



**Minutes of the Meeting
of the Board of Trustees of the
Fire and Police Retiree Health Care Fund, San Antonio
March 24, 2025**

PRESENT: Frank Gutierrez, Fire Department Retiree Representative;
Chris Lutton, Police Department Representative;
Mike Despres, Retired Police Representative;
Steve Carse, Fire Department Representative;
Doug Berry, Fire Department Representative; and
Jason Sanchez, Police Department Representative.

ABSENT: Councilperson Marc Whyte, City of San Antonio;
Councilperson Melissa Cabello Havrda, City of San Antonio; and
Mayoral Appointee Tom Silliman, City of San Antonio.

OTHERS James Bounds, Executive Director, and Cecilia Puga, Retiree Health Care;
PRESENT: Frank Burney & Brendon Barber, Martin & Drought, P.C.;
Melanie Keeton, and District 6 Representative, COSA;
Charlie Ricketts and, Michael Trainer, Retirees Association, and
Keith Crusis, Retired Fire Fighter.

At 10:01 a.m., Chair Berry called the meeting to order. The roll was called, and a quorum was declared present. The minutes from the meetings held on February 18, 2025, February 19, 2025, February 20, 2025 and February 24, 2025, were reviewed and unanimously approved upon motion by Trustee Sanchez and second by Trustee Despres.

EXECUTIVE

SESSION: The Board went into Executive Session at 10:30 a.m. to discuss legal issues regarding litigation and benefits with counsel. The Executive Session adjourned at 11:40 a.m.

**MEMBERS
TO BE**

HEARD: Mr. Crusis asked why the Fund did not have on-line communications (Mr. Bounds noted that the Fund should have on-line connectivity in early fall). Mr. Ricketts expressed his appreciation for proactive work by Retired Fire and Police Trustees.

**ACTION
ITEMS:**

1. Investments: All rebalancing that was approved in February has been completed.

2. Personnel/ Audit: Signed engagement letter for audit has been approved with Garza, Gonzales.
3. Benefits:
 - a. Plan Document: Ms. Puga reviewed proposed plan amendments regarding list of eligibility documents and requirements and prescription coverage to be voted on at the next meeting.
4. Legislative:
 - a. 2025 Legislative Proposals: Mr. Burney and Chair Carse reported on the activity with Bills HB 3594 and SB2318. Expected referral of the bills to Committees should occur in next two weeks.
5. Administrative Report:
 - a. Expenses: Mr. Bounds presented the expenditures for the Fund. Upon motion by Trustee Despres and second by Trustee Gutierrez, a list of expenses and claims and the Financial Report were unanimously approved by the Board.
 - b. Strategic Business Planning Committee Meeting: None.
 - c. Proposed Election Schedule: Mr. Bounds reviewed the proposed election schedule for Active Police, Active Fire, and Retired Police on August 27, 2025. Upon motion by Trustee Carse and second by Trustee Gutierrez, the proposed Election Schedule for Trustees was unanimously approved.
6. Consultant Report:
 - a. Legal: Initiation of litigation against WelldyneRx, a Florida LLC, for default and breach of PBM Service Agreement with the Health Fund. Upon motion by Trustee Sanchez and second by Trustee Carse, the Board unanimously approved the engagement of Robert Klausner as Florida counsel in connection with the initiation of litigation against Welldyne under the Pharmacy Benefits Manager Agreement.
7. Educational Opportunities:

Upon motion by Trustee Despres and second by Trustee Carse, the Board approved attendance at any of the following educational opportunities:

- IFEBP: Health Care Management Conference, April 28-29, 2025

- IFEBP: Investments Institute, April 30- May 1, 2025
- Constitution: 2025 Limited Partners Annual Meeting, May 19-24, 2025

8. Next Meeting: The next regularly scheduled meeting will be April 28, 2025 at 10:00 a.m.

ADJOURNMENT: There being no further business, a motion was made by Trustee Gutierrez and second by Trustee Despres that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 11:43 a.m.

Enclosures

- Financial Statement
- List of approved claims and expenses
- Agenda
- Minutes (February 18, 2025, February 19, 2025, February 20, 2025, and February 24, 2025)
- Trustee Election Schedule

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CERTIFIED AGENDA OF CLOSED MEETING

HEALTH FUND

I, DOUG BERRY, THE PRESIDING OFFICER OF HEALTH FUND, CERTIFY THAT THIS DOCUMENT ACCURATELY REFLECTS ALL SUBJECTS CONSIDERED IN AN EXECUTIVE SESSION OF THE SPECIAL BOARD MEETING CONDUCTED ON MARCH 25, 2025.

1. The executive session began with the following announcement by the presiding officer: "Health Fund is now in executive session March 25, 2025 at 10:30 a.m."
2. SUBJECT MATTER OF EACH DELIBERATION:
 - Discussions with attorney relating to his or her advice on legal matters related to any matter in which the duty of the attorney to Health Fund under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act; and
 - Discussions regarding legislative, contractual, litigation and benefit issues.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on March 25, 2025 at 11:40 a.m."

Presiding Officer

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AGENDA
BOARD OF TRUSTEES MEETING
FIRE AND POLICE RETIREE HEALTH CARE FUND
LOCATED AT 11603 W. COKER LOOP, SUITE 210, SAN ANTONIO, TX 78216
Monday, March 24, 2025-10:00 a.m.

Members of the public may provide comment on any Agenda item, consistent with procedural rules governing the Board meetings and state law. Public comments may be provided as follows:

- a. Written: Submit written comments, along with name and address, by emailing them to Leticia Deleon at ldeleon@thefundsa.org by 12:00 p.m. on the day before the meeting. Comments will be read into the record during the designated time on the agenda.
- b. In Person: Speakers shall be given the opportunity to speak at the beginning of the meeting during "Public Comment" for up to 3 minutes (6 minutes if translation is needed).

1. Call to Order:
2. Roll Call: Doug Berry, Frank Gutierrez, Steven Carse, Chris Lutton, Michael Despres, Jason Sanchez, Councilperson Melissa Cabello Havrda, Councilperson Marc Whyte, Tom Silliman.
3. EXECUTIVE SESSION (Discussion only – Closed to Public):

The Board of Trustees may recess the meeting to the public at any time and hold an Executive Session pursuant to the Texas Open Meetings Act, Chapter 551.071, of the Texas Government Code. Such Act provides for Executive Session on any matter to be considered during the meeting as it relates to consultation with attorneys, real property, personnel, and other matters. While any matter on the agenda may also be discussed, these specific matters may be discussed with counsel in Executive Session:

- a. **Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Health Fund in Negotiations with a Third Party;**
- b. **Government Code §551.071 - All Matters Where Health Fund Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas:**
- c. **Pending or Contemplated Litigation including, but not limited to, PBM contractors.**
- d. **Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Health Fund.**
- e. **Government Code 551.078 and .0785: Deliberation Involving Individuals' Medical or Psychiatric Records.**

4. Minutes (Discussion and possible action):

- Board Meeting Minutes for February 18, 2025
- Board Meeting Minutes for February 19, 2025

- Board Meeting Minutes for February 20, 2025
- Board Meeting Minutes for February 24, 2025

5. Public Comment:

6. Committee Reports (discussion and possible action):

a. Investments:

b. Personnel/Audit:

c. Benefits:

- Proposed amendment to the Plan Document

d. Legislative:

- Update on 2025 Legislative Proposals for the Texas Legislature

7. Administrative report (discussion and possible action):

- a. Draft financial reports for February 2025
- b. Discussion of Strategic Business Planning Committee Meeting
- c. Proposed Election Schedule

8. Consultant Reports (discussion and possible action):

a. Legal: Report by Frank Burney

- Initiation of litigation against WelldyneRx, a Florida LLC, for default and breach of PBM Service Agreement with the Health Fund.

9. Educational Opportunities (discussion and possible action):

- IFEBP: Health Care Management Conference
April 28-29, 2025
- IFEBP: Investments Institute
April 30- May 1, 2025
- Constitution: 2025 Limited Partners Annual Meeting
May 19-24, 2025
- Motley Rice: Pension Investor Conference
April 27-29, 2025
- Crow Holdings: 2025 Annual Partners Meeting
April 23-24, 2025

10. Adjournment:

NOTE:

Speakers may address the Board regarding any specific Agenda Item, on any matter related to Fund business, or on matters that are within the scope of the authority and legislative functions of the Board.

Speakers shall be given the opportunity to speak at the beginning of the meeting during "Public Comment" for up to 3 minutes (6 minutes if translation is needed.) Enumerated agenda items are assigned numbers for ease of reference only and will not necessarily be considered by the Board in that order. For those who need assistance due to physical challenges, accommodation can be arranged by contacting James Bounds at 210-494-6500.

F&P Retiree Health Care Fund - Calendar
Statement of Plan Net Assets
February 28, 2025

February 28, 2025 December 31, 2024

ASSETS

Cash - City	\$	0.00	\$	0.00
Cash - Trust		571,439.46		0.00
Leasehold Improvements		43,997,327.72		43,997,327.72
Investments - Trust		602,353,920.54		595,235,289.60
Accrued Interest - Trust		4,389,174.39		3,200,909.98
Pre-paid Expenses		1,357,929.54		50,806.87
		<u>652,669,791.65</u>		<u>642,484,334.17</u>
Total Assets				

LIABILITIES

Claims Payable		7,119,810.11		6,200,510.20
Accounts Payable		1,054,822.90		1,614,762.96
Security Lending Collateral		0.00		0.00
		<u>8,174,633.01</u>		<u>7,815,273.16</u>
Total Liabilities				

Net Assets Held in Trust	\$	<u>644,495,158.64</u>	\$	<u>634,669,061.01</u>
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F&P Retiree Health Care Fund - Calendar
Statement of Changes in Plan Net Assets
For the Two Months Ending February 28, 2025

	Current Month	Current Budget	Year to Date	YTD Budget
Additions				
Contributions:				
City of San Antonio	\$ 4,005,957.33	4,316,666.66	\$ 10,028,860.41	8,633,333.32
Active	2,002,240.68	2,148,166.66	5,013,858.93	4,296,333.32
Retirees less than 30	108,112.56	121,082.32	234,054.32	242,164.64
COBRA	6,648.16	4,166.66	8,234.00	8,333.32
Children	60,550.00	60,583.33	120,050.00	121,166.66
	<u>6,183,508.73</u>	<u>6,650,665.63</u>	<u>15,405,057.66</u>	<u>13,301,331.26</u>
Total Contributions				
Investment Income:				
Interest	186,087.23	320,833.33	465,226.18	641,666.66
Net Appreciation of Inves	(356,628.14)	3,109,999.88	4,342,151.90	6,219,999.76
Other Income	0.00	1,666.66	104,037.28	3,333.32
Less Investment Expense	(30,283.33)	(30,666.42)	(57,116.66)	(61,332.84)
	<u>(200,824.24)</u>	<u>3,401,833.45</u>	<u>4,854,298.70</u>	<u>6,803,666.90</u>
Net Investment Income				
	<u>5,982,684.49</u>	<u>10,052,499.08</u>	<u>20,259,356.36</u>	<u>20,104,998.16</u>
Total Additions				
Deductions				
Members Benefit Paymen	2,476,086.33	4,296,583.32	6,903,554.52	8,593,166.64
COBRA Benefit Payment	232.40	4,166.66	797.53	8,333.32
Children's Benefit Payme	9,547.44	60,583.33	175,798.94	121,166.66
General and Administrati	1,584,292.38	349,499.89	3,362,610.33	698,999.78
	<u>4,070,158.55</u>	<u>4,710,833.20</u>	<u>10,442,761.32</u>	<u>9,421,666.40</u>
Total Deductions				
	<u>1,912,525.94</u>	<u>5,341,665.88</u>	<u>9,816,595.04</u>	<u>10,683,331.76</u>
Net Increase				



**Minutes of the Annual Meeting
of the Board of Trustees of the
Fire and Police Retiree Health Care Fund, San Antonio
February 19, 2025**

PRESENT: Frank Gutierrez, Fire Department Retiree Representative;
Chris Lutton, Police Department Representative;
Mike Despres, Retired Police Representative;
Steve Carse, Fire Department Representative;
Doug Berry, Fire Department Representative;
Jason Sanchez, Police Department Representative; and
Mayoral Appointee Tom Silliman, City of San Antonio.

ABSENT: Councilperson Marc Whyte, City of San Antonio; and
Councilperson Melissa Cabello Havrda, City of San Antonio.

OTHERS PRESENT: James Bounds (Executive Director),
Cecilia Puga and Christine Landolt, Retiree Health Care
Frank Burney, Martin & Drought, P.C.
Representatives of Meketa and Foster & Foster attended.

At 8:45 a.m., Chair Berry called the meeting to order. The roll was called, and a quorum was declared present.

EXECUTIVE

SESSION: The Board went into Executive Session at 1:30 p.m. to discuss litigation issues relating to PBM agreement. The Executive Session adjourned at 2:25 p.m.

**MEMBERS
TO BE**

HEARD: None.

**ACTION
ITEMS:**

1. Presentation by Meketa Investment Group: Meketa provided its analysis on market outlook for 2025. There is some uncertainties in predicting the market as there is no clarity as to the Administration's use of tariffs. Fund investments returned 8.5% for CY24.
 - a. Economic and Market Update
 - b. Fourth Quarter 2024 Review:
 - Executive Summary
 - Retiree Healthcare Fund Summary
 - Fund Detail and Portfolio Reviews

- c. CBRE Real Estate Recommendation:
- d. Asset Allocation Review:
 - Public Equity Returns Analysis
 - 2025 Capital Market Expectations
 - Asset Allocation Policy Options
- e. Private Markets Review
 - Pacing Studies/Deployment of Capital
 - Program Review
- f. 2025 Road map
 - Private Market Manager Search Schedule
- g. Appendices
 - Private Markets Commitment Summary
 - Manager Meeting Summary

On the recommendations of Meketa and motion by Trustee Sanchez with a second by Trustee Carse, the Board unanimously approved small changes to Asset Allocation and Investment Policy (Policy A and J with minor changes per attached).

h. Next Investment Committee Meeting: May 27, 2025 at 1:00 p.m.

- 2. Presentation by Foster & Foster: Actuary with Foster & Foster advised the Board of actual assumptions and timeline for actuary study. Foster & Foster also discussed the performance and problems of Capital RX as new PBM. Board also reviewed PBM 2024 drug usage/discounts.

ADJOURNMENT: There being no further business, a motion was made by Trustee Lutton and second by Trustee Despres that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 4:05 p.m.

Enclosures

- Agenda

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CERTIFIED AGENDA OF CLOSED MEETING

HEALTH FUND

I, DOUG BERRY, THE PRESIDING OFFICER OF HEALTH FUND, CERTIFY THAT THIS DOCUMENT ACCURATELY REFLECTS ALL SUBJECTS CONSIDERED IN AN EXECUTIVE SESSION OF THE ANNUAL BOARD MEETING CONDUCTED ON FEBRUARY 19, 2025.

1. The executive session began with the following announcement by the presiding officer: "Health Fund is now in executive session February 19, 2025 at 1:30 p.m."
2. SUBJECT MATTER OF EACH DELIBERATION:
 - Discussions with attorney relating to his or her advice on legal matters related to any matter in which the duty of the attorney to Health Fund under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act; and
 - Discussions regarding litigation issues relating to PBM Agreement.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on February 19, 2025 at 2:25 p.m."

Presiding Officer

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**REVISED AGENDA/WORKSHOP
BOARD OF TRUSTEES MEETING
FIRE AND POLICE RETIREE HEALTH CARE FUND
575 HYATT LOST PINES RD, CEDAR CREEK, TX 78612
WEDNESDAY FEBRUARY 19, 2025 – 8:00 a.m.**

1. Call to Order:
2. Roll call:
3. EXECUTIVE SESSION (Discussion only – Closed to Public):

The Board of Trustees may close the meeting to the public at any time and hold an Executive Session pursuant to the Texas Open Meetings Act, Chapter 551.071 of the Texas Government Code. Such Act provides for Executive Session on any matter to be considered during the meeting as it relates to consultation with attorneys, real property, personnel and other matters. While any matter on the agenda may also be discussed, these specific matters will be discussed with counsel in Executive Session:

 - a. **Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of the Health Fund in Negotiations with a Third Party;**
 - b. **Government Code §551.071 - All Matters Where the Health Fund Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;**
 - c. **Pending or Contemplated Litigation; including, but not limited to, Welldyne**
 - d. **Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Health Fund.**
4. Presentation by Meketa Investment Group (Discussion and Possible Action):
 - a. Economic and Market Update
 - b. Fourth Quarter 2024 Review
 - Executive summary
 - Retiree Healthcare Fund Summary
 - Fund Detail and Portfolio Reviews
 - c. CBRE Real Estate Recommendation
 - d. Asset Allocation Review
 - Public Equity Returns Analysis
 - 2025 Capital Market Expectations
 - Asset Allocation Policy Options



**Minutes of the Annual Meeting
of the Board of Trustees of the
Fire and Police Retiree Health Care Fund, San Antonio
February 18, 2025**

PRESENT: Frank Gutierrez, Fire Department Retiree Representative;
Chris Lutton, Police Department Representative;
Mike Despres, Retired Police Representative;
Steve Carse, Fire Department Representative;
Doug Berry, Fire Department Representative;
Jason Sanchez, Police Department Representative; and
Mayoral Appointee Tom Silliman, City of San Antonio.

ABSENT: Councilperson Marc Whyte, City of San Antonio;
Councilperson Melissa Cabello Havrda, City of San Antonio; and

OTHERS James Bounds (Executive Director),
PRESENT: Cecilia Puga and Christine Landolt, Retiree Health Care;
Frank Burney, Martin & Drought, P.C.

QUORUM: At 12:26 p.m., Chair Berry called the meeting to order. The roll was called, and a quorum was declared present.

EXECUTIVE

SESSION: The Board went into Executive Session at 2:54 p.m. to discuss legal issues regarding benefit issues for members, contract performance, and possible litigation with its PBM. The Executive Session adjourned at 3:51 p.m.

MEMBERS

TO BE

HEARD: None.

ACTION

ITEMS:

1. Review Board Policies: Board reviewed the following policies:
 - a. Standards of Conduct:
 - b. Education Authorization and Expenses: Mr. Burney commented that an Administrative Services Agreement with COSA may be needed to be negotiated with new back office systems. (2025 IRS Travel Policy reimbursement increased to .70 per mile)

- c. Public Information Policy:
- d. Actuarial Policy: Mr. Burney will forward a copy to Foster & Foster for revisions.
- e. Personnel Policy:
- f. Investment Policy: It will be reviewed with Meketa.

MOTION: The Board reviewed all policies and recommended no changes at this time.

- 2. Review Consultants Contracts: Board reviewed the following contracts:
 - a. Investment Consulting Agreement: Meketa
 - b. Agreement for Custodial Account: Frost Bank – review and update signatures
 - c. Audit: Garza/Gonzales & Associates (December 31, 2024)
 - Proposed Agreement: year to year evergreen with a cap of \$35,000 (including costs for new software).

MOTION: After discussion of contract performance, Trustee Lutton moved, with a second by Trustee Despres, to renew contract with Garza/Gonzales for preparation of the annual audit, which motion was unanimously approved by the Board.

- d. Actuary: Foster & Foster (August 2026): engagement began on September 2023 and expires September 2026 at fixed price. (Verify pricing under Contract).
- e. Third-Party Administrator: WEB-TPA (December 31, 2026 with options)
- f. Network Provider: Aetna (rolling one-year CY contracts): Trustee Sanchez asked if there were plans to solicit new vendors.
- g. Capital RX: Contract (begin January 1, 2025 through December 31, 2027). Ms. Puga reviewed current issues with Capital RX contract related to “supply chain” issues. Board asked staff to quantify costs to be discussed with Capital.
- h. Office Lease Agreement: (5 year lease through May 2026 with options)

- i. Plan Design: Health by Design: encourage Health by Design to engage more usage of clinics.
- j. Executive Director's Contract: James Bounds (December 31, 2027)
- k. Legal: year-to-year evergreen with Martin & Drought.

ADJOURNMENT: There being no further business, a motion was made by Trustee Lutton and second by Trustee Despres that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 3:53 p.m.

Enclosures
- Agenda

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CERTIFIED AGENDA OF CLOSED MEETING

HEALTH FUND

I, DOUG BERRY, THE PRESIDING OFFICER OF HEALTH FUND, CERTIFY THAT THIS DOCUMENT ACCURATELY REFLECTS ALL SUBJECTS CONSIDERED IN AN EXECUTIVE SESSION OF THE ANNUAL BOARD MEETING CONDUCTED ON FEBRUARY 18, 2025.

1. The executive session began with the following announcement by the presiding officer: "Health Fund is now in executive session February 18, 2025 at 12:26 a.m."
2. SUBJECT MATTER OF EACH DELIBERATION:
 - Discussions with attorney relating to his or her advice on legal matters related to any matter in which the duty of the attorney to Health Fund under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act; and
 - Discussions regarding benefit issues for members, contract performance and possible litigation with its PBM.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on February 18, 2025 at 3:51 p.m."

Presiding Officer

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**REVISED AGENDA/WORKSHOP
BOARD OF TRUSTEES MEETING
FIRE AND POLICE RETIREE HEALTH CARE FUND
575 HYATT LOST PINES RD, CEDAR CREEK, TX 78612
TUESDAY FEBRUARY 18, 2025 – 12:00 p.m.**

1. Call to Order:
2. Roll call:
3. EXECUTIVE SESSION (Discussion only – Closed to Public):

The Board of Trustees may close the meeting to the public at any time and hold an Executive Session pursuant to the Texas Open Meetings Act, Chapter 551.071, 551.072, and 551.0785 of the Texas Government Code. Such Act provides for Executive Session on any matter to be considered during the meeting as it relates to consultation with attorneys, real property, personnel and other matters. While any matter on the Agenda may also be discussed, these specific matters will be discussed with counsel in Executive Session.

 - a. **Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of the Health Fund in Negotiations with a Third Party;**
 - b. **Government Code §551.071 - All Matters Where the Health Fund Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;**
 - c. **Pending or Contemplated Litigation, including, but not limited to , Welldyne**
 - d. **Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Health Fund.**
4. Review and Update of Board Policies (Discussion and Possible Action):
 - a. Standards of Conduct
 - b. Education Authorization and Expenses
 - c. Public Information Policy
 - d. Actuarial Policy
 - e. Personnel Policy
 - f. Investment Policy
5. Review Contracts (Discussion and Possible Action):
 - a. Investment Consulting Agreement - Perpetual

- b. Agreement for Custodial Account - Perpetual
- c. Garza/Gonzales & Associates – December 31, 2023
 - Proposed Agreement
- d. Foster & Foster – August 2026
- e. WEB – TPA - December 31, 2026
- f. Aetna Contract - Rolling one-year contracts
- g. Capital RX Contract – December 31, 2027
- h. Lease Agreement
 - I. Office
- i. Health by Design - Perpetual
- j. Executive Director's Contract December 31, 2027

6. Adjournment:



**Minutes of the Annual Meeting
of the Board of Trustees of the
Fire and Police Retiree Health Care Fund, San Antonio
February 19, 2025**

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Chris Lutton, Police Department Representative;
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Steve Carse, Fire Department Representative;
Doug Berry, Fire Department Representative;
Jason Sanchez, Police Department Representative; and
Mayoral Appointee Tom Silliman, City of San Antonio.

ABSENT: Councilperson Marc Whyte, City of San Antonio; and
Councilperson Melissa Cabello Havrda, City of San Antonio.

OTHERS PRESENT: James Bounds (Executive Director),
Cecilia Puga and Christine Landolt, Retiree Health Care
Frank Burney, Martin & Drought, P.C.
Representatives of Meketa and Foster & Foster attended.

At 8:45 a.m., Chair Berry called the meeting to order. The roll was called, and a quorum was declared present.

EXECUTIVE

SESSION: The Board went into Executive Session at 1:30 p.m. to discuss litigation issues relating to PBM agreement. The Executive Session adjourned at 2:25 p.m.

**MEMBERS
TO BE**

HEARD: None.

**ACTION
ITEMS:**

1. Presentation by Meketa Investment Group: Meketa provided its analysis on market outlook for 2025. There is some uncertainties in predicting the market as there is no clarity as to the Administration's use of tariffs. Fund investments returned 8.5% for CY24.
 - a. Economic and Market Update
 - b. Fourth Quarter 2024 Review:
 - Executive Summary
 - Retiree Healthcare Fund Summary
 - Fund Detail and Portfolio Reviews

- c. CBRE Real Estate Recommendation:
- d. Asset Allocation Review:
 - Public Equity Returns Analysis
 - 2025 Capital Market Expectations
 - Asset Allocation Policy Options
- e. Private Markets Review
 - Pacing Studies/Deployment of Capital
 - Program Review
- f. 2025 Road map
 - Private Market Manager Search Schedule
- g. Appendices
 - Private Markets Commitment Summary
 - Manager Meeting Summary

On the recommendations of Meketa and motion by Trustee Sanchez with a second by Trustee Carse, the Board unanimously approved small changes to Asset Allocation and Investment Policy (Policy A and J with minor changes per attached).

h. Next Investment Committee Meeting: May 27, 2025 at 1:00 p.m.

- 2. Presentation by Foster & Foster: Actuary with Foster & Foster advised the Board of actual assumptions and timeline for actuary study. Foster & Foster also discussed the performance and problems of Capital RX as new PBM. Board also reviewed PBM 2024 drug usage/discounts.

ADJOURNMENT: There being no further business, a motion was made by Trustee Lutton and second by Trustee Despres that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 4:05 p.m.

Enclosures

- Agenda

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CERTIFIED AGENDA OF CLOSED MEETING

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1. The executive session began with the following announcement by the presiding officer: "Health Fund is now in executive session February 19, 2025 at 1:30 p.m."
2. SUBJECT MATTER OF EACH DELIBERATION:
 - Discussions with attorney relating to his or her advice on legal matters related to any matter in which the duty of the attorney to Health Fund under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act; and
 - Discussions regarding litigation issues relating to PBM Agreement.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on February 19, 2025 at 2:25 p.m."

Presiding Officer

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**REVISED AGENDA/WORKSHOP
BOARD OF TRUSTEES MEETING
FIRE AND POLICE RETIREE HEALTH CARE FUND
575 HYATT LOST PINES RD, CEDAR CREEK, TX 78612
WEDNESDAY FEBRUARY 19, 2025 – 8:00 a.m.**

1. Call to Order:
2. Roll call:
3. EXECUTIVE SESSION (Discussion only – Closed to Public):

The Board of Trustees may close the meeting to the public at any time and hold an Executive Session pursuant to the Texas Open Meetings Act, Chapter 551.071 of the Texas Government Code. Such Act provides for Executive Session on any matter to be considered during the meeting as it relates to consultation with attorneys, real property, personnel and other matters. While any matter on the agenda may also be discussed, these specific matters will be discussed with counsel in Executive Session:

 - a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of the Health Fund in Negotiations with a Third Party;
 - b. Government Code §551.071 - All Matters Where the Health Fund Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;
 - c. Pending or Contemplated Litigation; including, but not limited to, Welldyne
 - d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Health Fund.
4. Presentation by Meketa Investment Group (Discussion and Possible Action):
 - a. Economic and Market Update
 - b. Fourth Quarter 2024 Review
 - Executive summary
 - Retiree Healthcare Fund Summary
 - Fund Detail and Portfolio Reviews
 - c. CBRE Real Estate Recommendation
 - d. Asset Allocation Review
 - Public Equity Returns Analysis
 - 2025 Capital Market Expectations
 - Asset Allocation Policy Options



**Minutes of the Annual Meeting
of the Board of Trustees of the
Fire and Police Retiree Health Care Fund, San Antonio
February 20, 2025**

PRESENT: Frank Gutierrez, Fire Department Retiree Representative;
Chris Lutton, Police Department Representative;
Mike Despres, Retired Police Representative;
Steve Carse, Fire Department Representative;
Doug Berry, Fire Department Representative;
Jason Sanchez, Police Department Representative; and
Mayoral Appointee Tom Silliman, City of San Antonio.

ABSENT: Councilperson Marc Whyte, City of San Antonio; and
Councilperson Melissa Cabello Havrda, City of San Antonio.

OTHERS PRESENT: James Bounds (Executive Director);
Cecilia Puga and Christen Landolt, Retiree Health Care.

At 9:00 a.m., Chair Berry called the meeting to order. The roll was called, and a quorum was declared present.

**EXECUTIVE
SESSION:** None.

**MEMBERS
TO BE
HEARD:** None.

**ACTION
ITEMS:**

1. Presentation by Web TPA: 2024 Annual report by Melissa Guenther.
2. Presentation by CapitalRx:
 - a. Joe Bonsignore, Manager of Business Development;
 - b. Nabat Guarina, Director of Client Operations;
 - c. Amina Popoola, PharmD Clinical Account Manager; and
 - d. Jesse Saldana, Operations Manager.
3. Presentation by Health by Design:
 - a. Address the (MLT) max lift time;

b. Software LRS;

c. Address the medical spend inflation; and

4. Communication to Active Membership.

ADJOURNMENT: There being no further business, a motion was made by Trustee Lutton and second by Trustee Despres that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 2:00 p.m.

Enclosures

- Agenda

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**AGENDA/WORKSHOP
BOARD OF TRUSTEES MEETING
FIRE AND POLICE RETIREE HEALTH CARE FUND
575 HYATT LOST PINES RD, CEDAR CREEK, TX 78612
THURSDAY FEBRUARY 20, 2025 – 8:00 a.m.**

1. Call to Order:
2. Roll call:
3. EXECUTIVE SESSION (Discussion only – Closed to Public):

The Board of Trustees may close the meeting to the public at any time and hold an Executive Session pursuant to the Texas Open Meetings Act, Chapter 551.071, 551.072, and 551.0785 of the Texas Government Code. Such Act provides for Executive Session on any matter to be considered during the meeting as it relates to consultation with attorneys, real property, personnel, and other matters. While any matter on the agenda may also be discussed, these specific matters will be discussed with counsel in Executive Session.

 - a. **Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of the Health Fund in Negotiations with a Third Party;**
 - b. **Government Code §551.071 - All Matters Where the Health Fund Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;**
 - c. **Pending or Contemplated Litigation; and**
 - d. **Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Health Fund.**
4. Presentation by WEB-TPA
5. Presentation by Capital Rx
6. Presentation by Health by Design
7. Adjournment:



**Minutes of the Meeting
of the Board of Trustees of the
Fire and Police Retiree Health Care Fund, San Antonio
February 24, 2025**

PRESENT: Frank Gutierrez, Fire Department Retiree Representative;
Chris Lutton, Police Department Representative;
Mike Despres, Retired Police Representative;
Doug Berry, Fire Department Representative;
Jason Sanchez, Police Department Representative; and
Mayoral Appointee Tom Silliman, City of San Antonio.

ABSENT: Steve Carse, Fire Department Representative;
Councilperson Marc Whyte, City of San Antonio;
Councilperson Melissa Cabello Havrda, City of San Antonio;

OTHERS PRESENT: James Bounds, Executive Director, and Cecilia Puga, Retiree Health Care;
Frank Burney & Brendon Barber, Martin & Drought, P.C.;
Michael Trainer, Retirees Association;
Kyle Matheu, Local 124;
COSA District 6 representative;
Melissa H. Gonzales, Frost National Bank.

At 10:12 a.m., Chair Berry called the meeting to order. The roll was called, and a quorum was declared present. The minutes from the meetings held on January 27, 2025, were reviewed and unanimously approved upon motion by Trustee Despres and second by Trustee Gutierrez.

EXECUTIVE

SESSION: The Board went into Executive Session at 10:21 a.m. to discuss legal issues regarding litigation. The Executive Session adjourned at 11:04 a.m.

MEMBERS

TO BE

HEARD: None.

ACTION

ITEMS:

1. Investments: Chair Lutton commented on the Retreat review of all investments and policies. Next meeting will be May 27, 2025 at 1:00 p.m.
2. Personnel/ Audit: No report.
3. Benefits: Chair Despres reported on recent review at the Retreat with all service providers.

4. Legislative:

- a. Update on 2025 Legislative Proposals: In the absence of Chair Carse, Mr. Burney reported that Local 124 Fire Fighter has endorsed the legislative package, and COSA will consider its support on Consent Agenda this Thursday, February 27, 2025. Rep. Lujan reports that the Health Fund's legislative proposals is top priority for review by Legislative Council.

5. Administrative Report:

- a. Expenses: None.
- b. Strategic Planning Committee Meeting: None.

6. Consultant Report:

- a. Legal: None.
- b. Real Estate: Chad Knibbe and Bill Coats with Foresite Real Estate briefed the Board on the current real estate trends near the Health Fund's properties and update on traffic light. Rent rates in the area are \$25-30 per square foot.

7. Educational Opportunities:

Upon motion by Trustee Sanchez and second by Trustee Despres, the Board approved attendance at any of the following educational opportunities:

- TEXPERS: 2025 Annual Conference, March 31-April 2, 2025

8. Next Meeting: The next regularly scheduled meeting will be March 24, 2025 at 10:00 a.m.

ADJOURNMENT: There being no further business, a motion was made by Trustee Gutierrez and second by Trustee Lutton that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 11:05 a.m.

Enclosures

- Financial Statement
- List of approved claims and expenses
- Agenda
- Minutes

CERTIFIED AGENDA OF CLOSED MEETING

HEALTH FUND

I, DOUG BERRY, THE PRESIDING OFFICER OF HEALTH FUND, CERTIFY THAT THIS DOCUMENT ACCURATELY REFLECTS ALL SUBJECTS CONSIDERED IN AN EXECUTIVE SESSION OF THE BOARD CONDUCTED ON FEBRUARY 24, 2025.

1. The executive session began with the following announcement by the presiding officer: "Health Fund is now in executive session February 24, 2025 at 10:21 a.m."
2. SUBJECT MATTER OF EACH DELIBERATION:
 - Discussions with attorney relating to his or her advice on legal matters related to any matter in which the duty of the attorney to Health Fund under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act; and
 - Discussions regarding litigation.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on February 24, 2025 at 11:04 a.m."

Presiding Officer



AGENDA
BOARD OF TRUSTEES MEETING
FIRE AND POLICE RETIREE HEALTH CARE FUND
LOCATED AT 11603 W. COKER LOOP, SUITE 210, SAN ANTONIO, TX 78216
Monday, February 24, 2025-10:00 a.m.

Members of the public may provide comment on any Agenda item, consistent with procedural rules governing the Board meetings and state law. Public comments may be provided as follows:

- a. Written: Submit written comments, along with name and address, by emailing them to Leticia Deleon at ldeleon@thefundsa.org by 12:00 p.m. on the day before the meeting. Comments will be read into the record during the designated time on the agenda.
- b. In Person: Speakers shall be given the opportunity to speak at the beginning of the meeting during "Public Comment" for up to 3 minutes (6 minutes if translation is needed).

1. Call to Order:
2. Roll Call: Doug Berry, Frank Gutierrez, Steven Carse, Chris Lutton, Michael Despres, Jason Sanchez, Councilperson Melissa Cabello Havrda, Councilperson Marc Whyte, Tom Silliman.
3. EXECUTIVE SESSION (Discussion only – Closed to Public):

The Board of Trustees may recess the meeting to the public at any time and hold an Executive Session pursuant to the Texas Open Meetings Act, Chapter 551.071, of the Texas Government Code. Such Act provides for Executive Session on any matter to be considered during the meeting as it relates to consultation with attorneys, real property, personnel, and other matters. While any matter on the agenda may also be discussed, these specific matters may be discussed with counsel in Executive Session:

- a. **Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Health Fund in Negotiations with a Third Party;**
 - b. **Government Code §551.071 - All Matters Where Health Fund Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;**
 - c. **Pending or Contemplated Litigation including, but not limited to, PBM contractors and City of San Antonio"**
 - d. **Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Health Fund.**
4. Minutes (Discussion and possible action):
 - Board Meeting Minutes for January 27, 2025
 5. Public Comment

6. Committee Reports (discussion and possible action):
 - a. Investments:
 - b. Personnel/Audit:
 - c. Benefits:
 - d. Legislative:
 - Update on 2025 Legislative Proposals for the Texas Legislature
7. Administrative report (discussion and possible action):
 - a. Draft financial reports for January 2025
 - b. Discussion of Strategic Business Planning Committee Meeting
8. Consultant Reports (discussion and possible action):
 - a. Legal: Report by Frank Burney
 - initiation of litigation against WelldyneRx, a Florida LLC, for default and breach of PBM Service Agreement with the Health Fund.
9. Educational Opportunities (discussion and possible action):
 - TEXPERS: 2025 Annual Conference
March 31- April 2, 2025
10. Adjournment:

NOTE:

Speakers may address the Board regarding any specific Agenda Item, on any matter related to Fund business, or on matters that are within the scope of the authority and legislative functions of the Board. Speakers shall be given the opportunity to speak at the beginning of the meeting during "Public Comment" for up to 3 minutes (6 minutes if translation is needed.) Enumerated agenda items are assigned numbers for ease of reference only and will not necessarily be considered by the Board in that order. For those who need assistance due to physical challenges, accommodation can be arranged by contacting James Bounds at 210-494-6500.

Elections will be held for an **Active Fire Representative Health Fund Trustee**. Anyone who is interested in running may do so on the indicated dates below between the hours of 8:00 a.m. – 5:00 p.m. If you have any questions, please feel free to contact The Fire and Police Retiree Health Care Fund office at 210-494-6500.

SCHEDULE FOR HEALTH FUND TRUSTEE ELECTIONS

Active Fire Representative

TERM OF OFFICE	OCTOBER 1, 2025 – SEPTEMBER 30, 2029
CANDIDATE FILING AT HEALTH FUND OFFICE (@ 11603 W. Coker Loop, Suite 210)	MONDAY, JULY 14 – FRIDAY, JULY 25, 2025
VOTING	BALLOTS MAILED ON AUGUST 11, 2025
ELECTION CLOSE	WEDNESDAY, AUGUST 27, 2025
DELIVERY OF ELECTION RESULTS	FRIDAY AUGUST 29, 2025
RUNOFF ELECTION (IF REQUIRED)	BALLOTS MAILED ON FRIDAY, SEPTEMBER 5, 2025
RUNOFF ELECTION CLOSE	MONDAY, SEPTEMBER 22, 2025
DELIVERY OF RUNOFF ELECTION RESULTS	WEDNESDAY, SEPTEMBER 24, 2025