.8	6.7	8.7	6.2	--	--	3.6	
Versor Trend Following	11,721,060	2.3	0.0	8.2	-6.2	-9.2	--	--	-6.2	Apr-22
SG Trend Index			*4.7*	*19.1*	*7.0*	*2.3*	*--*	*--*	*3.5*	
Excess Return			-4.7	-11.0	-13.3	-11.5	--	--	-9.7	
Vanguard Long-Term Treasury ETF	12,396,414	2.5	-0.1	1.9	4.6	-1.7	-6.7	--	-2.8	Jul-19
Blmbg. U.S. Gov Long Index			*-0.5*	*2.0*	*4.7*	*-1.6*	*-6.6*	*--*	*-2.7*	
Excess Return			0.3	-0.1	-0.1	-0.1	-0.1	--	0.0	
Cash	**12,858,280**	**2.5**	**0.2**	**1.3**	**2.1**	**1.0**	**0.6**	**1.0**	**0.7**	**Mar-11**

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Versor Trend Following reflects a rolled forward 12/31/2025 market value due to statement availability at the time of this report.

Cash Flow Summary
Month to Date

	Beginning Market Value ($)	Net Cash Flow ($)	Net Investment Change ($)	Ending Market Value ($)
Northern Trust Russell 1000	77,039,589	-	1,059,851	78,099,439
EARNEST Partners	26,478,647	-	1,544,116	28,022,763
Brown Fundamental Small Cap Value	13,531,347	-1,000,000	566,642	13,097,989
Rice Hall James	8,224,002	-	-1,633	8,222,370
SGA ACWI ex-U.S. Equity	29,546,279	-1,100,000	1,909,601	30,355,881
Ramirez Core Fixed Income	80,356,253	-	154,282	80,510,535
Loop Core Fixed Income	64,552,734	-	137,739	64,690,473
Reams Core Plus	83,279,887	-	97,635	83,377,522
Wellington Core Bond Plus	65,783,482	-	243,183	66,026,666
Kepos Alternative Risk Premia	15,026,074	-	126,485	15,152,560
Versor Trend Following	11,721,060	-	-	11,721,060
Vanguard Long-Term Treasury ETF	12,411,985	-	-15,571	12,396,414
Cash - Money Market	2,638,458	-5,603	-	2,657,525
Cash - Treasury	10,032,000	168,000	-	10,200,000
Parametric BXM	463	-	15	478
Parametric DeltaShift	240	-	36	276
Securities Lending Northern Trust	-	-15,463	15,463	-
OPFRS Total Plan	**500,622,499**	**-1,953,066**	**5,837,847**	**504,531,951**

Benchmark History		
From Date	**To Date**	**Benchmark**
OPFRS Total Plan		
08/01/2025	Present	25.0% Russell 3000 Index, 5.0% MSCI AC World ex USA (Net), 61.0% Fixed Income Benchmark (Blend), 9.0% Crisis Risk Offset Benchmark
01/01/2025	07/31/2025	34.0% Russell 3000 Index, 12.0% MSCI AC World ex USA (Net), 44.0% Fixed Income Benchmark (Blend), 10.0% Crisis Risk Offset Benchmark
07/01/2024	12/31/2024	34.0% Russell 3000 Index, 12.0% MSCI AC World ex USA (Net), 44.0% Blmbg. U.S. Universal Index, 10.0% Crisis Risk Offset Benchmark
06/01/2022	06/30/2024	40.0% Russell 3000 Index, 12.0% MSCI AC World ex USA (Net), 31.0% Blmbg. U.S. Universal Index, 2.0% Blmbg. U.S. Corp: High Yield Index, 5.0% Cboe S&P 500 Buy Write Index, 10.0% Crisis Risk Offset Benchmark
01/01/2019	05/31/2022	40.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 31.0% Blmbg. U.S. Universal Index, 5.0% Cboe S&P 500 Buy Write Index, 2.0% Blmbg. U.S. Treasury: Long, 10.0% Crisis Risk Offset Benchmark
05/01/2016	12/31/2018	48.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 20.0% Blmbg. U.S. Universal Index, 20.0% CBOE BXM
10/01/2015	04/30/2016	43.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 20.0% Blmbg. U.S. Universal Index, 15.0% CBOE BXM, 10.0% CPI +3%
01/01/2014	09/30/2015	48.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 20.0% Blmbg. U.S. Universal Index, 10.0% CBOE BXM, 10.0% CPI +3%
03/01/2013	12/31/2013	40.0% Russell 3000 Index, 10.0% MSCI AC World ex USA Index, 17.0% Blmbg. U.S. Universal Index, 33.0% ICE BofA 3 Month U.S. T-Bill
08/01/2012	02/28/2013	20.0% Russell 3000 Index, 7.0% MSCI AC World ex USA Index, 18.0% Blmbg. U.S. Universal Index, 55.0% ICE BofA 3 Month U.S. T-Bill
10/01/2007	07/31/2012	53.0% Russell 3000 Index, 17.0% MSCI AC World ex USA Index, 30.0% Blmbg. U.S. Universal Index
04/01/2006	09/30/2007	35.0% Russell 3000 Index, 15.0% MSCI AC World ex USA Index, 50.0% Blmbg. U.S. Universal Index
01/01/2005	03/31/2006	35.0% Russell 3000 Index, 50.0% Blmbg. U.S. Aggregate Index, 15.0% MSCI AC World ex USA Index
04/01/1998	12/31/2004	20.0% Russell 1000 Value Index, 10.0% Russell 1000 Index, 5.0% Russell Midcap Index, 50.0% Blmbg. U.S. Aggregate Index, 15.0% MSCI EAFE (Net)
01/01/1978	03/31/1998	40.0% S&P 500 Index, 55.0% Blmbg. U.S. Aggregate Index, 5.0% FTSE 3 Month T-Bill

Benchmark History		
From Date	**To Date**	**Benchmark**
Domestic Equity		
01/01/2005	Present	100.0% Russell 3000 Index
04/01/1998	12/31/2004	57.1% Russell 1000 Value Index, 28.6% Russell 1000 Index, 14.3% Russell Midcap Index
09/01/1988	03/31/1998	100.0% S&P 500 Index
International Equity		
01/01/2005	Present	100.0% MSCI AC World ex USA (Net)
01/01/1998	12/31/2004	100.0% MSCI EAFE Index
Fixed Income & Credit		
01/01/2025	Present	100.0% Blmbg. U.S. Aggregate Index
04/01/2006	12/31/2024	100.0% Blmbg. U.S. Universal Index
01/01/1976	03/31/2006	100.0% Blmbg. U.S. Aggregate Index
Crisis Risk Offset		
01/01/2023	Present	33.3% SG Trend Index, 33.3% SG Multi Alternative Risk Premia Index, 33.3% Blmbg. U.S. Government: Long Term Bond Index
08/01/2018	12/31/2022	100.0% SG Multi Alternative Risk Premia Index
Cash		
03/01/2011	Present	FTSE 3 Month T-Bill

Additional Information

Performance Return Types: Performance shown is net of fees, except for OPFRS Total Plan, Domestic Equity, and International Equity Composites, which have a mix of gross and net of fees performance. Performance shown for OPFRS Total Plan and International Equity composite is gross of fees prior to January 2016. Performance shown for Domestic Equity composite is gross of fees prior to January 2017.

Inception Date: Since inception date and performance begin in the month following an investments initial funding.

Fiscal Year: Fiscal year begins on July 1.

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Credit Risk: Refers to the risk that the issuer of a fixed income security may default (i.e., the issuer will be unable to make timely principal and/or interest payments on the security).

Duration: Measure of the sensitivity of the price of a bond to a change in its yield to maturity. Duration summarizes, in a single number, the characteristics that cause bond prices to change in response to a change in interest rates. For example, the price of a bond with a duration of three years will rise by approximately 3% for each 1% decrease in its yield to maturity. Conversely, the price will decrease 3% for each 1% increase in the bond's yield. Price changes for two different bonds can be compared using duration. A bond with a duration of six years will exhibit twice the percentage price change of a bond with a three-year duration. The actual calculation of a bond's duration is somewhat complicated, but the idea behind the calculation is straightforward. The first step is to measure the time interval until receipt for each cash flow (coupon and principal payments) from a bond. The second step is to compute a weighted average of these time intervals. Each time interval is measured by the present value of that cash flow. This weighted average is the duration of the bond measured in years.

Information Ratio: This statistic is a measure of the consistency of a portfolio's performance relative to a benchmark. It is calculated by subtracting the benchmark return from the portfolio return (excess return), and dividing the resulting excess return by the standard deviation (volatility) of this excess return. A positive information ratio indicates outperformance versus the benchmark, and the higher the information ratio, the more consistent the outperformance.

Jensen's Alpha: A measure of the average return of a portfolio or investment in excess of what is predicted by its beta or "market" risk. Portfolio Return- [Risk Free Rate+Beta*(market return-Risk Free Rate)].

Market Capitalization: For a firm, market capitalization is the total market value of outstanding common stock. For a portfolio, market capitalization is the sum of the capitalization of each company weighted by the ratio of holdings in that company to total portfolio holdings; thus it is a weighted-average capitalization. Meketa Investment Group considers the largest 65% of the broad domestic equity market as large capitalization, the next 25% of the market as medium capitalization, and the smallest 10% of stocks as small capitalization.

Market Weighted: Stocks in many indices are weighted based on the total market capitalization of the issue. Thus, the individual returns of higher market-capitalization issues will more heavily influence an index's return than the returns of the smaller market-capitalization issues in the index.

Maturity: The date on which a loan, bond, mortgage, or other debt/security becomes due and is to be paid off.

Prepayment Risk: The risk that prepayments will increase (homeowners will prepay all or part of their mortgage) when mortgage interest rates decline; hence, investors' monies will be returned to them in a lower interest rate environment. Also, the risk that prepayments will slow down when mortgage interest rates rise; hence, investors will not have as much money as previously anticipated in a higher interest rate environment. A prepayment is any payment in excess of the scheduled mortgage payment.

Price-Book Value (P/B) Ratio: The current market price of a stock divided by its book value per share. Meketa Investment Group calculates P/B as the current price divided by Compustat's quarterly common equity. Common equity includes common stock, capital surplus, retained earnings, and treasury stock adjusted for both common and nonredeemable preferred stock. Similar to high P/E stocks, stocks with high P/B's tend to be riskier investments.

Price-Earnings (P/E) Ratio: A stock's market price divided by its current or estimated future earnings. Lower P/E ratios often characterize stocks in low growth or mature industries, stocks in groups that have fallen out of favor, or stocks of established blue chip companies with long records of stable earnings and regular dividends. Sometimes a company that has good fundamentals may be viewed unfavorably by the market if it is an industry that is temporarily out of favor. Or a business may have experienced financial problems causing investors to be skeptical about is future. Either of these situations would result in lower relative P/E ratios. Some stocks exhibit above-average sales and earnings growth or expectations for above average growth. Consequently, investors are willing to pay more for these companies' earnings, which results in elevated P/E ratios. In other words, investors will pay more for shares of companies whose profits, in their opinion, are expected to increase faster than average. Because future events are in no way assured, high P/E stocks tend to be riskier and more volatile investments. Meketa Investment Group calculates P/E as the current price divided by the I/B/E/S consensus of twelve-month forecast earnings per share.

Quality Rating: The rank assigned a security by such rating services as Fitch, Moody's, and Standard & Poor's. The rating may be determined by such factors as (1) the likelihood of fulfillment of dividend, income, and principal payment of obligations; (2) the nature and provisions of the issue; and (3) the security's relative position in the event of liquidation of the company. Bonds assigned the top four grades (AAA, AA, A, BBB) are considered investment grade because they are eligible bank investments as determined by the controller of the currency.

Sharpe Ratio: A commonly used measure of risk-adjusted return. It is calculated by subtracting the risk free return (usually three-month Treasury bill) from the portfolio return and dividing the resulting excess return by the portfolio's total risk level (standard deviation). The result is a measure of return per unit of total risk taken. The higher the Sharpe ratio, the better the fund's historical risk adjusted performance.

STIF Account: Short-term investment fund at a custodian bank that invests in cash-equivalent instruments. It is generally used to safely invest the excess cash held by portfolio managers.

Standard Deviation: A measure of the total risk of an asset or a portfolio. Standard deviation measures the dispersion of a set of numbers around a central point (e.g., the average return). If the standard deviation is small, the distribution is concentrated within a narrow range of values. For a normal distribution, about two thirds of the observations will fall within one standard deviation of the mean, and 95% of the observations will fall within two standard deviations of the mean.

Style: The description of the type of approach and strategy utilized by an investment manager to manage funds. For example, the style for equities is determined by portfolio characteristics such as price-to-book value, price-to-earnings ratio, and dividend yield. Equity styles include growth, value, and core.

Tracking Error: A divergence between the price behavior of a position or a portfolio and the price behavior of a benchmark, as defined by the difference in standard deviation.

Yield to Maturity: The yield, or return, provided by a bond to its maturity date; determined by a mathematical process, usually requiring the use of a "basis book." For example, a 5% bond pays $5 a year interest on each $100 par value. To figure its current yield, divide $5 by $95—the market price of the bond—and you get 5.26%. Assume that the same bond is due to mature in five years. On the maturity date, the issuer is pledged to pay $100 for the bond that can be bought now for $95. In other words, the bond is selling at a discount of 5% below par value. To figure yield to maturity, a simple and approximate method is to divide 5% by the five years to maturity, which equals 1% pro rata yearly. Add that 1% to the 5.26% current yield, and the yield to maturity is roughly 6.26%.

$$\frac{\text{5\% (discount)}}{\text{5 (yrs. to maturity)}} = \begin{array}{l}\text{1\% pro rata, plus}\\ \text{5.26\% (current yield)}\end{array} = \text{6.26\% (yield to maturity)}$$

Yield to Worst: The lowest potential yield that can be received on a bond without the issuer actually defaulting. The yield to worst is calculated by making worst-case scenario assumptions on the issue by calculating the returns that would be received if provisions, including prepayment, call, or sinking fund, are used by the issuer.

NCREIF Property Index (NPI): Measures unleveraged investment performance of a very large pool of individual commercial real estate properties acquired in the private market by tax-exempt institutional investors for investment purposes only. The NPI index is capitalization-weighted for a quarterly time series composite total rate of return.

NCREIF Fund Index - Open End Diversified Core Equity (NFI-ODCE): Measures the investment performance of 28 open-end commingled funds pursuing a core investment strategy that reflects funds' leverage and cash positions. The NFI-ODCE index is equal-weighted and is reported gross and net of fees for a quarterly time series composite total rate of return.

Sources: Investment Terminology, International Foundation of Employee Benefit Plans, 1999.
The Handbook of Fixed Income Securities, Fabozzi, Frank J., 1991

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Throughout this report, numbers may not sum due to rounding.

Returns for periods greater than one year are annualized throughout this report.

Values shown are in millions of dollars, unless noted otherwise.

MEKETA

Oakland Police and Fire Retirement System

Quarterly Performance Report as of December 31, 2025

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Executive Summary

Total Portfolio Review[1]

The Oakland Police and Fire Retirement System finished the calendar year with $500.6 million in assets after net cash flows including monthly benefit payments.

Cash Flow Summary ($ Millions)	Quarter	FYTD	1 Year
Beginning Market Value	**498.1**	**480.7**	**463.0**
Net Cash Flows (including Benefit Payments)	-6.1	-13.2	-21.8
Net Investment Change (Gain/Loss)	8.7	33.1	59.5
Ending Market Value	**500.6**	**500.6**	**500.6**

→ As of December 31, 2025, all asset classes were within their long-term target allocation ranges.

Investment Performance

	QTD	FYTD	1 Year	3 Year	5 Year
Total Plan (Gross)	**1.8**	**6.7**	**13.0**	**12.1**	**6.6**
Total Plan (Net)	**1.8**	**6.5**	**12.4**	**11.7**	**6.2**
Policy Benchmark	*1.8*	*6.1*	*12.2*	*12.7*	*6.7*
Excess Return (Net)	0.0	0.4	0.3	-1.0	-0.4
Public DB ($250M-$1B) Median Fund	*1.9*	*6.7*	*13.4*	*12.3*	*6.9*
Total Plan (Net) vs. Peer Median Fund	-0.2	-0.1	-1.0	-0.6	-0.7
Peer Group Percentile Rank	65	54	69	62	77

→ The Plan returned 1.8% for the quarter matching the Policy Benchmark. For the calendar year (1-year period), the Plan returned 12.4% after fees outperforming the Policy Benchmark as well as the 5.0% actuarial rate of return.

[1] Fiscal year (FY) begins on July 1. Peer group is Investment Metrics Public Defined Benefit plans with $250 million to $1 billion in assets. The number of peers is around 120 portfolios in each time period. Please see the Benchmark History section for the Policy Benchmark's current and historical compositions.

Asset Class and Manager Highlights[1]

- The **Total Plan** matched its Policy Benchmark during the quarter on both gross- and net-of-fees basis. It outperformed the Policy Benchmark for the 2025 calendar year.
  - The Plan's outperformance for the year was driven by the outperformance in International Equity and Fixed Income partially offset by underperformance in Domestic Equity.
- All asset classes and most underlying managers generated positive absolute returns during the quarter. All asset classes except Domestic and International Equities outperformed their respective asset class benchmarks in Q4.
- **Domestic Equity** generated positive absolute returns though it underperformed its broad market benchmark (Russell 3000 Index) across all time periods.
  - Among the active domestic equity managers, Brown and Rice Hall James lagged their respective style-specific benchmarks as well as the broad market benchmark for the quarter.
- **International Equity** and its manager (SGA) trailed their respective benchmarks in Q4 while maintain their outperformance across all other time periods.
- **Fixed Income** generated positive returns and outperformed or matched its custom benchmark[2] during the quarter as well as over the longer trailing periods. All managers except Wellington outperformed their respective benchmarks for the quarter.
- The **Crisis Risk Offset (CRO)** portfolio outperformed its custom benchmark[3] during the quarter and in 2025 but lagged the benchmark over the longer trailing periods. Kepos Alternative Risk Premia outperformed its benchmark across all time periods while Versor Trend Following lagged its benchmark. The passive Vanguard Long-Term Treasury fund slightly trailed its tracked index which was flat for the quarter.

[1] Fiscal year begins on July 1. Please see the Benchmark History section for the custom benchmarks' current and historical compositions.
[2] The Fixed Income custom benchmark is Bloomberg US Aggregate Index since 01/2025; Bloomberg US Universal Index from 04/2006 through 12/2024.
[3] The Crisis Risk Offset custom benchmark is 33.3% SG Trend Index, 33.3% SG Multi Alternative Risk Premia Index, 33.3% Blmbg. U.S. Government: Long Term Bond Index since 01/2023; SG Multi Alternative Risk Premia Index prior.

Economic and Market Update

Data as of December 31, 2025

Commentary

Despite considerable policy and trade uncertainty, most major markets posted positive returns in the fourth quarter and for the year, with non-US equities leading the way.

→ In the fourth quarter US equities (Russell 3000) returned 2.4% bringing the full year results to 17.1%. Value outperformed growth for the quarter as market sentiment turned cautious given valuations in the AI related tech sector.

→ Non-US equities outperformed US stocks in the fourth quarter and for the year, supported by attractive valuations, a rotation out of US tech stocks, a weaker US dollar, and defense and infrastructure spending.

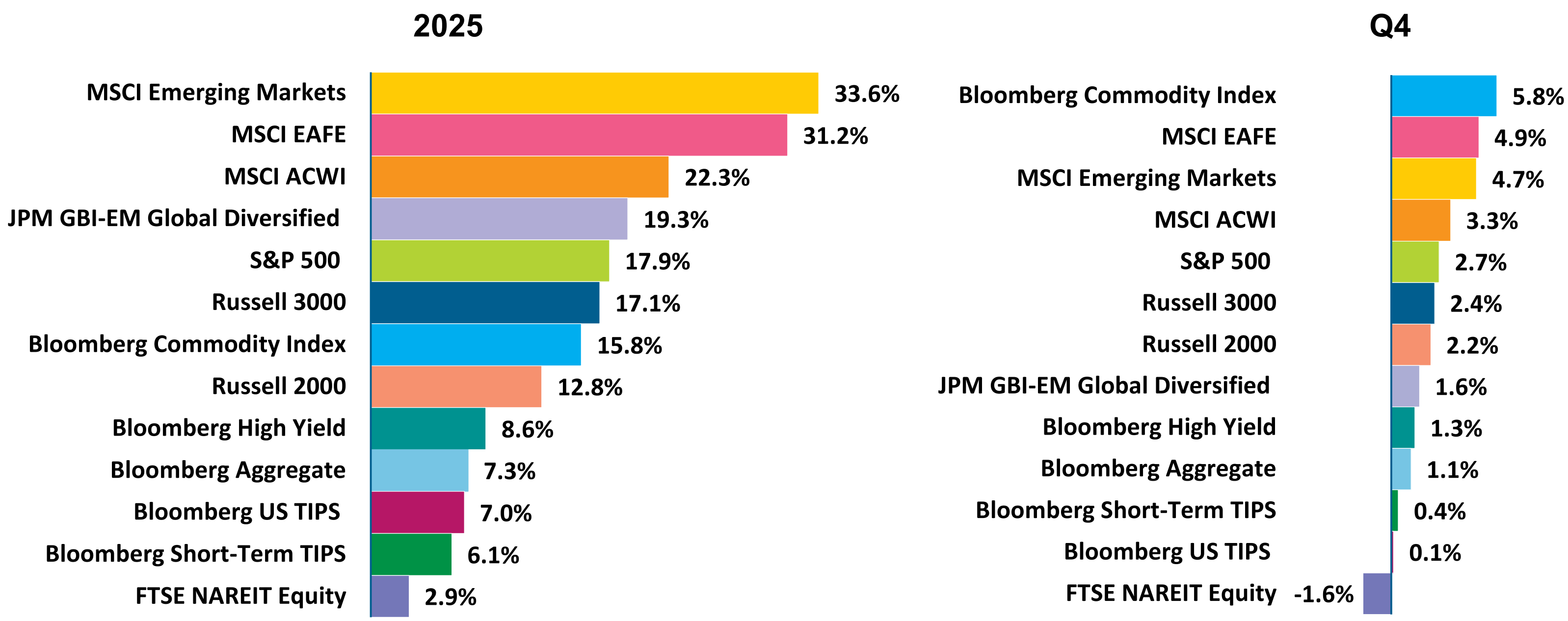
- Non-US developed stocks (MSCI EAFE) rose 4.9% in the fourth quarter and 31.2% in 2025.
- Emerging markets (MSCI Emerging Markets) gained 4.7% for the quarter and led the way in 2025 returning 33.6%. Although Chinese stocks declined in the fourth quarter (MSCI China: -7.8%), the broad emerging market group rallied, supported by strong returns in South Korea and Taiwan.

→ Most major bond markets finished the fourth quarter in positive territory with strong overall results for the year, particularly for riskier bonds. In the fourth quarter the broad US bond market (Bloomberg Aggregate) returned 1.1%, while cooling inflation led to lower returns for TIPS (+0.1%) and short-term TIPS (+0.4%). High yield and emerging market debt led the way, returning 1.3% and 1.6%, respectively.

→ The government reopened in mid-November but the longest shutdown on record likely had a meaningful short-term impact on the economy, while delayed and, in some cases, skipped economic data releases increased uncertainty for policymakers and financial markets.

→ Key questions going forward include how the Fed will manage interest rates given competing pressures on its dual mandate of inflation and employment, will the impact of tariffs on inflation grow, can earnings growth remain resilient in the US, will the significant investment in the AI infrastructure buildout pay off, and how will China's economy and relations with the US track.

Index Returns[1]



→ In the fourth quarter, except for REITs, markets delivered positive returns. Non-US developed and emerging market stocks outperformed US stocks while bond markets benefited from stable inflation and lower interest rates. Commodities were the top performer given the significant run in precious and industrial metals.

→ In 2025, all asset classes rose, with internationpal equities leading the way. Key drivers of the strong performance last year include resilient earnings, AI optimism, a weaker US dollar, and expectations for lower interest rates.

[1] Source: Bloomberg. Data is as of December 31, 2025.

Domestic Equity Returns[1]

Domestic Equity	December (%)	Q4 (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
S&P 500	0.1	2.7	17.9	23.0	14.4	14.8
Russell 3000	0.0	2.4	17.1	22.2	13.1	14.3
Russell 1000	0.0	2.4	17.4	22.7	13.6	14.6
Russell 1000 Growth	-0.6	1.1	18.6	31.1	15.3	18.1
Russell 1000 Value	0.7	3.8	15.9	13.9	11.3	10.5
Russell MidCap	-0.3	0.2	10.6	14.3	8.7	11.0
Russell MidCap Growth	-1.3	-3.7	8.7	18.6	6.6	12.5
Russell MidCap Value	0.1	1.4	11.0	12.3	9.8	9.8
Russell 2000	-0.6	2.2	12.8	13.7	6.1	9.6
Russell 2000 Growth	-1.3	1.2	13.0	15.6	3.2	9.6
Russell 2000 Value	0.2	3.3	12.6	11.7	8.9	9.3

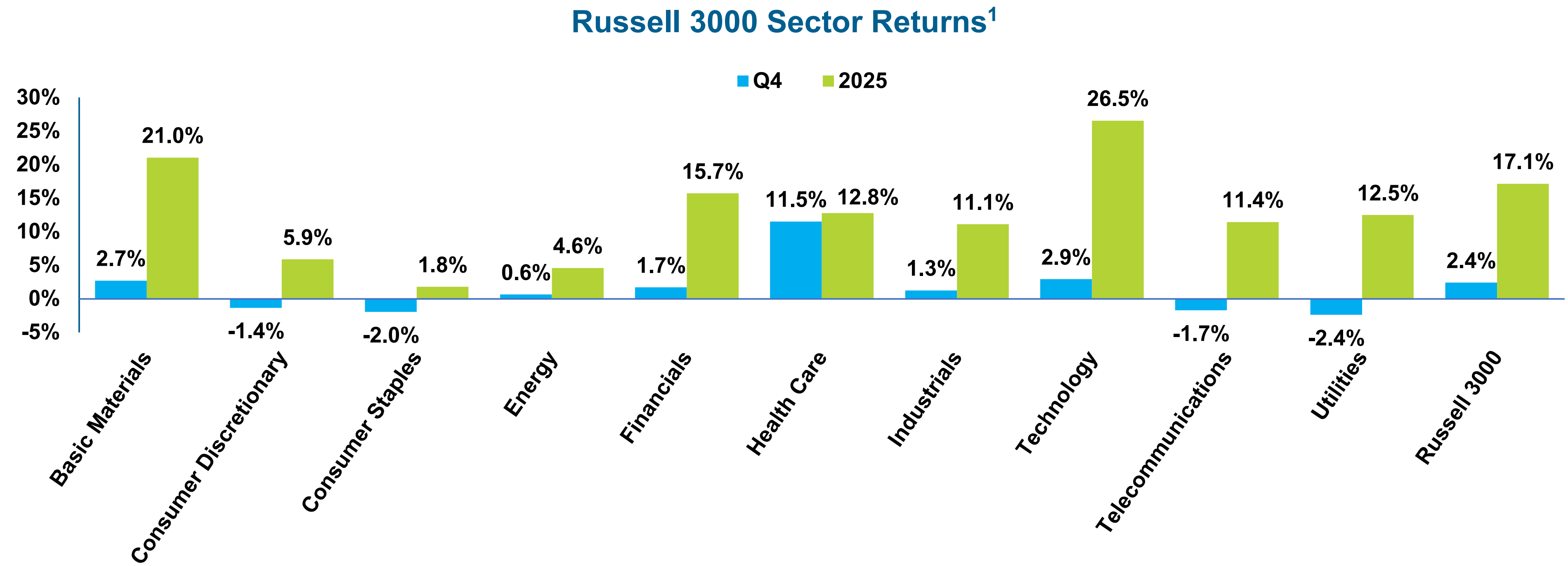
US Equities: The Russell 3000 index returned 2.4% in the fourth quarter and 17.1% in 2025.

→ The gains in Q4 were driven mainly by a double-digit rebound in health care stocks. For the full calendar year, roughly half the 17.1% return came from the "Magnificent 7" stocks. Besides enthusiasm for the AI trade, the Fed starting to cut interest rates, an overall resilient economy, and strong earnings all helped US equity markets have another double-digit return year.

→ Growth stocks trailed value for the quarter given concerns over valuations for AI-related companies and a shift in sentiment toward more "reasonably" priced economically sensitive areas.

→ Large (Russell 1000) and small (Russell 2000) cap stocks had similar returns for the quarter, but large cap outperformed by close to 5.0% for the full year. The 2025 outperformance was mostly driven by the "Magnificent 7" stocks. Large cap banks also contributed to this divergence in performance. While small cap stocks rose nearly 13% for the full year, unprofitable stocks rose nearly twice as much as profitable stocks.

[1] Source: Bloomberg. Data is as of December 31, 2025.



- For the quarter, sector results were mixed with seven sectors increasing and four declining.
- Health care stocks (+11.5%) significantly outperformed other sectors in the fourth quarter. Eli Lilly rose over 40% during the quarter as investors expressed enthusiasm for its lead in the GLP-1 market. The technology and materials sectors both returned over 2.0%, given AI momentum and strength in metals/mining, respectively. More defensive sectors like utilities and consumer staples trailed in Q4.
- For the full year, technology led the way, driven by the "Magnificent 7" stocks, plus Broadcom. Materials also rose over 20% in 2025, given easing trade tensions and stronger demand for industrial and energy transition metals.

[1] Source: Bloomberg. Data is as of December 31, 2025.

Foreign Equity Returns[1]

Foreign Equity	December (%)	Q4 (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
MSCI ACWI Ex US	3.0	5.1	32.4	17.3	7.9	8.4
MSCI EAFE	3.0	4.9	31.2	17.2	8.9	8.2
MSCI EAFE (Local Currency)	2.1	6.1	20.6	15.9	11.5	8.6
MSCI EAFE Small Cap	2.3	2.7	31.8	14.9	5.6	7.5
MSCI Emerging Markets	3.0	4.7	33.6	16.4	4.2	8.4
MSCI Emerging Markets (Local Currency)	2.6	5.6	31.3	17.7	6.6	9.5
MSCI EM ex China	4.7	10.2	34.6	18.7	8.2	9.9
MSCI China	-1.2	-7.4	31.2	11.6	-3.2	5.5

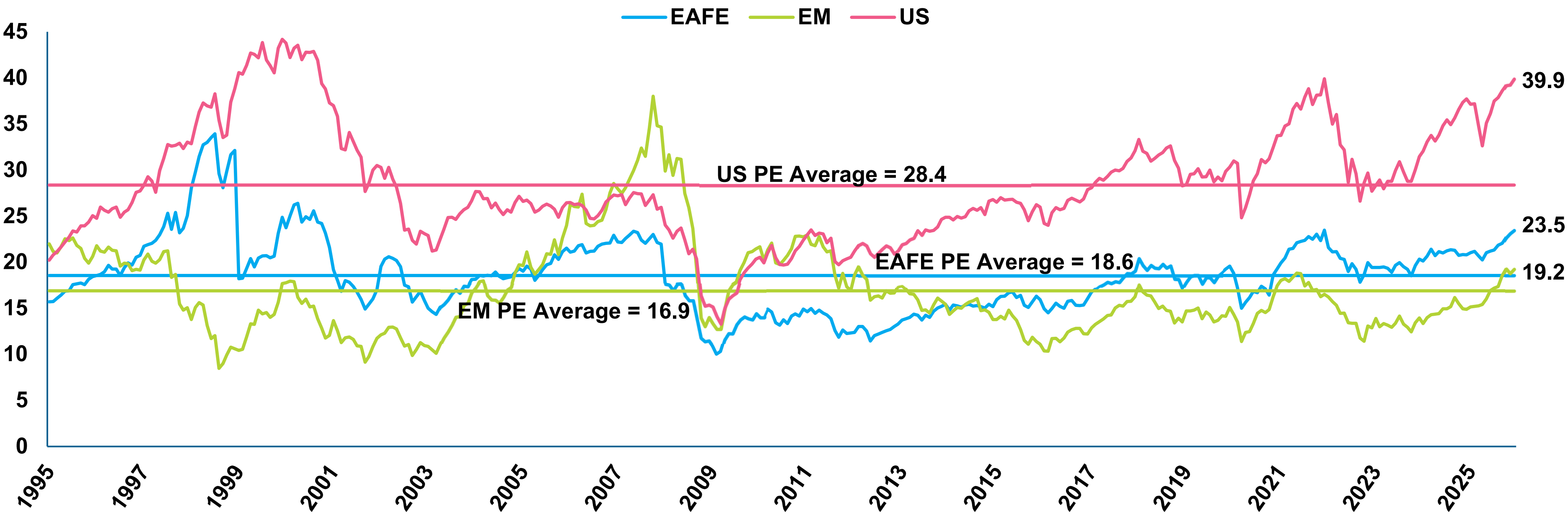
Foreign Equity: Developed international equities (MSCI EAFE) returned 4.9% in the fourth quarter and 31.2% in 2025. Emerging markets equities rose 4.7% in the fourth quarter, returning 33.6% for the full year.

→ Developed markets posted solid gains in the fourth quarter, outperforming US equities. Eurozone performance was broad-based with financials, health care, and utilities leading. The UK saw similarly strong performance led by financials. Japanese equities rose significantly, with AI investment generating enthusiasm, yen weakness boosting exporters, and the newly elected government announcing stimulus measures.

→ Emerging market stocks had strong fourth quarter performance, also benefitting from AI themes and central bank easing. Korea and Taiwan saw solid gains, driven by record-high profits in the tech sector, particularly among semiconductor companies. India rose modestly, benefitting from easing inflation and strong exports, despite steep US tariffs. China fell over the quarter amid lackluster economic data, weak domestic consumption, and slowing US exports.

[1] Source: Bloomberg. Data is as of December 31, 2025.

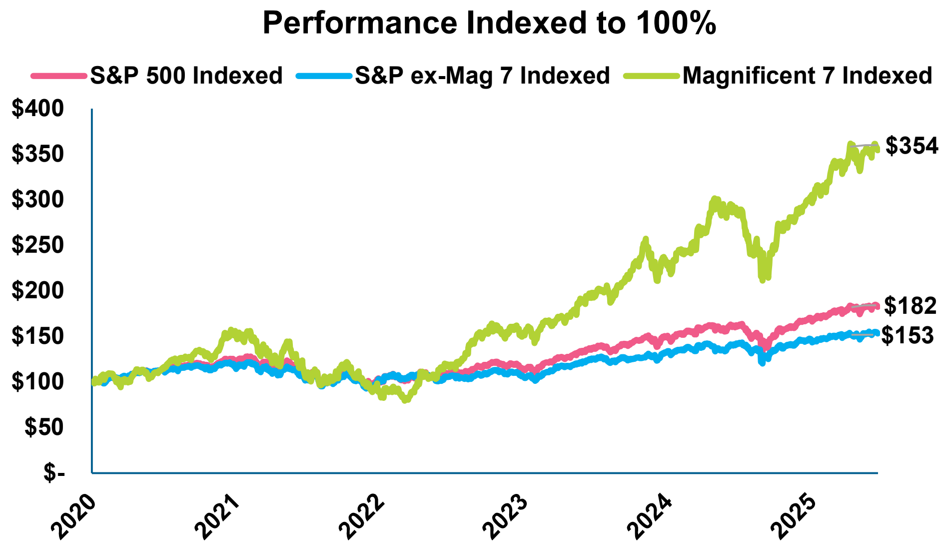
Equity Cyclically Adjusted P/E Ratios[1]

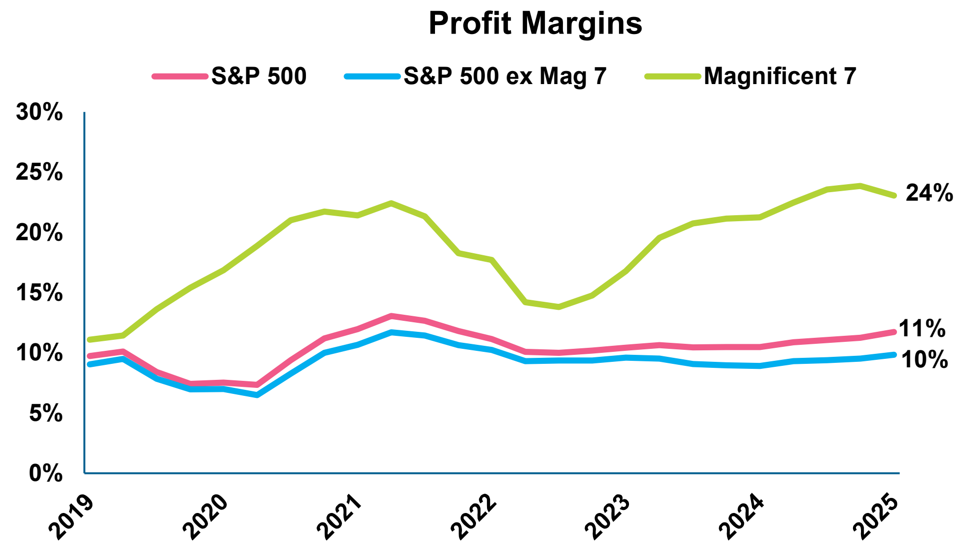


- Cyclically adjusted US stock valuations finished the year just shy of 40, a level slightly above the post-pandemic peak. AI-related optimism has been a key driver pushing valuations higher since the April lows.
- Given strong results this year in non-US developed stocks, valuations moved further above their long-run P/E ratio (23.5 versus 18.6).
- As emerging market stocks led the way in 2025, their valuations are now also trading at levels above their long-run average (19.2 versus 16.9).

[1] US Equity Cyclically Adjusted P/E on S&P 500 Index. Source: Robert Shiller, Yale University, and Meketa Investment Group. Developed and Emerging Market Equity (MSCI EAFE and EM Index) Cyclically Adjusted P/E Source: Bloomberg. Earnings figures represent the average of monthly "as reported" earnings over the previous ten years. Data is as of December 2025. The average line is the long-term average of the US, EM, and EAFE PE values from April 1998 to the recent month-end, respectively.

Performance and Profit Margins: S&P 500 and "Magnificent 7"[1]





- Despite an over 25% decline to start last year, the so-called "Magnificent 7" AI-related technology stocks continued to drive market results, gaining close to 25% for 2025. Since 2020, these stocks increased roughly 3.5x while the other members of the S&P 500 increased about 1.5x.
- The relatively strong performance of the "Magnificent 7" has led to them currently comprising roughly a third of the entire S&P 500 index by market-capitalization, making their performance going forward key to overall market results.
- Profit margins have been relatively strong for these companies, with the latest readings more than double the broad market (24% versus 11%).

[1] Source: Bloomberg. Data is as of December 31, 2025, for index prices and September 30, 2025, for profit margins.

Fixed Income Returns[1]

Fixed Income	December (%)	QTD (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)	Current Yield (%)	Duration (Years)
Bloomberg Universal	-0.1	1.2	7.6	5.2	0.1	2.4	4.5	5.8
Bloomberg Aggregate	-0.1	1.1	7.3	4.7	-0.4	2.0	4.3	6.0
Bloomberg US TIPS	-0.4	0.1	7.0	4.2	1.1	3.1	4.0	6.5
Bloomberg Short-term TIPS	0.1	0.4	6.1	5.1	3.5	3.2	3.6	2.4
Bloomberg US Long Treasury	-1.1	0.1	5.6	0.6	-7.2	0.0	4.8	14.5
Bloomberg High Yield	0.6	1.3	8.6	10.0	4.5	6.5	6.5	3.0
JPM GBI-EM Global Diversified (USD)	2.2	1.6	19.3	9.5	1.1	3.9	--	--

Fixed Income: The Bloomberg Universal index rose 1.2% in the fourth quarter, returning 7.6% in 2025.

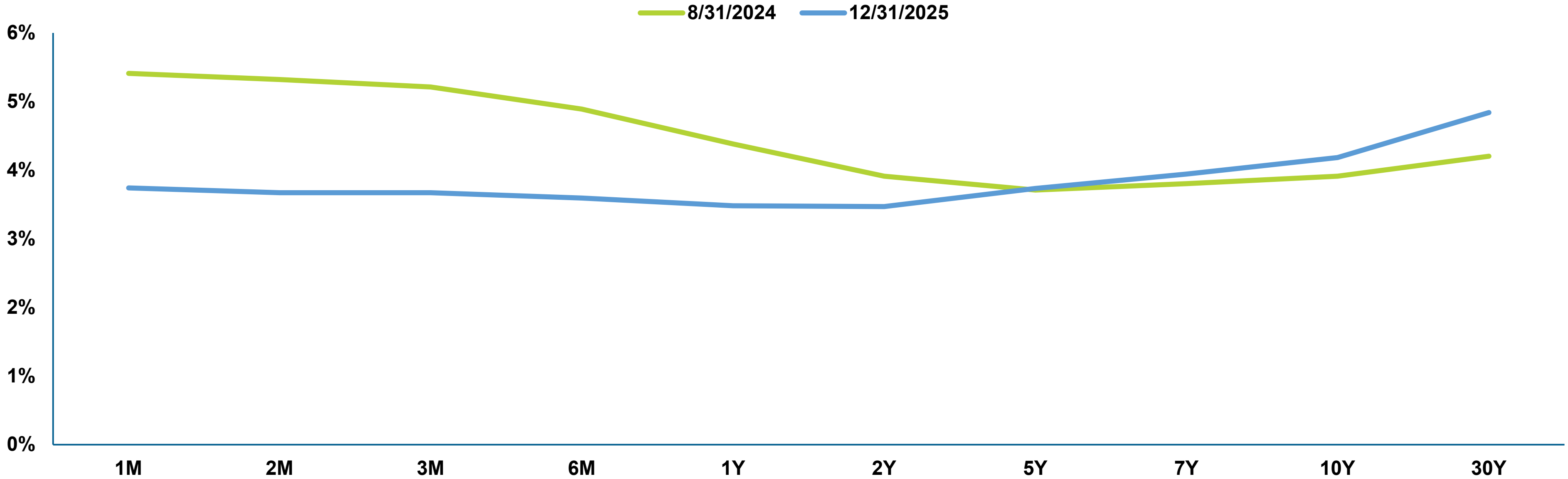
→ In the fourth quarter falling short-term interest rates and relatively stable credit spreads led to overall gains in the bond market.

→ The broad US bond market (Bloomberg Aggregate) rose 1.1% with longer-dated US Treasuries essentially flat. Shorter and longer-dated TIPS gained 0.4% and 0.1%, respectively, as inflation concerns eased modestly.

→ As overall risk appetite remained strong, riskier bonds led the way with emerging market debt and US high yield returning 1.6% and 1.3%, respectively. In 2025 emerging market bonds returned an impressive 19.3% given relatively high yields, an earlier start to central bank easing, and generally contained inflation.

[1] Source: Bloomberg. Data is as of December 31, 2025. The yield and duration data from Bloomberg is defined as the index's yield to worst and modified duration, respectively. JPM GBI-EM data is from J.P. Morgan. Current yield and duration data is not available.

US Yield Curve[1]

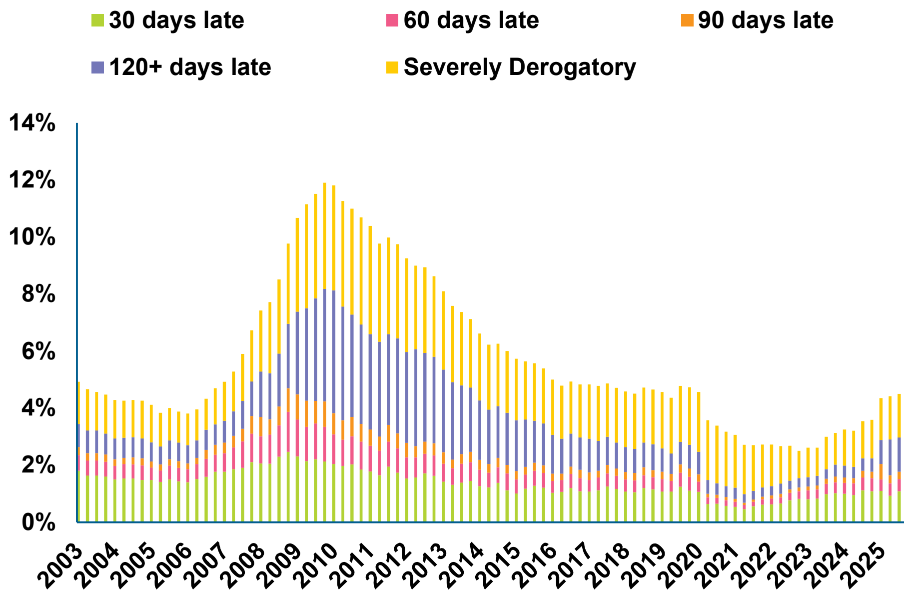


- In the fourth quarter interest rates for shorter maturities fell, while rates for longer-dated maturities stayed stable or rose. These dynamics were driven by expectations for additional interest rate cuts by the Fed and rising term premium, lingering inflation, and fiscal uncertainty.
- The policy-sensitive 2-year nominal Treasury yield fell from 3.61% to 3.48%. The 10-year nominal Treasury yield rose from 4.15% to 4.17%, while the 30-year nominal Treasury yield moved from 4.73% to 4.84%.
- Given these dynamics the yield curve steepened further in the fourth quarter. The spread between a two-year and ten-year Treasury increased from 54 basis points to 70 basis points.

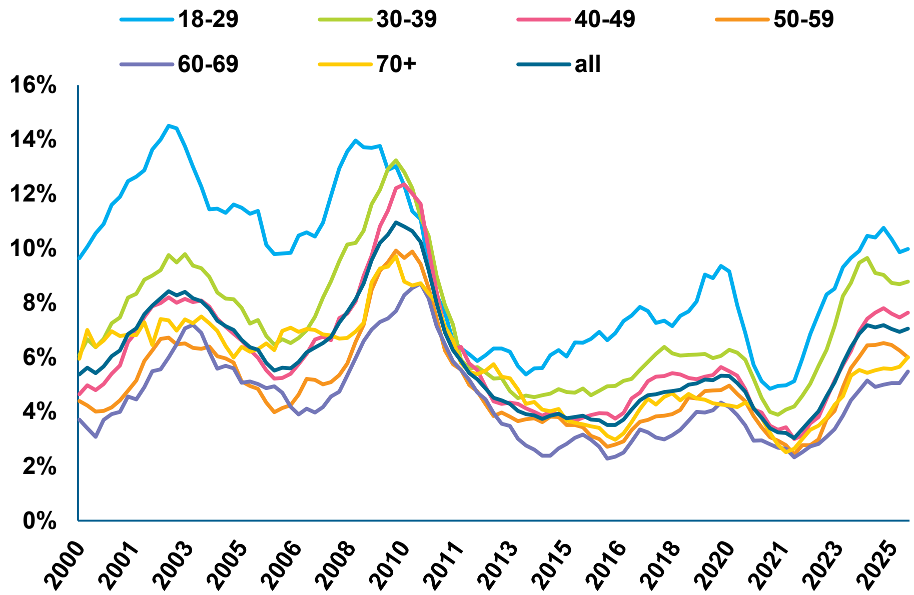
[1] Source: Bloomberg. Data is as of December 31, 2025. The August 2024 Treasury yields are shown as a reference before the first interest rate cut.

Stress is Building Among US Consumers

Percent of Total Outstanding Credit Card Balance by Delinquency Status[1]



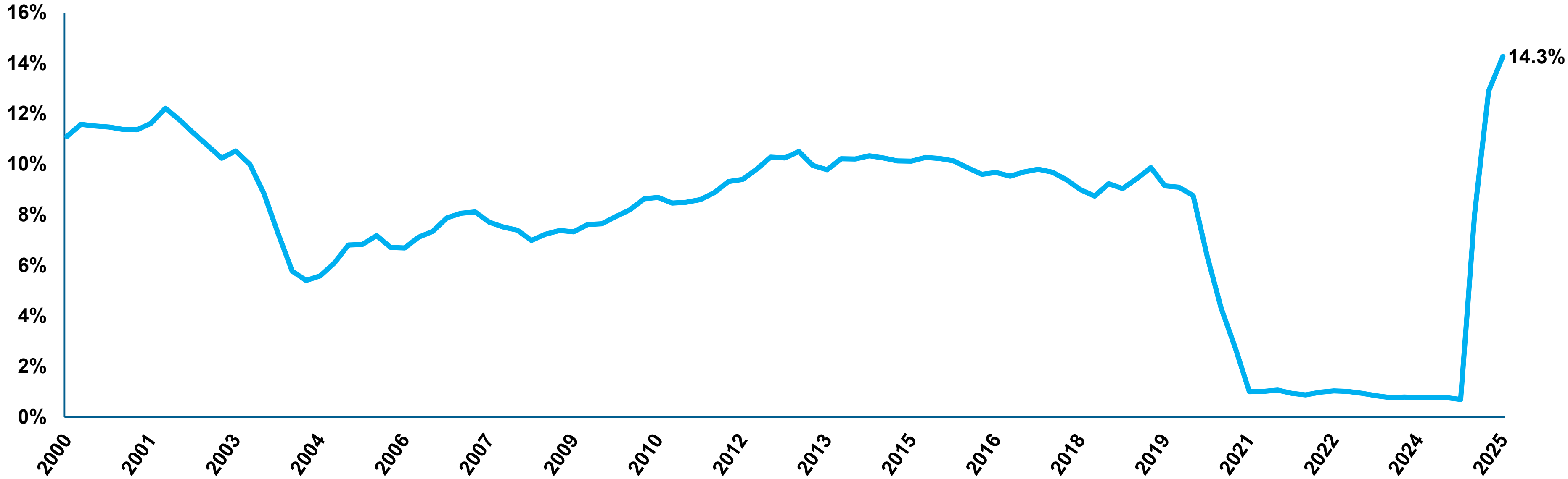
Transition into Serious Delinquency for Credit Cards by Age[1]



- Signs of stress on the US consumer have started to emerge, given persistently higher prices and interest rates.
- After falling to historic lows during the pandemic, loan delinquencies have increased.
- Parts of the credit card market, especially for younger cohorts, have begun to show stress as most borrowers are subject to variable and higher borrowing costs. Total delinquencies are below pre-pandemic levels though.

[1] Source: New York Federal Reserve, Quarterly Household Debt and Credit Report. See also FRED. Data is as of September 30, 2025.

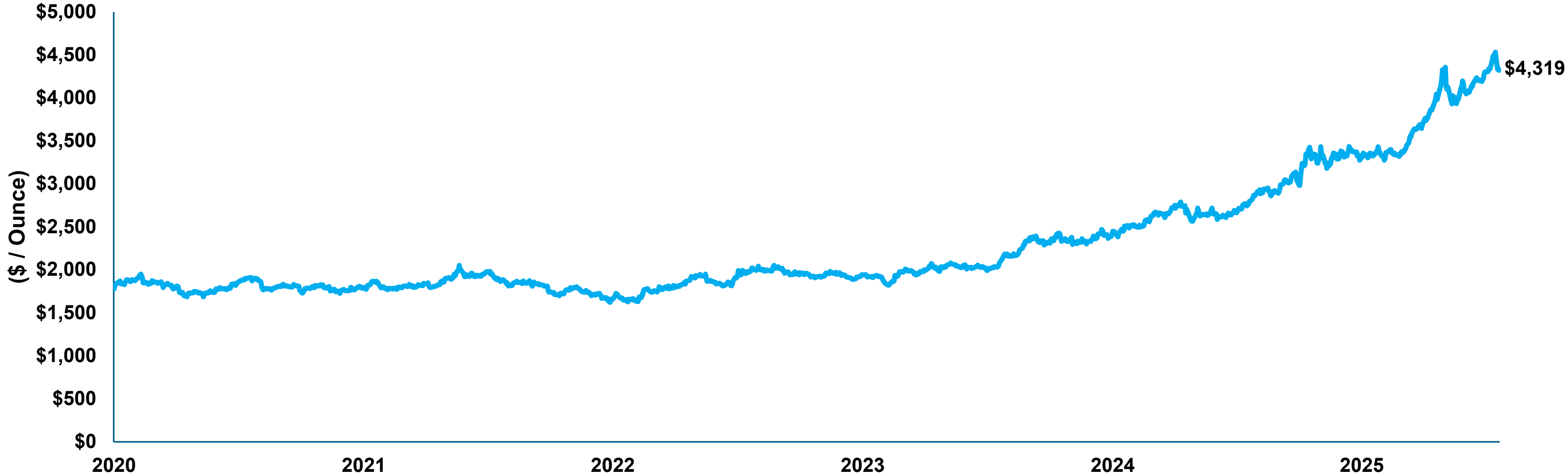
Transition Into Serious Delinquency (90+ Days) for Student Loans[1]



- The restarting of student loan payments and reporting for those in default could add further pressures to consumers.
- During the pandemic, student loan repayments were suspended with an estimated 43 million borrowers deferring payments.
- Pressures have been growing in the student loan market. Roughly nine million borrowers missed at least one loan payment last year and approximately 14.3% of student debt has moved into seriously delinquent status.

[1] Source: New York Federal Reserve, Quarterly Household Debt and Credit Report. See also FRED. Data is as of September 30, 2025. Percent of student loan holders transitioning in serious default (90-days or more) based on four quarter moving average. Delays in reporting may cause fluctuations.

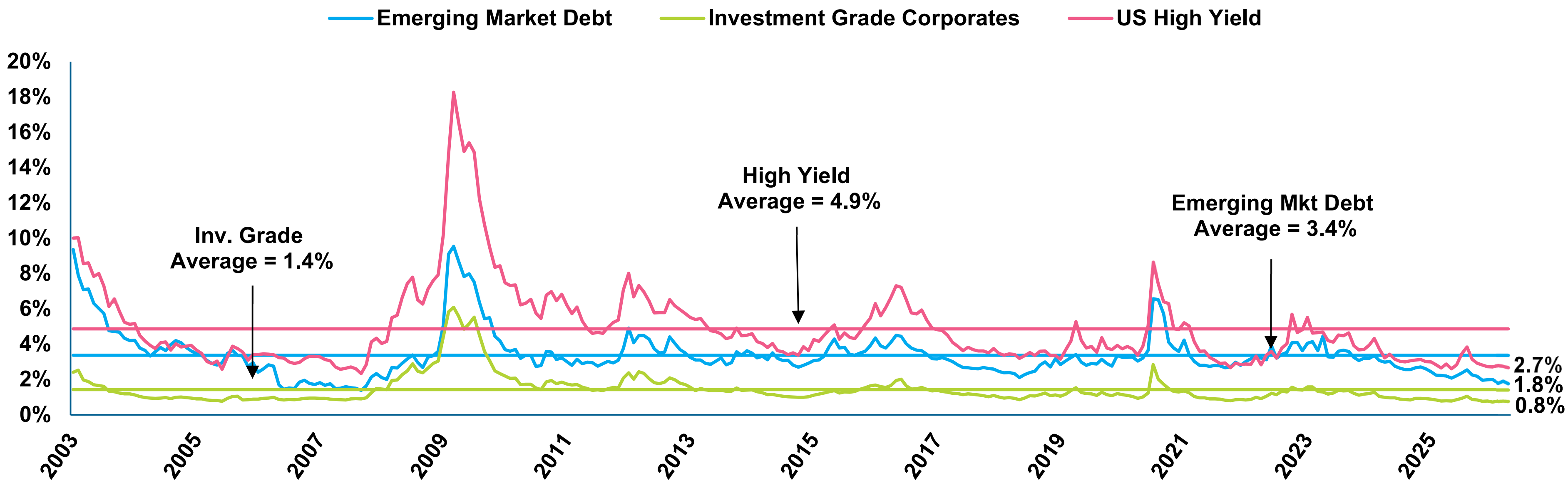
Gold[1]



- In a year where risk assets did particularly well, gold, which is usually perceived as a safe haven, did even better, gaining close to 65%.
- Key drivers of gold's strong year include central bank demand, a weaker US dollar, inflation concerns, central banks purchasing bullion, and expectations for lower rates.
- In 2025, the price of gold rose from just over $2,600 an ounce to over $4,300 an ounce.

[1] Source: Bloomberg as of December 31, 2025. Gold Spot Price is quoted as US Dollars per Troy Ounce.

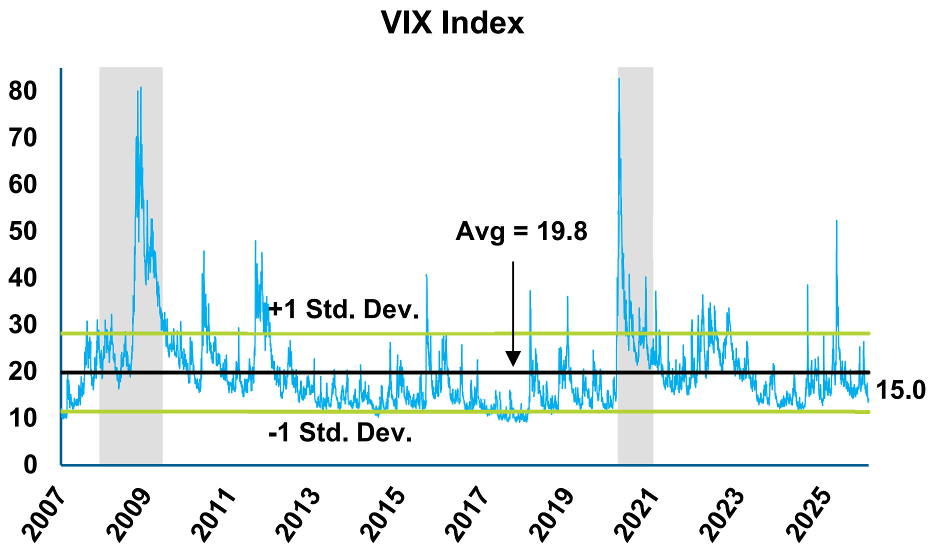
Credit Spreads vs. US Treasury Bonds[1]

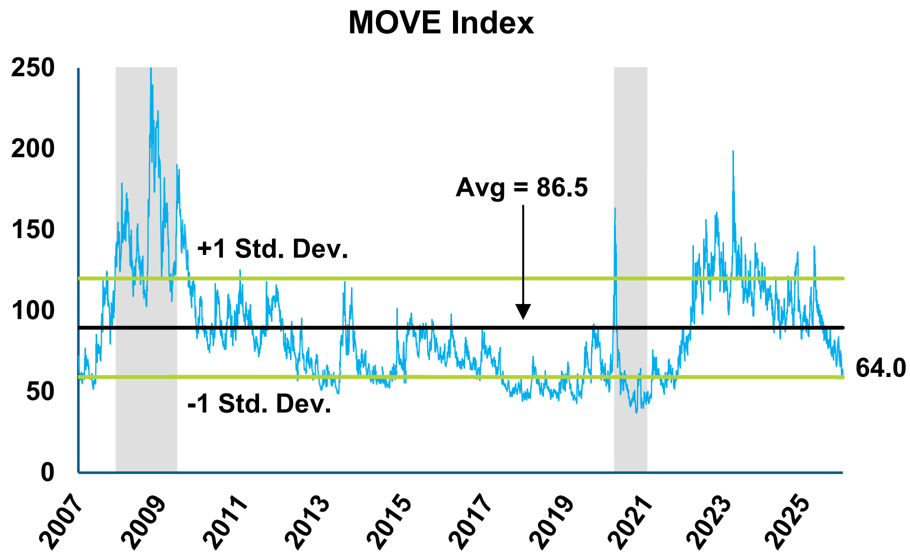


- Credit spreads (the difference in yield from a comparable maturity Treasury) remained relatively stable over the quarter at historically tight levels. A resilient US economy, strong corporate balance sheets/low default rates, and investor demand for yield have all contributed to tight spreads.
- Investment grade spreads remained below 1.0% in December.
- High yield spreads stayed at 2.7% for the quarter, while emerging market spreads tightened from 2.0% to 1.8%.
- All yield spreads remained well below their respective long-run averages, especially high yield (2.7% versus 4.9%).

[1] Source: Bloomberg. Data is as of December 31, 2025. Average lines denote the average of the investment grade, high yield, and emerging market spread values from September 2002 to the recent month-end, respectively.

Equity and Fixed Income Volatility[1]

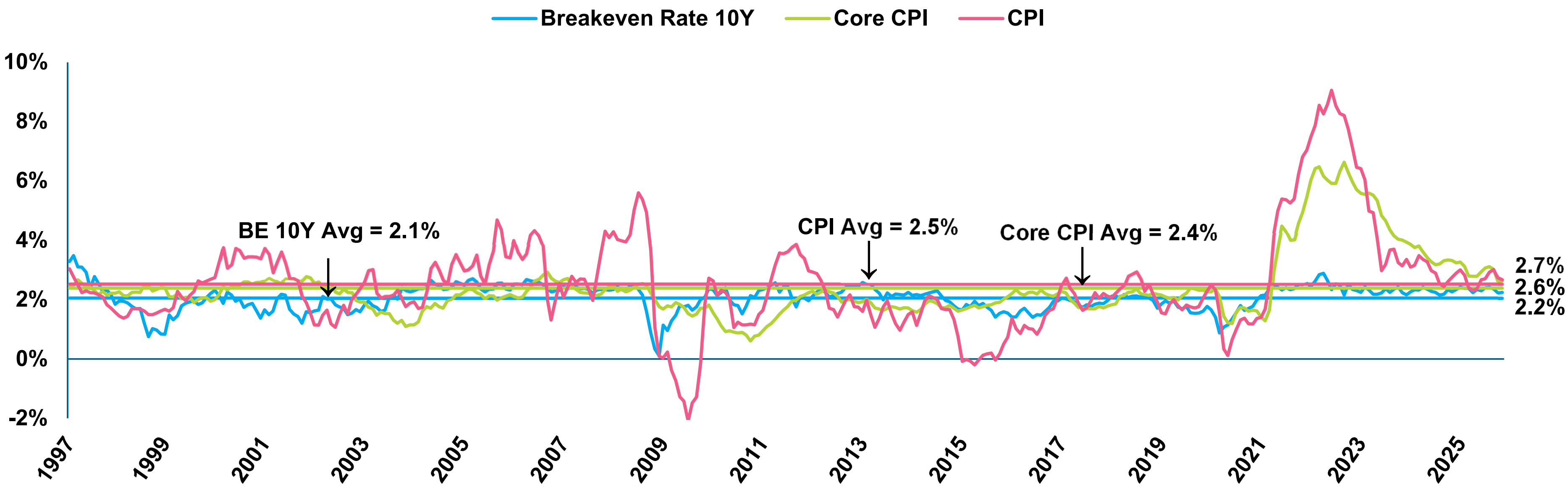




- Equity and bond market volatility eased in the fourth quarter to levels well below their long-run averages but there were several spikes in volatility during the quarter.
- Equity market volatility (VIX) finished the quarter at 15.0 versus a long-term average of 19.8. There were spikes above the 25 level in October and November in the wake of geopolitical tensions, questions about the path of interest rates given Fed messaging, and mixed economic data.
- Despite several spikes, bond market volatility (MOVE) ended the quarter at 64.0, below a long-term average of 86.5. Interest-rate uncertainty declining as inflation moderated and the Fed's policy path became clearer drove bond market volatility lower over the quarter.

[1] Equity Volatility – Source: FRED. Fixed Income Volatility – Source: Bloomberg. Implied volatility as measured using VIX Index for equity markets and the MOVE Index to measure interest rate volatility for fixed income markets. Data is as of December 31, 2025. The average line indicated is the average of the VIX and MOVE values between January 2007 and December 2025.

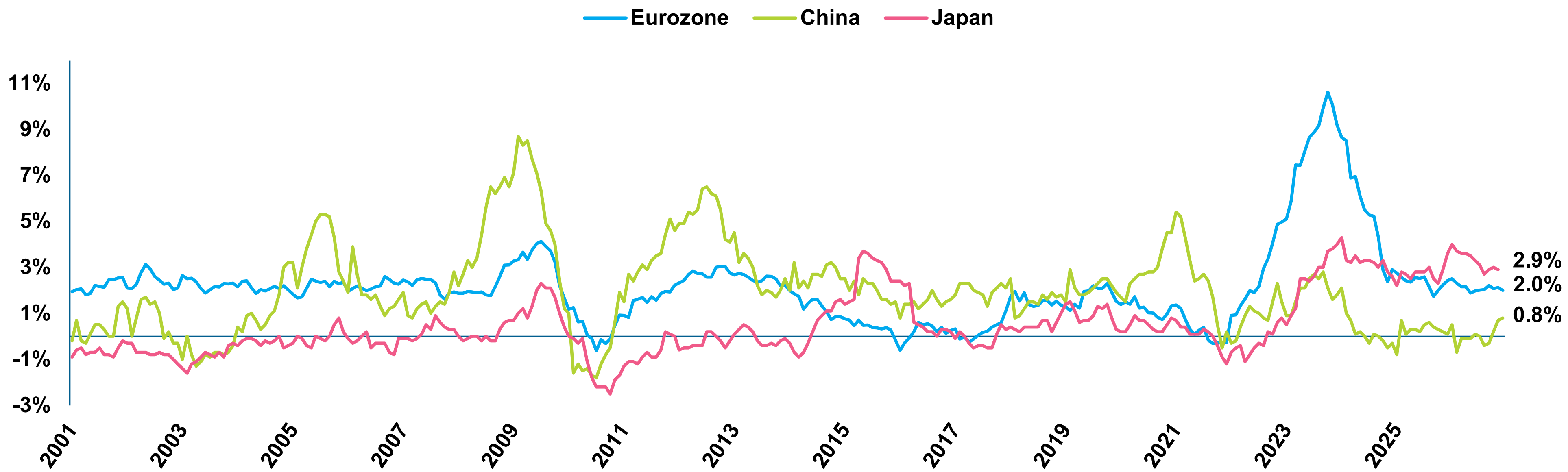
US Inflation[1]



- In the final quarter of 2025, year-on-year headline inflation fell 0.3% to 2.7% (matching expectations). This was driven by a drop in services, as prices for goods, food, and energy remained stable. The month-on-month rate was 0.3% (like September). This was the only monthly reading during the quarter given the government shutdown.
- Core inflation year-on-year fell from 3.0% to 2.6% (below expectations of 2.7%) in Q4 largely due to a decline in services, particularly shelter. The monthly growth rate came in at 0.2% in December (the same as September) slightly below expectations. This was also the only monthly reading during the quarter.
- Long-term inflation expectations fell slightly over the quarter (2.4% to 2.2%) and remain well anchored close to their long-run average of 2.1%.

[1] Source: FRED. Data is as of December 31, 2025. This represents the latest inflation data. The October report was canceled given the government shutdown.

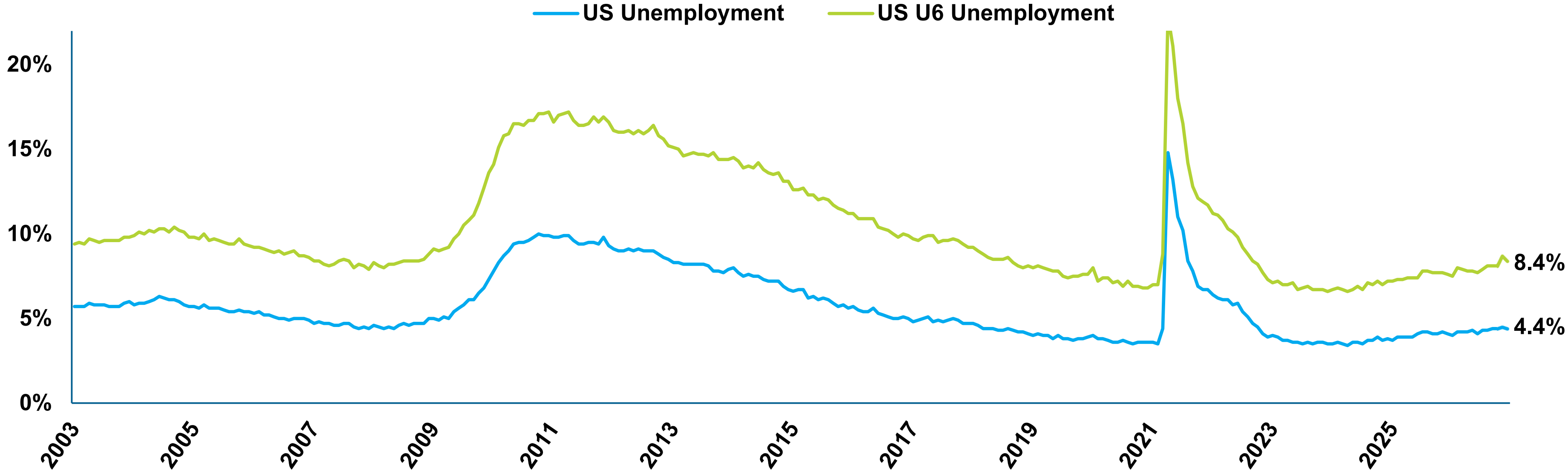
Global Inflation (CPI Trailing Twelve Months)[1]



- With inflation at its 2.0% target, the ECB has held policy rates steady at 2.0% with disinflationary pressures expected to continue in 2026.
- In December the Bank of Japan raised interest rates to their highest level in three decades from 0.5% to 0.75%. Inflation in Japan fell slightly (3.0% to 2.9%) but remains above target. Despite the slight drop, inflation levels continue to be roughly 1% above the Bank of Japan's target level.
- China's annual inflation rate moved into positive territory in the fourth quarter. It finished the year at 0.8%, the highest level since early 2023, largely driven by higher food prices particularly fresh vegetables (+18.2% yoy). Despite the positive reading, inflation in China remains stubbornly low even after significant stimulus.

[1] Source: Bloomberg. Data is as of December 2025 except Japan which is of November.

US Unemployment[1]



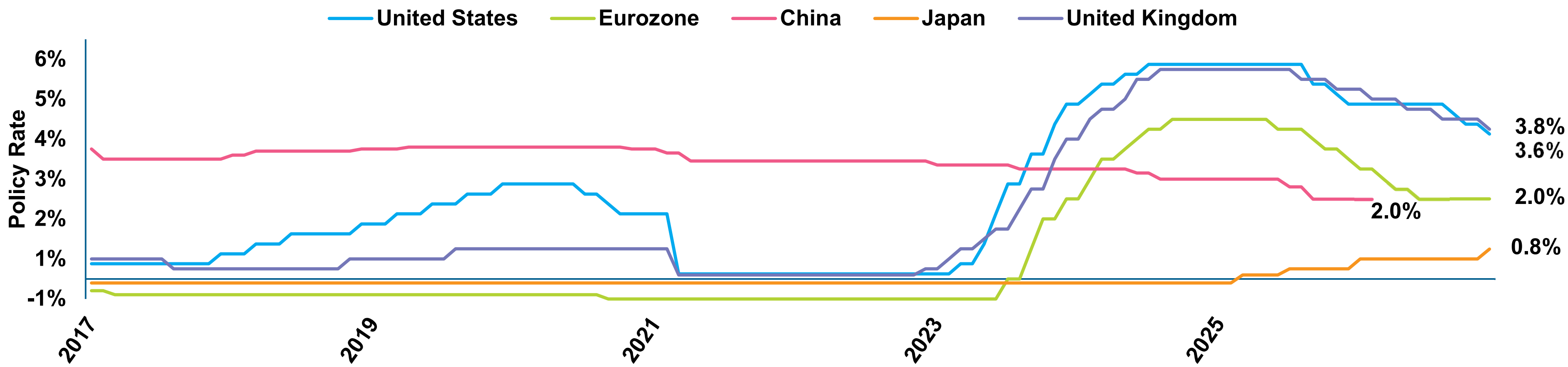
→ In December, the US added 50,000 new jobs and the unemployment rate declined slightly from 4.6% to 4.4% (the same level as the end of Q3). Over the quarter the US shed 67,000 jobs, driven by the loss of government jobs in October related to the shutdown.

→ Food services, health care, and social assistance sectors added the most jobs in December while the retail sector lost jobs. These steady job gains plus fewer people re-entering the labor force and slowing layoffs drove the decline in the unemployment rate.

→ In other labor data, job openings continued to decline and hiring slowed, but layoffs have recently fallen and wages continued to grow above the rate of inflation.

[1] Source: FRED. Data is as of December 31, 2025.

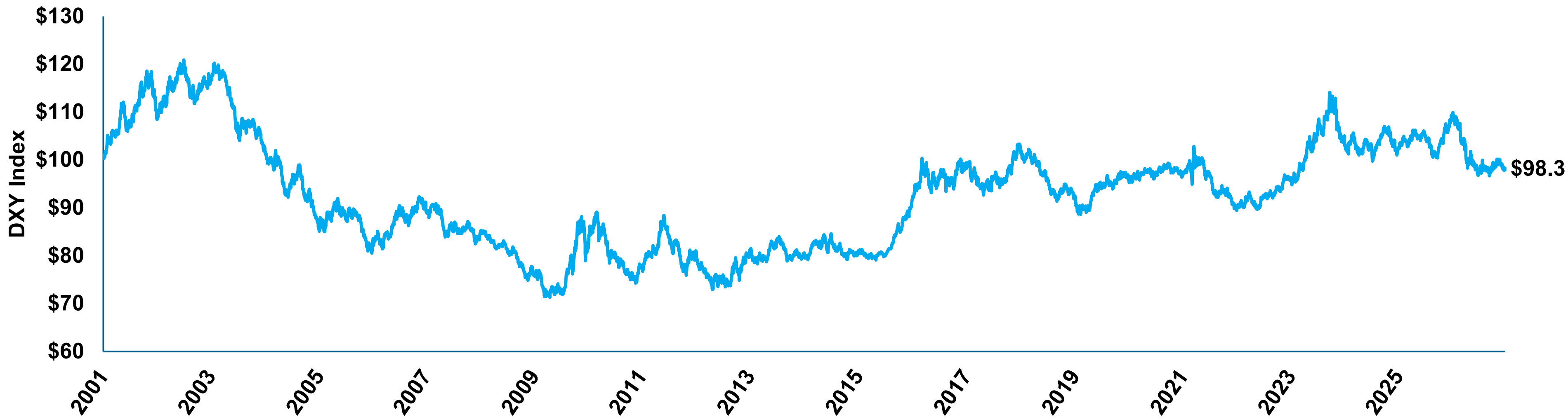
Global Policy Rates[1]



- It appears that we are moving into an environment in which the Fed may continue to cut interest rates while other central banks are on hold or are moving rates higher.
- The Fed cut interest rates again in December to a range of 3.5% to 3.75% with market expectations for roughly two more cuts over the next 12 months. Based on comments after the recent meeting it appears the Fed will move cautiously, given inflation remaining elevated despite signs of weakness in the labor market.
- The ECB has held rates steady since last summer. In 2026, there are no expectations of further cuts by the ECB, but markets are pricing in nearly two cuts from the BOE.
- After cutting rates in May of last year, China's central bank has held rates steady, although disinflationary pressures continue to be a concern.
- The BOJ increased rates by 0.25% at their last meeting with markets expecting nearly two more hikes this year, given inflation levels remaining above their 2% target.

[1] Source: Bloomberg. Data is as of December 31, 2025, except China which is as of February 28, 2025. United States rate is the mid-point of the Federal Funds Target Rate range. Eurozone rate is the ECB Deposit Facility Announcement Rate. Japan rate is the Bank of Japan Unsecured Overnight Call Rate Expected. China rate is the China Central Bank 1-Year Medium Term Interest Rate. UK rate is the UK Bank of England Official Bank Rate.

US Dollar vs. Broad Currencies[1]



- The US dollar weakened by over 9% in 2025 on lower rate expectations, slowing growth, and fiscal deficit concerns.
- After a decline in the first half of the year, the dollar largely stayed range bound for the second half of 2025 as expectations for aggressive Fed rate cuts eased, yields in the US remained relatively high, and demand for safe-haven assets rose.

[1] Source: Bloomberg. Data as of December 31, 2025.

Key Trends

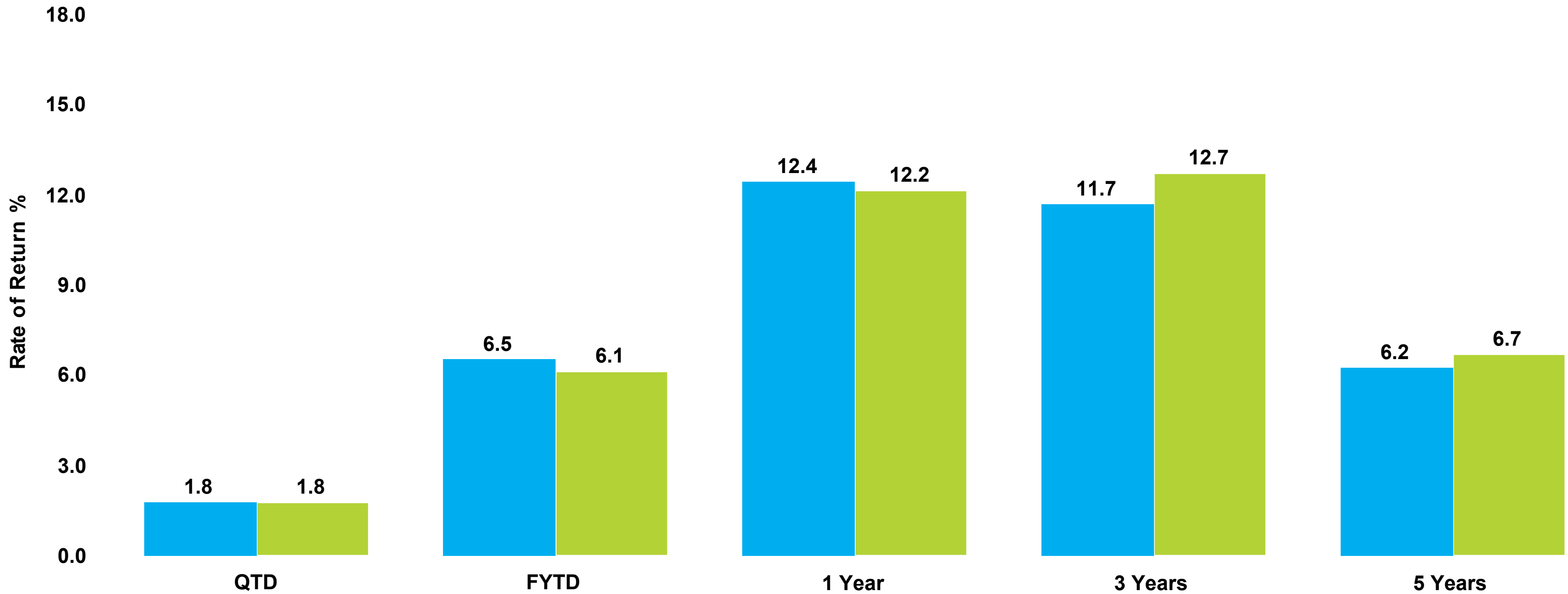
- According to the International Monetary Fund's (IMF) October's World Economic Outlook, the global economy will decelerate from 3.2% in 2025 to 3.1% in 2026. The US is expected to modestly accelerate economic growth in 2026 to 2.1% from 2.0% in 2025. The euro area will slow slightly from 1.2% in 2025 to 1.1% in 2026. China's economy is expected to slow from 4.8% in 2025 to 4.2% in 2026.
- Despite the decline in tariff rhetoric since earlier in 2025, questions remain about how tariffs will ultimately impact inflation. Overall, higher tariff levels and continued uncertainty could weigh on growth while increasing prices. Inflation levels and potential developments with tariffs combined with a weakening labor market will complicate the Fed's rate cutting path.
- Some signs of US consumer stress have started to emerge, with weakness in the jobs market and sentiment deteriorating. Consumers are particularly concerned about losing their jobs and the potential for higher prices. Overall, risk to economic growth and to inflation from tariffs, as well as elevated borrowing costs, could put further pressure on consumers and lead to an even weaker job market. The resumption of collecting and reporting delinquent student loans could be a further headwind to consumption.
- US equities continue to reach new highs. Relatively strong earnings, AI optimism, and rate cuts from the Fed all helped drive stocks higher last year. How earnings track from here, particularly for the large AI-related companies that make up a significant portion of the market, will be key going forward. Many questions remain about the return on investment for companies making significant investments in building AI infrastructure. We could see this year a divergence in results within the "Magnificent 7" as well as a rotation into other more economically sensitive sectors.
- Trade tensions between the US and China will remain an important focus as well as the overall health of China's economy. President Trump and President Xi met in late October last year and agreed to suspend trade sanctions for a year. However, it is not clear if China and the US will indeed de-escalate strategic high tech and rare earth tensions despite the official truce. How China manages its slowing economy, and deflationary pressures will also be important. Rising geopolitical tensions related to other countries like Venezuela, Denmark/Greenland, and Iran could also add to volatility this year.

Quarterly Performance
as of December 31, 2025

Summary of Cash Flows

	QTD ($)	1 Year ($)
OPFRS Total Plan		
Beginning Market Value	**498,072,195**	**462,969,798**
Net Cash Flow	-6,149,421	-21,819,230
Net Investment Change	8,699,726	59,471,931
Ending Market Value	**500,622,499**	**500,622,499**

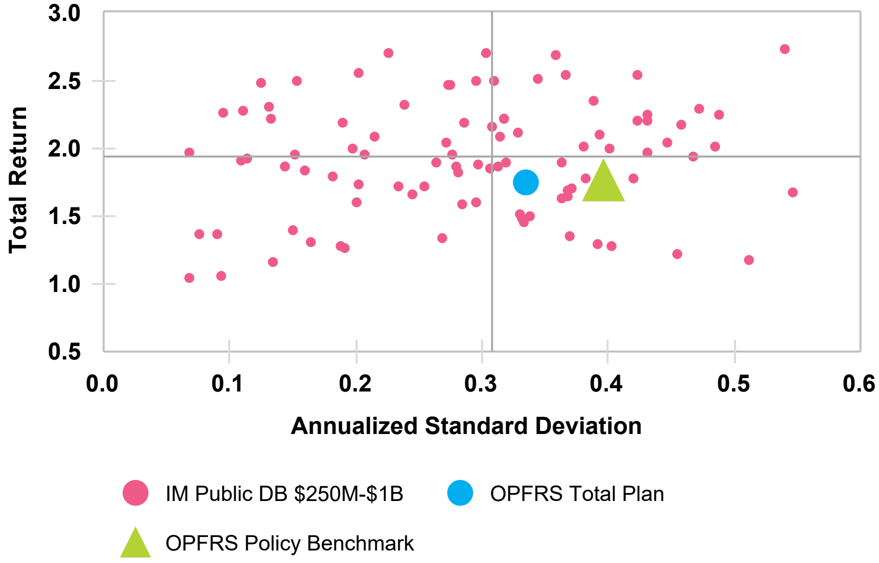
Return Summary Ending December 31, 2025



Total Plan performance shown is net of fees.

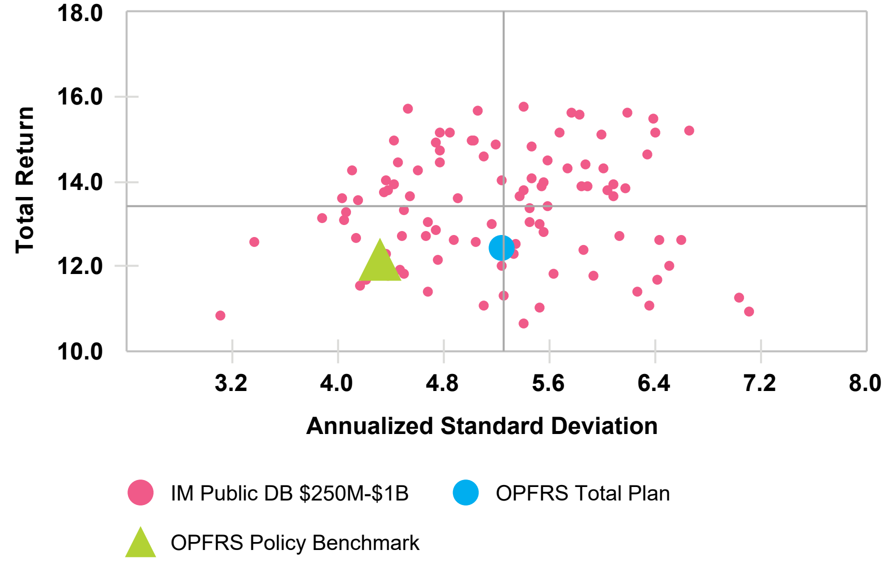
Total Plan Risk/Return Summary | As of December 31, 2025

Risk-Return Summary
QTD Ending December 31, 2025



	Return	Standard Deviation
OPFRS Total Plan	1.8	0.3
OPFRS Policy Benchmark	1.8	0.4
Median	1.9	0.3

Risk-Return Summary
1 Yr Ending December 31, 2025



	Return	Standard Deviation
OPFRS Total Plan	12.4	5.2
OPFRS Policy Benchmark	12.2	4.3
Median	13.4	5.3

Performance shown is net of fees. Calculation is based on monthly periodicity. Plan Sponser Peer Group shown is net of fees.

Asset Class Performance: Gross of Fees | As of December 31, 2025

Asset Class Performance Summary	Market Value ($)	% of Portfolio	QTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
OPFRS Total Plan (Gross)	**500,622,499**	**100.0**	**1.8**	**6.7**	**13.0**	**12.1**	**6.6**	**8.4**	**6.9**	**Dec-88**
OPFRS Policy Benchmark			*1.8*	*6.1*	*12.2*	*12.7*	*6.7*	*8.3*	*8.1*	
Excess Return			0.0	0.6	0.8	-0.6	-0.1	0.1	-1.2	
Domestic Equity (Gross)	**125,273,584**	**25.0**	**2.3**	**10.5**	**15.2**	**17.7**	**11.2**	**13.0**	**9.5**	**Jun-97**
Russell 3000 (Blend)			*2.4*	*10.8*	*17.1*	*22.2*	*13.1*	*14.3*	*10.0*	
Excess Return			-0.1	-0.3	-1.9	-4.6	-2.0	-1.3	-0.5	
International Equity (Gross)	**29,546,279**	**5.9**	**4.9**	**13.6**	**38.2**	**21.6**	**11.1**	**10.1**	**6.6**	**Jan-98**
MSCI ACWI ex US (Blend)			*5.1*	*12.3*	*32.4*	*17.3*	*7.9*	*8.4*	*6.0*	
Excess Return			-0.2	1.3	5.8	4.2	3.2	1.7	0.6	
Fixed Income (Gross)	**293,972,356**	**58.7**	**1.2**	**3.6**	**8.2**	**5.4**	**0.3**	**2.8**	**4.8**	**Jan-94**
Fixed Income Benchmark (Blend)			*1.1*	*3.2*	*7.3*	*5.1*	*0.0*	*2.4*	*4.6*	
Excess Return			0.1	0.5	0.9	0.3	0.3	0.4	0.2	
Crisis Risk Offset (Gross)	**39,159,119**	**7.8**	**3.1**	**8.5**	**6.1**	**1.2**	**-3.4**	**--**	**-5.2**	**Aug-18**
Crisis Risk Offset Benchmark			*2.7*	*7.7*	*5.5*	*3.3*	*4.4*	*--*	*1.0*	
Excess Return			0.4	0.8	0.6	-2.1	-7.8	--	-6.2	
Cash (Gross)	**12,671,161**	**2.5**	**0.5**	**1.1**	**2.0**	**0.9**	**0.5**	**1.0**	**0.7**	**Mar-11**

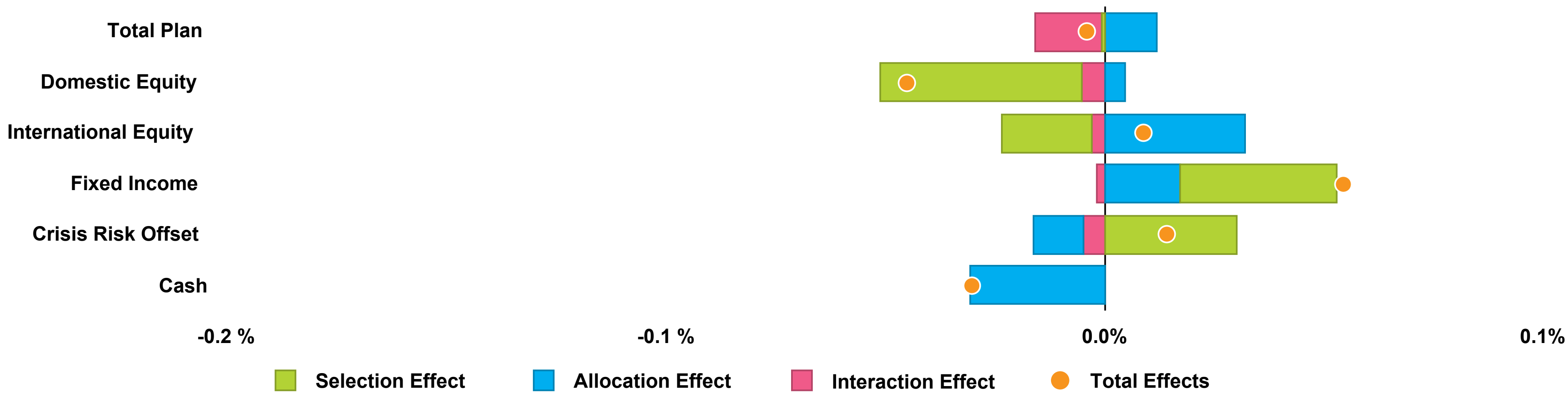
Performance shown is gross of fees. Since Inception Date and Performance begin in the month following an investments initial funding. Fiscal year begins on July 1. Please see Benchmark History section for custom benchmark compositions.

Asset Class Performance: Net of Fees | As of December 31, 2025

Asset Class Performance Summary	Market Value ($)	% of Portfolio	QTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
OPFRS Total Plan (Net)	**500,622,499**	**100.0**	**1.8**	**6.5**	**12.4**	**11.7**	**6.2**	**8.0**	**6.8**	**Dec-88**
OPFRS Policy Benchmark			*1.8*	*6.1*	*12.2*	*12.7*	*6.7*	*8.3*	*8.1*	
Excess Return			0.0	0.4	0.3	-1.0	-0.4	-0.2	-1.3	
IM Public DB $250M-$1B Median (Net)			*1.9*	*6.7*	*13.4*	*12.3*	*6.9*	*8.3*	*8.0*	
Peer Group Rank			65	54	69	62	77	64	100	
Domestic Equity (Net)	**125,273,584**	**25.0**	**2.2**	**10.3**	**14.8**	**17.3**	**10.8**	**12.6**	**9.4**	**Jun-97**
Russell 3000 (Blend)			*2.4*	*10.8*	*17.1*	*22.2*	*13.1*	*14.3*	*10.0*	
Excess Return			-0.2	-0.5	-2.3	-4.9	-2.4	-1.6	-0.6	
International Equity (Net)	**29,546,279**	**5.9**	**4.7**	**13.1**	**37.1**	**20.8**	**10.4**	**9.5**	**6.4**	**Jan-98**
MSCI ACWI ex US (Blend)			*5.1*	*12.3*	*32.4*	*17.3*	*7.9*	*8.4*	*6.0*	
Excess Return			-0.4	0.8	4.7	3.4	2.5	1.1	0.4	
Fixed Income (Net)	**293,972,356**	**58.7**	**1.2**	**3.6**	**8.0**	**5.2**	**0.2**	**2.6**	**4.5**	**Jan-94**
Fixed Income Benchmark (Blend)			*1.1*	*3.2*	*7.3*	*5.1*	*0.0*	*2.4*	*4.6*	
Excess Return			0.1	0.4	0.7	0.1	0.1	0.2	0.0	
Crisis Risk Offset (Net)	**39,159,119**	**7.8**	**3.0**	**8.4**	**5.8**	**1.0**	**-3.5**	**--**	**-5.4**	**Aug-18**
Crisis Risk Offset Benchmark			*2.7*	*7.7*	*5.5*	*3.3*	*4.4*	*--*	*1.0*	
Excess Return			0.3	0.7	0.3	-2.3	-8.0	--	-6.4	
Cash (Net)	**12,671,161**	**2.5**	**0.5**	**1.1**	**2.0**	**0.9**	**0.5**	**1.0**	**0.7**	**Mar-11**

Performance shown is net of fees, except for Total Plan, Domestic Equity, and International Equity composites which have a mix of gross and net of fees performance. Please see the Addendum for more details. Since inception date and performance begin in the month following an investments initial funding. Fiscal year begins on July 1. Please see Benchmark History section for custom benchmark compositions.

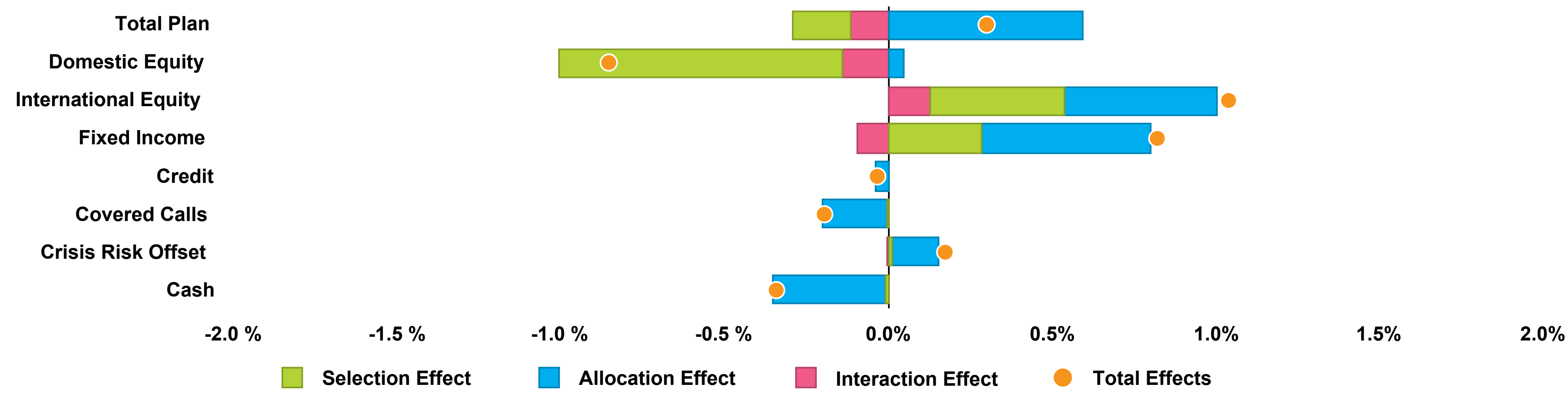
Performance Attribution
Quarter To Date Ending December 31, 2025



	Actual Weight (%)	Index Weight (%)	Wtd. Actual Return (%)	Wtd. Index Return (%)	Excess Return (%)	Allocation Effect (%)	Selection Effect (%)	Interaction Effect (%)	Total Effect (%)
Domestic Equity	25.2	25.0	2.2	2.4	-0.2	0.0	0.0	0.0	0.0
International Equity	6.1	5.0	4.7	5.1	-0.4	0.0	0.0	0.0	0.0
Fixed Income	58.5	61.0	1.2	1.1	0.1	0.0	0.0	0.0	0.1
Crisis Risk Offset	7.7	9.0	3.0	2.7	0.3	0.0	0.0	0.0	0.0
Cash	2.5	0.0	0.5	0.5	0.0	0.0	0.0	0.0	0.0
Total Plan	**100.0**	**100.0**	**1.8**	**1.8**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

Performance shown is net of fees.
Total impacts may not sum to excess return due to rounding, rebalancing, and measurement frequencies.

Performance Attribution
1 Year Ending December 31, 2025

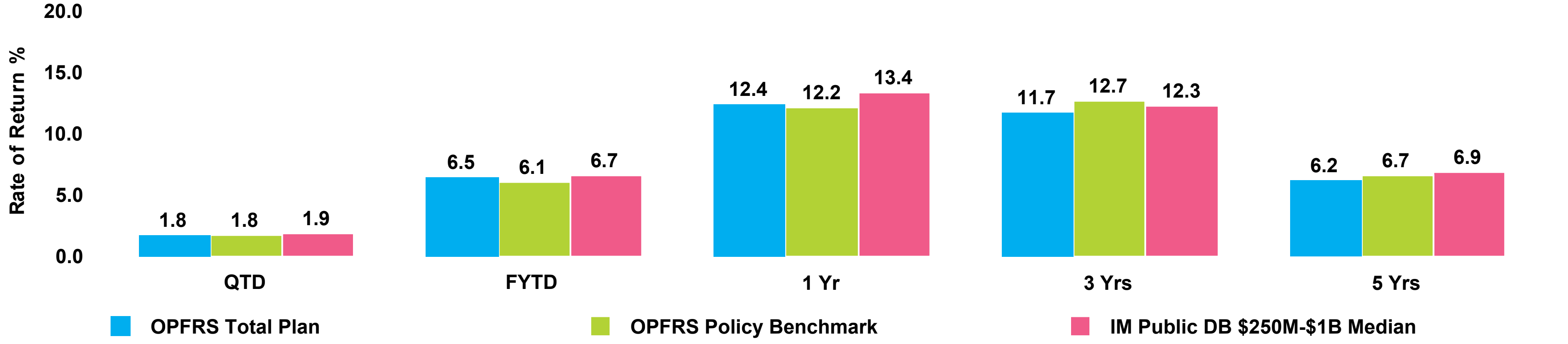


	Actual Weight (%)	Index Weight (%)	Wtd. Actual Return (%)	Wtd. Index Return (%)	Excess Return (%)	Allocation Effect (%)	Selection Effect (%)	Interaction Effect (%)	Total Effect (%)
Domestic Equity	36.4	30.3	14.8	17.1	-2.3	0.0	-0.9	-0.1	-0.9
International Equity	11.5	9.1	37.1	32.4	4.7	0.5	0.4	0.1	1.0
Fixed Income	38.1	51.1	8.0	7.3	0.7	0.5	0.3	-0.1	0.8
Credit	0.7	0.0	3.8	7.2	-3.4	0.0	0.0	0.0	0.0
Covered Calls	2.2	0.0	1.5	-1.3	2.7	-0.2	0.0	0.0	-0.2
Crisis Risk Offset	7.9	9.6	5.8	5.5	0.3	0.1	0.0	0.0	0.2
Cash	3.2	0.0	2.0	2.0	0.0	-0.3	0.0	0.0	-0.3
Total Plan	**100.0**	**100.0**	**12.5**	**12.2**	**0.3**	**0.6**	**-0.2**	**-0.1**	**0.3**

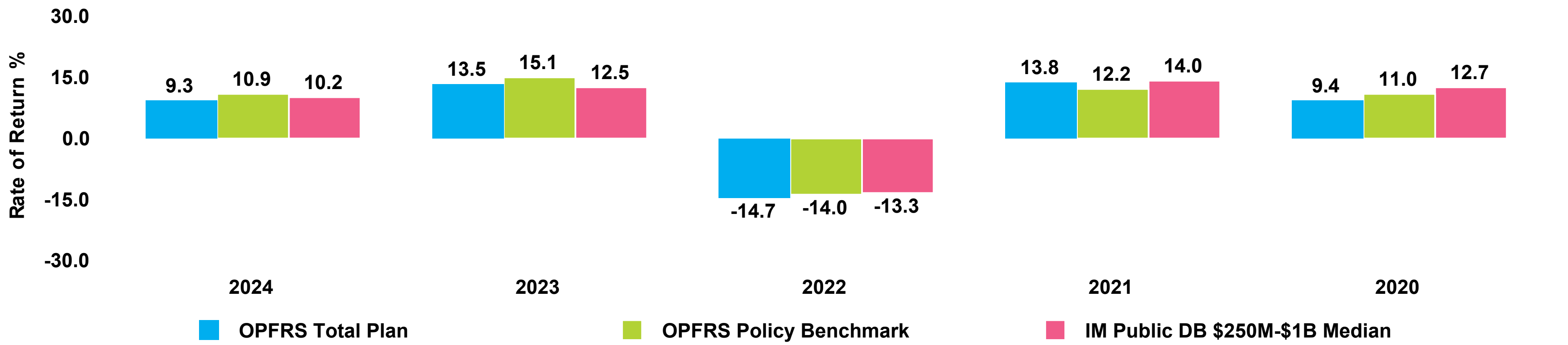
Performance shown is net of fees.
Total impacts may not sum to excess return due to rounding, rebalancing, and measurement frequencies.

Portfolio Relative Performance Results | As of December 31, 2025

Trailing Period Performance
Ending December 31, 2025



Calendar Year Performance
Ending December 31, 2024

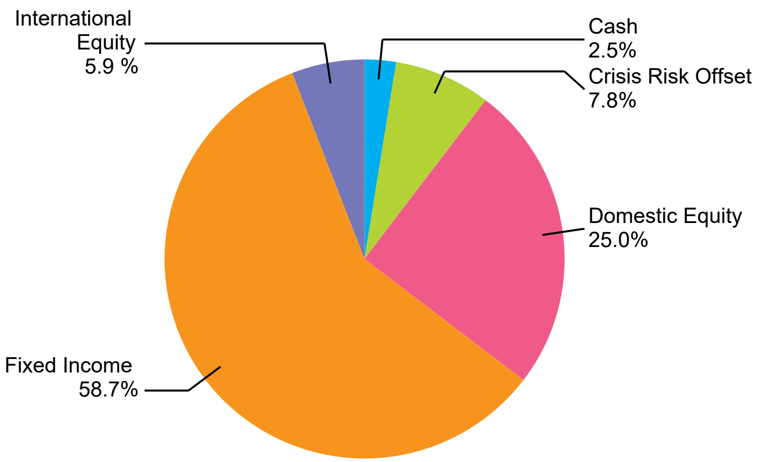


Total Plan performance is a mix of gross and net of fees; performance is gross of fees prior to January 2016 and thereafter. Fiscal year begins on July 1.

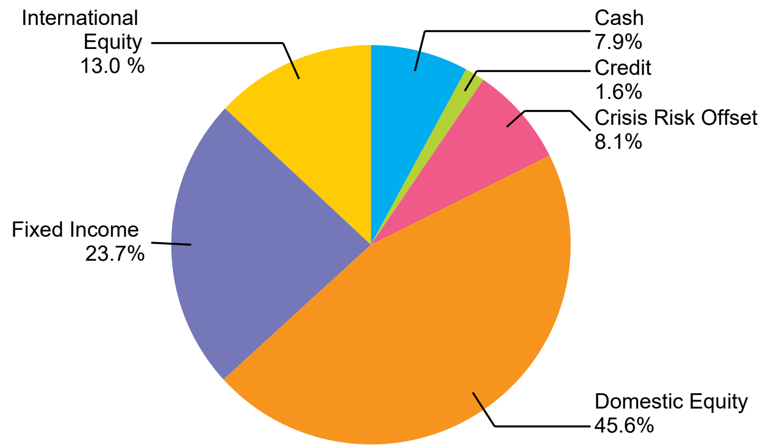
Asset Allocation | As of December 31, 2025

	Balance ($)	Current Allocation (%)	Long-Term Policy (%)	Difference vs. LT Policy (%)	Long-Term Policy Range (%)	Within Long-Term Range?
Domestic Equity	125,273,584	25.0	25.0	0.0	15.0 - 35.0	Yes
International Equity	29,546,279	5.9	5.0	0.9	0.0 - 10.0	Yes
Fixed Income	293,972,356	58.7	61.0	-2.3	46.0 - 76.0	Yes
Crisis Risk Offset	39,159,119	7.8	9.0	-1.2	4.0 - 14.0	Yes
Cash	12,671,161	2.5	0.0	2.5	0.0 - 5.0	Yes
Total	**500,622,499**	**100.0**	**100.0**	**0.0**		

December 31, 2025: $500,622,499.4



December 31, 2024: $475,224,986.7



Cash account market value includes cash balances held in ETF accounts at the custodian and residuals from terminated managers.
Policy (%) column reflects the long-term allocation targets starting July 1, 2024.

Manager Performance - Net of Fees | As of December 31, 2025

	Market Value ($)	% of Portfolio	QTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Domestic Equity	**125,273,584**	**100.0**	**2.2**	**10.3**	**14.8**	**17.3**	**10.8**	**12.6**	**9.4**	**Jun-97**
Russell 3000 (Blend)			*2.4*	*10.8*	*17.1*	*22.2*	*13.1*	*14.3*	*10.0*	
Excess Return			-0.2	-0.5	-2.3	-4.9	-2.4	-1.6	-0.6	
Northern Trust Russell 1000	77,039,589	61.5	2.4	10.6	17.3	22.7	13.5	14.5	14.4	Jun-10
Russell 1000 Index			*2.4*	*10.6*	*17.4*	*22.7*	*13.6*	*14.6*	*14.5*	
Excess Return			0.0	0.0	0.0	0.0	-0.1	-0.1	-0.1	
EARNEST Partners	26,478,647	21.1	4.2	9.5	10.3	11.3	7.7	11.9	9.3	Apr-06
Russell Midcap Index			*0.2*	*5.5*	*10.6*	*14.4*	*8.7*	*11.0*	*9.2*	
Excess Return			4.0	4.0	-0.3	-3.0	-1.0	0.9	0.1	
eV US Mid Cap Core Equity Rank			7	9	32	66	67	18	49	
Brown Fundamental Small Cap Value	13,531,347	10.8	0.8	11.3	6.4	12.1	--	--	7.9	Apr-21
Russell 2000 Value Index			*3.3*	*16.3*	*12.6*	*11.7*	*--*	*--*	*5.0*	
Excess Return			-2.4	-4.9	-6.1	0.4	--	--	2.8	
eV US Small Cap Value Equity Rank			67	41	53	41	--	--	26	
Rice Hall James	8,224,002	6.6	-2.5	6.3	12.9	14.4	5.4	--	8.5	Aug-17
Russell 2000 Growth Index			*1.2*	*13.6*	*13.0*	*15.6*	*3.2*	*--*	*8.7*	
Excess Return			-3.7	-7.3	-0.1	-1.2	2.2	--	-0.3	
eV US Small Cap Growth Equity Rank			91	72	28	37	28	--	77	

Performance shown is net of fees, except for the Domestic Equity composite which has a mix of gross and net of fees performance. Please see the Addendum for more details.
Since inception date and performance begin in the month following an investments initial funding. Fiscal year begins on July 1. Please see Benchmark History section for custom benchmark compositions.

Manager Performance - Net of Fees | As of December 31, 2025

	Market Value ($)	% of Portfolio	QTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
International Equity	**29,546,279**	**100.0**	**4.7**	**13.1**	**37.1**	**20.8**	**10.4**	**9.5**	**6.4**	**Jan-98**
MSCI ACWI ex US (Blend)			*5.1*	*12.3*	*32.4*	*17.3*	*7.9*	*8.4*	*6.0*	
Excess Return			-0.4	0.8	4.7	3.4	2.5	1.1	0.4	
SGA ACWI ex-U.S. Equity	29,546,279	100.0	4.7	13.5	37.8	21.9	10.8	--	10.1	Dec-19
MSCI AC World ex USA (Net)			*5.1*	*12.3*	*32.4*	*17.3*	*7.9*	*--*	*9.0*	
Excess Return			-0.4	1.2	5.4	4.6	2.9	--	1.1	
eV ACWI ex-US All Cap Core Eq Rank			35	16	12	12	13	--	39	

Performance shown is net of fees, except for the International Equity composite which has a mix of gross and net of fees performance. Please see the Addendum for more details.
Fiscal year begins on July 1. Please see Benchmark History section for custom benchmark compositions.

Manager Performance - Net of Fees | As of December 31, 2025

	Market Value ($)	% of Portfolio	QTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Fixed Income	**293,972,356**	**100.0**	**1.2**	**3.6**	**8.0**	**5.2**	**0.2**	**2.6**	**4.5**	**Jan-94**
Fixed Income Benchmark (Blend)			*1.1*	*3.2*	*7.3*	*5.1*	*0.0*	*2.4*	*4.6*	
Excess Return			0.1	0.4	0.7	0.1	0.1	0.2	0.0	
Ramirez Core Fixed Income	80,356,253	27.3	1.2	3.5	7.9	5.0	0.1	--	2.3	Jan-17
Blmbg. U.S. Aggregate Index			*1.1*	*3.2*	*7.3*	*4.7*	*-0.4*	*--*	*1.9*	
Excess Return			0.1	0.4	0.6	0.4	0.5	--	0.4	
eV US Core Fixed Inc Rank			15	11	13	44	22	--	37	
Loop Core Fixed Income	64,552,734	22.0	1.2	--	--	--	--	--	2.4	Sep-25
Blmbg. U.S. Aggregate Index			*1.1*	*--*	*--*	*--*	*--*	*--*	*2.2*	
Excess Return			0.1	--	--	--	--	--	0.2	
eV US Core Fixed Inc Rank			25	--	--	--	--	--	14	
Reams Core Plus	83,279,887	28.3	1.3	3.8	8.7	5.7	0.4	3.7	4.9	Feb-98
Fixed Income Benchmark (Blend)			*1.1*	*3.2*	*7.3*	*5.1*	*0.0*	*2.4*	*4.2*	
Excess Return			0.2	0.6	1.4	0.5	0.4	1.3	0.7	
eV US Core Plus Fixed Inc Rank			11	7	8	46	44	13	29	
Wellington Core Bond Plus	65,783,482	22.4	1.0	3.5	--	--	--	--	5.2	Jun-25
Blmbg. U.S. Aggregate Index			*1.1*	*3.2*	*--*	*--*	*--*	*--*	*4.7*	
Excess Return			-0.1	0.3	--	--	--	--	0.4	
eV US Core Plus Fixed Inc Rank			81	28	--	--	--	--	43	

Performance shown is net of fees.Since inception date and performance begin in the month following an investments initial funding. Fiscal year begins on July 1. Please see Benchmark History section for custom benchmark compositions.
Since inception date and performance begin in the month following an investments initial funding.

Manager Performance - Net of Fees | As of December 31, 2025

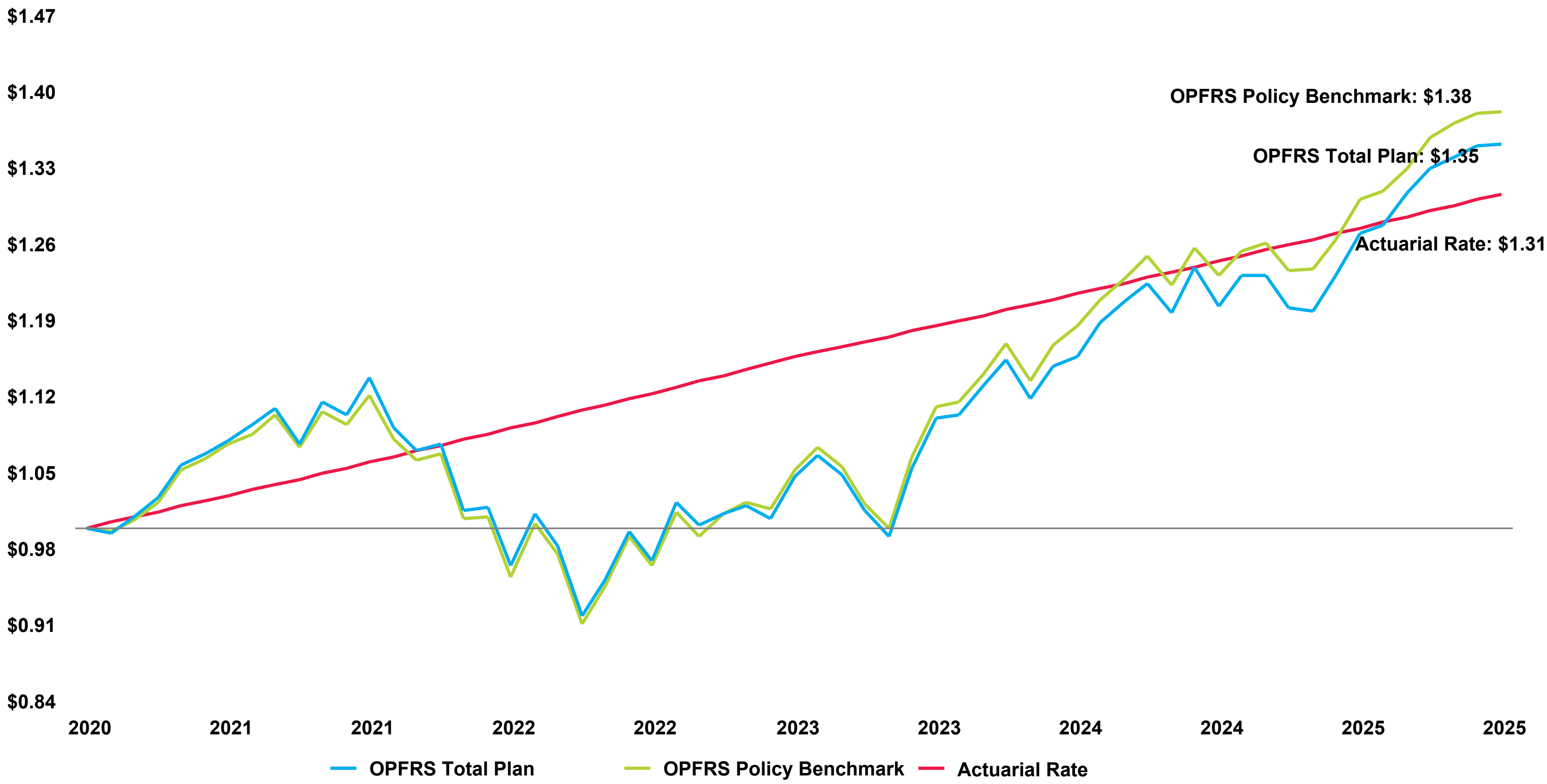
	Market Value ($)	% of Portfolio	QTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Crisis Risk Offset	**39,159,119**	**100.0**	**3.0**	**8.4**	**5.8**	**1.0**	**-3.5**	**--**	**-5.4**	**Aug-18**
Crisis Risk Offset Benchmark			*2.7*	*7.7*	*5.5*	*3.3*	*4.4*	*--*	*1.0*	
Over/Under			0.3	0.7	0.3	-2.3	-8.0	--	-6.4	
Kepos Alternative Risk Premia	15,026,074	38.4	5.9	14.6	20.0	15.2	--	--	11.0	Feb-22
SG Multi Alternative Risk Premia Index			*3.4*	*7.1*	*8.1*	*8.0*	*--*	*--*	*7.1*	
Over/Under			2.6	7.5	11.8	7.2	--	--	3.8	
Versor Trend Following	11,721,060	29.9	3.2	8.2	-7.8	-9.8	--	--	-6.4	Apr-22
SG Trend Index			*4.8*	*13.8*	*2.4*	*0.2*	*--*	*--*	*2.3*	
Over/Under			-1.5	-5.6	-10.2	-10.0	--	--	-8.7	
Vanguard Long-Term Treasury ETF	12,411,985	31.7	-0.4	2.0	5.3	0.7	-7.3	--	-2.8	Jul-19
Blmbg. US Govt: Long Term Bond Index			*0.0*	*2.5*	*5.6*	*0.6*	*-7.2*	*--*	*-2.7*	
Over/Under			-0.4	-0.4	-0.3	0.0	-0.1	--	-0.1	

Performance shown is net of fees.Since inception date and performance begin in the month following an investments initial funding. Fiscal year begins on July 1. Please see Benchmark History section for custom benchmark compositions.

Financial Reconciliation | As of December 31, 2025

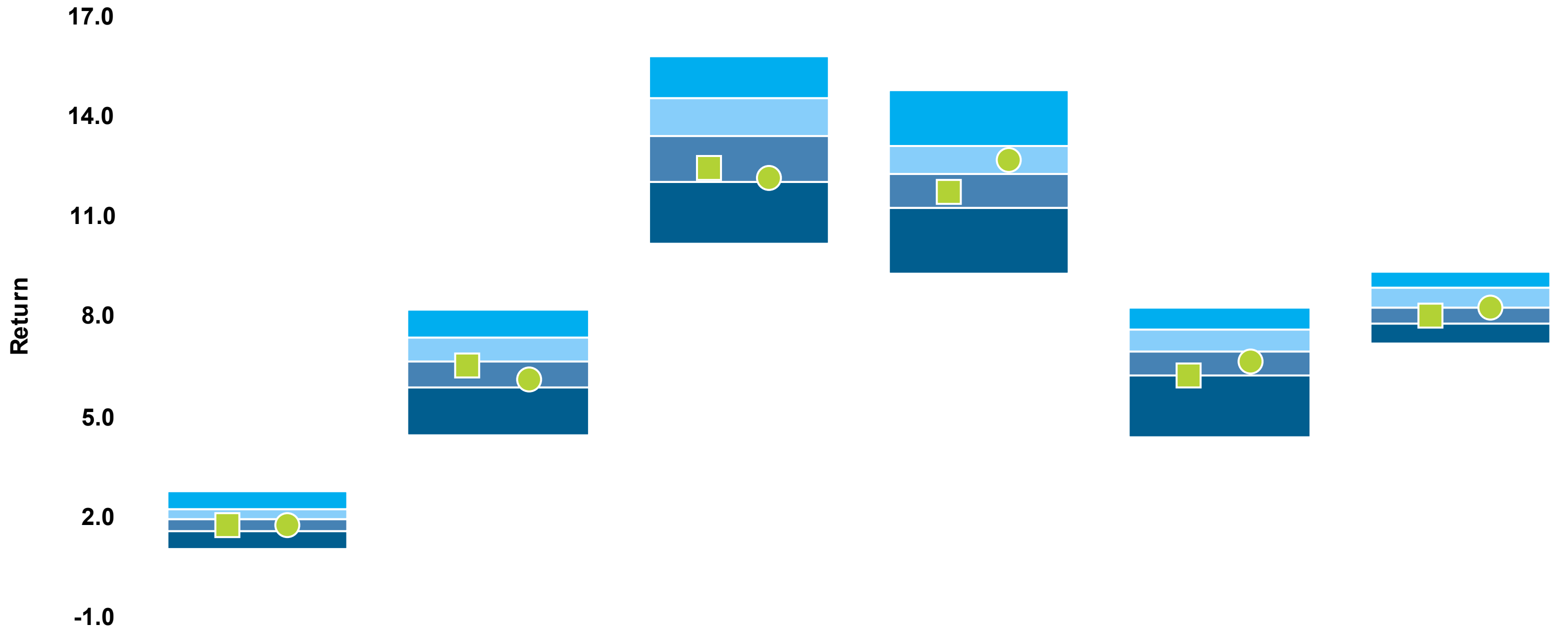
Cash Flow Summary Quarter To Date	Beginning Market Value ($)	Net Cash Flow ($)	Net Investment Change ($)	Ending Market Value ($)
Northern Trust Russell 1000	75,227,508	-	1,812,080	77,039,589
EARNEST Partners	25,411,125	-	1,067,522	26,478,647
Brown Fundamental Small Cap Value	15,437,191	-2,000,000	94,155	13,531,347
Rice Hall James	10,836,592	-2,400,000	-212,589	8,224,002
SGA ACWI ex-U.S. Equity	30,388,148	-2,200,000	1,358,132	29,546,279
Ramirez Core Fixed Income	79,401,957	-	954,296	80,356,253
Loop Core Fixed Income	63,806,036	-	746,698	64,552,734
Wellington Core Bond Plus	65,161,166	-	622,316	65,783,482
Reams Core Plus	82,221,128	-	1,058,759	83,279,887
Parametric BXM	457	-	6	463
Parametric DeltaShift	234	-	5	240
Kepos Alternative Risk Premia	14,183,494	-	842,581	15,026,074
Versor Trend Following	11,355,735	-	365,324	11,721,060
Vanguard Long-Term Treasury ETF	12,647,768	-186,180	-49,603	12,411,985
Cash - Money Market	2,396,655	241,803	-	2,638,458
Cash - Treasury	9,597,000	435,000	-	10,032,000
Securities Lending Northern Trust	-	-40,044	40,044	-
Total	**498,072,195**	**-6,149,421**	**8,699,726**	**500,622,499**

Growth of a Dollar
5 Years ending December 31, 2025



The actuarial assumed rate is 8% through June 2009, 7.5% through June 2010, 7% through June 2011, 6.75% through June 2014, 6.5% through December 2017, 6.0% through June 2023, and 5.0% since July 2023.

Plan Sponsor Peer Group Performance Comparison
vs. InvMetrics Public DB $250M - $1B Net



	QTD (%)	FYTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)
OPFRS Total Plan	1.8 (65)	6.5 (54)	12.4 (69)	11.7 (62)	6.2 (77)	8.0 (64)
OPFRS Policy Benchmark	1.8 (65)	6.1 (72)	12.2 (74)	12.7 (37)	6.7 (59)	8.3 (51)
5th Percentile	2.8	8.2	15.8	14.8	8.3	9.3
1st Quartile	2.2	7.4	14.6	13.1	7.6	8.8
Median	1.9	6.7	13.4	12.3	6.9	8.3
3rd Quartile	1.6	5.9	12.0	11.2	6.2	7.8
95th Percentile	1.0	4.4	10.2	9.3	4.4	7.2
Population	117	117	117	117	115	108

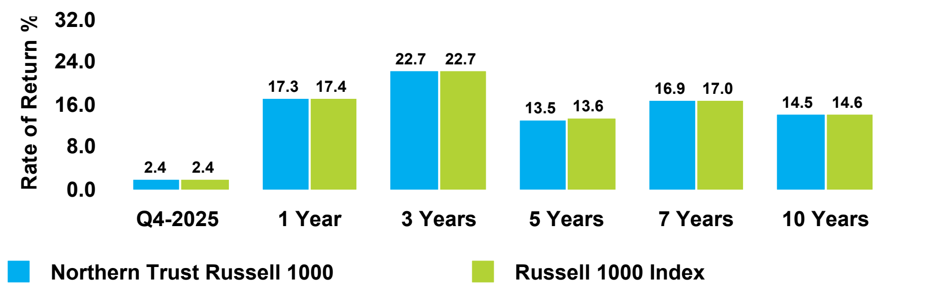
Total Plan performance is a mix of gross and net of fees; performance is gross of fees prior to January 2016 and net of fees thereafter. Parentheses contain percentile rankings. Calculation based on monthly periodicity. Fiscal year begins on July 1.

Investment Manager Profiles

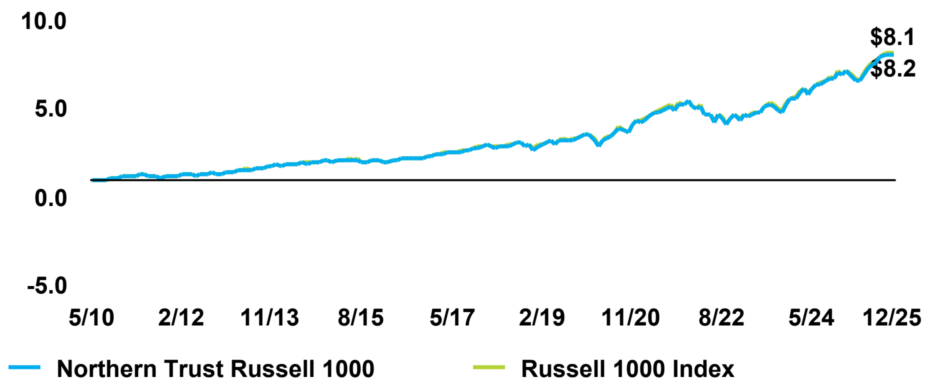
Northern Trust Russell 1000 | As of December 31, 2025

	Alpha	Beta	Information Ratio	Sharpe Ratio	Tracking Error	R-Squared	Up Capture	Down Capture
Northern Trust Russell 1000	0.00	1.00	-0.61	0.50	0.00	1.00	99.80	-
Russell 1000 Index	0.00	1.00	-	0.50	0.00	1.00	100.00	-

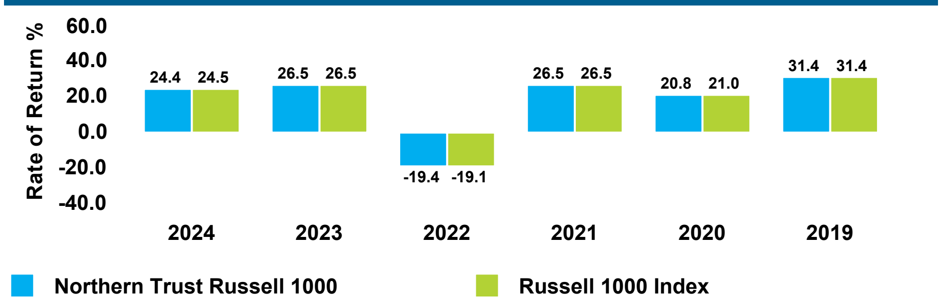
Trailing Performance



Growth of $1 - Since Inception

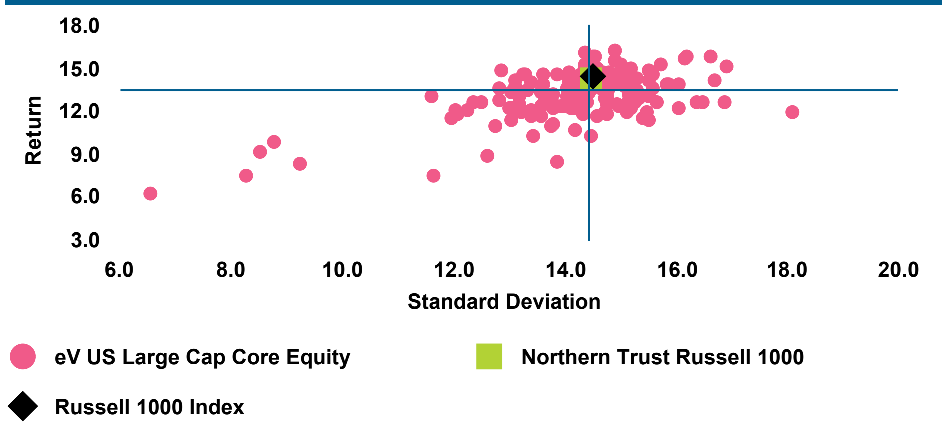


Calendar Year Returns



	QTD Return	QTD Risk
Northern Trust Russell 1000	2.41	0.96
Russell 1000 Index	2.41	0.96

Risk/Return - Since Inception

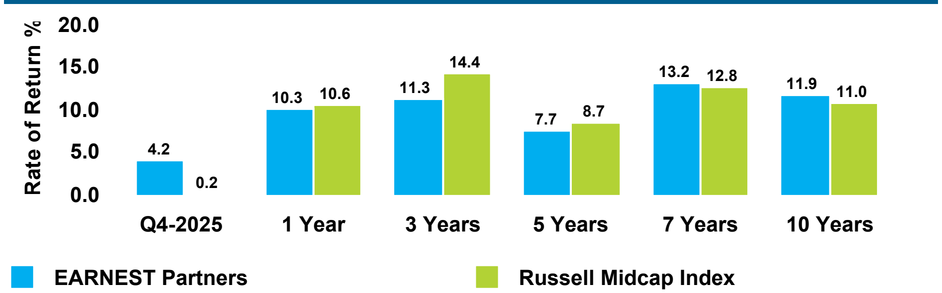


Performance shown is net of fees. Risk is measured as Standard Deviation.

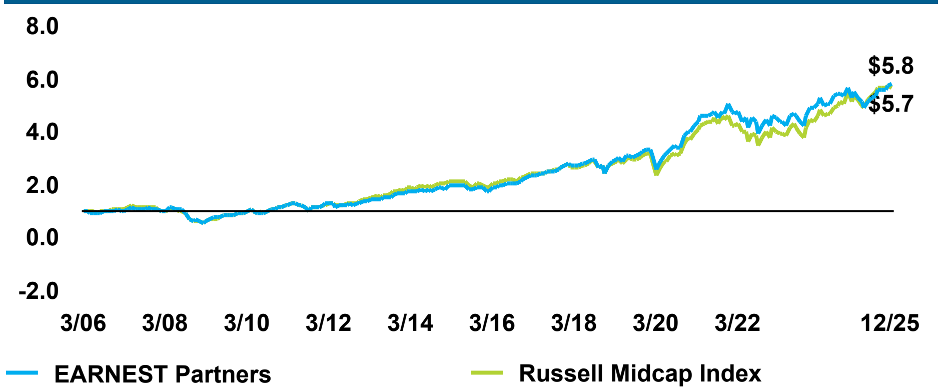
EARNEST Partners | As of December 31, 2025

	Alpha	Beta	Information Ratio	Sharpe Ratio	Tracking Error	R-Squared	Up Capture	Down Capture
EARNEST Partners	1.29	1.89	1.67	0.63	0.80	0.99	286.06	-49.66
Russell Midcap Index	0.00	1.00	-	-0.29	0.00	1.00	100.00	100.00

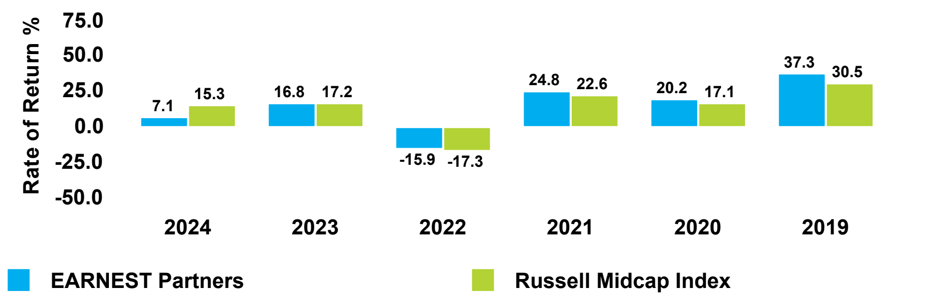
Trailing Performance



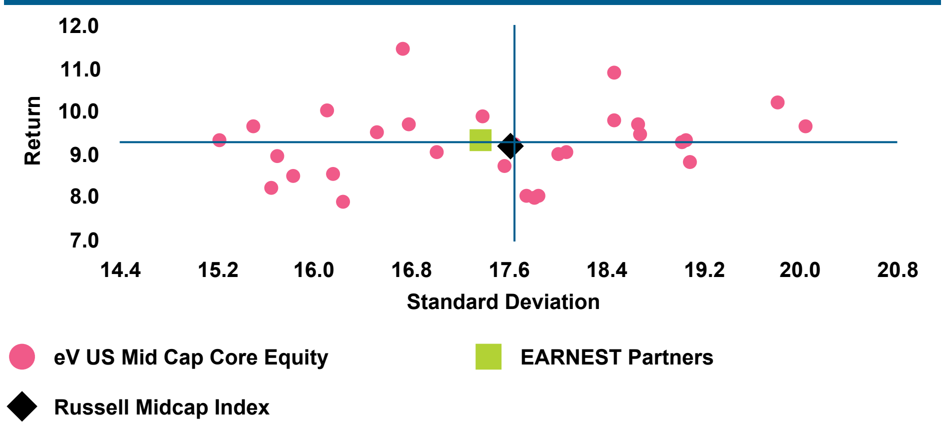
Growth of $1 - Since Inception



Calendar Year Returns



Risk/Return - Since Inception



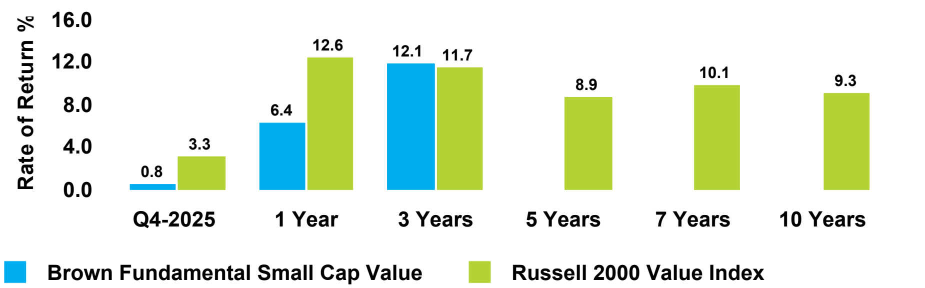
	QTD Return	QTD Risk
EARNEST Partners	4.20	1.68
Russell Midcap Index	0.16	0.89

Performance shown is net of fees. Risk is measured as Standard Deviation.

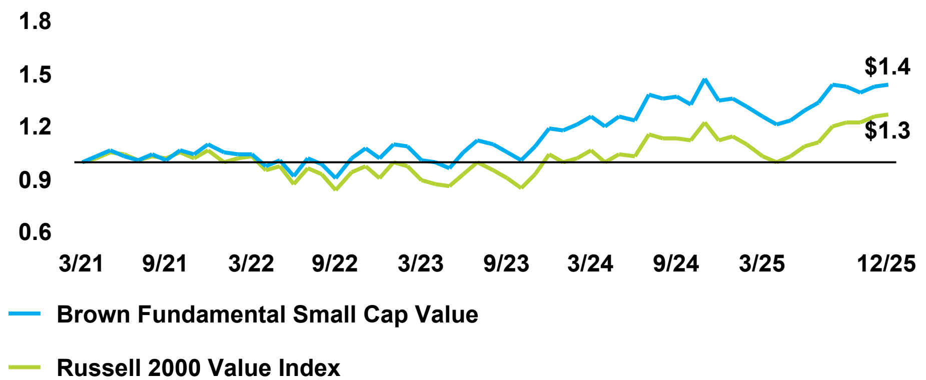
Brown Fundamental Small Cap Value | As of December 31, 2025

	Alpha	Beta	Information Ratio	Sharpe Ratio	Tracking Error	R-Squared	Up Capture	Down Capture
Brown Fundamental Small Cap Value	-1.20	1.38	-0.70	-0.02	1.13	0.73	26.75	-
Russell 2000 Value Index	0.00	1.00	-	0.60	0.00	1.00	100.00	-

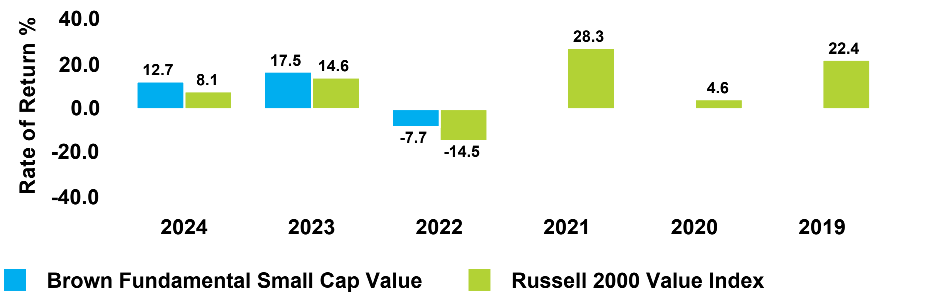
Trailing Performance



Growth of $1 - Since Inception

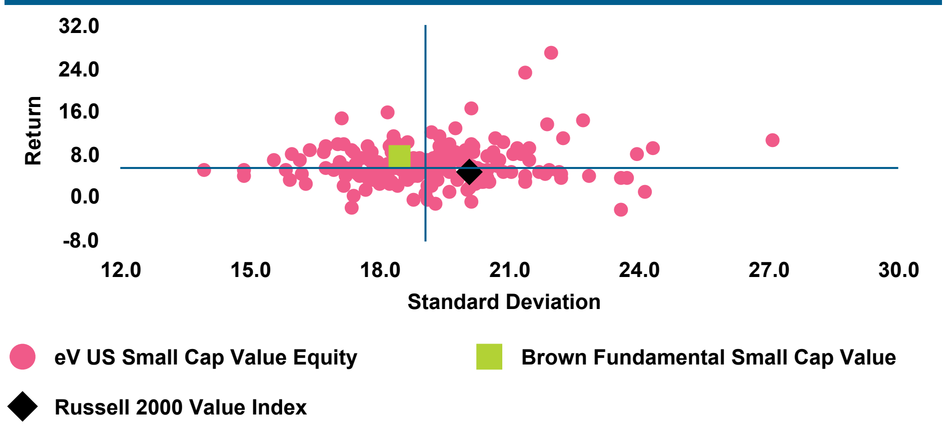


Calendar Year Returns



	QTD Return	QTD Risk
Brown Fundamental Small Cap Value	0.81	1.98
Russell 2000 Value Index	3.26	1.22

Risk/Return - Since Inception

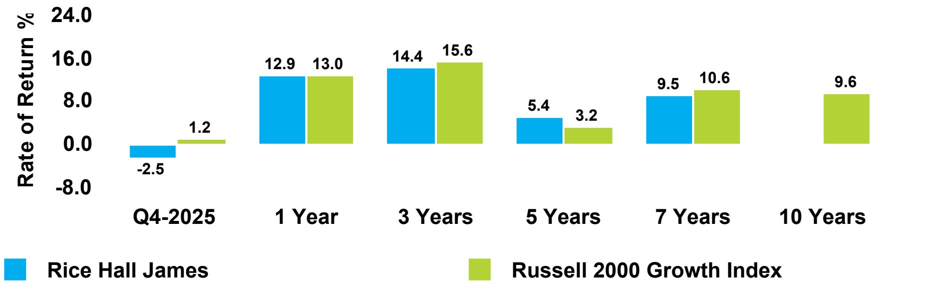


Performance shown is net of fees. Risk is measured as Standard Deviation.

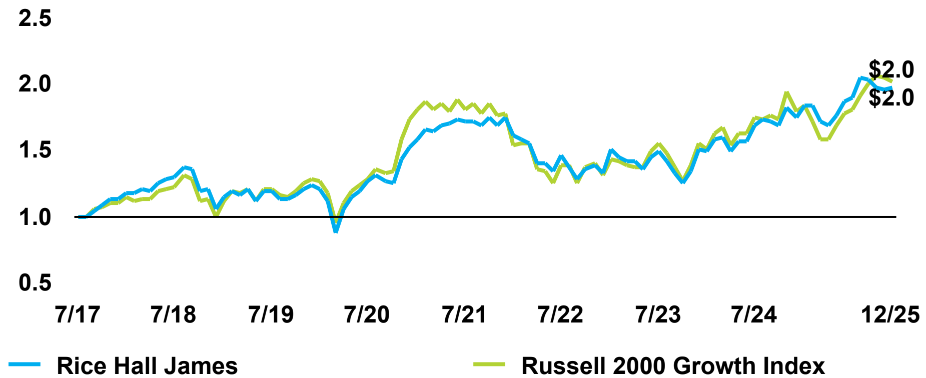
Rice Hall James | As of December 31, 2025

	Alpha	Beta	Information Ratio	Sharpe Ratio	Tracking Error	R-Squared	Up Capture	Down Capture
Rice Hall James	-0.54	-0.70	-0.37	-0.80	3.42	0.92	-84.26	-11.03
Russell 2000 Growth Index	0.00	1.00	-	0.05	0.00	1.00	100.00	100.00

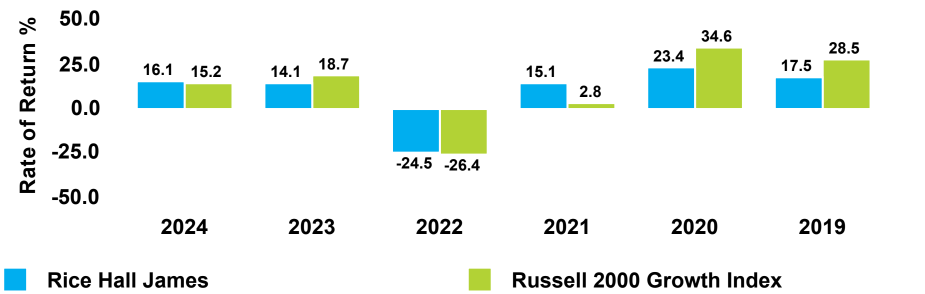
Trailing Performance



Growth of $1 - Since Inception

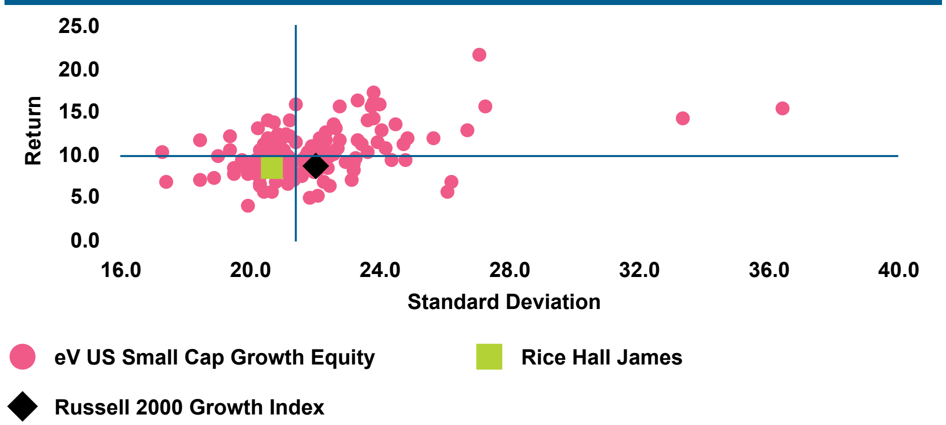


Calendar Year Returns



	QTD Return	QTD Risk
Rice Hall James	-2.52	1.45
Russell 2000 Growth Index	1.22	2.00

Risk/Return - Since Inception

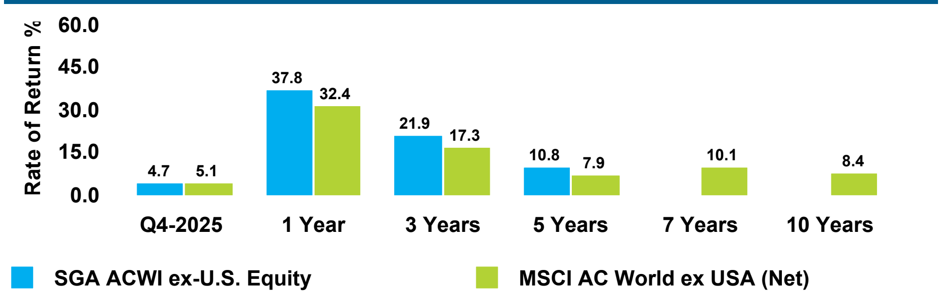


Performance shown is net of fees. Risk is measured as Standard Deviation.

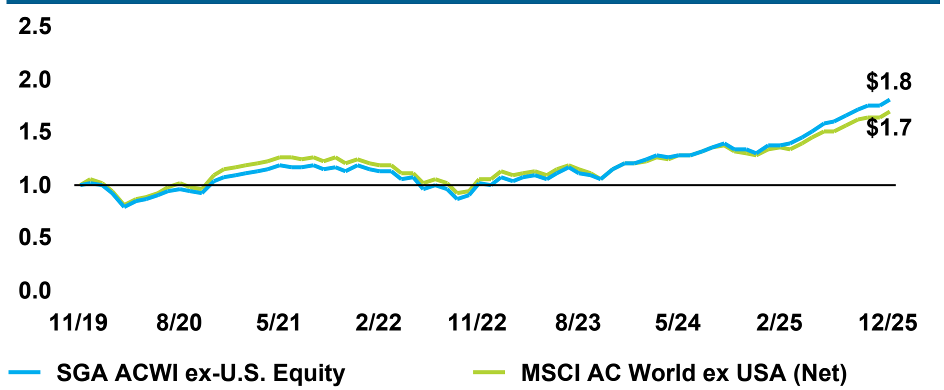
SGA ACWI ex-U.S. Equity | As of December 31, 2025

	Alpha	Beta	Information Ratio	Sharpe Ratio	Tracking Error	R-Squared	Up Capture	Down Capture
SGA ACWI ex-U.S. Equity	0.59	0.57	-0.24	1.76	0.55	0.99	79.49	-2,390.20
MSCI AC World ex USA (Net)	0.00	1.00	-	1.09	0.00	1.00	100.00	100.00

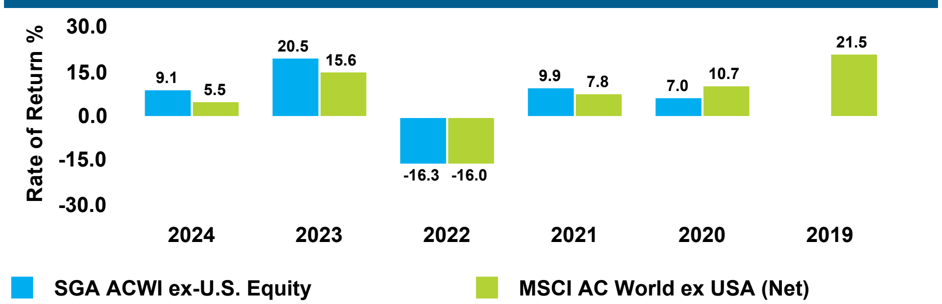
Trailing Performance



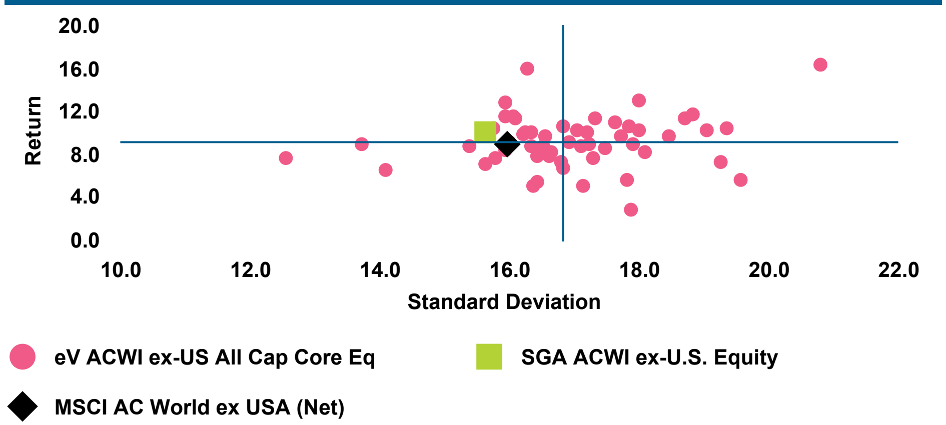
Growth of $1 - Since Inception



Calendar Year Returns



Risk/Return - Since Inception



	QTD Return	QTD Risk
SGA ACWI ex-U.S. Equity	4.66	0.72
MSCI AC World ex USA (Net)	5.05	1.26

Performance shown is net of fees. Risk is measured as Standard Deviation.

Ramirez Core Fixed Income | As of December 31, 2025

Account Information	
Account Name	Ramirez Core Fixed Income
Account Structure	Separate Account
Inception Date	01/30/2017
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. Aggregate Index
Peer Group	eV US Core Fixed Inc

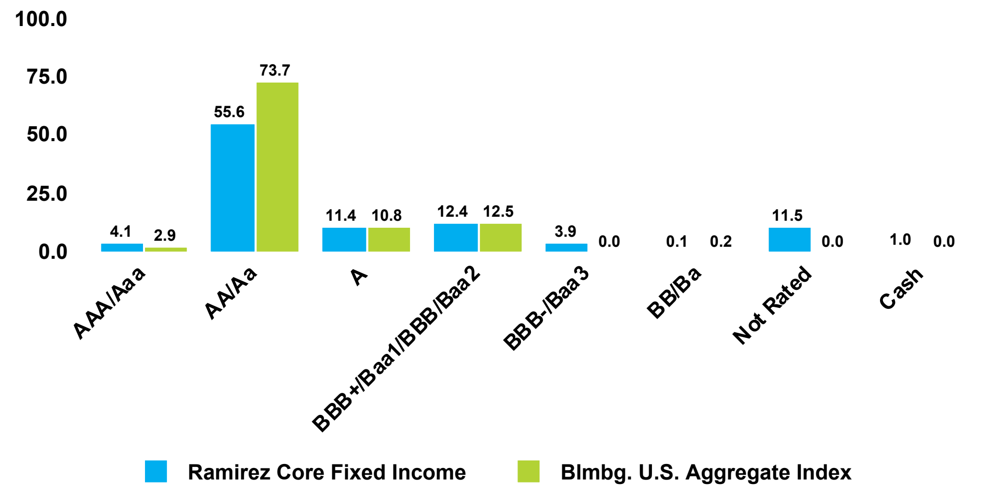
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Ramirez Core Fixed Income	1.2	7.9	5.0	0.1
Blmbg. U.S. Aggregate Index	*1.1*	*7.3*	*4.7*	*-0.4*

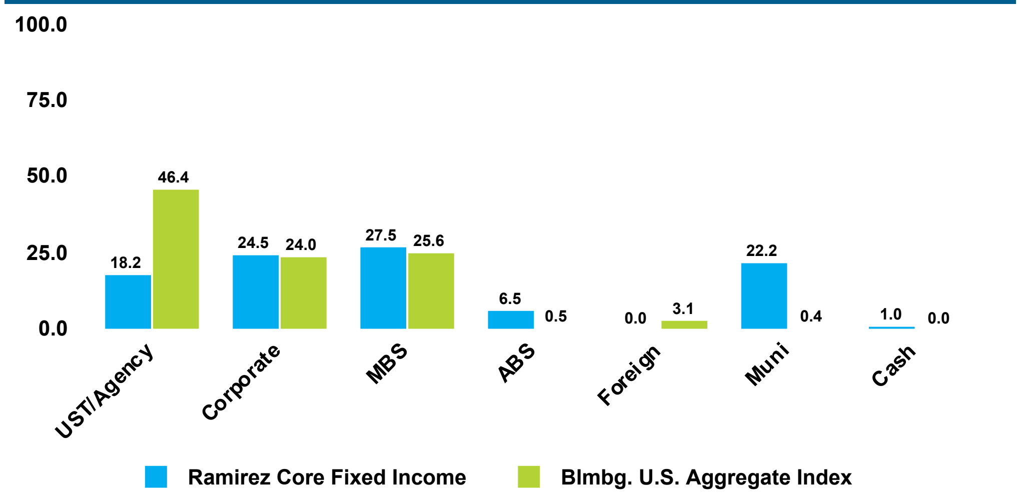
Portfolio Fixed Income Characteristics

	Q4-25 Portfolio	Q3-25 Portfolio
Yield To Maturity	4.8	4.8
Average Duration	6.1	6.3
Average Quality	AA	AA
Weighted Average Maturity	9.0	9.2

Credit Quality Allocation



Sector Allocation



Performance shown is net of fees.

Loop Core Fixed Income | As of December 31, 2025

Account Information	
Account Name	Loop Core Fixed Income
Account Structure	Separate Account
Inception Date	08/20/2025
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. Aggregate Index
Peer Group	eV US Core Fixed Inc

Portfolio Performance Summary

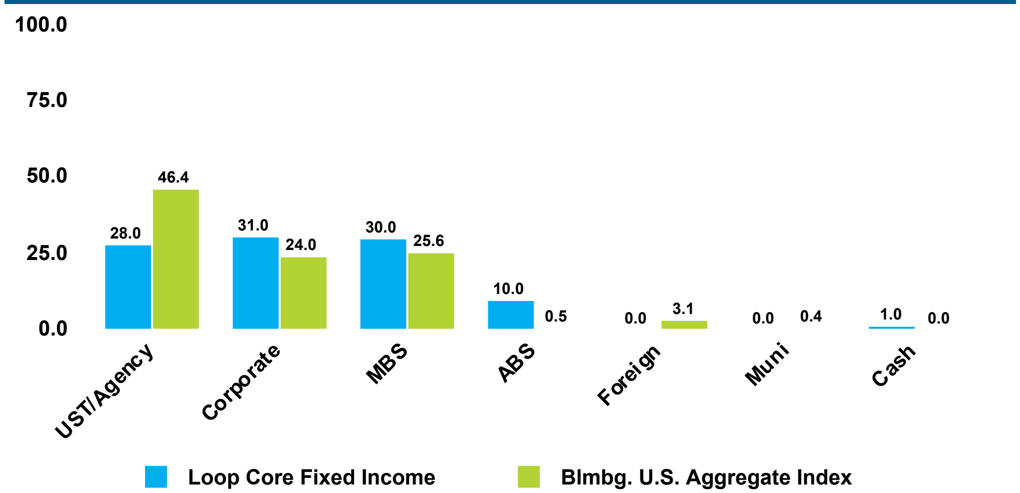
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Loop Core Fixed Income	1.2	-	-	-
Blmbg. U.S. Aggregate Index	*1.1*	*-*	*-*	*-*

Portfolio Fixed Income Characteristics

	Q4-25 Portfolio	Q3-25 Portfolio
Yield To Maturity	4.7	4.7
Average Duration	5.9	6.0
Average Quality	AA	AA
Weighted Average Maturity	8.7	8.8

Credit Quality Allocation

Sector Allocation



Performance shown is net of fees.

Reams Core Plus | As of December 31, 2025

Account Information	
Account Name	Reams Core Plus
Account Structure	Separate Account
Inception Date	01/01/1998
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. Aggregate Index
Peer Group	eV US Core Plus Fixed Inc

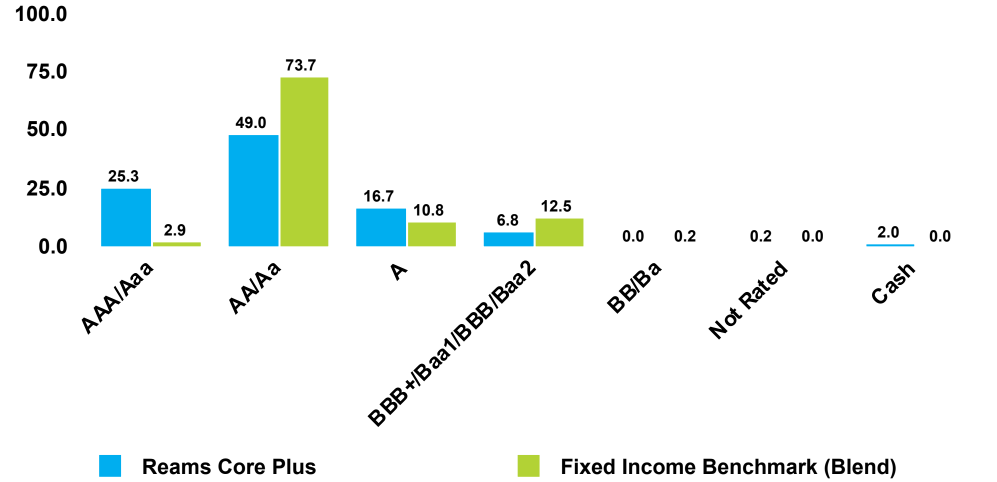
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Reams Core Plus	1.3	8.7	5.7	0.4
Fixed Income Benchmark (Blend)	*1.1*	*7.3*	*4.7*	*-0.4*

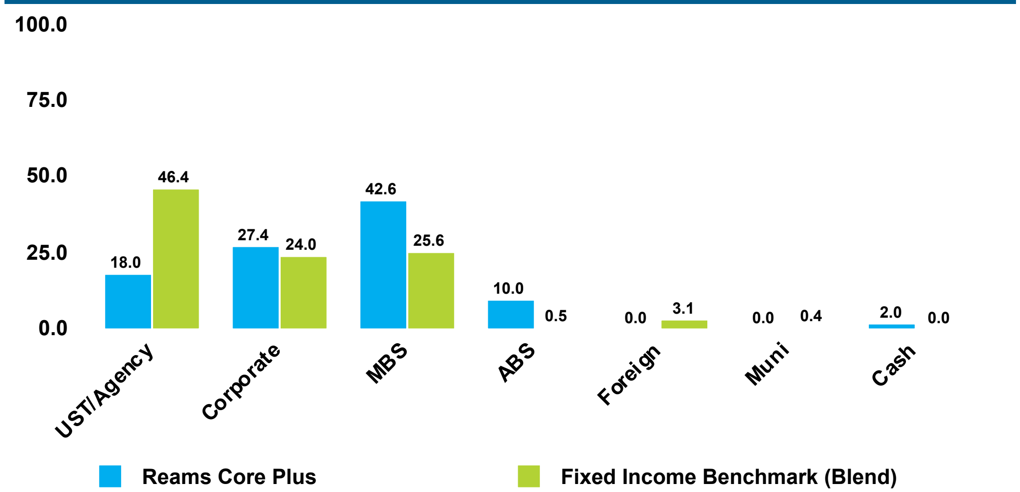
Portfolio Fixed Income Characteristics

	Q4-25 Portfolio	Q3-25 Portfolio
Yield To Maturity	4.8	4.9
Average Duration	6.4	6.5
Average Quality	AA	AA
Weighted Average Maturity	9.2	9.2

Credit Quality Allocation



Sector Allocation



Performance shown is net of fees.
Fixed Income Benchmark (Blend) is Blmbg. U.S. Aggregate Index since 01/01/2025 and Blmbg. U.S. Universal Index from 04/01/2006 through 12/31/2024.

Account Information	
Account Name	Wellington Core Bond Plus
Account Structure	Commingled Fund
Inception Date	05/30/2025
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. Aggregate Index
Peer Group	eV US Core Plus Fixed Inc

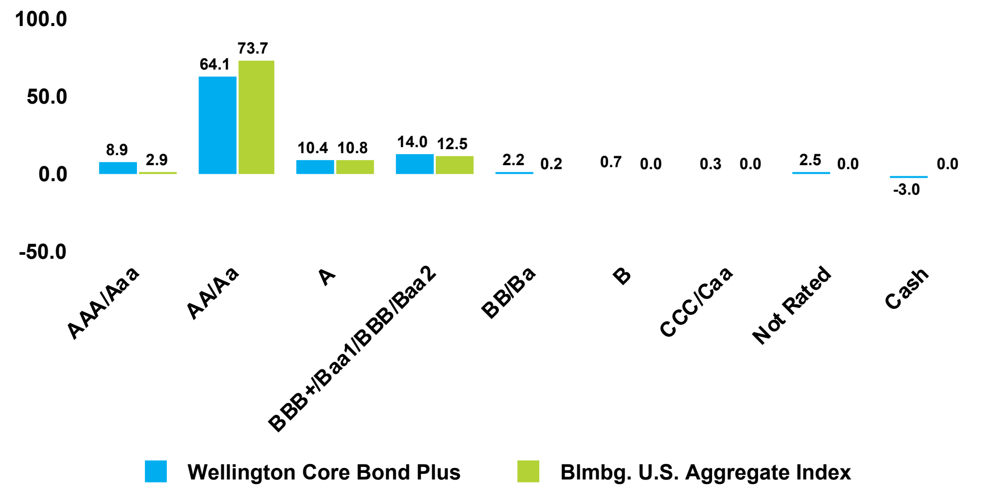
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Wellington Core Bond Plus	1.0	-	-	-
Blmbg. U.S. Aggregate Index	*1.1*	*-*	*-*	*-*

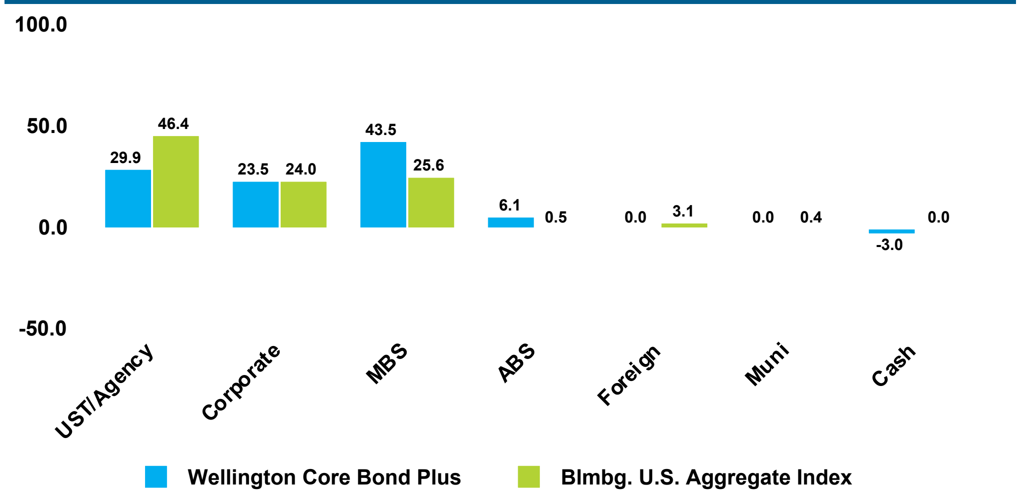
Portfolio Fixed Income Characteristics

	Q4-25 Portfolio	Q3-25 Portfolio
Yield To Maturity	4.9	5.0
Average Duration	6.6	6.2
Average Quality	AA	AA
Weighted Average Maturity	10.0	10.0

Credit Quality Allocation



Sector Allocation



Performance shown is net of fees.

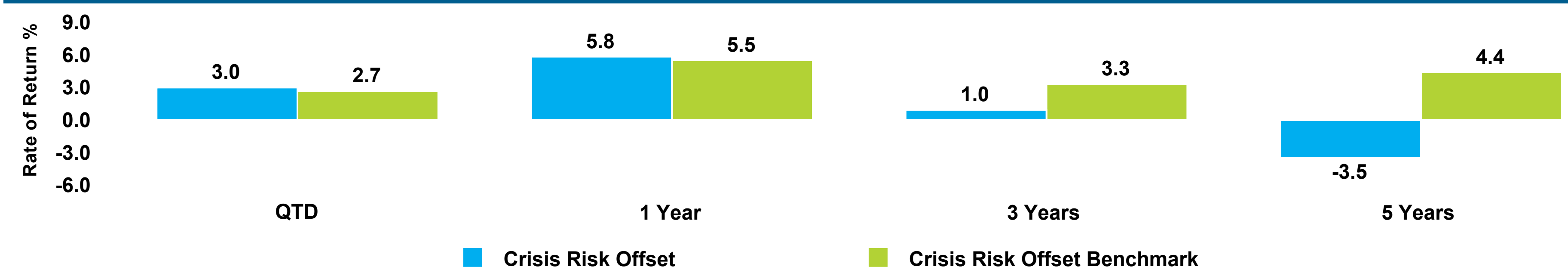
Crisis Risk Offset | As of December 31, 2025

	Return	Standard Deviation	Alpha	Beta	Information Ratio	Tracking Error	Up Capture	Down Capture	Inception Date
Crisis Risk Offset	-5.4	10.0	-5.8	0.9	-0.7	8.9	45.9	126.6	08/01/2018
Crisis Risk Offset Benchmark	1.0	5.4	0.0	1.0	-	0.0	100.0	100.0	
Kepos Alternative Risk Premia	11.0	7.0	3.6	1.0	0.7	5.0	125.9	78.0	02/01/2022
SG Multi Alternative Risk Premia Index	7.1	4.9	0.0	1.0	-	0.0	100.0	100.0	
Versor Trend Following	-6.4	13.2	-8.4	1.0	-1.5	5.8	69.9	122.0	04/01/2022
SG Trend Index	2.3	11.7	0.0	1.0	-	0.0	100.0	100.0	
Vanguard Long-Term Treasury ETF	-2.8	14.1	-0.1	1.0	-0.1	1.0	100.9	101.3	07/01/2019
Blmbg. U.S. Government: Long Term Bond Index	-2.7	13.9	0.0	1.0	-	0.0	100.0	100.0	

Correlation Matrix
3 Months Ending December 31, 2025

	Crisis Risk Offset	MSCI AC World Index Value	S&P 500 Index	Blmbg. Global Aggregate Index
Crisis Risk Offset	1.00			
MSCI AC World Index Value	0.08	1.00		
S&P 500 Index	-0.06	-1.00	1.00	
Blmbg. Global Aggregate Index	0.08	1.00	-1.00	1.00

Trailing Period Performance



Performance shown is net of fees.

Benchmark History		
From Date	**To Date**	**Benchmark**
OPFRS Total Plan		
08/01/2025	Present	25.0% Russell 3000 Index, 5.0% MSCI AC World ex USA (Net), 61.0% Fixed Income Benchmark (Blend), 9.0% Crisis Risk Offset Benchmark
01/01/2025	07/31/2025	34.0% Russell 3000 Index, 12.0% MSCI AC World ex USA (Net), 44.0% Fixed Income Benchmark (Blend), 10.0% Crisis Risk Offset Benchmark
07/01/2024	12/31/2024	34.0% Russell 3000 Index, 12.0% MSCI AC World ex USA (Net), 44.0% Blmbg. U.S. Universal Index, 10.0% Crisis Risk Offset Benchmark
06/01/2022	06/30/2024	40.0% Russell 3000 Index, 12.0% MSCI AC World ex USA (Net), 31.0% Blmbg. U.S. Universal Index, 2.0% Blmbg. U.S. Corp: High Yield Index, 5.0% Cboe S&P 500 Buy Write Index, 10.0% Crisis Risk Offset Benchmark
01/01/2019	05/31/2022	40.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 31.0% Blmbg. U.S. Universal Index, 5.0% Cboe S&P 500 Buy Write Index, 2.0% Blmbg. U.S. Treasury: Long, 10.0% Crisis Risk Offset Benchmark
05/01/2016	12/31/2018	48.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 20.0% Blmbg. U.S. Universal Index, 20.0% CBOE BXM
10/01/2015	04/30/2016	43.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 20.0% Blmbg. U.S. Universal Index, 15.0% CBOE BXM, 10.0% CPI +3%
01/01/2014	09/30/2015	48.0% Russell 3000 Index, 12.0% MSCI AC World ex USA Index, 20.0% Blmbg. U.S. Universal Index, 10.0% CBOE BXM, 10.0% CPI +3%
03/01/2013	12/31/2013	40.0% Russell 3000 Index, 10.0% MSCI AC World ex USA Index, 17.0% Blmbg. U.S. Universal Index, 33.0% ICE BofA 3 Month U.S. T-Bill
08/01/2012	02/28/2013	20.0% Russell 3000 Index, 7.0% MSCI AC World ex USA Index, 18.0% Blmbg. U.S. Universal Index, 55.0% ICE BofA 3 Month U.S. T-Bill
10/01/2007	07/31/2012	53.0% Russell 3000 Index, 17.0% MSCI AC World ex USA Index, 30.0% Blmbg. U.S. Universal Index
04/01/2006	09/30/2007	35.0% Russell 3000 Index, 15.0% MSCI AC World ex USA Index, 50.0% Blmbg. U.S. Universal Index
01/01/2005	03/31/2006	35.0% Russell 3000 Index, 50.0% Blmbg. U.S. Aggregate Index, 15.0% MSCI AC World ex USA Index
04/01/1998	12/31/2004	20.0% Russell 1000 Value Index, 10.0% Russell 1000 Index, 5.0% Russell Midcap Index, 50.0% Blmbg. U.S. Aggregate Index, 15.0% MSCI EAFE (Net)
01/01/1978	03/31/1998	40.0% S&P 500 Index, 55.0% Blmbg. U.S. Aggregate Index, 5.0% FTSE 3 Month T-Bill

Benchmark History		
From Date	**To Date**	**Benchmark**
Domestic Equity		
01/01/2005	Present	100.0% Russell 3000 Index
04/01/1998	12/31/2004	57.1% Russell 1000 Value Index, 28.6% Russell 1000 Index, 14.3% Russell Midcap Index
09/01/1988	03/31/1998	100.0% S&P 500 Index
International Equity		
01/01/2005	Present	100.0% MSCI AC World ex USA (Net)
01/01/1998	12/31/2004	100.0% MSCI EAFE Index
Fixed Income & Credit		
01/01/2025	Present	100.0% Blmbg. U.S. Aggregate Index
04/01/2006	12/31/2024	100.0% Blmbg. U.S. Universal Index
01/01/1976	03/31/2006	100.0% Blmbg. U.S. Aggregate Index
Crisis Risk Offset		
01/01/2023	Present	33.3% SG Trend Index, 33.3% SG Multi Alternative Risk Premia Index, 33.3% Blmbg. U.S. Government: Long Term Bond Index
08/01/2018	12/31/2022	100.0% SG Multi Alternative Risk Premia Index
Cash		
03/01/2011	Present	FTSE 3 Month T-Bill

Manager Monitoring / Probation Status

Managers on Watch / Probation Status

Manager & Strategy	Concern Triggering Watch Status	Date of Corrective Action[1]	Months Since Placement	Performance[2] Since Placement	Peer Group Rank Since Placement
Versor Trend Following	Organization / Performance	9/27/2023	27	-13.3	N/A
Benchmark: SG Trend Index	--	--	--	*-0.1*	--

Breach of Quantitative Monitoring Criteria

- As of December 31, 2025, EARNEST Mid Cap partially breached the medium- and long-term monitoring criteria as its rolling 3-year excess return and 5-year value relative ratio (VRR)[4] dropped below their respective criterion thresholds over the prior six months consecutively. There is no other concerns for the manager or the strategy.
- All other public equity and fixed income managers pass the quantitative monitoring criteria.

Investment Manager Monitoring: Quantitative Criteria[3]

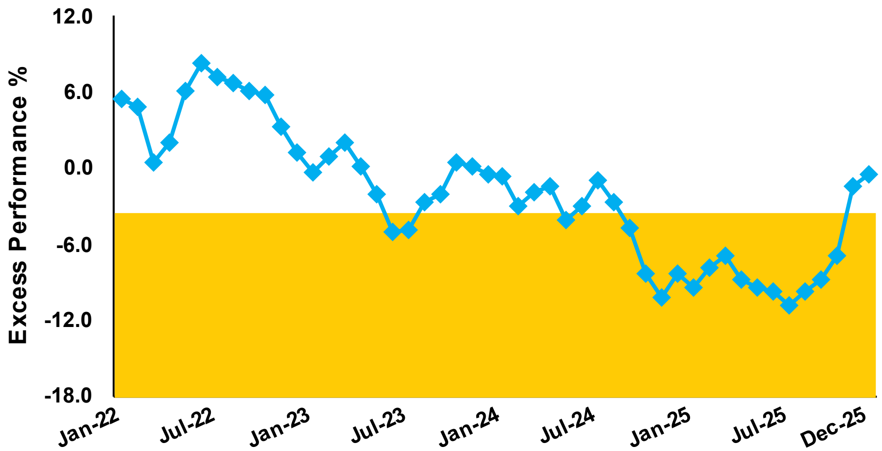
Investment managers are evaluated on ongoing and periodic basis using both quantitative performance criteria and qualitative aspects of the managers. The quantitative criteria for the public equity and fixed income asset classes are as follows:

Asset Class	Short-term (Rolling 12 months)	Medium-term (Rolling 36 months)	Long-term (60+ months)
Active US Equity	Fund return < benchmark return by 3.5%	Annualized fund return < benchmark return by 1.75% for 6 consecutive months	VRR[4] < 0.97 for 6 consecutive months
Active Non-US Equity	Fund return < benchmark return by 4.5%	Annualized fund return < benchmark return by 2.0% for 6 consecutive months	VRR < 0.97 for 6 consecutive months
Fixed Income	Fund return < benchmark return by 1.5%	Annualized fund return < benchmark return by 1.0% for 6 consecutive months	VRR < 0.98 for 6 consecutive months

The following pages illustrate the public equity and fixed income managers' performance against these quantitative criteria. Managers with less than one year of performance history are omitted.

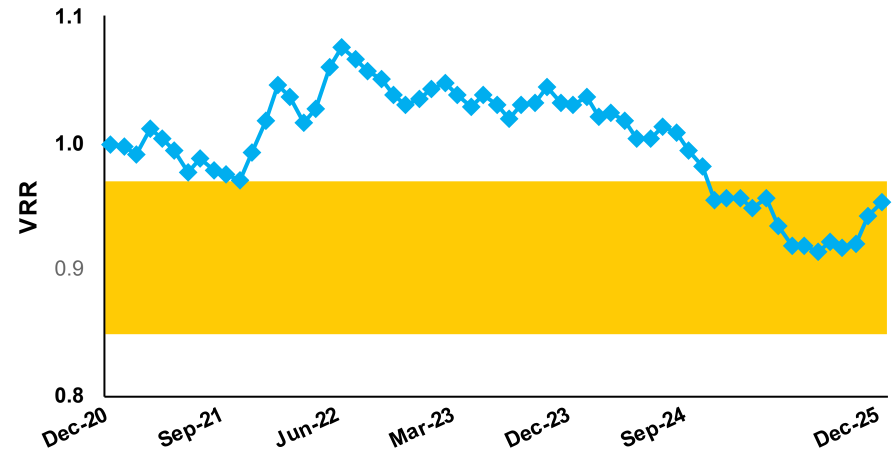
[1] Date when the Board voted to either monitor a manager at a heightened level or place it on probation.
[2] Performance Since Placement starts at the beginning of the full month following the date of corrective action. Performance shown is net of fees and annualized after one year mark.
[3] Per Investment Policy Statement and Manager Guidelines ("IPS"), Revised 10/29/2025, section H. Currently, only domestic (US) equity, international (non-US) equity, and fixed income have stated quantitative monitoring criteria in the IPS. Though the passive international equity asset class has a set of monitoring criteria, it is omitted here as there is no current passive international equity investment in the portfolio.
[4] VRR (Value Relative Ratio) is calculated as manager cumulative return/ benchmark cumulative return.

Short Term - Rolling 12-Month Excess Return



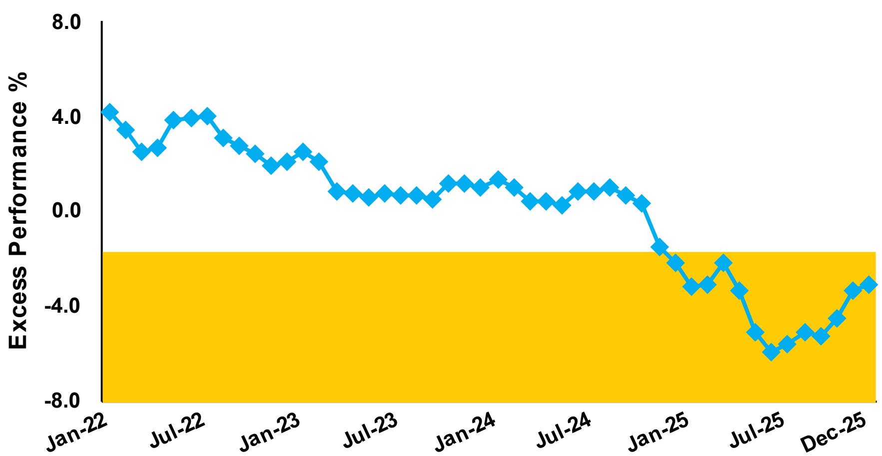
Probationary Threshold: EARNEST Partners underperforming the benchmark (Russell Midcap Index) by -3.5%.

Long Term - VRR



Probationary Threshold: 5-year Value Relative Ratio (VRR) <0.97 for six consecutive months. VRR is the ratio of the cumulative return of the manager over that of the benchmark.

Medium Term - Rolling 36-Month Excess Return



Probationary Threshold: EARNEST Partners underperforming the benchmark (Russell Midcap Index) by -1.75% for six consecutive months.

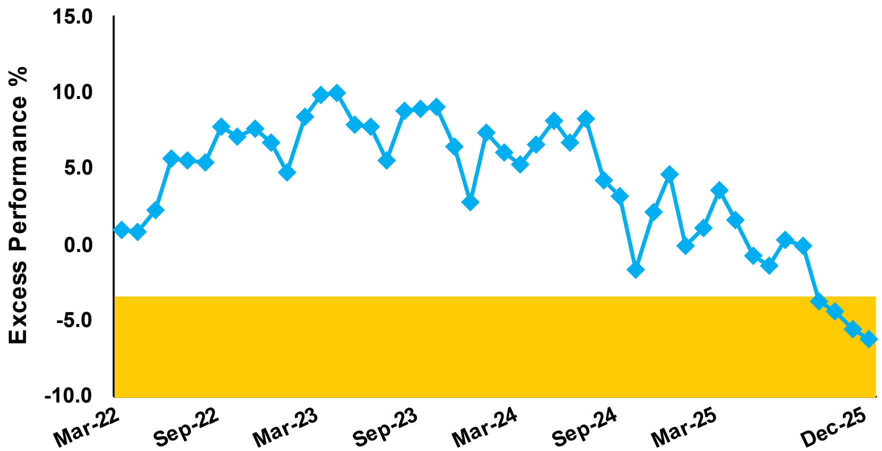
Portfolio Performance Summary

	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
EARNEST Partners	10.3	11.3	7.7
Russell Midcap Index	10.6	14.4	8.7
eV US Mid Cap Core Equity Rank	32	66	67

Monitoring Status

-

Short Term - Rolling 12-Month Excess Return



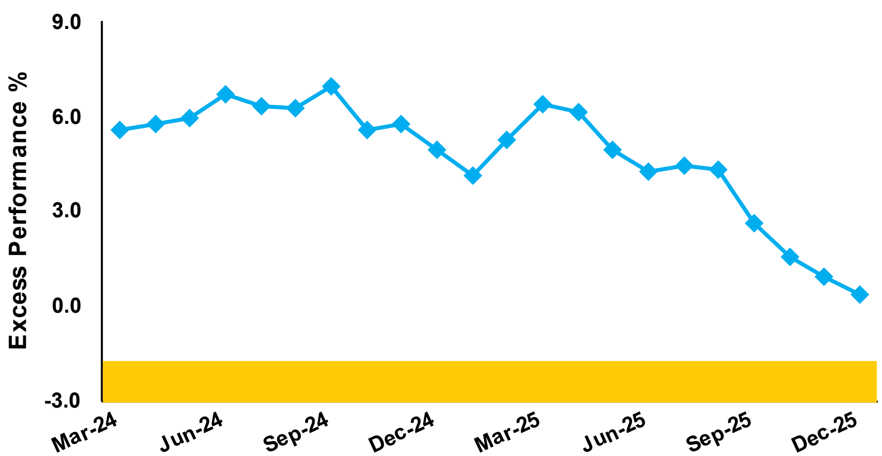
Probationary Threshold: Brown Small Cap Value underperforming the benchmark (Russell 2000 Value Index) by -3.5%.

Long Term - VRR

No data found.

Brown Small Cap Value was incepted in April 2021 and does not have enough history for this monitoring criterion. Probationary Threshold: 5-year Value Relative Ratio (VRR) <0.97 for six consecutive months. VRR is the ratio of the cumulative return of the manager over that of the benchmark.

Medium Term - Rolling 36-Month Excess Return



Probationary Threshold: Brown Small Cap Value underperforming the benchmark (Russell 2000 Value Index) by -1.75% for six consecutive months.

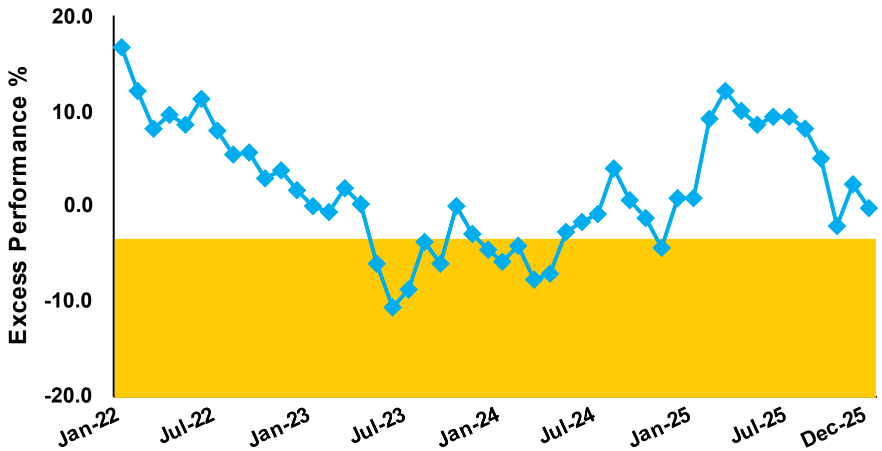
Portfolio Performance Summary

	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Brown Small Cap Value	6.4	12.1	-
Russell 2000 Value Index	12.6	11.7	8.9
eV US Small Cap Value Equity Rank	53	41	-

Monitoring Status

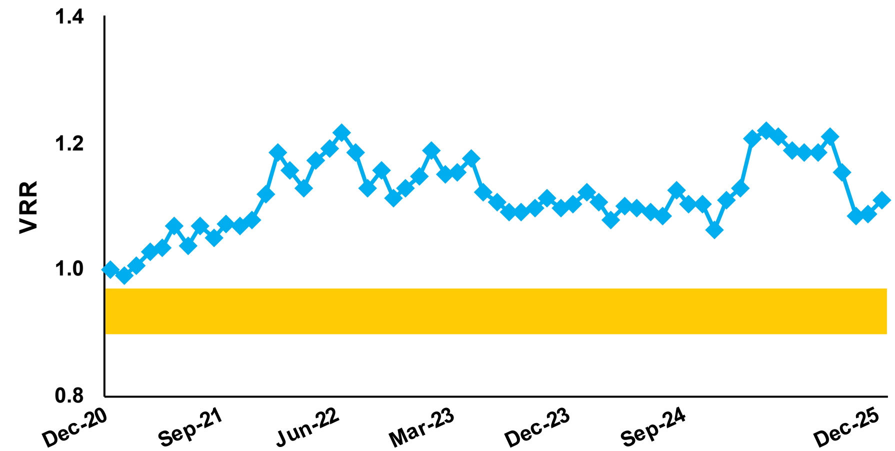
-

Short Term - Rolling 12-Month Excess Return



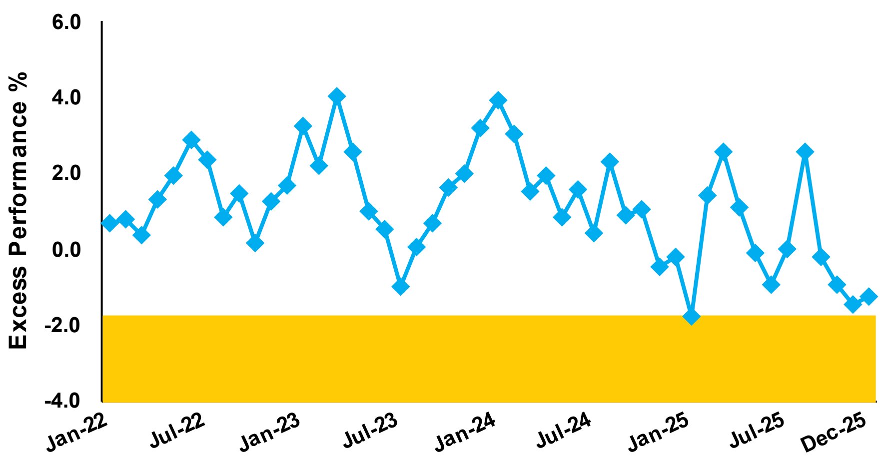
Probationary Threshold: Rice Hall James underperforming the benchmark (Russell 2000 Growth Index) by -3.5%.

Long Term - VRR



Probationary Threshold: 5-year Value Relative Ratio (VRR) <0.97 for six consecutive months. VRR is the ratio of the cumulative return of the manager over that of the benchmark.

Medium Term - Rolling 36-Month Excess Return



Probationary Threshold: Rice Hall James underperforming the benchmark (Russell 2000 Growth Index) by -1.75% for six consecutive months.

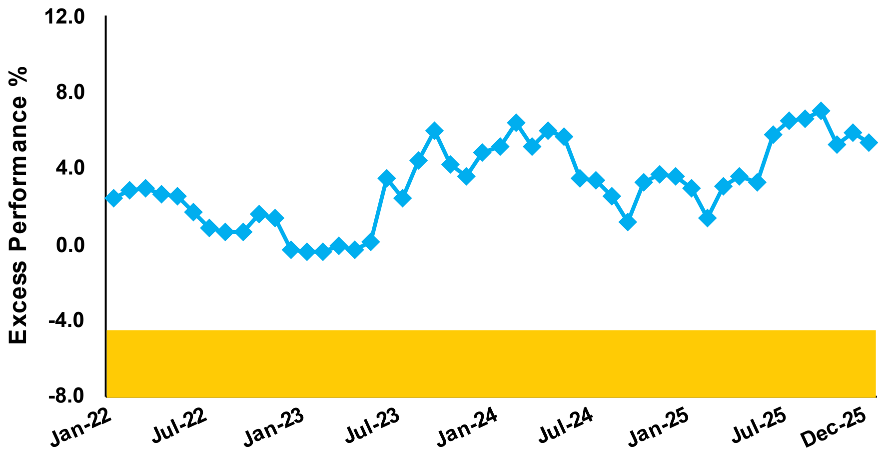
Portfolio Performance Summary

	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Rice Hall James	12.9	14.4	5.4
Russell 2000 Growth Index	13.0	15.6	3.2
eV US Small Cap Growth Equity Rank	28	37	28

Monitoring Status

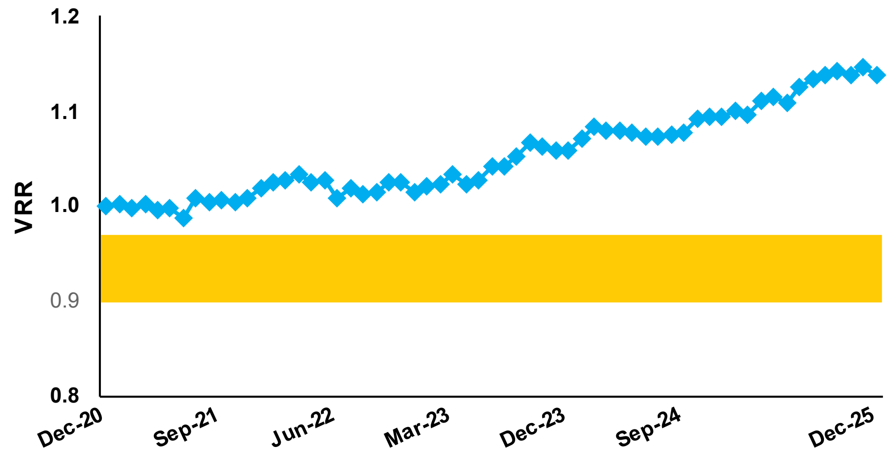
-

Short Term - Rolling 12-Month Excess Return



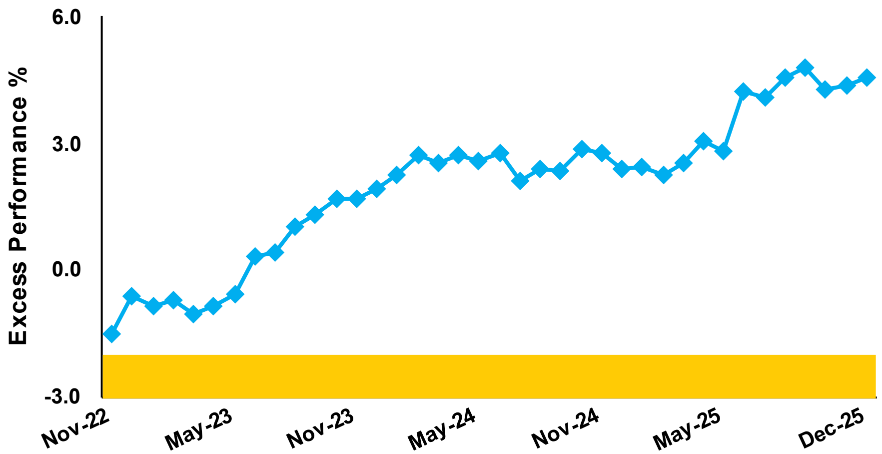
Probationary Threshold: SGA ACWI ex US underperforming the benchmark (MSCI ACWI ex US (Net)) by -4.5%.

Long Term - VRR



Probationary Threshold: 5-year Value Relative Ratio (VRR) <0.97 for six consecutive months. VRR is the ratio of the cumulative return of the manager over that of the benchmark.

Medium Term - Rolling 36-Month Excess Return

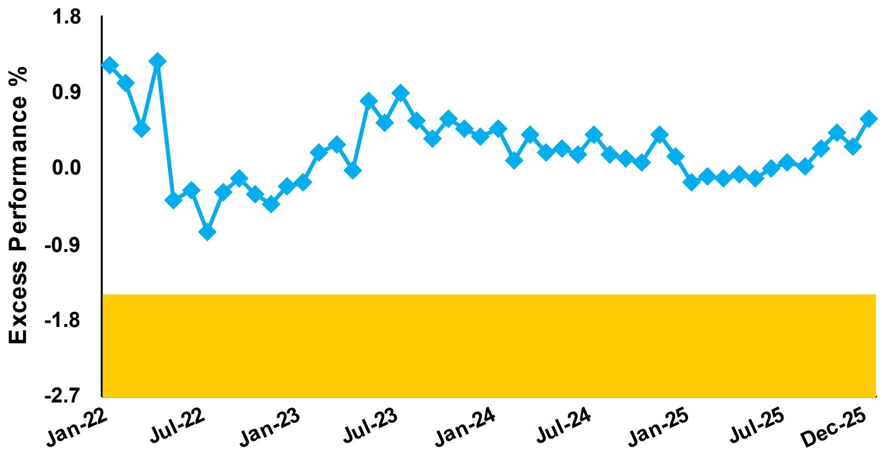


Probationary Threshold: SGA ACWI ex US underperforming the benchmark (MSCI ACWI ex US (Net)) by -2.0% for six consecutive months.

Portfolio Performance Summary	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
SGA ACWI ex US	37.8	21.9	10.8
MSCI ACWI ex US (Net)	32.4	17.3	7.9
eV ACWI ex-US All Cap Core Eq Rank	12	12	13

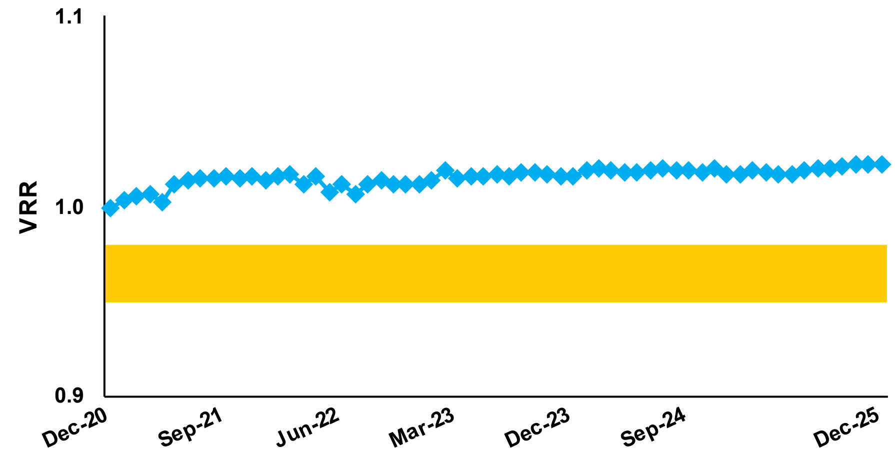
Monitoring Status
-

Short Term - Rolling 12-Month Excess Return



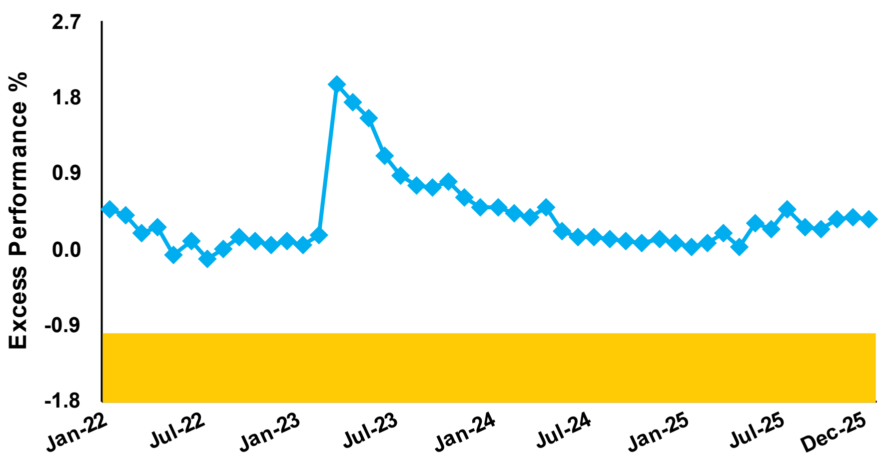
Probationary Threshold: Ramirez Core Fixed Income underperforming the benchmark (Blmbg. U.S. Aggregate Index) by -1.5%.

Long Term - VRR



Probationary Threshold: 5-year Value Relative Ratio (VRR) <0.98 for six consecutive months. VRR is the ratio of the cumulative return of the manager over that of the benchmark.

Medium Term - Rolling 36-Month Excess Return

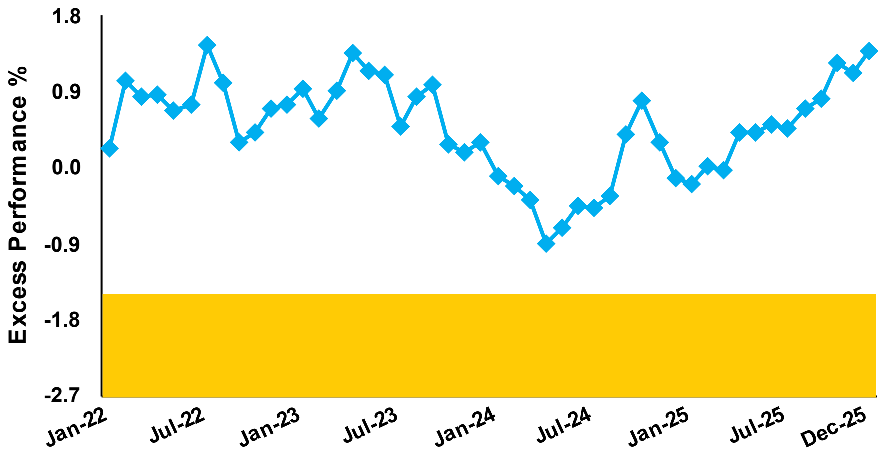


Probationary Threshold: Ramirez Core Fixed Income underperforming the benchmark (Blmbg. U.S. Aggregate Index) by -1.0% for six consecutive months.

Portfolio Performance Summary	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Ramirez Core Fixed Income	7.9	5.0	0.1
Blmbg. U.S. Aggregate Index	7.3	4.7	-0.4
eV US Core Fixed Inc Rank	13	44	22

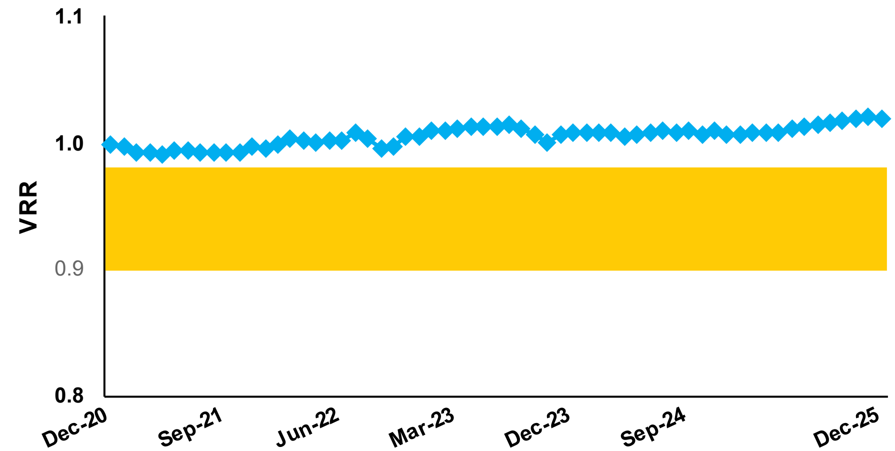
Monitoring Status
-

Short Term - Rolling 12-Month Excess Return



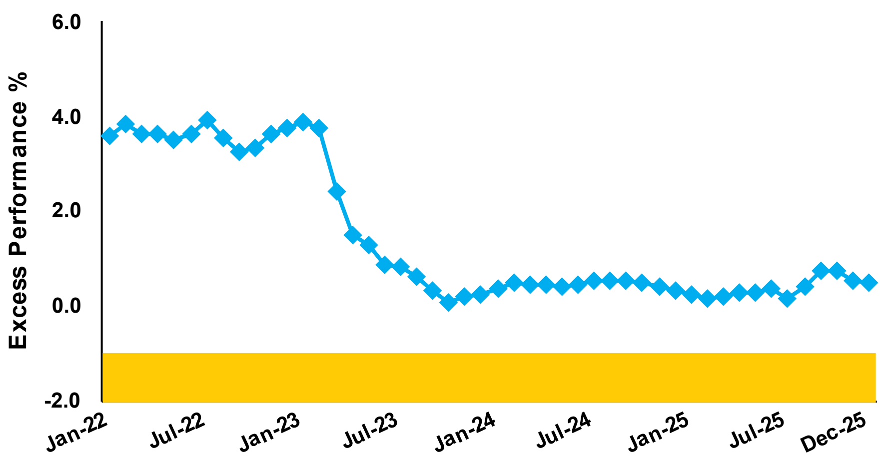
Probationary Threshold: Reams Core Plus underperforming the benchmark (Fixed Income Benchmark (Blend)) by -1.5%.

Long Term - VRR



Probationary Threshold: 5-year Value Relative Ratio (VRR) <0.98 for six consecutive months. VRR is the ratio of the cumulative return of the manager over that of the benchmark.

Medium Term - Rolling 36-Month Excess Return



Probationary Threshold: Reams Core Plus underperforming the benchmark (Fixed Income Benchmark (Blend)) by -1.0% for six consecutive months.

Portfolio Performance Summary	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
Reams Core Plus	8.7	5.7	0.4
Fixed Income Benchmark (Blend)	7.3	5.1	0.0
eV US Core Plus Fixed Inc Rank	8	46	44

Monitoring Status
-

Appendix

Additional Information

Performance Return Types: Performance shown is net of fees, except for OPFRS Total Plan, Domestic Equity, and International Equity Composites, which have a mix of gross and net of fees performance. Performance shown for OPFRS Total Plan and International Equity composite is gross of fees prior to January 2016. Performance shown for Domestic Equity composite is gross of fees prior to January 2017.

Inception Date: Since inception date and performance begin in the month following an investments initial funding.

Fiscal Year: Fiscal year begins on July 1.

Disclaimer, Glossary, and Notes

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PERFORMANCE DATA CONTAINED HEREIN REPRESENT PAST PERFORMANCE. PAST PERFORMANCE IS NO GUARANTEE OF FUTURE RESULTS.

Credit Risk: Refers to the risk that the issuer of a fixed income security may default (i.e., the issuer will be unable to make timely principal and/or interest payments on the security).

Duration: Measure of the sensitivity of the price of a bond to a change in its yield to maturity. Duration summarizes, in a single number, the characteristics that cause bond prices to change in response to a change in interest rates. For example, the price of a bond with a duration of three years will rise by approximately 3% for each 1% decrease in its yield to maturity. Conversely, the price will decrease 3% for each 1% increase in the bond's yield. Price changes for two different bonds can be compared using duration. A bond with a duration of six years will exhibit twice the percentage price change of a bond with a three-year duration. The actual calculation of a bond's duration is somewhat complicated, but the idea behind the calculation is straightforward. The first step is to measure the time interval until receipt for each cash flow (coupon and principal payments) from a bond. The second step is to compute a weighted average of these time intervals. Each time interval is measured by the present value of that cash flow. This weighted average is the duration of the bond measured in years.

Information Ratio: This statistic is a measure of the consistency of a portfolio's performance relative to a benchmark. It is calculated by subtracting the benchmark return from the portfolio return (excess return), and dividing the resulting excess return by the standard deviation (volatility) of this excess return. A positive information ratio indicates outperformance versus the benchmark, and the higher the information ratio, the more consistent the outperformance.

Jensen's Alpha: A measure of the average return of a portfolio or investment in excess of what is predicted by its beta or "market" risk. Portfolio Return- [Risk Free Rate+Beta*(market return-Risk Free Rate)].

Market Capitalization: For a firm, market capitalization is the total market value of outstanding common stock. For a portfolio, market capitalization is the sum of the capitalization of each company weighted by the ratio of holdings in that company to total portfolio holdings; thus it is a weighted-average capitalization. Meketa Investment Group considers the largest 65% of the broad domestic equity market as large capitalization, the next 25% of the market as medium capitalization, and the smallest 10% of stocks as small capitalization.

Market Weighted: Stocks in many indices are weighted based on the total market capitalization of the issue. Thus, the individual returns of higher market-capitalization issues will more heavily influence an index's return than the returns of the smaller market-capitalization issues in the index.

Maturity: The date on which a loan, bond, mortgage, or other debt/security becomes due and is to be paid off.

Prepayment Risk: The risk that prepayments will increase (homeowners will prepay all or part of their mortgage) when mortgage interest rates decline; hence, investors' monies will be returned to them in a lower interest rate environment. Also, the risk that prepayments will slow down when mortgage interest rates rise; hence, investors will not have as much money as previously anticipated in a higher interest rate environment. A prepayment is any payment in excess of the scheduled mortgage payment.

Price-Book Value (P/B) Ratio: The current market price of a stock divided by its book value per share. Meketa Investment Group calculates P/B as the current price divided by Compustat's quarterly common equity. Common equity includes common stock, capital surplus, retained earnings, and treasury stock adjusted for both common and nonredeemable preferred stock. Similar to high P/E stocks, stocks with high P/B's tend to be riskier investments.

Price-Earnings (P/E) Ratio: A stock's market price divided by its current or estimated future earnings. Lower P/E ratios often characterize stocks in low growth or mature industries, stocks in groups that have fallen out of favor, or stocks of established blue chip companies with long records of stable earnings and regular dividends. Sometimes a company that has good fundamentals may be viewed unfavorably by the market if it is an industry that is temporarily out of favor. Or a business may have experienced financial problems causing investors to be skeptical about is future. Either of these situations would result in lower relative P/E ratios. Some stocks exhibit above-average sales and earnings growth or expectations for above average growth. Consequently, investors are willing to pay more for these companies' earnings, which results in elevated P/E ratios. In other words, investors will pay more for shares of companies whose profits, in their opinion, are expected to increase faster than average. Because future events are in no way assured, high P/E stocks tend to be riskier and more volatile investments. Meketa Investment Group calculates P/E as the current price divided by the I/B/E/S consensus of twelve-month forecast earnings per share.

Quality Rating: The rank assigned a security by such rating services as Fitch, Moody's, and Standard & Poor's. The rating may be determined by such factors as (1) the likelihood of fulfillment of dividend, income, and principal payment of obligations; (2) the nature and provisions of the issue; and (3) the security's relative position in the event of liquidation of the company. Bonds assigned the top four grades (AAA, AA, A, BBB) are considered investment grade because they are eligible bank investments as determined by the controller of the currency.

Sharpe Ratio: A commonly used measure of risk-adjusted return. It is calculated by subtracting the risk free return (usually three-month Treasury bill) from the portfolio return and dividing the resulting excess return by the portfolio's total risk level (standard deviation). The result is a measure of return per unit of total risk taken. The higher the Sharpe ratio, the better the fund's historical risk adjusted performance.

STIF Account: Short-term investment fund at a custodian bank that invests in cash-equivalent instruments. It is generally used to safely invest the excess cash held by portfolio managers.

Standard Deviation: A measure of the total risk of an asset or a portfolio. Standard deviation measures the dispersion of a set of numbers around a central point (e.g., the average return). If the standard deviation is small, the distribution is concentrated within a narrow range of values. For a normal distribution, about two thirds of the observations will fall within one standard deviation of the mean, and 95% of the observations will fall within two standard deviations of the mean.

Style: The description of the type of approach and strategy utilized by an investment manager to manage funds. For example, the style for equities is determined by portfolio characteristics such as price-to-book value, price-to-earnings ratio, and dividend yield. Equity styles include growth, value, and core.

Tracking Error: A divergence between the price behavior of a position or a portfolio and the price behavior of a benchmark, as defined by the difference in standard deviation.

Yield to Maturity: The yield, or return, provided by a bond to its maturity date; determined by a mathematical process, usually requiring the use of a "basis book." For example, a 5% bond pays $5 a year interest on each $100 par value. To figure its current yield, divide $5 by $95—the market price of the bond—and you get 5.26%. Assume that the same bond is due to mature in five years. On the maturity date, the issuer is pledged to pay $100 for the bond that can be bought now for $95. In other words, the bond is selling at a discount of 5% below par value. To figure yield to maturity, a simple and approximate method is to divide 5% by the five years to maturity, which equals 1% pro rata yearly. Add that 1% to the 5.26% current yield, and the yield to maturity is roughly 6.26%.

$$\frac{\text{5\% (discount)}}{\text{5 (yrs. to maturity)}} = \begin{array}{l}\text{1\% pro rata, plus}\\ \text{5.26\% (current yield)}\end{array} = \text{6.26\% (yield to maturity)}$$

Yield to Worst: The lowest potential yield that can be received on a bond without the issuer actually defaulting. The yield to worst is calculated by making worst-case scenario assumptions on the issue by calculating the returns that would be received if provisions, including prepayment, call, or sinking fund, are used by the issuer.

NCREIF Property Index (NPI): Measures unleveraged investment performance of a very large pool of individual commercial real estate properties acquired in the private market by tax-exempt institutional investors for investment purposes only. The NPI index is capitalization-weighted for a quarterly time series composite total rate of return.

NCREIF Fund Index - Open End Diversified Core Equity (NFI-ODCE): Measures the investment performance of 28 open-end commingled funds pursuing a core investment strategy that reflects funds' leverage and cash positions. The NFI-ODCE index is equal-weighted and is reported gross and net of fees for a quarterly time series composite total rate of return.

Sources: Investment Terminology, International Foundation of Employee Benefit Plans, 1999.
The Handbook of Fixed Income Securities, Fabozzi, Frank J., 1991

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Throughout this report, numbers may not sum due to rounding.

Returns for periods greater than one year are annualized throughout this report.

Values shown are in millions of dollars, unless noted otherwise.

CITY OF OAKLAND

AGENDA REPORT

TO: Oakland Police & Fire Retirement System (PFRS) Board of Administration

FROM: Téir Jenkins
Operations & Investment Manager

SUBJECT: PFRS Board of Administration Agenda Pending List

DATE: February 25, 2026

	SUBJECT	**MEETING DATE**	**STATUS**
1	ANNUITY CONTRACT	TBD	ONGOING

Respectfully submitted,

Téir Jenkins
Operations & Investment Manager
Oakland Police & Fire Retirement System