

Police and Fire Retirement Plan Dashboard



**“OUR MISSION IS TO ENSURE PROMPT
DELIVERY OF SERVICES AND BENEFITS TO
OUR MEMBERS, AND TO COLLECT, INVEST,
AND EXPEND SYSTEM ASSETS IN A
PRUDENT, FAIR, AND TIMELY MANNER”.**



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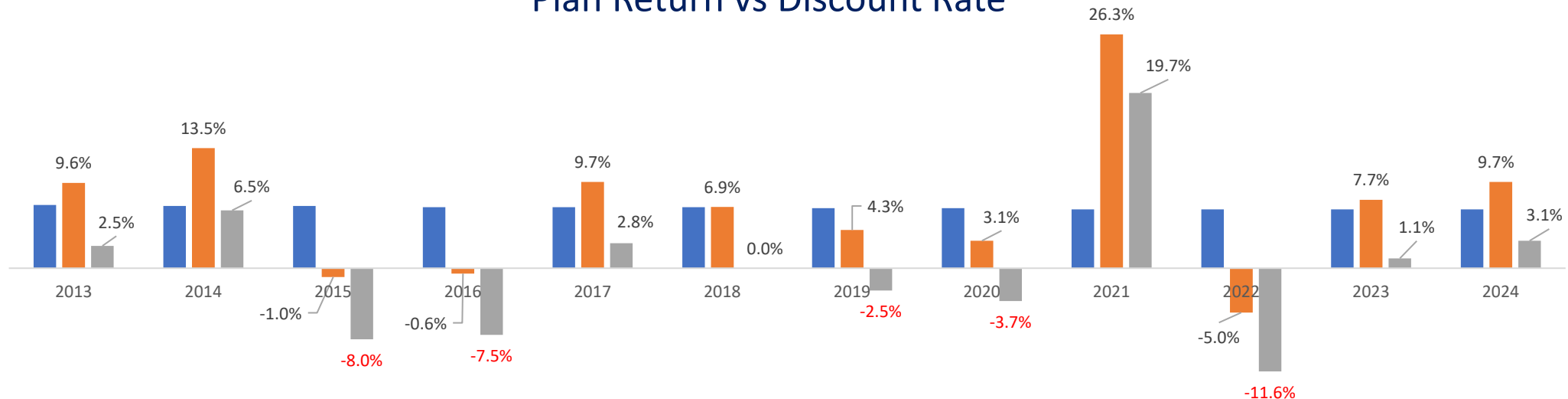


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Police and Fire Discount Rate History

<u>YEARS</u>	<u>FISCAL YEAR</u>	<u>10-YEAR US TREASURY RATE</u>	<u>DISCOUNT RATE</u>	<u>FISCAL YEAR RETURN*</u>	<u>EXCESS TO DISCOUNT RATE</u>
	1997	6.51%	8.00%		
1	2013	2.52%	7.125%	9.6%	2.5%
2	2014	2.53%	7.00%	13.5%	6.5%
3	2015	2.35%	7.00%	-1.0%	-8.0%
4	2016	1.49%	6.875%	-0.6%	-7.5%
5	2017	2.31%	6.875%	9.7%	2.8%
6	2018	2.85%	6.875%	6.9%	0.0%
7	2019	2.01%	6.75%	4.3%	-2.5%
8	2020	0.66%	6.75%	3.1%	-3.7%
9	2021	1.47%	6.63%	26.3%	19.7%
10	2022	3.01%	6.63%	-5.0%	-11.6%
11	2023	3.84%	6.63%	7.7%	1.1%
12	2024	4.36%	6.63%	9.7%	3.1%

Plan Return vs Discount Rate



* Source: Mellon Nexen.

■ DISCOUNT RATE

■ FISCAL YEAR RETURN*

■ EXCESS TO DISCOUNT RATE

INVESTMENT METRICS

City of San Jose Police and Fire Department Retirement Plan

Total Fund | As of September 30, 2024

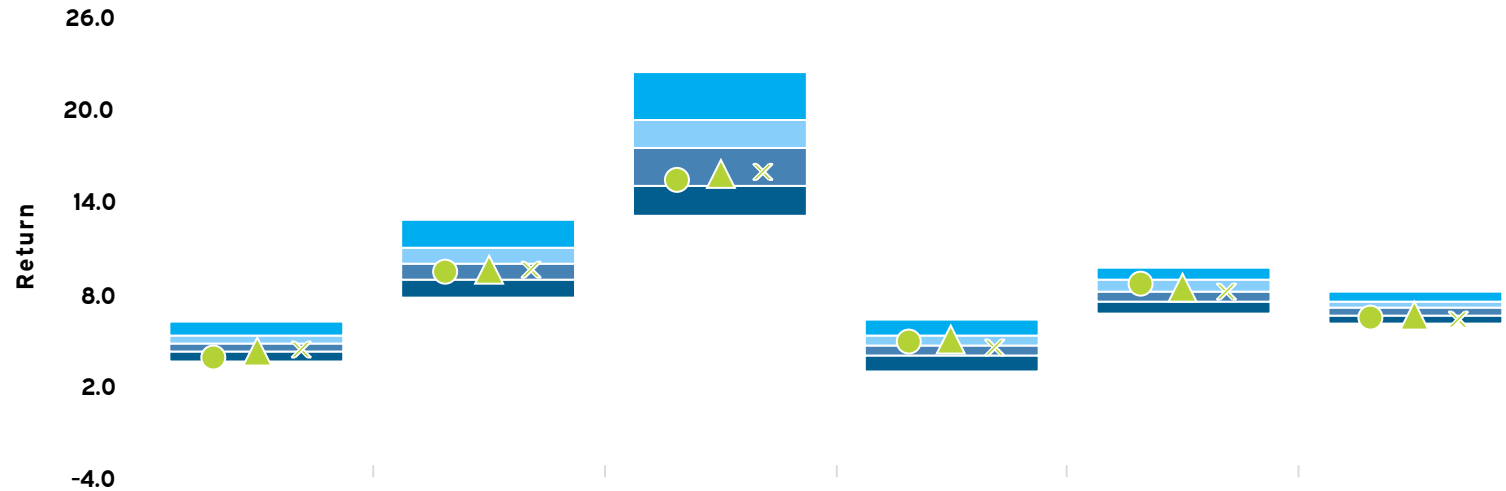


	Current Balance (\$)	Current Allocation (%)	Russell Overlay Net position (%)	Policy (%)
Growth	4,053,220,004	75.0%	74.2%	73.5
Public Equity	2,357,547,751	43.6%	42.9%	42.0
Private Markets	1,478,412,739	27.4%	27.4%	27.5
Emerging Markets Debt	108,220,689	2.0%	2.0%	2.0
High Yield Bonds	109,038,826	2.0%	2.0%	2.0
Low Beta	695,436,535	12.9%	13.1%	13.5
Market Neutral Strategies	155,997,610	2.9%	2.9%	3.0
Immunized Cash Flows / Cash	539,438,925	10.0%	10.2%	10.5
Other	654,190,314	12.1%	12.7%	13.0
Core Real Estate	250,899,087	4.6%	4.6%	5.0
TIPS	104,413,471	1.9%	1.9%	2.0
Investment Grade Bonds	224,748,878	4.2%	4.6%	4.5
Long Term Govt Bonds	74,128,877	1.4%	1.5%	1.5
Total	5,402,846,854	100%	100%	100.0

1. Data in the column titled "Russell Overlay Net Position" is based on physical exposures, adjusted for synthetic positions provided by Russell Investments.

2. All data on this page is from Russell Investments and reflects trades made on or before 9/30/2024. Data on subsequent pages is from the custodian and may not reflect all trades made on or before 9/30/2024 depending on the settlement date of transaction.

InvMetrics All Public DB Plans > \$1B Net Return Comparison Ending September 30, 2024



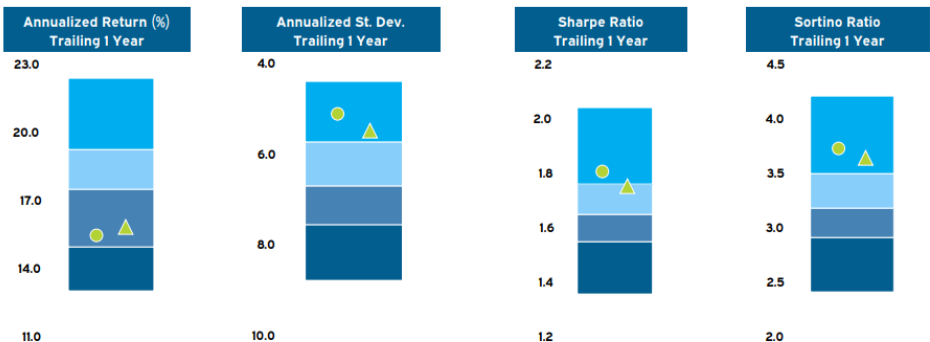
	QTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)
● Total Fund	3.8 (88)	9.3 (71)	15.4 (71)	4.8 (42)	8.5 (29)	6.3 (85)
▲ Policy Benchmark	4.2 (75)	9.5 (68)	15.8 (69)	4.9 (36)	8.4 (34)	6.5 (73)
✕ Investable Benchmark Portfolio	4.3 (70)	9.5 (66)	15.8 (69)	4.5 (56)	8.1 (47)	6.3 (88)
5th Percentile	6.1	12.8	22.4	6.3	9.6	8.1
1st Quartile	5.3	11.0	19.2	5.3	8.8	7.5
Median	4.7	9.9	17.5	4.6	8.1	7.0
3rd Quartile	4.1	8.9	14.9	4.0	7.5	6.5
95th Percentile	3.6	7.7	13.0	2.9	6.6	6.0
Population	108	108	108	105	104	100

Parentheses contain percentile rankings.
Calculation based on monthly periodicity. Fiscal Year begins July 1.

INVESTMENT METRICS

Risk Adjusted Performance – 1 Year

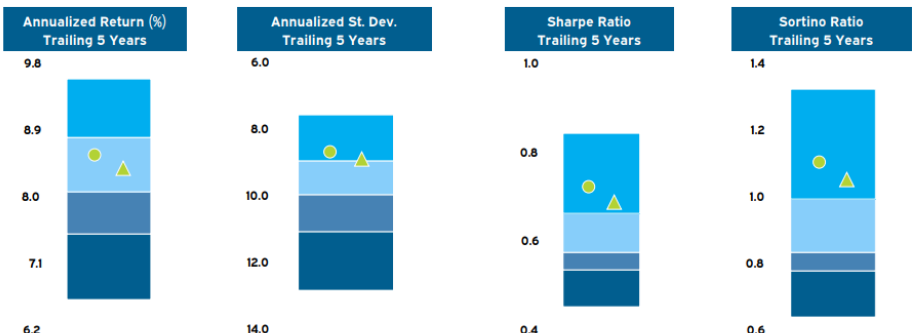
Total Fund | One Year As of September 30, 2024



Total Fund	15.4 (71)	Total Fund	5.1 (15)	Total Fund	1.8 (21)	Total Fund	3.7 (15)
Policy Benchmark	15.8 (69)	Policy Benchmark	5.5 (22)	Policy Benchmark	1.7 (27)	Policy Benchmark	3.6 (22)
5th Percentile	22.4	5th Percentile	4.4	5th Percentile	2.0	5th Percentile	4.2
1st Quartile	19.2	1st Quartile	5.7	1st Quartile	1.8	1st Quartile	3.5
Median	17.5	Median	6.7	Median	1.6	Median	3.2
3rd Quartile	14.9	3rd Quartile	7.6	3rd Quartile	1.5	3rd Quartile	2.9
95th Percentile	13.0	95th Percentile	8.8	95th Percentile	1.4	95th Percentile	2.4

Risk Adjusted Performance – 5 Years

Total Fund | Five Years As of September 30, 2024

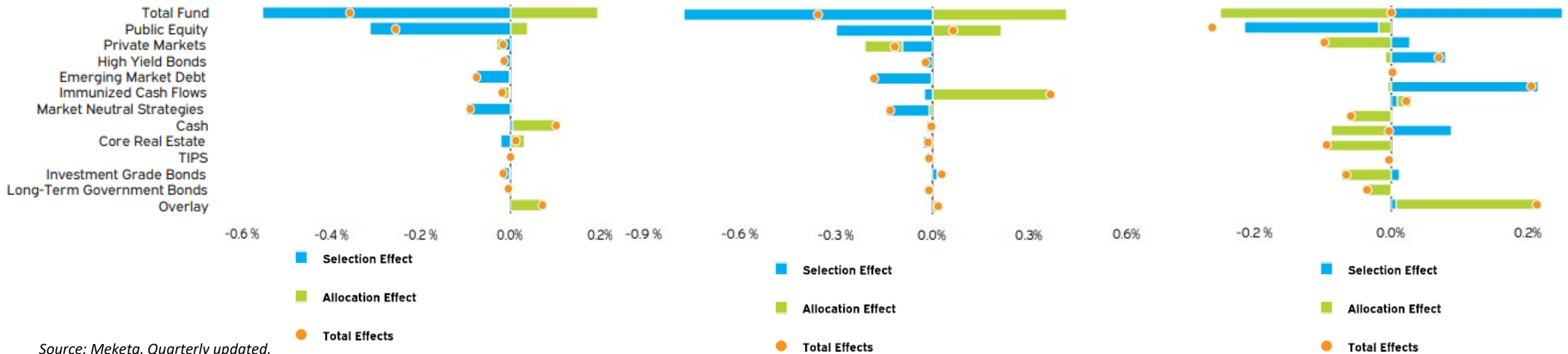


Total Fund	8.5 (29)	Total Fund	8.7 (21)	Total Fund	0.7 (18)	Total Fund	1.1 (18)
Policy Benchmark	8.4 (34)	Policy Benchmark	8.9 (24)	Policy Benchmark	0.7 (22)	Policy Benchmark	1.0 (20)
5th Percentile	9.6	5th Percentile	7.6	5th Percentile	0.8	5th Percentile	1.3
1st Quartile	8.8	1st Quartile	9.0	1st Quartile	0.7	1st Quartile	1.0
Median	8.1	Median	10.0	Median	0.6	Median	0.8
3rd Quartile	7.5	3rd Quartile	11.1	3rd Quartile	0.5	3rd Quartile	0.8
95th Percentile	6.6	95th Percentile	12.8	95th Percentile	0.4	95th Percentile	0.6

Attribution Effects – 3 Months

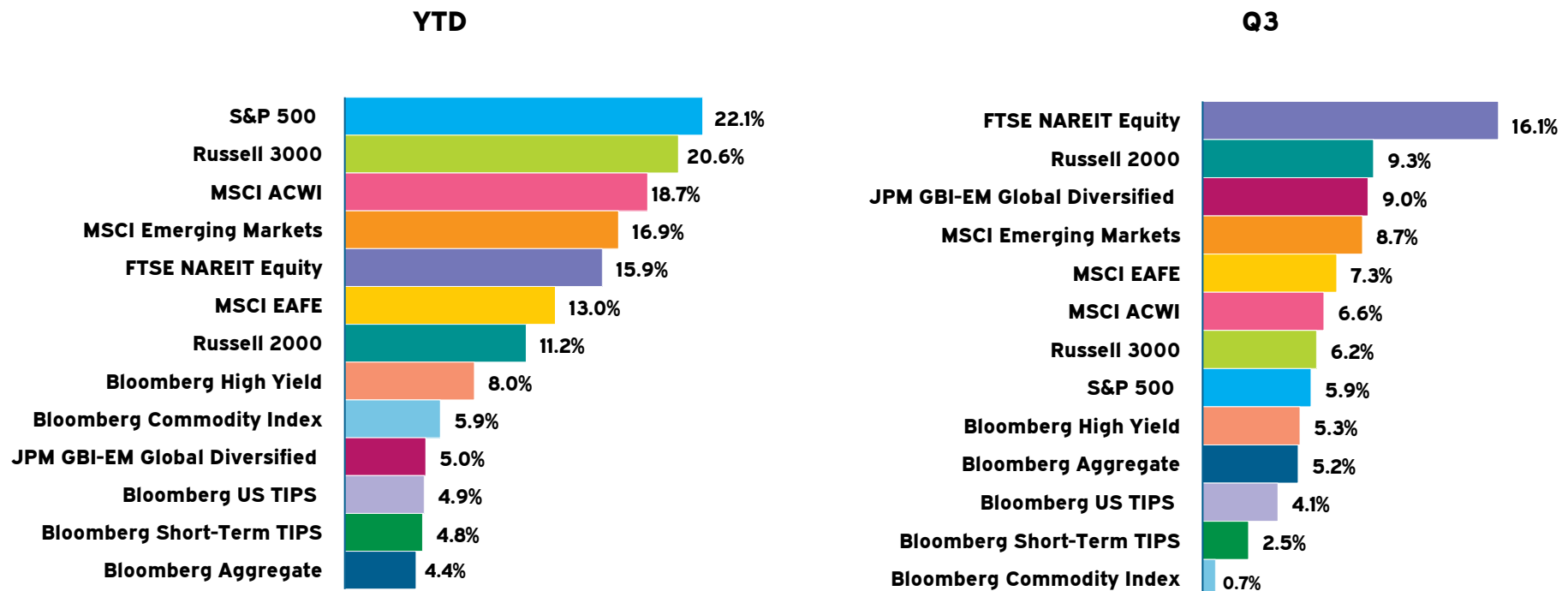
Attribution Effects – 1 Year

Attribution Effects – 3 Years



Capital Market Overview

Index Returns¹



→ Major markets finished the third quarter in positive territory despite several spikes in volatility. Falling inflation, resilient growth in the US, and dovish central banks supported stocks and bonds. Rate sensitive sectors, like REITs, particularly benefited from lower interest rates.

→ Year-to-date through September, all major asset classes were positive, led by US equities.

RISK METRICS

Portfolio Volatility



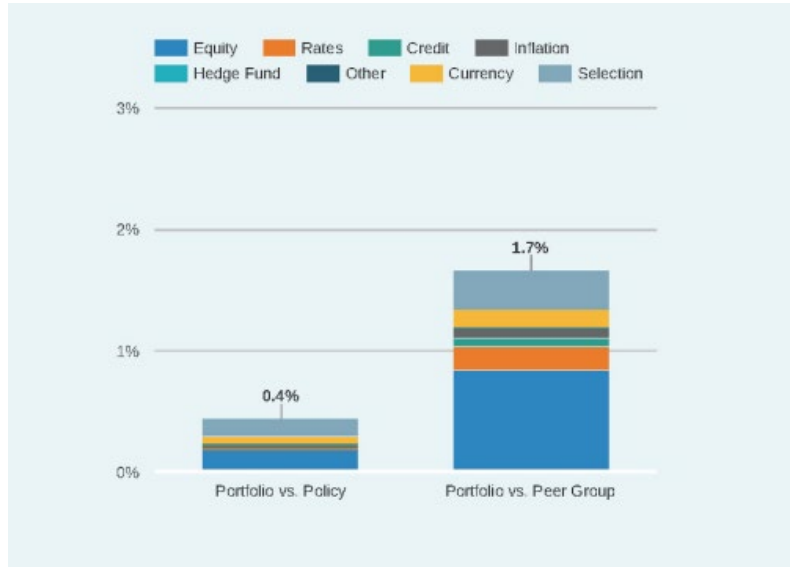
September 30, 2024

Risk Factor Decomposition



RISK METRICS

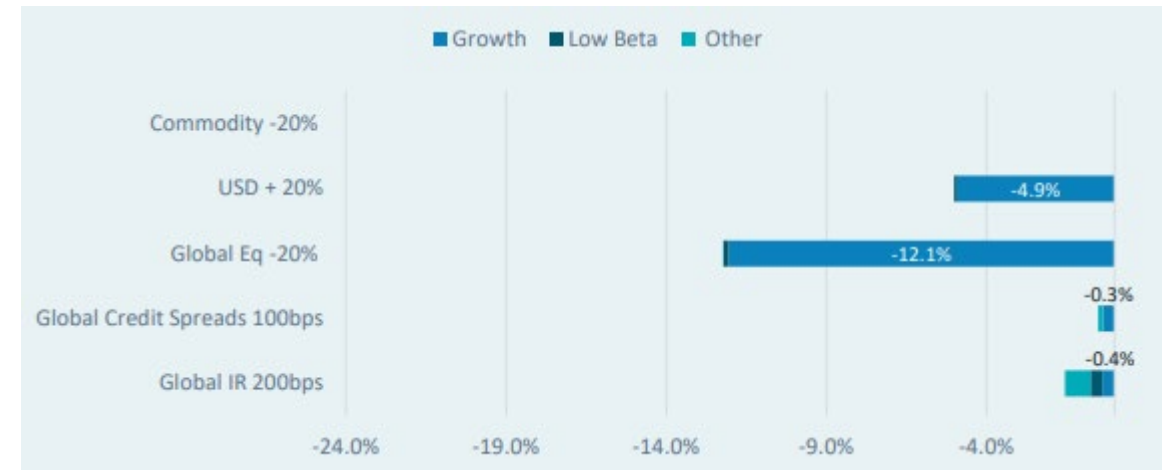
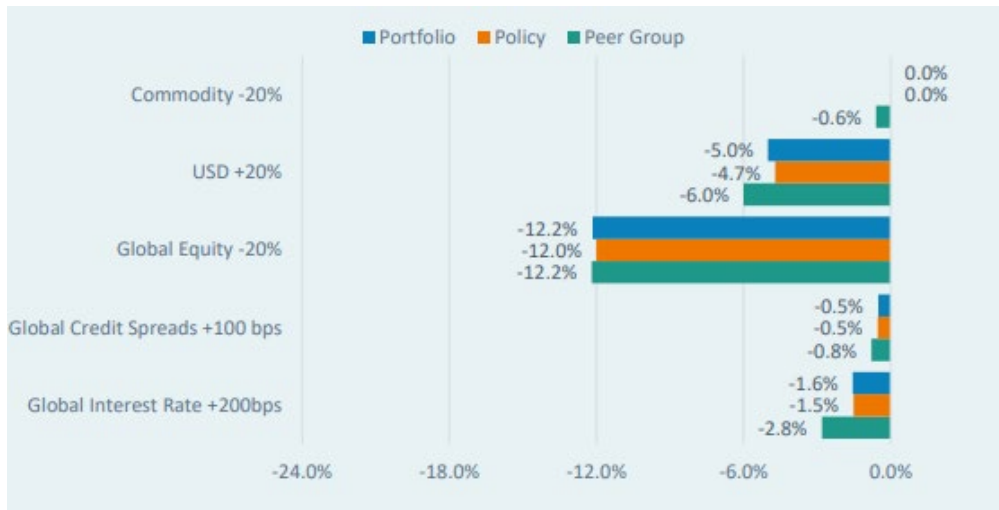
Active Risk Factor Decomposition



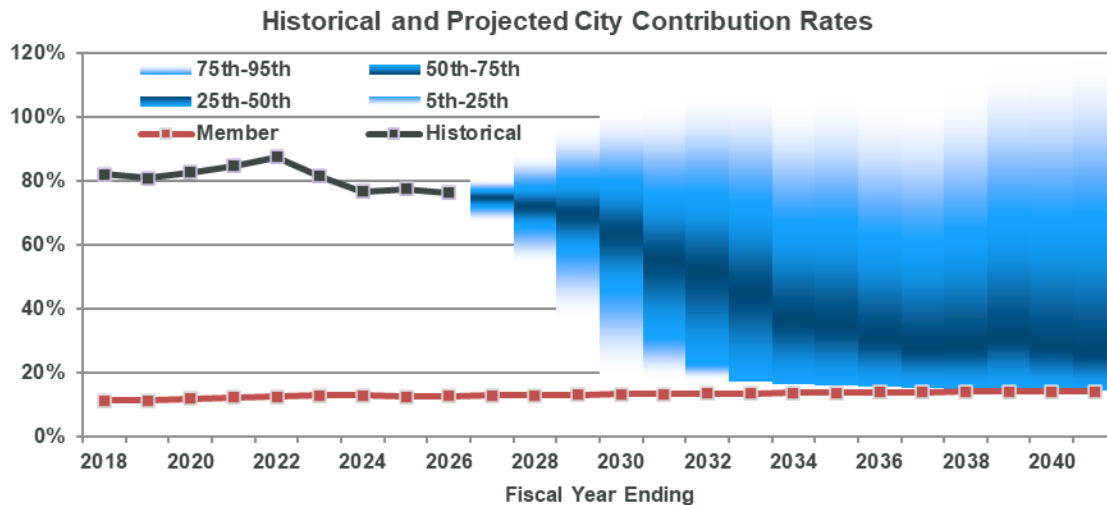
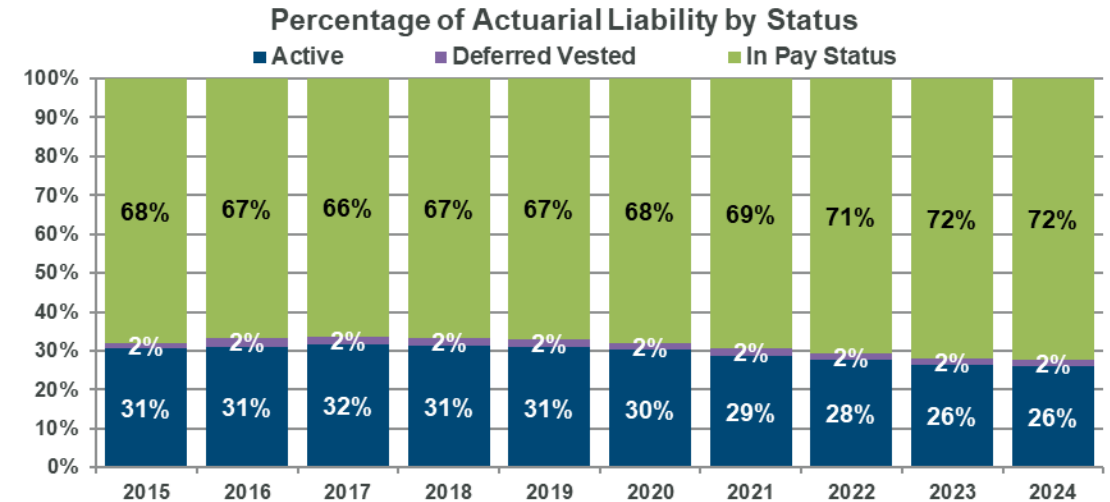
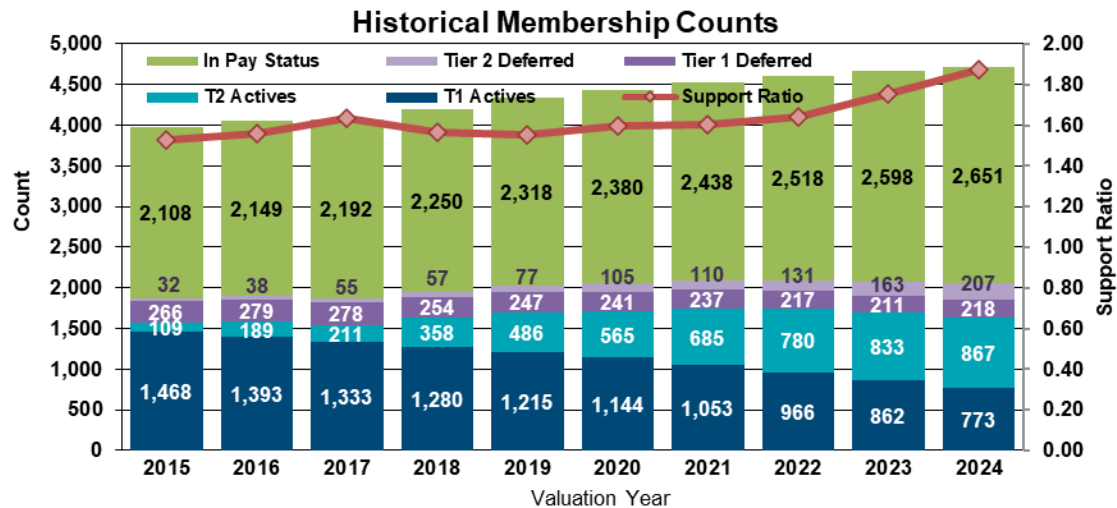
September 30, 2024



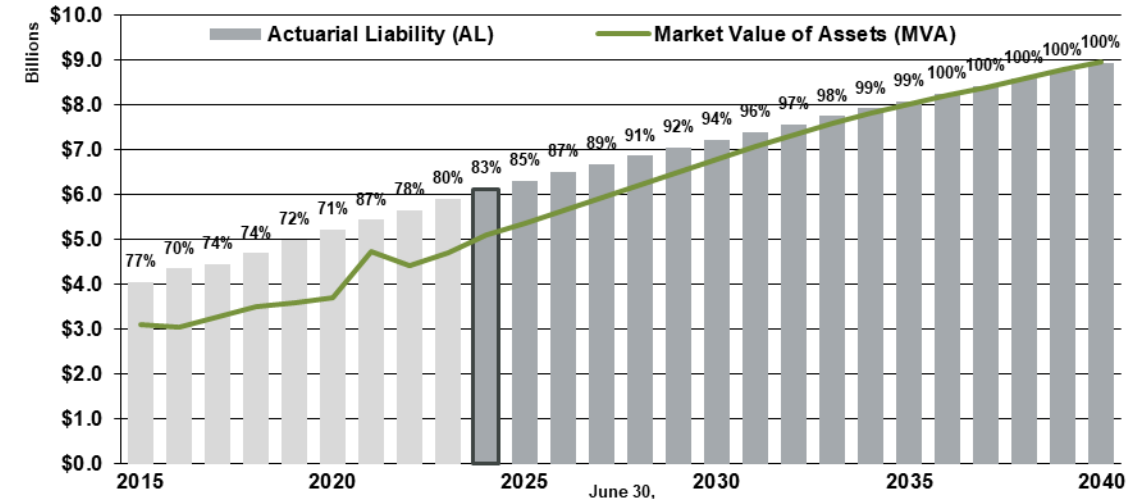
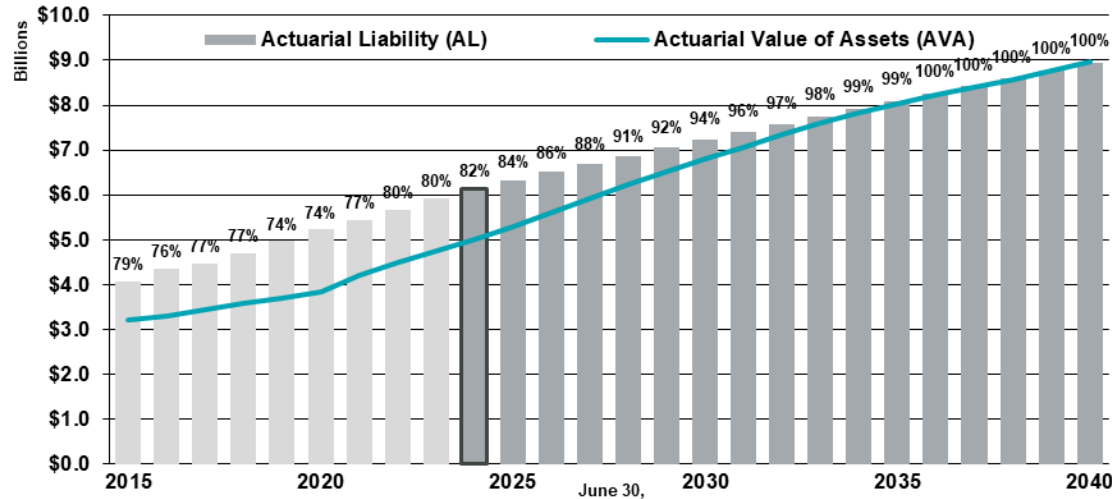
Stress Test Scenarios



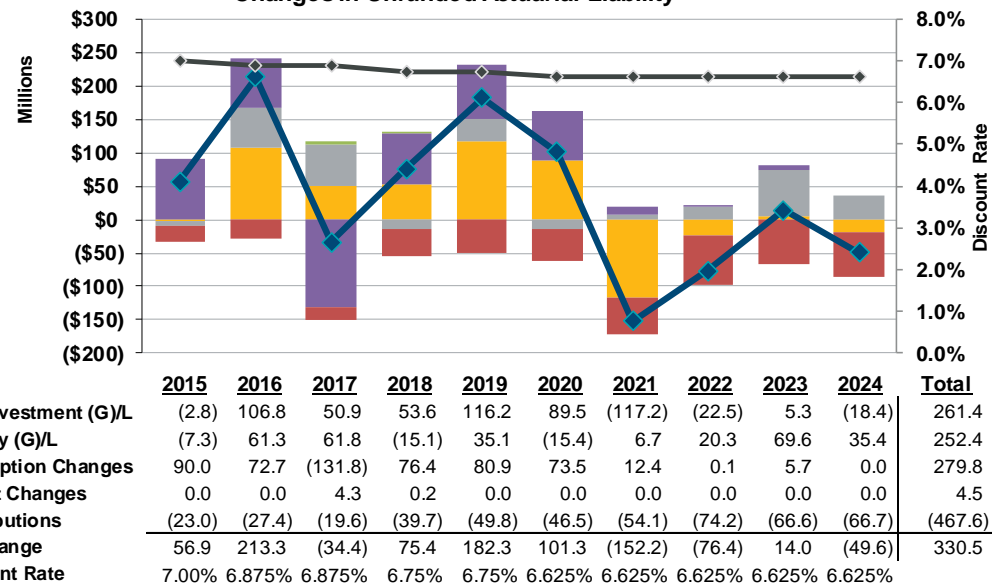
Actuarial Metrics



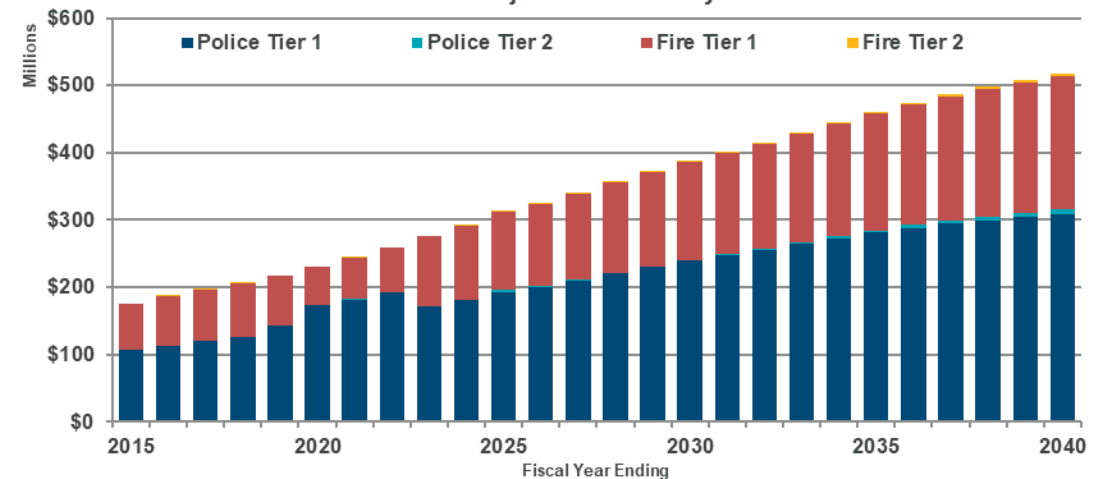
Actuarial Metrics



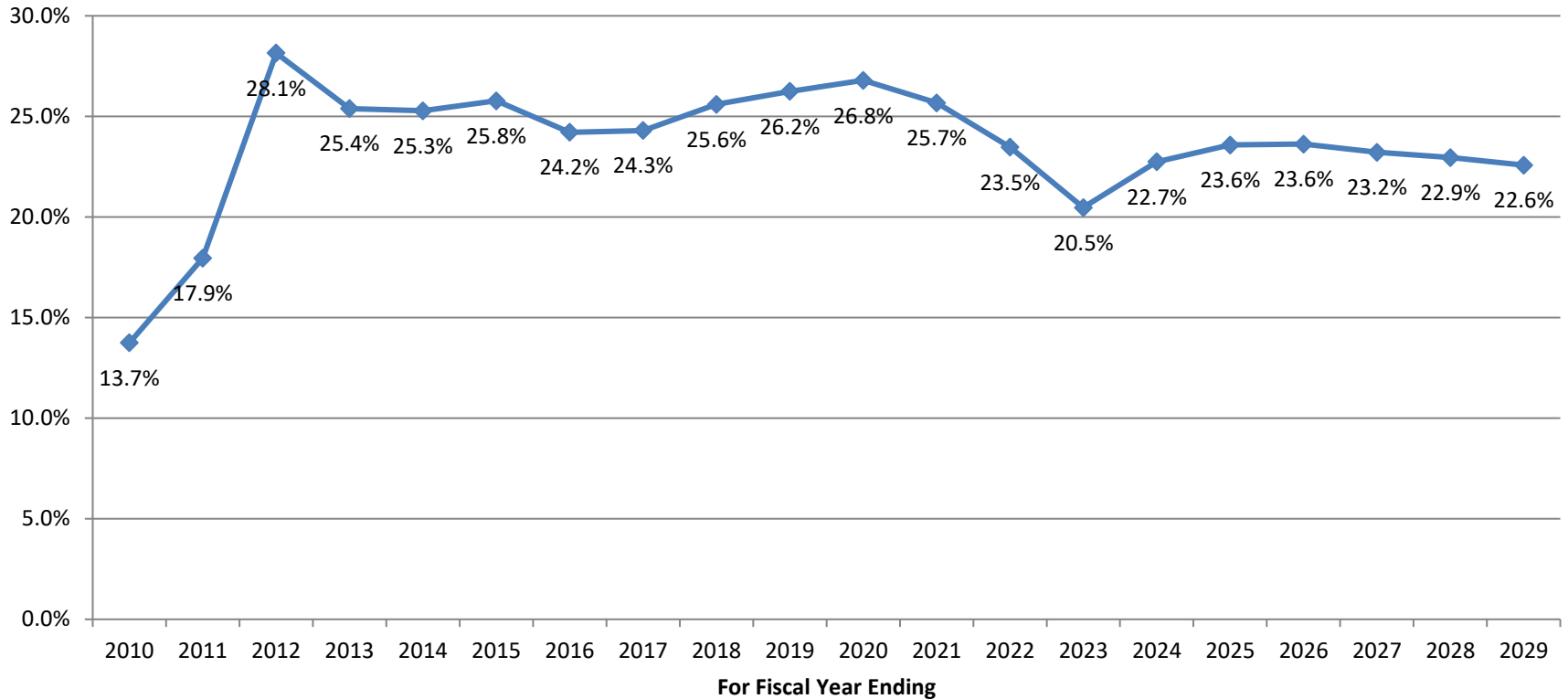
Changes in Unfunded Actuarial Liability



Historical and Projected Benefit Payments

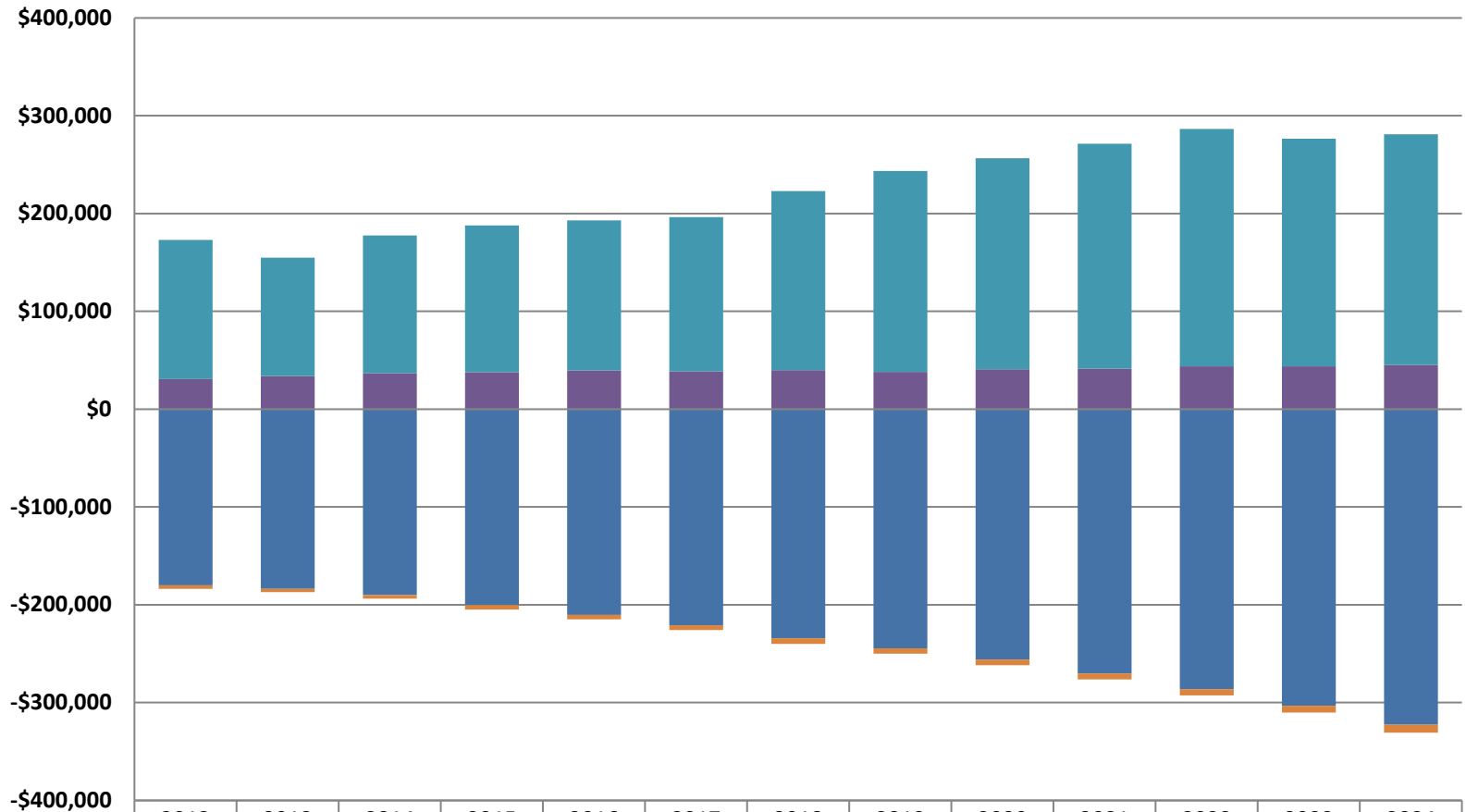


Contributions as % of City Budget



Contribution amounts represent the combined amounts for Federated and Police and Fire. Fiscal years 2025-2029 are the projected contributions and City budget based on the City's 5-Year Forecast and Revenue Projections (General Fund Forecast Expenditure Summary - Page 23)

Net Cash Flow / Total Additions and Deductions Before Investment Income/Expense (In Thousands)



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Administrative Expenses	(3,643)	(3,501)	(3,734)	(4,314)	(4,393)	(4,817)	(5,623)	(5,495)	(5,727)	(5,874)	(6,205)	(6,934)	(7,980)
Benefits	(180,199)	(183,636)	(189,907)	(200,458)	(210,389)	(220,831)	(234,316)	(244,411)	(256,039)	(270,284)	(286,334)	(303,352)	(322,654)
Employer Contributions	142,214	121,042	140,850	150,189	153,545	157,624	183,094	205,362	215,831	229,767	242,809	232,513	235,866
Employee Contributions	30,819	33,725	36,789	37,764	39,515	38,696	39,968	38,126	40,780	41,508	43,769	43,960	45,259

POLICE AND FIRE RETIREMENT PLAN 2024 DISABILITY RETIREMENT STATISTICS

DISABILITY RETIREMENT APPLICATION OVERVIEW BY QUARTER 2024 (CALENDAR YEAR)

QUARTER (CY)	BEGIN OF QTR. OUTSTANDING APPLICATIONS*	NEW APPLICATIONS REVEIVED**	APPROVED BY BOARD	DENIED BY BOARD	WITHDRAWN BY APPLICANT	DEFERRED BY APPLICANT (NEW)	END OF QTR. OUTSTANDING APPLICATIONS*	NET REDUCTION IN OUTSTANDING APPLICATIONS	TOTAL DEFERRED BY APPLICANT
1 (Jan-Mar)	135	7	15	0	2	11	114	21	25
2 (Apr-June)	114	10	17	0	3	6	98	16	27
3 (July-Sept)									
4 (Oct-Dec)									
TOTAL	---	17	32	0	5	17	---	37	---

*Not Including Deferred Applications

**Includes deferred applications that have been reactivated by applicant

DISABILITY RETIREMENT APPLICATION PROCESSING TIME BY APPLICANT 2024 QUARTER 2 (CALENDAR YEAR)

Board Agenda	Dept	Type of Retirement	Type of Disability Retirement	Applicant Status	Board Action	Name	Total Days (App. To Board)
April	Police	Change of Status	Service-Connected	Service Retired	Approved	T. La Cap	2,016
April	Fire	Change of Status	Service-Connected	Service Retired	Approved	V. Polverino	1,605
April	Fire	Change of Status	Service-Connected	Service Retired	Approved	J. Welch	1,646
May	Fire	SCDR	Service-Connected	Separated	Approved	S. Fey	1,060
May	Fire	SCDR	Service-Connected	Separated	Approved	C. Loessberg	338
May	Police	Change of Status	Service-Connected	Service Retired	Approved	M. Archer	1,508
May	Fire	Change of Status	Service-Connected	Service Retired	Approved	C. Endicott	1,918
May	Fire	Change of Status	Service-Connected	Service Retired	Approved	R. Gutierrez	1,598
May	Police	Change of Status	Service-Connected	Service Retired	Approved	R. Magdaleno	1,484
May	Fire	Change of Status	Service-Connected	Service Retired	Approved	H. Morton	1,497
May	Police	Change of Status	Service-Connected	Service Retired	Approved	R. Nieves	1,488
June	Fire	SCDR	Service-Connected	Active	Approved	N. Wilder	226
June	Police	Change of Status	Service-Connected	Service Retired	Approved	P. Garcia	1,221
June	Police	Change of Status	Service-Connected	Service Retired	Approved	L. Lim	1,451
June	Fire	Change of Status	Service-Connected	Service Retired	Approved	M. Lomeli	1,430
June	Police	Change of Status	Service-Connected	Service Retired	Approved	T. Murray	1,275
June	Fire	Change of Status	Service-Connected	Service Retired	Approved	D. Wheeler	2,159
Average Time to Process (Years)							3.85

Appendix



- Investment Dashboard – Updated Quarterly
- Actuarial Dashboard – Updated Annually
- Accounting Dashboard – Updated Annually
- Benefits Dashboard – Updated Quarterly

