



**Minutes of the Meeting  
of the Board of Trustees of the  
Fire and Police Retiree Health Care Fund, San Antonio  
January 26, 2026**

**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 Jalen McKee-Rodriguez, City of San Antonio;  
Councilperson Misty Spears, City of San Antonio; and  
Councilperson Edward Mungia, City of San Antonio.

**OTHERS PRESENT:** James Bounds, Executive Director, and Cecilia Puga, Retiree Health Care;  
Frank Burney and Jon Lowe, Martin & Drought, P.C.;  
Bill Fisher, Tax Counsel; and  
Charlie Ricketts, Keith Crusius and Michael Rankin, Retirees.

At 10:07 a.m., Chair Berry called the meeting to order. The roll was called, and a quorum was declared present. The minutes from the meeting held on December 15, 2025, were reviewed and unanimously approved upon motion by Trustee Sanchez and second by Trustee Carse.

**EXECUTIVE**

**SESSION:** The Board went into Executive Session at 11:35 a.m. to discuss legal issues regarding contracts and legal issues with legal counsel. The Executive Session adjourned at 11:55 a.m. No action was taken.

**MEMBERS  
TO BE**

**HEARD:** Mike Rankin thanked the Board for its interest in Continuous Glucose Monitor coverage. Chair Berry stated that the Benefits Committee had not met but would be addressing in the next few months.

Mr. Ricketts expressed his thanks to the Board.

Keith Crusius (Retired Fire Fighter) asked about location of the Board Retreat and flu shots. The Board retreat is being hosted for free at a Contractor's office at DFW.

ACTION  
ITEMS:

1. Investments: Chair Lutton advised the Board that possible changes/addition to managers will be addressed at the Retreat.
2. Personnel/ Audit: No action.
3. Benefits: No action.
4. Legislative: No action.
5. Administrative Report:
  - a. Expenses: Mr. Bounds presented the expenditures for the Fund. Upon motion by Trustee Despres and second by Trustee Carse, a list of expenses and claims and the draft 2025 Financial Report were unanimously approved by the Board.
  - b. Strategic Business Planning Committee Meeting: No action.
  - c. Sale of Unit 3, Bldg. 3, Offices at Rogers Creek to Rogers Creek MOB LP, a Texas limited partnership: Upon motion by Trustee Sanchez and second by Trustee Lutton, the sale of Unit 3 was unanimously approved in the resolution attached.
  - d. Health by Design: No discussion.
6. Consultant Report:
  - a. Legal: IRS Determination Status. No action.
7. Educational Opportunities:

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

  - IFEBP: Health Care Management Conference, April 20-21, 2026
  - TEXPERS: 2026 Annual Conference, April 26-29, 2026
8. Next Meeting: The next regularly scheduled meeting will be February 23, 2026 at 10:00 a.m.

ADJOURNMENT: There being no further business, a motion was made by Trustee Lutton and second by Trustee Carse that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 11:56 a.m.

Enclosures

- Financial Statement
- List of approved claims and expenses
- Agenda
- Minutes
- Rankin Letter
- Unit 3 Resolution

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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 BOARD MEETING CONDUCTED ON JANUARY 26, 2026.

1. The executive session began with the following announcement by the presiding officer: "Health Fund is now in executive session January 26, 2026 at 11:35 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 contractual and benefit issues with counsel.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on January 26, 2026 at 11:55 a.m."

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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, January 26, 2026-10:00 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](mailto: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, Mayoral Appointee Edward Mungia, Councilperson Jalen Mckee-Rodriguez, Councilperson Misty Spears

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, including but not limited to, tax qualification of the Fund.**
- 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 December 15, 2025

5. Public Comment:
6. Committee Reports (discussion and possible action):
  - a. Investments:
  - b. Personnel/Audit:
  - c. Benefits:
  - d. Legislative:
7. Administrative report (discussion and possible action):
  - a. Draft financial reports for December 2025
  - b. Discussion of Strategic Business Planning Committee Meeting
  - c. Discussion and Possible Action on sale of Unit 3, Building 3, OFFICES AT ROGERS CREEK to ROGERS CREEK MOB LP, a Texas limited partnership
  - d. Discussion and Possible Action on proposed financing transaction with Health by Design
8. Consultant Reports (discussion and possible action):
  - a. Legal: Report by Frank Burney
    - Discussion and possible action on IRS Determination Status
9. Educational Opportunities (discussion and possible action):
  - IFEBP: Health Care Management Conference April 20-21, 2026
  - TEXPERS: 2026 Annual Conference April 26-29, 2026
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.



**Minutes of the Meeting  
of the Board of Trustees of the  
Fire and Police Retiree Health Care Fund, San Antonio  
December 15, 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;  
Councilperson Jaylen McKee-Rodriguez, City of San Antonio;  
Mayoral Appointee Edward Mungia, City of San Antonio.

**ABSENT:** Councilperson Misty Spears, City of San Antonio

**OTHERS** James Bounds, Executive Director, Retiree Health Care Fund;  
**PRESENT:** Jon Lowe, Martin & Drought, P.C.;  
Melanie Keeton, COSA;  
Melissa H. Gonzales, Frost National Bank;  
Charlie Ricketts, Retirees Association; and  
Robert Kinsey, Retired Firefighter

At 10:06 a.m., Chair Berry called the meeting to order. Mayoral Appointee Mungia was sworn in by Chair Berry. The roll was called, and a quorum was declared present. The minutes from the meeting held on November 17, 2025, were reviewed and unanimously approved upon motion by Trustee Despres and second by Trustee McKee-Rodriguez.

**EXECUTIVE**

**SESSION:** The Board went into Executive Session at 10:09 a.m. to discuss legal issues regarding: (i) Fund tax qualification, (ii) possible investments, and (iii) a member appeal regarding benefits. The Executive Session adjourned at 11:26 a.m.

**MEMBERS  
TO BE**

**HEARD:** Retired Firefighter Robert Kinsey addressed the Board concerning the inability of his second wife to obtain health benefits from the Fund due to the prohibition in the Fund statute. Mr. Kinsey expressed his view that the statutory provision is fundamentally unfair in his situation, and requested that the Board consider making an effort to revise the statute in the future to address the issue.

ACTION  
ITEMS:

1. Investments:

a. Trustee Lutton moved that the Board approve the following:

Add on Commitment \$12,000,000 to PADCOF IV; and  
Add on Commitment \$10,000,000 to PASF V; and  
Rebalance from equities to bonds.

Trustee Sanchez seconded the motion, which was unanimously approved.

b. Trustee Despres made the following motion:

That the Board approve the Fund moving forward with negotiations with the Health by Design current management group concerning a possible \$20,000,000 loan to purchase a business sector of Medici; the terms and conditions of any such loan will be subject to Board approval in all events.

Trustee McKee-Rodriguez seconded the motion.

The motion carried, with Trustees Sanchez and Lutton voting Nay.

2. Personnel/ Audit: No report

3. Benefits:

a. Trustee Lutton moved that the Board approve waiving the emergency room penalty in the case of Kimberly Rios and her son Duncan Rios. Trustee Carse seconded the motion, which was unanimously approved.

b. Trustee Despres moved that the Board approve the following with respect to the Capital RX Formulary. Trustee Sanchez seconded the motion, which was unanimously approved.

4. Legislative: No report

5. Administrative Report:

a. Draft Financial Reports: Mr. Bounds presented the draft Financial Reports for November 2025. Trustee Sanchez moved that the Board approve the draft Reports. Trustee Despres seconded the motion, which was unanimously approved.

c. Strategic Business Planning Committee: Mr. Bounds updated the Board on Committee matters.

b. 2026 Budget: Mr. Bounds presented the proposed 2026 Budget. Trustee Sanchez moved that the Board approve the Budget. Trustee Despres seconded the motion, which was unanimously approved.

6. Consultant Report:

a. Legal: No report

7. Educational Opportunities:

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

- NCPERS 2026 Legislative Conference & Policy Day; January 26-28, 2026
- OPAL Public Funds Summit 2026; January 6-7, 2026
- OPAL Investment Educational Symposium 2026; February 11-13, 2026
- IFEBP Trustees & Administrators Institute; February 21-25, 2026

8. Next Meeting: The next regularly scheduled meeting will be January 26, 2026 at 10:00 a.m.

ADJOURNMENT: There being no further business, a motion was made by Trustee Mungia and second by Trustee Gutierrez that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 11:42 a.m.

Enclosures

- Draft Financial Reports for November 2025
- 2026 Budget
- Agenda
- Minutes
- Certified Agenda of Closed Meeting

F&P Retiree Health Care Fund - Calendar  
Statement of Plan Net Assets  
December 31, 2025

December 31, 2025                      December 31, 2024

**ASSETS**

|                          |                       |                       |  |
|--------------------------|-----------------------|-----------------------|--|
| Cash - City              | \$ 0.00               | \$ 0.00               |  |
| Cash - Trust             | 4,577.45              | 0.00                  |  |
| Leasehold Improvements   | 42,505,181.56         | 43,762,569.84         |  |
| Investments - Trust      | 673,930,339.45        | 595,756,606.07        |  |
| Accrued Interest - Trust | 3,723,410.75          | 3,350,681.02          |  |
| Pre-paid Expenses        | 38,628.14             | 50,806.87             |  |
|                          | <hr/>                 | <hr/>                 |  |
| <b>Total Assets</b>      | <b>720,202,137.35</b> | <b>642,920,663.80</b> |  |

**LIABILITIES**

|                                 |                          |                          |  |
|---------------------------------|--------------------------|--------------------------|--|
| Claims Payable                  | 7,537,873.37             | 6,099,542.73             |  |
| Accounts Payable                | 773,831.82               | 1,411,297.97             |  |
| Security Lending Collateral     | 0.00                     | 0.00                     |  |
|                                 | <hr/>                    | <hr/>                    |  |
| <b>Total Liabilities</b>        | <b>8,311,705.19</b>      | <b>7,510,840.70</b>      |  |
|                                 | <hr/>                    | <hr/>                    |  |
| <b>Net Assets Held in Trust</b> | <b>\$ 711,890,432.16</b> | <b>\$ 635,409,823.10</b> |  |

F&P Retiree Health Care Fund - Calendar  
Statement of Changes in Plan Net Assets  
For the Twelve Months Ending December 31, 2025

|                              | Current Month        | Current Budget      | Year to Date          | YTD Budget            |
|------------------------------|----------------------|---------------------|-----------------------|-----------------------|
| <b>Additions</b>             |                      |                     |                       |                       |
| <b>Contributions:</b>        |                      |                     |                       |                       |
| City of San Antonio          | \$ 4,478,291.30      | 3,984,615.00        | \$ 53,975,580.81      | 51,800,000.00         |
| Active                       | 2,239,101.62         | 1,982,923.07        | 26,975,279.91         | 25,778,000.00         |
| Retirees less than 30        | 123,406.08           | 121,094.48          | 1,388,445.44          | 1,453,000.00          |
| COBRA                        | 3,324.08             | 4,166.74            | 34,543.05             | 50,000.00             |
| Children                     | 63,350.00            | 60,583.37           | 749,000.00            | 727,000.00            |
| <b>Total Contributions</b>   | <b>6,907,473.08</b>  | <b>6,153,382.66</b> | <b>83,122,849.21</b>  | <b>79,808,000.00</b>  |
| <b>Investment Income:</b>    |                      |                     |                       |                       |
| Interest                     | 695,961.53           | 320,833.37          | 4,411,768.40          | 3,850,000.00          |
| Net Appreciation of Inves    | 4,728,996.46         | 3,110,001.32        | 57,541,975.87         | 37,320,000.00         |
| Other Income                 | 260.00               | 1,666.74            | 119,186.12            | 20,000.00             |
| Less Investment Expense      | (28,733.33)          | (30,669.38)         | (366,820.05)          | (368,000.00)          |
| <b>Net Investment Income</b> | <b>5,396,484.66</b>  | <b>3,401,832.05</b> | <b>61,706,110.34</b>  | <b>40,822,000.00</b>  |
| <b>Total Additions</b>       | <b>12,303,957.74</b> | <b>9,555,214.71</b> | <b>144,828,959.55</b> | <b>120,630,000.00</b> |
| <b>Deductions</b>            |                      |                     |                       |                       |
| Members Benefit Paymen       | 8,144,871.60         | 4,296,583.48        | 62,433,909.36         | 51,559,000.00         |
| COBRA Benefit Payment        | 168.81               | 4,166.74            | 17,790.04             | 50,000.00             |
| Children's Benefit Payme     | 96,125.21            | 60,583.37           | 845,324.58            | 727,000.00            |
| General and Administrati     | 322,281.66           | 349,507.33          | 5,051,326.51          | 4,194,000.00          |
| <b>Total Deductions</b>      | <b>8,563,447.28</b>  | <b>4,710,840.92</b> | <b>68,348,350.49</b>  | <b>56,530,000.00</b>  |
| <b>Net Increase</b>          | <b>3,740,510.46</b>  | <b>4,844,373.79</b> | <b>76,480,609.06</b>  | <b>64,100,000.00</b>  |

Dear Chair Doug Berry and members of the Board,

I am writing to follow up regarding the continuous glucose monitor (CGM) proposal and to thank the Board for the thoughtful and deliberate manner in which it has continued to consider this issue.

After reviewing the October and November meeting materials, I appreciate that the Board formally adopted my CGM report and cost model into the record in October and then reintroduced the presentation at the November meeting. To me, this reflects the Board's recognition of the clinical and financial importance of the proposal, and I am grateful for the time and attention devoted to it.

I also recognize that the Board is balancing multiple complex priorities, including fiduciary-significant matters such as the potential acquisition of Health by Design. In that context, I appreciate the care with which the Board is approaching benefit design decisions like CGMs.

As the Board moves toward potential final action—particularly if that action is contemplated in connection with the upcoming out-of-town budget-setting meeting—I respectfully want to underscore the importance of transparency and participant access consistent with the Texas Open Meetings Act. Because decisions made at that meeting will be incorporated into the Fund's healthcare budget for the remainder of the year, meaningful access for vested participants is especially important.

In that same spirit, I would respectfully suggest that, to the extent practicable, future meetings—especially those involving major budget or benefit decisions—be held at locations that are more accommodating to plan participants with respect to travel time, cost, and health considerations. Such an approach would further support the principles of openness and accessibility reflected in the Open Meetings Act and would encourage continued participant engagement.

My intent in offering these comments is to support the Board's work and to help ensure that important decisions are made through a process that is transparent, accessible, and well-documented. I remain available to answer any questions regarding the CGM analysis and appreciate the Board's continued engagement on this important issue.

Thank you again for your consideration and for your service to the Fund.

Respectfully,

Michael F. Rankin

Resolution Approving the sale of real property to **ROGERS CREEK MOB LP** to be Approved at the January 26, 2026, Regular Board Meeting of the Board of Trustees of the Fire and Police Retiree Health Care Fund, San Antonio

RESOLVED, that both the Chairman of the Board or the Executive Director of the Fund, acting singly or jointly be, and they are both hereby expressly authorized, empowered and directed:

1. To grant, sell and convey the following described real property (the "Property"):

Unit 3, Building 3, OFFICES AT ROGERS CREEK, a condominium regime located at 5230 Rogers Road, San Antonio, Bexar County, Texas 78251, according to the Declaration of Covenants, Conditions and Restrictions for Offices at Rogers Creek, a Condominium Regime in Bexar County, Texas, including any amendments, plats, and plans, dated August 30, 2022, recorded August 30, 2022, as Document No. 20220212029 in the Official Public Records of Bexar County, Texas (collectively, the "Declaration"), together with the limited common elements and an undivided percentage interest in the appurtenant general common elements described in the Declaration.

2. To sell the Property, for the sum or sums set forth in the Commercial Contract – Improved Property, effective *November 11, 2025*, between the *FUND*, as Seller and *ROGERS CREEK MOB LP*, a Texas limited partnership, as Buyer (the "Buyer"), as the Contract may be amended from time to time by the Company and the Buyer or the Buyer's assignee, if applicable (the "Contract").

3. To execute in the name of and on behalf of the Fund, and to deliver any and all documents, instruments, agreements, certificates, affidavits and notices of any kind or nature whatsoever, and to take from time to time any other actions which the said officer shall, in her discretion, determine to be necessary or appropriate to effect the transactions contemplated by the Contract, whether upon the terms and conditions set forth therein or upon such other terms and conditions as the said officer, in her discretion, shall determine to be appropriate. The execution and delivery of any document, instrument or agreements by the said officer shall constitute conclusive evidence that the terms and conditions contained in said documents, instruments and agreements have been determined to be appropriate by the said officer and the Fund.

FURTHER RESOLVED any and all prior actions taken by the Chairman of the Board or the Executive Director consistent with the foregoing authorizations are hereby ratified and confirmed.