THE FUND | RETIREE HEALTH & WELLNESS
SAN ANTONIO FIRE AND POLICE

Minutes of the Annual Meeting
of the Board of Trustees of the
Fire and Police Retiree Health Care Fund, San Antonio
February 17, 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; 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), Cecilia Puga and Christen Landolt, Retiree Health Care; Frank Burney, Martin & Drought, P.C.
QUORUM:	At 12:03 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 2:30 p.m. to discuss legal issues regarding benefit issues for members, contract performance, possible litigation and personnel matters. The Executive Session adjourned at 3:30 p.m.
MEMBERS TO BE HEARD:	None.

ACTION ITEMS:

1. **<u>Review Board Policies</u>**: Board reviewed the following policies:

   a. **<u>Standards of Conduct</u>**: Mr. Bounds was requested to review the list of companies doing business with the Fund as set out on Ex. B. A question was raised as to which employees are subject to the Standards.

   b. **<u>Education Authorization and Expenses</u>**: Staff was instructed to delete the Authorization Form but still maintain the Policy requirements.

c. **Public Information Policy**: it was noted that the attachment to the Policy be updated.

d. **Actuarial Policy**: no changes

e. **Personnel Policy**: Personnel Committee was requested to review the current Policy to address other issues such as parental leave.

f. **Investment Policy**: moved to Agenda when Meketa is present.

MOTION: The Board reviewed all policies and recommended minor updates and changes. Upon motion by Trustee Sanchez and second by Trustee Gutierrez, the policies listed under item #4 on the Agenda were unanimously approved by the Board.

2. **Review Consultants Contracts**: Board reviewed the following contracts:

a. **Investment Consulting Agreement:** it was noted that Meketa has provided investment consulting since 2012.

b. **Agreement for Custodial Account:** it was noted that Frost Bank has provided custodial services for over two decades.

c. **Garza/Gonzales & Associates**: GG presented a proposal for actuarial services for three years (2025—2027).

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 for 2025-2027, which motion was unanimously approved by the Board.

d. **Actuary:** Foster & Foster (August 2026): the Board voiced its appreciation for the consulting services provided by F & F during the last year. Actuarial and Consulting Services would be continued through September 2026 at a 3% increase.

Foster & Foster will research CGM (continuous glucose monitoring) being covered under Plan.

e. **Third-Party Administrator:** contract with WEB-TPA is renewed through December 31, 2028 with options.

f. **Network Provider**: Aetna has rolling one-year CY contracts that coincides with WEB-TPA. Questions from Board include relationship between WEB and Aetna.

g. **Capital RX:** Contract was executed in October, 2024 and goes through December 31, 2027, with 1-year renewal options ninety days (90) in advance.

h. **Office Lease Agreement:** lease will expire May 31, 2026, with lease option for two (2) years. Broker will be instructed to commence discussions on renewal terms with landlord.

i. **Plan Design:** Health by Design: to be discussed on February 19, 2026.

j. **Benefits Director's Contract:** terms of contract to be negotiated. Key provision is employing and training her replacement with potential finder's fee.

k. **Executive Director's Contract**: James Bounds (December 31, 2027)

l. **Legal:** year-to-year evergreen with Martin & Drought with monthly retainer and discounted hourly fees. Martin & Drought will request increase in its fees for Board consideration.

ADJOURNMENT: There being no further business, a motion was made by Trustee and second by Trustee that the meeting adjourn. The motion carried unanimously. The meeting adjourned at 3:33 p.m.

Enclosures
- Agenda

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THE FUND | RETIREE HEALTH & WELLNESS
SAN ANTONIO FIRE AND POLICE

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 FEBRUARY 17, 2026.

1. The executive session began with the following announcement by the presiding officer: "Health Fund is now in executive session February 17, 2026 at 2:30 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 benefit issues for members, contract performance, possible litigation and personnel matters.

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 17, 2026 at 3:30 p.m."

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Presiding Officer

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THE FUND | RETIREE HEALTH & WELLNESS
SAN ANTONIO FIRE AND POLICE

AGENDA/WORKSHOP
BOARD OF TRUSTEES MEETING
FIRE AND POLICE RETIREE HEALTH CARE FUND
6535 STATE HWY 161, SUITE 100, IRVING, TX 75039
TUESDAY FEBRUARY 17, 2026 – 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;**
   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
   b. Agreement for Custodial Account
   c. Garza/Gonzales & Associates – December 31, 2027
      - Proposed Agreement

d. Foster & Foster – August 2026
e. WEB – TPA - December 31, 2028
f. Aetna Contract - Rolling one-year contracts
g. Capital RX Contract – December 31, 2027
h. Lease Agreement
    I. Office
i. Health by Design
j. Benefits Director's Contract
k. Executive Director's Contract December 31, 2027
l. Legal Counsel Engagement (Martin & Drought)

6. Adjournment: