



CITY OF OAKLAND
**POLICE & FIRE
RETIREMENT SYSTEM**

2025
ANNUAL REPORT

FISCAL YEAR ENDED JUNE 30, 2025

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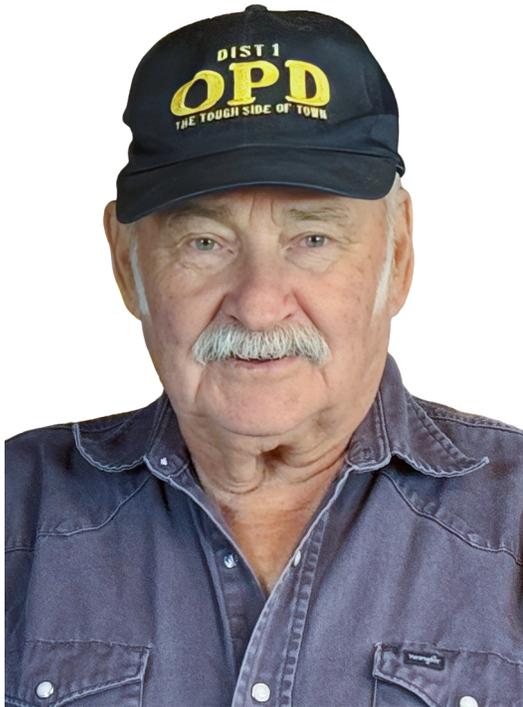
IN MEMORIAM

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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,

A handwritten signature in black ink that reads "Walter L. Johnson, Sr." in a cursive script.

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



Jaime T. Godfrey
Vice President
Bank Representative



Walter L. Johnson, Sr.
President
Community Representative



John C. Speakman
Fire Department Representative



R. Steven Wilkinson
Insurance Representative

Plan Administrator

David F. Jones
Treasury Administrator

Legal Advisor, City of Oakland

Selia Warren
Supervising Deputy City Attorney



Martin J. Melia
Alternating Fire/Police Department Representative

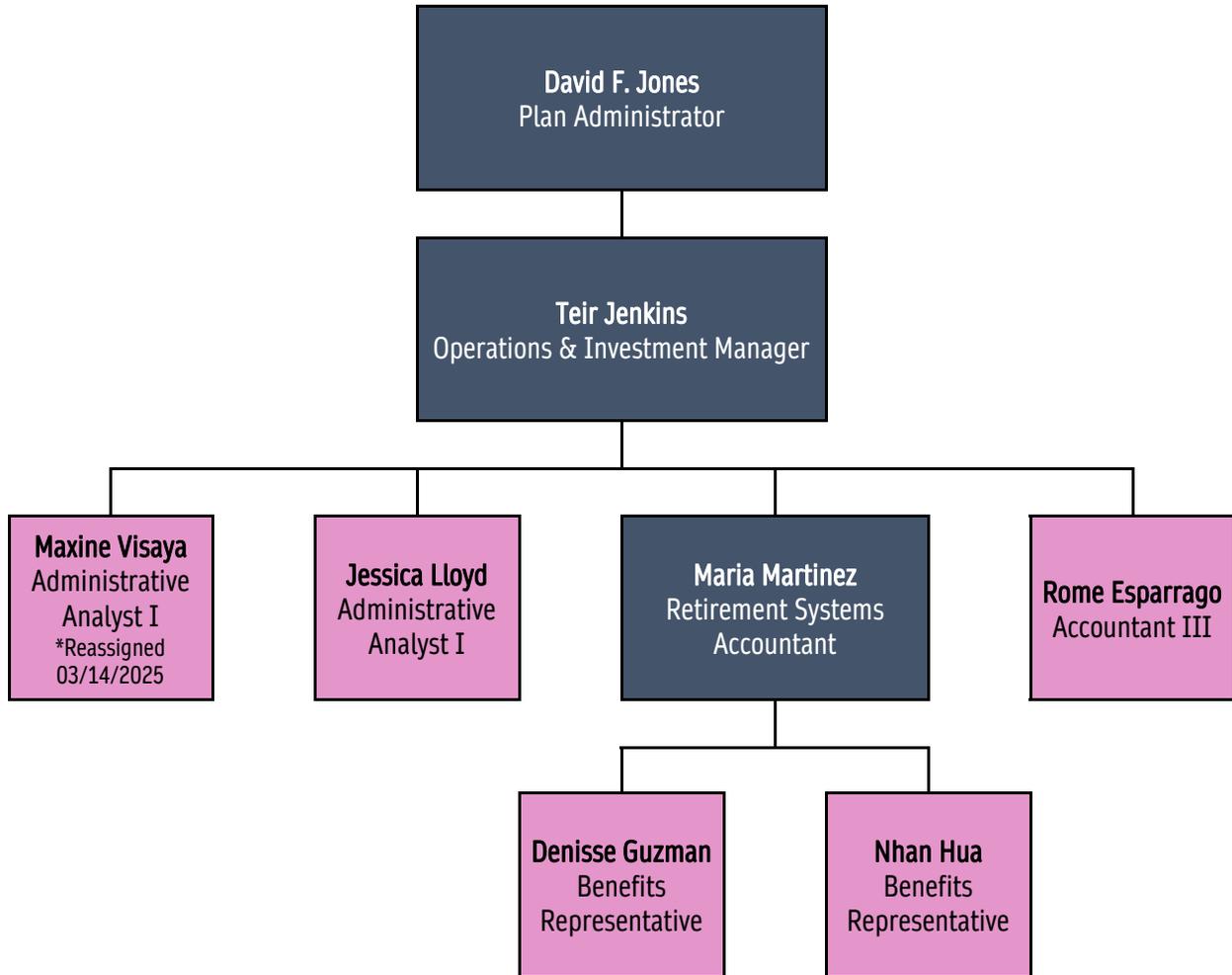


Robert W. Nichelini
Police Representative



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 \(PFRS\) \(oaklandca.gov\)](http://oaklandca.gov)

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FINANCIAL



KENT C. SETTLES

ENGINEER

SERVED WITH OAKLAND FIRE DEPARTMENT

MARCH 1975 – MARCH 1996



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Independent Auditor's Report

Years Ended June 30, 2025 and 2024



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.

Macias Gini & O'Connell LLP
2121 N. California Boulevard, Suite 750
Walnut Creek, CA 94596

www.mgocpa.com

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%.

Management's Discussion & Analysis (Unaudited)

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.

Management's Discussion & Analysis (Unaudited)

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				
	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	<u>522,965,087</u>	<u>492,689,969</u>	<u>30,275,118</u>	6.1%
Total Assets	<u>606,422,527</u>	<u>513,427,895</u>	<u>92,994,632</u>	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	<u>45,681,391</u>	<u>41,496,609</u>	<u>4,184,782</u>	10.1%
Total liabilities	<u>129,769,468</u>	<u>63,420,126</u>	<u>66,349,342</u>	104.6%
Net Position				
Restricted for pensions	<u>\$ 476,653,059</u>	<u>\$ 450,007,769</u>	<u>\$ 26,645,290</u>	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.

Management's Discussion & Analysis (Unaudited)

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	<u>553</u>	<u>85,675,172</u>	<u>553</u>	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	<u>1,847,754</u>	<u>1,696,205</u>	<u>151,549</u>	8.9%
Total deductions	<u>51,131,700</u>	<u>51,797,847</u>	<u>(666,147)</u>	-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	<u>416,130,444</u>	<u>416,130,444</u>	<u>33,877,325</u>	8.1%
End of year	<u>\$ 450,007,769</u>	<u>\$ 450,007,769</u>	<u>\$ 26,645,290</u>	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%.

Management's Discussion & Analysis (Unaudited)

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	<u>492,689,969</u>	<u>458,166,392</u>	<u>34,523,577</u>	7.5%
Total Assets	<u>513,427,895</u>	<u>482,880,544</u>	<u>30,547,351</u>	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	<u>41,496,609</u>	<u>40,693,027</u>	<u>803,582</u>	2.0%
Total liabilities	<u>63,420,126</u>	<u>66,750,100</u>	<u>(3,329,974)</u>	-5.0%
Net Position				
Restricted for pensions	<u>\$ 450,007,769</u>	<u>\$ 416,130,444</u>	<u>\$ 33,877,325</u>	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.

Management's Discussion & Analysis (Unaudited)

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 ADDITIONAL 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	\$ <u>10,411,707</u>	\$ <u>10,389,721</u>
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	<u>155,291</u>	<u>173,465</u>
Total Receivables	<u>73,045,733</u>	<u>10,348,205</u>
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	<u>45,688,733</u>	<u>42,204,854</u>
Total Investments	<u>522,965,087</u>	<u>492,689,969</u>
Total Assets	<u>606,422,527</u>	<u>513,427,895</u>
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	<u>45,681,391</u>	<u>41,496,609</u>
Total Liabilities	<u>129,769,468</u>	<u>63,420,126</u>
Net Position Restricted for Pensions	\$ <u><u>476,653,059</u></u>	\$ <u><u>450,007,769</u></u>

See accompanying notes to the basic financial statements.

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	<u>(1,487,179)</u>	<u>(1,453,576)</u>
Securities Lending Income:		
Securities Lending Earnings	2,344,680	2,614,649
Securities Lending Expenses, Net of Rebates	<u>(2,247,734)</u>	<u>(2,499,059)</u>
Net Securities Lending Income	96,946	115,590
Net Investment Income	<u>\$ 42,931,437</u>	<u>44,912,172</u>
Claims & Settlements	<u>553</u>	<u>-</u>
Total Additions	<u>77,776,990</u>	<u>85,675,172</u>
Deductions		
Benefits to Members and Beneficiaries:		
Retirement	29,363,826	30,070,391
Disability	18,411,406	18,562,046
Death	<u>1,508,714</u>	<u>1,469,205</u>
Total Benefits to Members and Beneficiaries	49,283,946	50,101,642
Administrative Expenses	<u>1,847,754</u>	<u>1,696,205</u>
Total Deductions	<u>51,131,700</u>	<u>51,797,847</u>
Change in Net Position	\$ 26,645,290	\$ 33,877,325
Net Position Restricted for Pensions		
Beginning of Year	<u>450,007,769</u>	<u>416,130,444</u>
End of Year	<u>\$ 476,653,059</u>	<u>\$ 450,007,769</u>

See accompanying notes to the basic financial statements.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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.

a) 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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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).

b) 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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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:

Asset Class	Target Allocation	
	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.

e) 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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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

Recurring Fair Value Measurements As of June 30, 2025				
	<u>Level One</u>	<u>Level Two</u>	<u>Level Three</u>	<u>Total</u>
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	<u>\$ 158,474,305</u>	<u>\$ 111,952,078</u>	<u>\$ 23,599</u>	<u>\$ 270,449,982</u>
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				<u>252,515,105</u>
Total investments measured at fair value				<u>\$ 522,965,087</u>

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

Recurring Fair Value Measurements As of June 30, 2024				
	<u>Level One</u>	<u>Level Two</u>	<u>Level Three</u>	<u>Total</u>
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	<u>\$ 162,703,071</u>	<u>\$ 107,599,223</u>	<u>\$ 83,318</u>	<u>\$ 270,385,612</u>
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				<u>222,304,357</u>
Total investments measured at fair value				<u>\$ 492,689,969</u>

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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			
	<u>June 30, 2024</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
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	<u>\$ 252,515,105</u>	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			
	<u>June 30, 2024</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
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	<u>\$ 222,304,357</u>		

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

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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		2024	
	Fair Value	Modified Duration (Years)	Fair Value	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	2025		2024	
	Fair Value	Modified Duration (Years)	Fair Value	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	<u>60,296,697</u>		<u>64,429,817</u>	
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	<u>\$ 175,168,168</u>	6.67	<u>\$ 133,574,652</u>	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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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%

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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				
Investment Type	2025		2024	
	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

S&P / Moody's/Fitch Rating	2025		2024	
	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	100.0%

* 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

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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		
Foreign Currency	Fair Value	
	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

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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	\$ <u>45,681,391</u>	<u>17,221,881</u>	\$ <u>62,903,272</u>

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	\$ <u>41,496,609</u>	<u>12,569,132</u>	\$ <u>54,065,741</u>

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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	<u>\$ 1,920,000</u>	<u>\$ 141,212</u>	<u>\$ 68,847</u>

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	<u>\$ 41</u>	<u>\$ (367,358)</u>	<u>\$ (96,989)</u>

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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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

Derivative Interest Rate Risk as of June 30, 2024			
Derivative Type / Contract	Fair Value	Maturities	
		Less than 1 Year	1-5 years
Options			
Equity Contracts	\$ (367,358)	(367,358)	\$ -
Total	<u>\$ (367,358)</u>	<u>\$ (367,358)</u>	<u>\$ -</u>

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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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%

a) 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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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:

Asset Class	Long-Term Expected Real Rate of Return	
	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.

Notes to the Basic Financial Statements

Years Ended June 30, 2025 and 2024

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.

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

6. Reserves

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)										
	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017*</u>	<u>2016*</u>
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	<u>\$ 34.8</u>	<u>\$ 40.8</u>	<u>\$ 32.7</u>	<u>\$ 43.8</u>	<u>\$ 43.6</u>	<u>\$ 43.4</u>	<u>\$ 44.8</u>	<u>\$ 44.9</u>	\$ -	\$ -
Contribution deficiency/(excess)	<u>\$ -</u>	<u>N/A</u>	<u>N/A</u>							
Covered payroll	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions as a percentage of covered payroll	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 2016-2017, based on the City's funding policy .

Schedule of Investment Returns (Unaudited)										
	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
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	6/30/2019	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
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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Investment Consultant's Report



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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 Portfolio¹	10.1	9.8	8.1
<i>Policy Benchmark²</i>	<i>9.8</i>	<i>10.9</i>	<i>8.2</i>
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.

List of Investment Professionals

Domestic Equity Managers

Brown Advisory
Earnest Partners
Northern Trust Investments
Rice Hall James and Associates

Fixed Income Managers

Polen Capital Credit
Ramirez Asset Management
Reams Asset Management
Wellington Management

International Equity Managers

Strategic Global Advisors

Investment Consultant

Meketa Investment Group

Covered Calls

Parametric Portfolio Associates

Custodian

Northern Trust

Crisis Risk Offset

Kepos Capital
Versor Investments

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

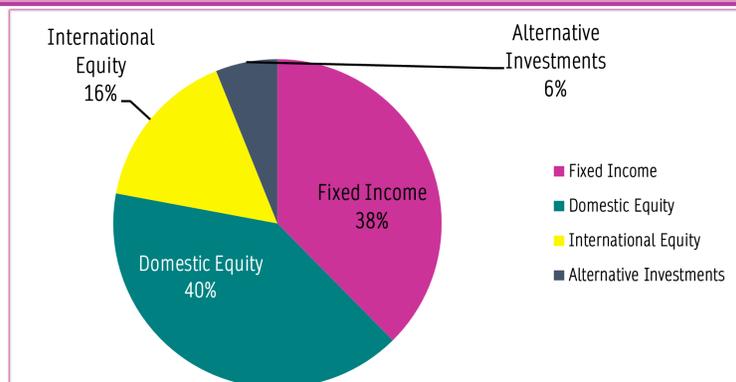
Note: The above schedules do not reflect holdings in index funds. A complete list is available upon request.

Investments by Manager/Exchange-Traded Funds (ETF)

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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Actuary's Certification Letter



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)

Actuarial Certification

January 16, 2026

Page 2

- 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



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.

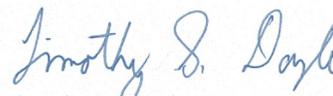
Cheiron's reports were prepared solely for the Plan for the purposes described herein, except that the Plan and its auditors may rely on these reports solely for the purpose of completing an audit related to the matters herein. Other users of these reports are not intended users as defined in the Actuarial 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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Associate Actuary
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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			
<small>(Based on Salary Increases for Rank at Retirement)</small>			
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

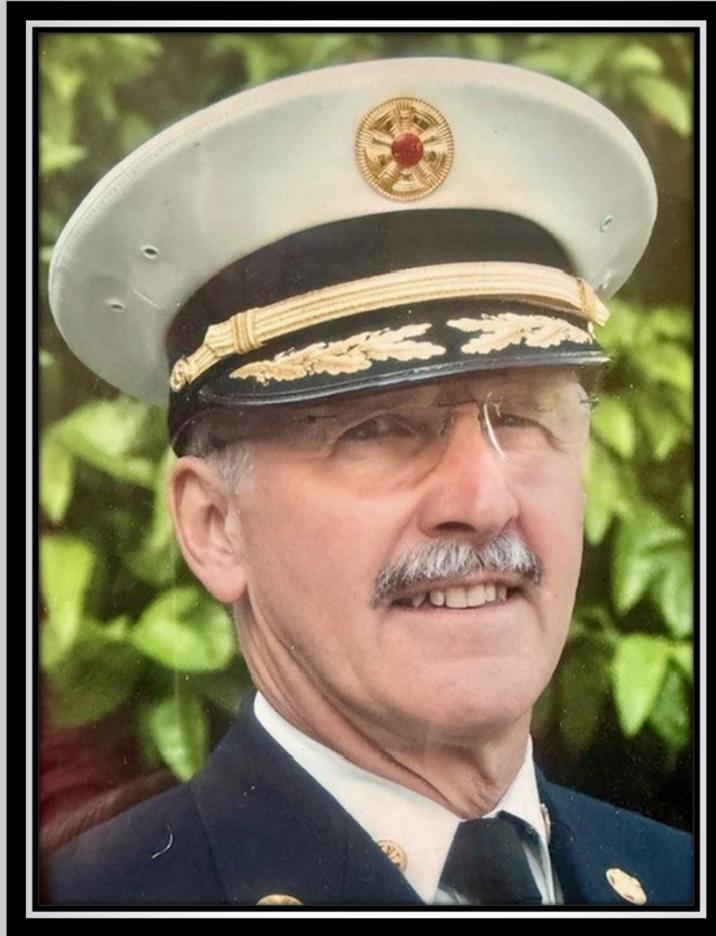
Membership Information

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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