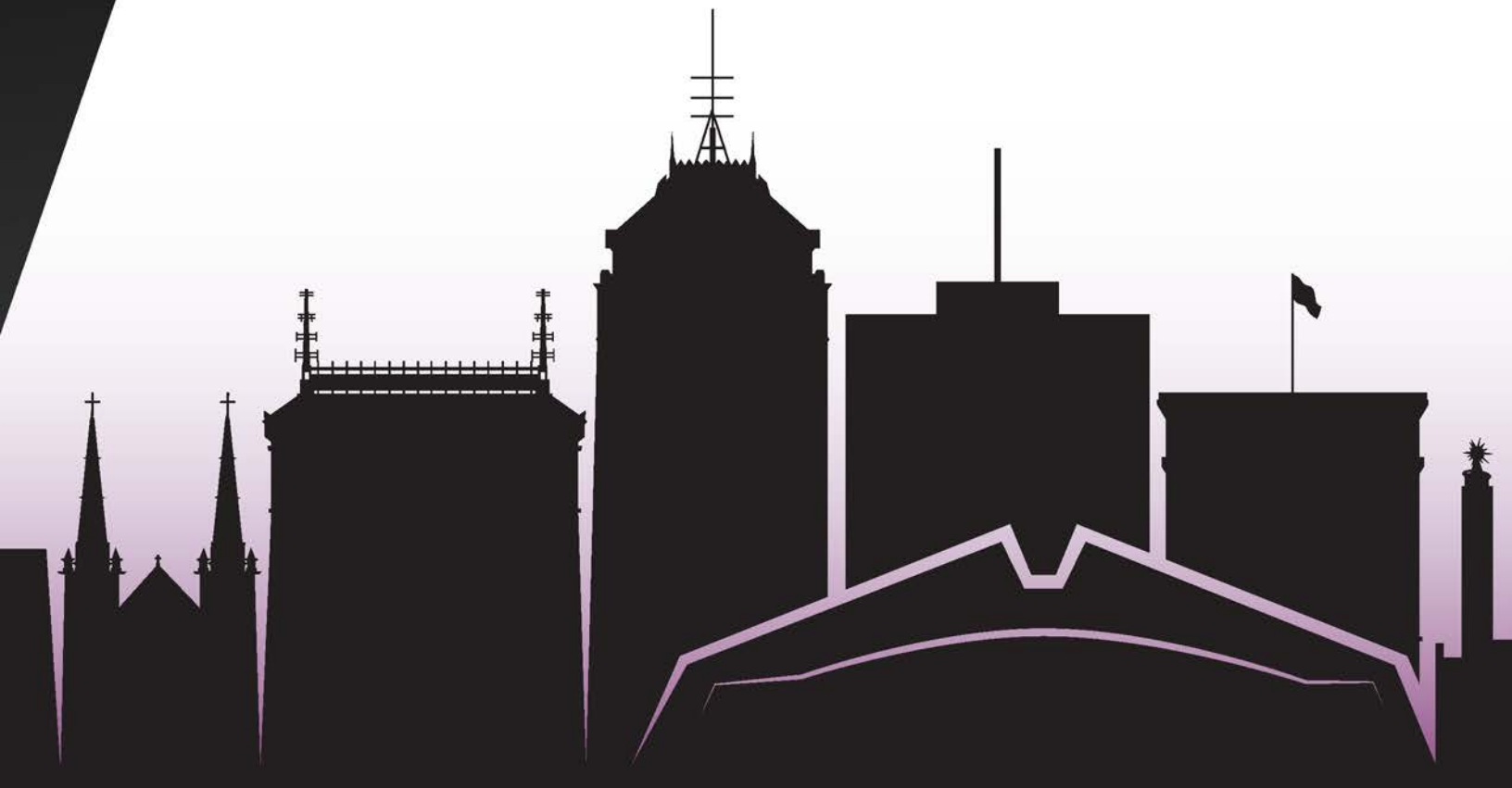
CITY OF FRESNO
EMPLOYEES
RETIREMENT SYSTEM

# ANNUAL COMPREHENSIVE FINANCIAL REPORT

*FOR THE FISCAL YEARS ENDED JUNE 30, 2025 AND 2024*

A PENSION TRUST FUND OF THE CITY OF FRESNO
FRESNO, CA



City of Fresno Employees Retirement System

A Pension Trust Fund of the City of Fresno (California)

# ANNUAL COMPREHENSIVE FINANCIAL REPORT

FOR FISCAL YEARS ENDED JUNE 30, 2025 AND 2024

Issued by:


Robert T. Theller

Retirement Administrator

Kathleen Riley Brown

Assistant Retirement Administrator

2828 Fresno Street Suite 201, Fresno, CA 93721-1327

(559) 621-7080 / Retire@Fresno.gov

www.CFRS-CA.org

## TABLE OF CONTENTS

### Introduction Section

Letter of Transmittal ..... i
City of Fresno Employees Retirement System Board Members ..... ix
City of Fresno Retirement Office Staff ..... x
Administration of the System ..... xi
Organizational Structure ..... xii
Professional Services and Consultants ..... xiii
Investment Portfolio Managers ..... xiv
Certificate of Achievement for Excellence in Financial Reporting ..... xv

### Financial Section

Independent Auditor's Report ..... 2
Management's Discussion and Analysis ..... 5

### Basic Financial Statements

Statement of Fiduciary Net Position ..... 18
Statement of Changes in Fiduciary Net Position ..... 19
Notes to the Basic Financial Statements ..... 20

### Required Supplementary Information

Schedule of Changes in the Net Pension Liability ..... 56
Schedule of Employer Contributions ..... 58
Schedule of Investment Returns ..... 58
Notes to the Required Supplementary Information ..... 59

### Other Supplementary Information

Schedule of Administrative Expenses ..... 61
Schedule of Investment Management Expenses ..... 62
Schedule of Payments to Consultants ..... 62

### Investment Section

Investment Report from the Retirement Administrator ..... 64
Investment Consultant's Report ..... 69
Investment Results (Gross and Net of Fees) ..... 71
Target Asset Allocation and Actual Asset Allocation ..... 73
Largest Stock and Bond Holdings ..... 75
Schedule of Commissions ..... 76
Investment Summary ..... 76

## Actuarial Section

Actuarial Certification Letter ..... 78
Summary of Actuarial Assumptions and Funding Method ..... 82
Probabilities of Separation Prior to Retirement ..... 84
Schedule of Active Member Valuation Data ..... 85
Schedule of Retirees and Beneficiaries Added to or Removed from Rolls ..... 86
Solvency Test ..... 87
Actuarial Analysis of Financial Experience ..... 88
Schedule of Funding Progress ..... 88
Major Benefit Provisions of the Retirement System ..... 89
History of Employer Actuarially Determined Net Contribution Rates ..... 90

## Statistical Section

Statistical Section Review ..... 92
Schedule of Changes in Fiduciary Net Position ..... 93
Schedule and Graph of Additions by Source ..... 94
Schedule and Graph of Deductions by Type ..... 95

### Membership Information

Schedule of Average Benefit Payments ..... 96
Retirees by Type of Benefit ..... 98
Schedule and Graph of Pension Benefit Payments Deductions by Type ..... 99
Schedule and Graph of Active Vested, Active Non-Vested and Deferred Membership History ..... 100
Schedule and Graph of Retirees Pension Benefit Payments by Type of Benefit ..... 101
Summary of Active Participants and Retirees ..... 102
Member and City Contribution Rates ..... 103
Economic Assumptions and Funding Method ..... 103
Benefits and Withdrawals Paid ..... 104
Average Monthly Benefits to Retirees ..... 105
Expectation of Life (Age and Service Retirees) ..... 106
Expectation of Life (Disabled Retirees) ..... 106

## Compliance Section

Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With *Government Auditing Standards* ..... 108

## *MISSION STATEMENT*

*To protect and provide System benefits through the highest quality delivery of service for our members and the employer, prudently fulfilling our fiduciary duties of investment and conservation of Trust assets.*

## *BOARD AND STAFF COMMITMENT*

*We promise to carry out our Mission through a competent, professional, impartial and open decision-making process. In providing benefits and services, all persons will be treated fairly, with courtesy and respect. Assets will be invested and administered to balance the need to control risk with superior performance. We expect excellence in all activities. We will also be accountable and act in accordance with the law.*

## *GOALS*

- *To create an environment in which Board Members can maximize their performance as trustees.*
- *To improve business processes and our delivery of services provided to members and retirees.*
- *To improve communications with members, retirees and the employer.*
- *To attract, develop and retain competent and professional staff.*
- *To achieve and maintain superior investment performance on a risk controlled basis measured by the Public Fund Universe.*

*The Employees Retirement System was established on June 1, 1939 and is maintained and governed by Article 5 of the Fresno Municipal Code.*

*The Employees Retirement System (the System) provides retirement benefits for all qualified non-sworn employees of the City of Fresno.*

## INTRODUCTION


i Letter of Transmittal

ix City of Fresno Employees Retirement System Board Members

x City of Fresno Retirement Office Staff

xi Administration of the System

xii Organizational Structure

xiii Professional Services and Consultants

xiv Investment Portfolio Managers

xv Certificate of Achievement for Excellence in Financial Reporting

# Letter of Transmittal

*Robert T. Theller, Esq.*

RETIREMENT ADMINISTRATOR

Dear Retirement Board and System Members:

As Retirement Administrator of the City of Fresno Employees Retirement System (the System), it is with great pleasure that I submit the Annual Comprehensive Financial Report (ACFR) for the fiscal years ended June 30, 2025 and 2024.

Fiscal Year 2025 marked a notable transition from aggressive inflation control to cautious monetary easing. The Federal Reserve initiated a rate-cutting cycle that began in 2024 and continued in 2025, cutting rates to 4.00% just recently in October 2025.

Real GDP growth slowed during the year, with a dip in the first quarter of calendar 2025, the first decline in several years, though growth remained positive over the full fiscal period. The labor market showed signs of easing, with unemployment gradually rising from historic lows, helping to temper wage inflation. The Fed's rate cuts provided stability to interest-sensitive sectors such as housing and corporate investment.

Major indices, including the S&P 500, Dow Jones, and NASDAQ, posted solid gains, driven by strong earnings from the "Magnificent Seven" technology stocks and continued enthusiasm around artificial intelligence. Global uncertainties, including geopolitical tensions and trade disruptions, contributed to market volatility but did not derail overall growth.

The U.S. economy demonstrated resilience and adaptability in a complex fiscal environment. Cooling inflation, a resilient labor market, and strong equity performance have contributed to a more optimistic outlook for the year ahead.

Despite the complex economic environment of Fiscal Year 2025, the System demonstrated resilience and maintained its strong financial footing. This stability is a testament to its long-term focus. Notably, the System concluded the fiscal year fully funded on both a fair value and actuarial valuation basis at 118.6 percent and 114.0 percent, respectively. From a long-term perspective, the System is positioned to provide a solid rate of return that is equal to or better than the respective asset classes market indices even as we enter yet another year of uncertainties in the global economic and financial markets. The Retirement Board (the Board) has carefully managed the investment portfolio, and we remain confident that new investment opportunities will arise and the Board, with the required amount of due diligence and vigilance, will position the System's investments for future long-term growth.

*Letter of Transmittal Continued*

The System's returns for the last two years have been positive at 11.08 percent and 10.59 percent for the fiscal years ended June 30, 2025 and 2024, respectively. Both the fiscal year 2025 return of 11.08 percent and the fiscal year 2024 return of 10.59 percent exceeded the System's assumed rate of return of 6.75 percent effective June 30, 2025, and June 30, 2024.

In fiscal year 2025, the System's gross of fee returns provided by its custodian, Northern Trust, when compared to other institutional investors and weighted policy benchmarks, were slightly higher in the short-term, and consistently higher over the long-term. The System's gross of fees one-year return was 11.08 percent, 0.46 percent above its policy benchmark return of 10.62 percent; also outperforming its actuarial interest rate assumption of 6.75 percent by 4.33 percent in fiscal year 2025. The five-year annualized gross of fees return of 10.36 percent was 3.61 percent above its actuarial interest rate assumption of 6.75 percent and above its policy benchmark return of 9.47 percent by 0.89 percent. The System's ten-year annualized gross of fees return at 8.27 percent exceeded its policy benchmarks of 7.49 percent by 0.78 percent and also exceeded its actuarial interest rate assumption by 1.52 percent for the same period.

The System remains highly funded and well positioned to serve our members and retirees. As illustrated by the System's 10, 15 and 25-year long-term gross of fees returns of 8.27 percent, 9.30 percent, and 6.87 percent, respectively, as of June 30, 2025, the System can achieve its long-term objectives over extended periods. Meanwhile, the System's actuarial and fair value funding status continues to be the highest of any public non-safety pension defined benefit plan in California.

## The Annual Comprehensive Financial Report (ACFR)

The Annual Comprehensive Financial Report (ACFR) of the City of Fresno Employees Retirement System for fiscal years ended June 30, 2025 and 2024 is submitted herewith. Information contained in this report is designed to provide a complete and accurate review of the years' operations. Responsibility for both the accuracy of the data, and the completeness and fairness of the presentation, rests with the management of the System. For a general overview of the City of Fresno Employees Retirement System's finances, please refer to the Management's Discussion and Analysis in the Financial Section of this report. The ACFR consists of six sections:

The Introduction Section contains our Mission Statement, a Letter of Transmittal, a description of the System's management and organizational structure, a listing of the professional services providers, and the Government Finance Officers Association's Certificate of Achievement for Excellence in Financial Reporting.

The Financial Section contains the opinion of the independent auditor, Brown Armstrong Accountancy Corporation, Management's Discussion and Analysis, the Basic Financial Statements of the System, the Required Supplementary Information and the Other Supplementary Information.

*Letter of Transmittal Continued*

The Investment Section includes an Investment Report from the Retirement Administrator, a letter from the System's Investment Consultant, NEPC, LLC (NEPC), recapping the fiscal year investment results and activities, along with performance and asset allocation information. Investment Consultant returns may differ slightly from the custodian's book of record due to rounding methodology.

The Actuarial Section includes the certification letter produced by the independent actuary, The Segal Company, along with the supporting schedules and information.

The Statistical Section contains significant detailed data pertaining to the System.

The Compliance Section contains the Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance And Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*.

I trust that the Board and Members of the System will find this ACFR helpful in understanding the System and our commitment to financial integrity and member services.

## THE EMPLOYEES RETIREMENT SYSTEM AND ITS SERVICES

The Employees Retirement System was established on June 1, 1939, under Charter Section 910 and is governed by Article 5 of Chapter 3 of the City of Fresno Municipal Code. The System provides retirement allowances to the non-safety members employed by the City of Fresno (the City). In accordance with the provisions of the City of Fresno Municipal Code, the System provides lifetime retirement, disability, and death benefits to its members.

The Employees Retirement Board is responsible for establishing policies governing the administration of the System, making benefit determinations, and managing the investment of the System's assets. The Board operates under the authority vested in Article 5 of Chapter 3 of the City of Fresno Municipal Code and the California Pension Protection Act of 1992. Article XVI, Section 17(b) of the Constitution of the State of California provides that "the members of the Retirement Board of a public retirement system shall discharge their duties ... solely in the interest of, and for the exclusive purpose of providing benefits to, participants and their beneficiaries, minimizing employer contributions thereto, and defraying reasonable expenses of administering the System. A Retirement Board's duty to its participants and their beneficiaries shall take precedence over any other duty." Section 17(a) further provides that the Board has ... "the sole and exclusive responsibility to administer the System in a manner that will assure prompt delivery of benefits and related services to the participants and their beneficiaries." The Retirement Board is also responsible for the prudent investment of member and employer contributions and defraying reasonable expenses of administration.

*Letter of Transmittal Continued*

The Retirement Board has five (5) members: two (2) management employees who are appointed by the Mayor and confirmed by the City Council, one (1) employee who is elected by the manual workers of the System, and one (1) employee who is elected by the clerical or supervisory workers of the System; both elected members serve a four-year term. The fifth and final member of the Board is a qualified elector of the County of Fresno, not connected with its government, appointed by the previously designated four members. The Board oversees the Retirement Administrator and staff in the performance of their duties in accordance with the Municipal Code and the Board's Rules, Regulations and Policies.

## Major Initiatives

The Board, jointly with the City of Fresno Fire and Police Retirement System Board (the Boards), maintained active oversight of the investment portfolios. With support of Staff and their Investment Consultant, the Boards continued ongoing asset class reviews, investment education initiatives, and evaluations of all investment categories.

During the fiscal year 2025, upon completion of investment due diligence, legal reviews, operational due diligence and background investigations, the Joint Boards approved investments with Asia Alternatives, a private equity manager specializing in Asian markets; Blue Vista Co Investments OCOEE and Lugoff, Carlyle RSEF II, a private equity fund specializing in renewable and energy transition assets; Monroe Co Investment, a private credit fund; and TPG AG, a private equity fund with investments in European real estate. Near the end of the fiscal year, the Boards approved further European real estate investments with PIMCO EDCO and Hines Asian Real Estate Partners, after completion of investment and operational due diligence and legal reviews of each firm.

Effective January 1, 2017, the IRS eliminated its staggered five-year remedial amendment cycle system for individually designed qualified retirement plans and no longer accepts applications for determination letters. The System's letter of determination was effective through January 31, 2019. The IRS' current determination letter program, in general, provides that a plan sponsor that maintains a qualified plan, with a favorable determination letter, may continue to rely on the determination with respect to any plan provision, until such time that the plan provision subsequently is amended or affected by a change in law. The Boards retained the services of the law firm of Ice Miller, LLP (Ice Miller) to assist with a review of our plan documents and applicable statutes in effect through 2013, and any plan amendments or changes to provisions made after January 1, 2014. Based on their initial review, since the date of the plan's favorable determination letter May 26, 2014, the plan has been timely amended to comply with the changes required to be tax qualified under Internal Revenue Code § 401 (a). Staff began work with Ice Miller in 2019 to review the Retirement Systems' plan provisions for continued IRS compliance. The proposal from Ice Miller to participate in the IRS Comply Now program included updating of the Systems' plan provisions to incorporate certain distribution provisions and new provisions required by the Setting Every Community Up for Retirement Enhancement (SECURE) and Coronavirus Aid, Relief and Economic Security (CARES) Acts. Comply Now reports detailing the changes to be considered were presented to the Boards during fiscal year 2021. Given the passage of SECURE 2.0 in 2022, Staff will work with counsel on additional updates to amendments of the plans.

*Letter of Transmittal Continued*

Retirement Benefits Staff have continued to provide all the necessary information and support that Members need, answering individual questions and assisting members in making informed decisions regarding retirement. Staff are available to assist and answer member questions via telephone, face-to-face meetings and via online video conferencing. Staff also provide further outreach to active employees via the Mid-Career Retirement Seminars. These seminars provide an overview of the benefits available to active members who may be considering retirement or Deferred Retirement Option Program (DROP) in the next 5-10 years.

With the assistance of its actuary and staff, the Board completed the annual actuarial valuations for June 30, 2025 and 2024, and Governmental Accounting Standards Board (GASB) Statement No. 67, which redefines pension liability and expense for financial reporting purposes only. In accordance with Actuarial Standards of Practice (ASOP) No. 51, the System's actuary has identified and assessed risks that may be reasonably anticipated to significantly affect the System's future financial condition, which helps intended users of the actuarial findings gain a better understanding of risks inherent in the measurements of pension obligations and actuarially determined pension plan contributions.

## Professional Services

Professional Services Consultants and Investment Portfolio Managers are retained by the Board to provide professional services essential to the effective and efficient operation of the System. See listings on pages xiii and xiv.

An opinion from the Independent Auditor and a certification letter from the Actuary are included in this report along with a summary investment report from the Board's Investment Consultant. The Consultants and Investment Managers retained by the Board are listed in the following section of this report.

## Certificate of Achievement

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the City of Fresno Employees Retirement System for its annual comprehensive financial report for the fiscal year ended June 30, 2024. The Certificate of Achievement is a prestigious national award recognizing excellence in the preparation of public employee retirement system annual comprehensive financial reports.

To be awarded a Certificate of Achievement for Excellence in Financial Reporting, a government entity must publish an easily readable and efficiently organized annual comprehensive financial report. This report must satisfy both generally accepted accounting principles and applicable legal requirements.

A Certificate of Achievement for Excellence in Financial Reporting is valid for a period of one year only. The System has received a Certificate of Achievement for the last 24 consecutive years. We believe that our current annual comprehensive financial report continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate. For fiscal year 2024, the System submitted a Popular Annual Financial Report (PAFR) to the GFOA. The System received from the GFOA an Award for Outstanding Achievement in Popular Annual Financial Reporting. The PAFR provides System membership with condensed and concise information in an easier to read format than is presented in the ACFR.

*Letter of Transmittal Continued*

## Actuarial Funding Status and Net Pension Liability

The System's funding objective is to meet long-term benefit promises by retaining a well-funded plan status and obtaining superior investment returns while minimizing employer contributions. The Board's objective for employer contributions is to establish a rate as a level percent of member payroll. The greater the level of overall plan funding, the larger the ratio of assets accumulated compared to the actuarial accrued liability and the greater the level of investment potential. The advantage of a well-funded plan is that the benefits earned by participants are funded during their working careers and not by future generations of taxpayers.

The June 30, 2025 actuarial valuation of the City of Fresno Employees Retirement System is presented in this ACFR. As of June 30, 2025, the funded ratio of the Employees Retirement System was 114.0 percent. The ratio of the valuation value of assets to actuarial accrued liabilities was 109.8 percent as of June 30, 2024, valuation. The funding ratios as of June 30, 2025 and 2024, if measured using the fair value of assets instead of the actuarial valuation value of assets, are 118.6 percent and 112.8 percent, respectively. The funded ratios were determined by using the actuarial value of the assets in accordance with actuarial standards.

The actuarial accrued liability of the System at June 30, 2025, for funding purposes, amounted to $1,520,441,000; the actuarial valuation value of assets amounted to $1,732,580,350; and the fair value of assets (including non-valuation reserves) amounted to $1,974,211,816. At June 30, 2024, the actuarial valuation value of assets amounted to $1,600,472,705; the fair value of assets (including non-valuation reserves) amounted to $1,815,104,966.

Under the Governmental Accounting Standards Board (GASB) Statement No. 67 Financial Reporting methodology, the net pension liability of the System as of June 30, 2025, indicates a surplus of $225,498,310; while on an actuarial funding basis the valuation value of assets basis reflects a surplus of $212,139,350 and a funding ratio of 114.0 percent. At June 30, 2024, the net pension liability of the System indicated a surplus of $140,220,397 and a funding ratio of 109.8 percent. For financial reporting purposes, the Plan Fiduciary Net Position as a percentage of the Total Pension Liability is 112.90% and 108.37% as of June 30, 2025 and 2024, respectively.

The Board engages an independent actuarial consulting firm to conduct annual actuarial valuations of the System. The purpose of the actuarial valuation is to reassess the magnitude of the benefit commitments. This is compared to the assets expected to be available to support those commitments. Recommendations are presented to the Board for consideration. The Segal Company is the System's independent actuarial consultant. The Actuarial Section of this report contains a more detailed discussion of funding.

*Letter of Transmittal Continued*

## Accounting System & Reports

The management of the System is responsible for establishing and maintaining an internal control structure designed to ensure that System assets are protected from loss, theft, or misuse. Responsibility for the accuracy, completeness, and fair presentation of the information, and all disclosures, rests with the management of the System.

The accounting firm of Brown Armstrong Accountancy Corporation provides financial audit services. The financial audit ensures that the System's financial statements are presented in conformity with accounting principles generally accepted in the United States of America (GAAP) and are free of material misstatement. The internal controls are designed to provide reasonable but not absolute assurance that these objectives are met. The System recognizes that even sound internal controls have their inherent limitations. Internal controls are reviewed to ensure that the System's operating policies and procedures are being adhered to and that the controls are adequate to ensure accurate and reliable financial reporting and to safeguard the System's assets. The objective is to provide a reasonable, rather than absolute, assurance that the financial statements are free of any material misstatements given the prudent need to ensure that the cost of a control should not exceed the benefits to be derived. We believe that the System's internal controls adequately safeguard assets.

This report has been prepared in accordance with Generally Accepted Accounting Principles for State and Local Governments (GAAP) as established by the Governmental Accounting Standards Board (GASB). The System's transactions are reported on the accrual basis of accounting. Revenues are considered when earned, regardless of the date of collection. Expenses are recorded when the corresponding liabilities are incurred, regardless of when the payment is made.

## Investments

Article XVI, Section 17(c) of the Constitution of the State of California, provides that "the members of the Retirement Board of a public pension or retirement system shall discharge their duties... with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of an enterprise of a like character and with like aim." By permitting further diversification of investments within a fund, the prudent expert standard may enable a fund to reduce overall risk and increase returns. A summary of the asset allocation can be found in the investment section of this report and in Note 2 – Summary of Significant Accounting Policies (see sections Investment and Financial).

The prudent expert rule permits the Board to establish an investment policy based upon professional advice and counsel and allows for delegation of investment authority to professional investment advisors. The Investment Objectives and Policy Statement of the Board outline the responsibility for the investment of the fund and the degree of risk that is deemed appropriate for the fund. Investment advisors are to execute the policy in accordance with the Board policy and guidelines.

For the fiscal years ended June 30, 2025 and 2024, the System's investments provided an 11.08 percent and 10.59 percent gross of fees rate of return, respectively, as reported by the custodian, Northern Trust.

*Letter of Transmittal Continued*

## Acknowledgments

The compilation of this report reflects the combined effort of the System's staff under the leadership of the Board. It is intended to provide complete and reliable information as a basis for making management decisions, as a means of determining compliance with legal provisions, and as a means of determining responsible stewardship of the funds of the System.

On behalf of the Board, I would like to express my appreciation for the dedication and efforts of my staff members, Kathleen Riley Brown, Yvonne Timberlake, Chad Jacobs, Alberto Magallanes, Cristina Jurado, Kristina Espinoza, Pattie Laygo, Andrea Ketch, Patricia Basquez, Joan Taketa, Tracy Gonzales, Enia Leon, Erika Cortes, Machelle Smiley, Cecilia Lopez, Gilberto Torentela, and the Board's consultants, for their assistance in the preparation of this report and for their ongoing commitment to serve the Board and the members of the System. I also would like to thank the Board members for their support in accomplishing the many tasks and goals over the past year.

Respectfully Submitted,

*Robert T. Theller*

Robert T. Theller, Esq.
Retirement Administrator

December 3, 2025

# Retirement Board Members

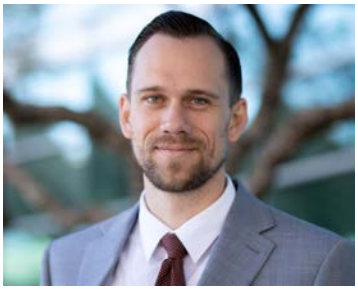
As of June 30, 2025

Chair
Vacant

Vice Chair
Ruth F. Quinto
Appointed December 2022
Term Continuous
Appointed by the Mayor and Confirmed by the Fresno City Council

Marvell French
Appointed July 2000
Term Continuous
Outside Member Appointed by Retirement Board

Tyler Kamalani
Elected September 2024
Term Expires June 2026
Represents Manual Worker Members



Kaleb Neufeld
Appointed March 2025
Term Continuous
Appointed by the Mayor and Confirmed by the Fresno City Council

# Retirement Office Staff

| Administrative Services | (From left to right) |
|---|---|
| | Cecilia Lopez<br>*Senior Administrative Clerk*<br>Chad Jacobs<br>*Investment Officer*<br>Pattie Laygo<br>*Retirement Office Manager*<br>Robert T. Theller, Esq.<br>*Retirement Administrator*<br>Tracy Gonzales<br>*Senior Customer Services Clerk*<br>Gilberto Torentela<br>*Senior Administrative Clerk* |

| Financial Services | (From left to right) |
|---|---|
| | Alberto Magallanes<br>*Retirement Accounting Manager*<br>Kathleen Riley-Brown<br>*Assistant Retirement Administrator*<br>Kristina Espinoza<br>*Accounting Technician*<br>Cristina Jurado<br>*Accountant Auditor II* |

| Member Services | (From left to right) |
|---|---|
| | Andrea Ketch<br>*Retirement Benefits Manager*<br>Enia Leon<br>*Retirement Counselor II*<br>Yvonne Timberlake<br>*Assistant Retirement Administrator*<br>Erika Cortes<br>*Retirement Counselor II*<br>Machelle Smiley<br>*Retirement Counselor II*<br>Joan Taketa<br>*Retirement Counselor II* |

# Administration of the System

## Administration

The Administrative Section is responsible for the administration of the City of Fresno Employees Retirement System, including the risk management of the investment activities in accordance with the policies, regulations, and general guidelines of the Retirement Board. It is also responsible for interfacing with the investment managers, the investment consultant, the actuary, legal counsel, custodial bank, and any other consultants authorized by the Board. (See page xiii for professional services and consultants, page xiv for investment portfolio managers, and page 76 for a schedule of brokerage commissions, and investment manager fees by listed asset class.)

## Member Services

This section is responsible for providing all benefit services to the members of the System. This includes benefit calculations, investigation of claims for disability retirement, preparation of data to support applications for retirement, preparation of the retiree payroll, membership counseling, and membership training.

## Financial Services

This section is responsible for planning, organizing and directing all fiscal activities of the Retirement Systems. This includes the preparation and publication of the Annual Financial Reports, monthly or quarterly financial report and information to the Board, and all other financial records and reports including financial statements, control and balancing of payroll and members' contributions and reconciliation of investments.

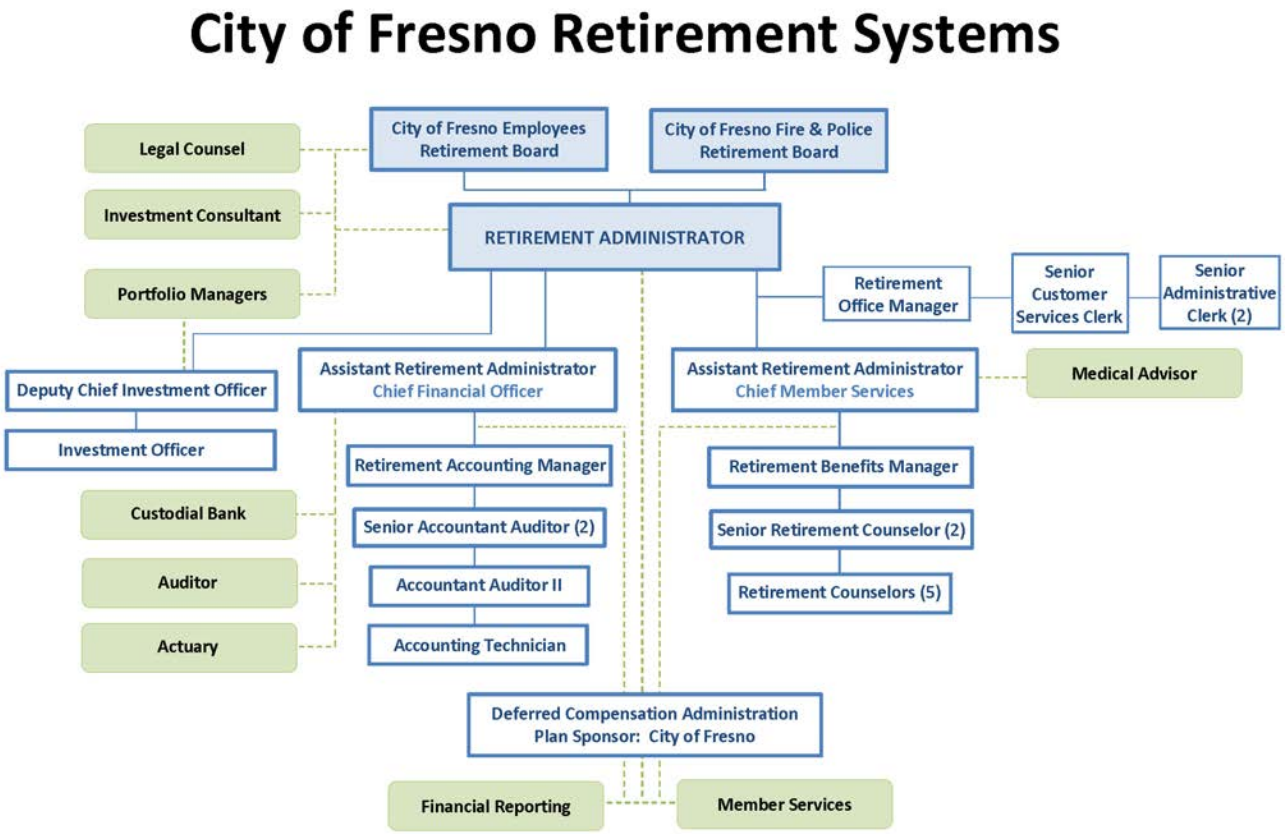
## Investment Officer

This position is responsible for monitoring compliance with the Board's Investment Objectives and Policy Statement and assists and coordinates in the management and administration of the System's investment program. This includes the planning and development of investment strategies.

## Retirement Office Manager

This position is responsible for providing administrative and clerical support services for the Board and the retirement staff.

# Organizational Structure



# Professional Services and Consultants

## Custodial Bank

NORTHERN TRUST
Chicago, Illinois

## General Legal Advisor

SALTZMAN AND JOHNSON LAW CORPORATION
San Francisco, California

## Legal Advisor

NOSSAMAN LLP
San Francisco, California

## Tax Counsel

ICE MILLER LLP
Indianapolis, Indiana

## Investment Legal Advisor

FOLEY & LARDNER LLP
Boston, Massachusetts

## Investment Consultant

NEPC, LLC
Boston, Massachusetts

## Actuary

THE SEGAL COMPANY
San Francisco, California

## Medical Advisor

BENCHMARK, AN EXAMWORKS COMPANY, INC.
Sacramento, California

## Independent Auditor

BROWN ARMSTRONG ACCOUNTANCY CORPORATION
Bakersfield, California

# Investment Portfolio Managers

## EQUITY

### *Domestic Equity*

Northern Trust Asset Management, Chicago, IL

### *International Equity*

BlackRock, San Francisco, CA

Baillie Gifford & Co., Edinburgh, Scotland

Principal Global Investors, Des Moines, IA

### *Private Equity*

Asia Alternatives Mgmt LLC, San Francisco, CA

Ocean Avenue Capital Partners, Santa Monica, CA

Pantheon Ventures, San Francisco, CA

Volta Energy Technologies, Naperville, IL

## RATES/CREDIT

### *Core Fixed Income*

Dodge & Cox, San Francisco, CA

Prudential Investment Mgmt., Inc., Newark, NJ

### *Private Debt/Credit*

Arcmont Asset Mgmt, London, United Kingdom

Crescent Capital, Los Angeles, CA

Monroe Capital, Chicago, IL

PIMCO, Newport Beach, CA

## REAL ASSETS

### *Core Real Estate*

The Carlyle Group, Washington, D.C.

JP Morgan Asset Mgmt., New York, NY

Tristan Capital Partners, London, United Kingdom

### *Non-Core Real Estate*

Alidade Capital, Bloomfield Hills, MI

Artemis Real Estate Partners, Chevy Chase, MD

Blue Vista Capital Management, Chicago, IL

Brookfield Asset Management, New York, NY

Kayne Anderson, Boca Raton, FL

Oaktree Capital Management, Los Angeles, CA

PCCP, LLC, Los Angeles, CA

PIMCO, Newport Beach, CA

### *Infrastructure*

The Carlyle Group, Washington, D.C.

Grain Management, LLC, Washington, D.C.

JP Morgan IIF, New York, NY

Ullico UIF, Chicago, IL

## MULTI-ASSETS

### *Alternative Credit*

Cloverlay, Conshohocken, PA

Sixth Street/TAO, San Francisco, CA

Government Finance Officers Association

# Certificate of Achievement for Excellence in Financial Reporting

Presented to

**City of Fresno Employees Retirement System**
**California**

For its Annual Comprehensive
Financial Report
For the Fiscal Year Ended

June 30, 2024

Christopher P. Morrill

Executive Director/CEO

*To protect and provide system benefits through the highest quality delivery of service for our members and the employer, prudently fulfilling our fiduciary duties of investment and conservation of Trust assets.*

## FINANCIAL


2 Independent Auditor's Report

5 Management's Discussion and Analysis

18 Basic Financial Statements

20 Notes to the Basic Financial Statements

56 Required Supplementary Information

61 Other Supplementary Information

# Independent Auditor's Report

BROWN ARMSTRONG
CERTIFIED PUBLIC ACCOUNTANTS

www.ba.cpa
661-324-4971

## INDEPENDENT AUDITOR'S REPORT

To the Board of Retirement
City of Fresno Employees Retirement System
Fresno, California

**Report on the Audit of the Financial Statements**

***Opinions***

We have audited the accompanying Statement of Fiduciary Net Position of the City of Fresno Employees Retirement System (the System), a pension trust fund of the City of Fresno, California, as of June 30, 2025 and 2024, the Statement of Changes in Fiduciary Net Position for the fiscal years then ended, and the related notes to the basic financial statements, which collectively comprise the System's basic financial statements as listed in the table of contents.

In our opinion, the basic financial statements referred to above present fairly, in all material respects, the respective Fiduciary Net Position of the System as of June 30, 2025 and 2024, and the changes in fiduciary net position for the fiscal years then ended in accordance with accounting principles generally accepted in the United States of America.

***Basis for Opinions***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. 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 audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the basic 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 basic financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the basic 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.

BAKERSFIELD
4200 Truxtun Avenue, Suite 300
Bakersfield, CA 93309
661-324-4971

FRESNO
10 River Park Place East, Suite 208
Fresno, CA 93720
559-476-3592

STOCKTON
2423 West March Lane, Suite 202
Stockton, CA 95207
209-451-4833

*REGISTERED with the Public Company Accounting Oversight Board and MEMBER of the American Institute of Certified Public Accountants*

# Independent Auditor's Report Continued

Management is also responsible for maintaining a current plan instrument, including all of the System's plan amendments; administering the System; and determining that the System's transactions that are presented and disclosed in the basic financial statements are in conformity with the System's plan provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

***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 auditing standards generally accepted in the United States of America and *Government Auditing Standards* 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 auditing standards generally accepted in the United States of America and *Government Auditing Standards*, 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 and Required Supplementary Information (RSI), 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 Management's Discussion and Analysis and RSI 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.

# Independent Auditor's Report Continued

***Other Supplementary Information***

Our audit was conducted for the purpose of forming opinions on the System's basic financial statements. The Other Supplementary Information, as listed in the table of contents, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Other Supplementary Information is fairly stated in all material respects in relation to the basic financial statements as a whole.

***Other Information***

Management is responsible for the other information included in the Annual Comprehensive Financial Report. The other information comprises the Introduction, Investment, Actuarial, and Statistical Sections but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do 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.

**Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated December 3, 2025, on our consideration of the System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and agreements and other matters. The purpose of that report is to solely describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the System's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the System's internal control over financial reporting and compliance.

BROWN ARMSTRONG
ACCOUNTANCY CORPORATION

Brown Armstrong
Accountancy Corporation

Bakersfield, California
December 3, 2025

# Management's Discussion and Analysis

We are pleased to provide this overview and analysis of the financial activities of the City of Fresno Employees Retirement System (the System) for the fiscal years ended June 30, 2025 and 2024. We encourage readers to consider the information presented here in conjunction with additional information that we have furnished in the Letter of Transmittal beginning on page i of this report.

## *Financial Highlights*

The System's net position restricted for pension benefits is for payment of pension benefits to participants and their beneficiaries, and all of the net position is restricted to meet the System's ongoing obligations.

At the close of the fiscal year 2025, the assets of the System exceed its current liabilities by $1,974,211,816; as of fiscal year-end 2024, the assets of the System exceeded its liabilities by $1,815,104,966; as of fiscal year 2023, the assets of the System exceeded its liabilities by $1,683,312,950.

The System's net position restricted for pension benefits increased by $159,106,850 or 8.77 percent for fiscal year 2025; increased by $131,792,016 or 7.83 percent for fiscal year 2024; and increased by $121,125,470 or 7.75 percent for fiscal year 2023, primarily as a result of the performance of the investment markets.

The System's funding objective is to meet long-term benefit obligations through contributions and investment income. As of June 30, 2025, the date of the last actuarial valuation, the funded ratio for the System was 114.0 percent reflecting that the System has a valuation value of assets which is in excess of the actuarial accrued liability. In general, this indicates that for every dollar of benefits due, we have approximately $1.14 of assets available for payment as of that date.

As of June 30, 2024, the date of the previous annual actuarial valuation, the funded ratio for the System was 109.8 percent; and as of June 30, 2023, the funded ratio for the System was 111.1 percent.

## *Additions to Fiduciary Net Position*

Additions for the fiscal year 2025 increased $33,820,672 or 15.56 percent over the prior year from $217,312,283 to $251,132,955, which includes employee contributions of $20,771,353, employer contributions of $31,558,297, a net investment gain of $198,700,192 and net securities lending income of $103,113. The increase in additions for fiscal year 2025 was primarily driven by strong performance in domestic and global investment markets. Net investment income rose by $28,945,399, representing 85.6 percent of the total increase in additions of $33,820,672.

Fiscal year 2024 additions increased $16,167,649 or 8.04 percent over the prior year from $201,144,634 to $217,312,283, which included member contributions of $18,833,018, employer contributions of $28,621,359, a net investment gain of $169,694,000 and net securities lending income of $163,906. Additions in fiscal year 2024 increased primarily due to higher contributions. The employer contribution rate rose from 11.97% to 13.38%, while the average member contribution rate increased from 8.12% to 8.90%. These contribution increases accounted for $10,323,924, representing 63.9 percent of the total increase in additions for fiscal year 2024.

## Management's Discussion and Analysis Continued

For fiscal year 2023 additions increased $296,260,331 or 311.47 percent over the prior year from $-95,115,697 to $201,144,634, which included member contributions of $14,894,336, employer contributions of $22,236,117, a net investment gain of $163,716,667 and net securities lending income of $297,514. Additions in fiscal year 2023 were almost entirely driven by an increase in net investment income. Strong performance in the investment markets contributed $296,639,065 to the increase in additions from the prior year, while combined employer and employee contributions declined by $378,734 compared to the previous year.

### Deductions from Fiduciary Net Position

Deductions from fiduciary net position for the fiscal year 2025 increased $6,505,838 or 7.61 percent over the prior fiscal year from $85,520,267 to $92,026,105. The increase in deductions for the current year was primarily due to growth in the number of retirees and the corresponding retirement benefits paid in 2025. Retiree benefits rose by $5,661,914, representing 87.0 percent of the total increase in deductions. Refunds and administrative expenses increased by $545,275 and $298,649, respectively, in fiscal year 2025.

Fiscal year 2024 deductions increased $5,501,103 or 6.87 percent over the prior fiscal year 2023 from $80,019,164 to $85,520,267. In fiscal year 2024, the rise in deductions was largely attributed to an increase in the retiree population and the associated benefit payments. Retirement benefits grew by $5,530,913. Refunds decreased by $202,022, while administrative costs increased by $172,212.

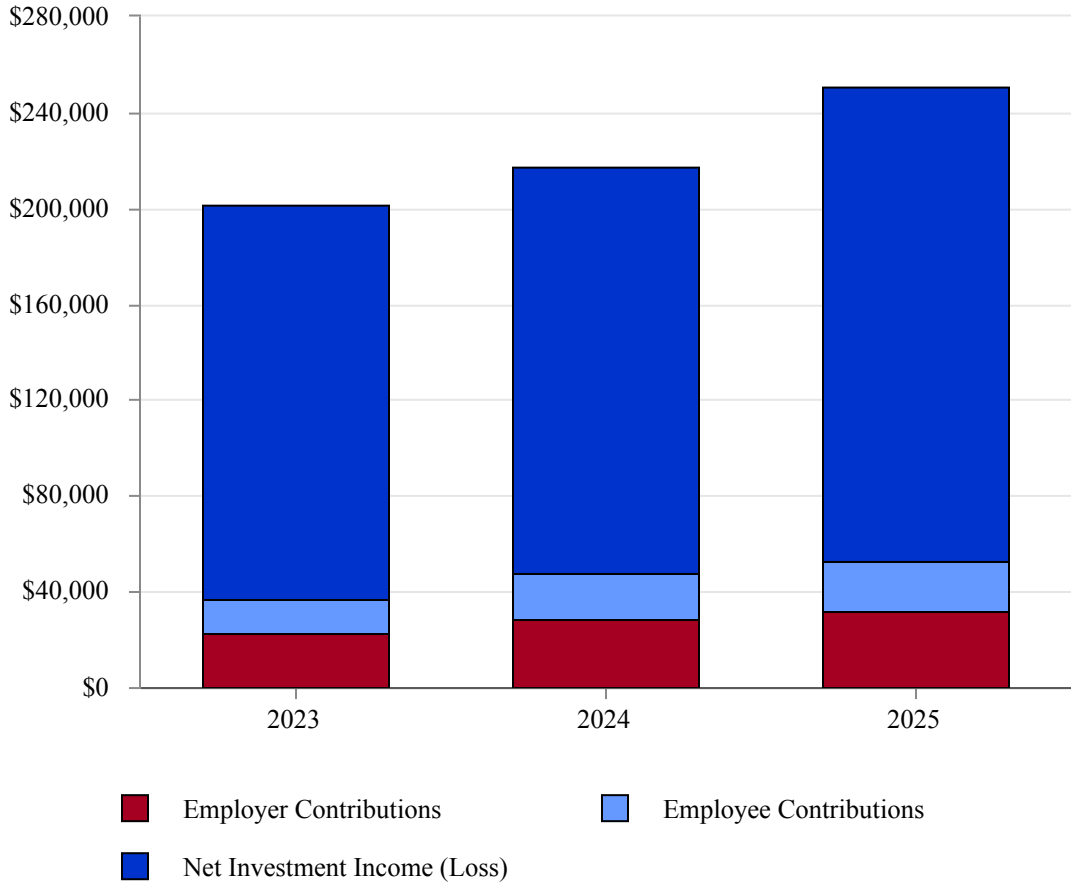
Fiscal year 2023 deductions increased $6,084,928 or 8.23 percent over the prior fiscal year 2022 from $73,934,236 to $80,019,164. Refunds and administrative expenses rose by $203,360 and $96,008, respectively, contributing to the overall increase in deductions for fiscal year 2023. The primary driver, however, was the growth in retirement benefit payments, which totaled $5,785,560 and accounted for 95.1 percent of the year's total deduction increase. This reflects the impact of a growing retiree population and the benefits paid during the year.

*Management's Discussion and Analysis Continued*

## Schedule and Graph of Additions By Source

For Fiscal Years Ended June 30, 2025, 2024 and 2023 (In Thousands)

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| Employer Contributions | $ 22,236 | $ 28,621 | $ 31,558 |
| Employee Contributions | 14,894 | 18,833 | 20,771 |
| Net Investment Income (Loss) | 164,015 | 169,858 | 198,804 |
| **TOTAL** | $ 201,145 | 217,312 | $ 251,133 |

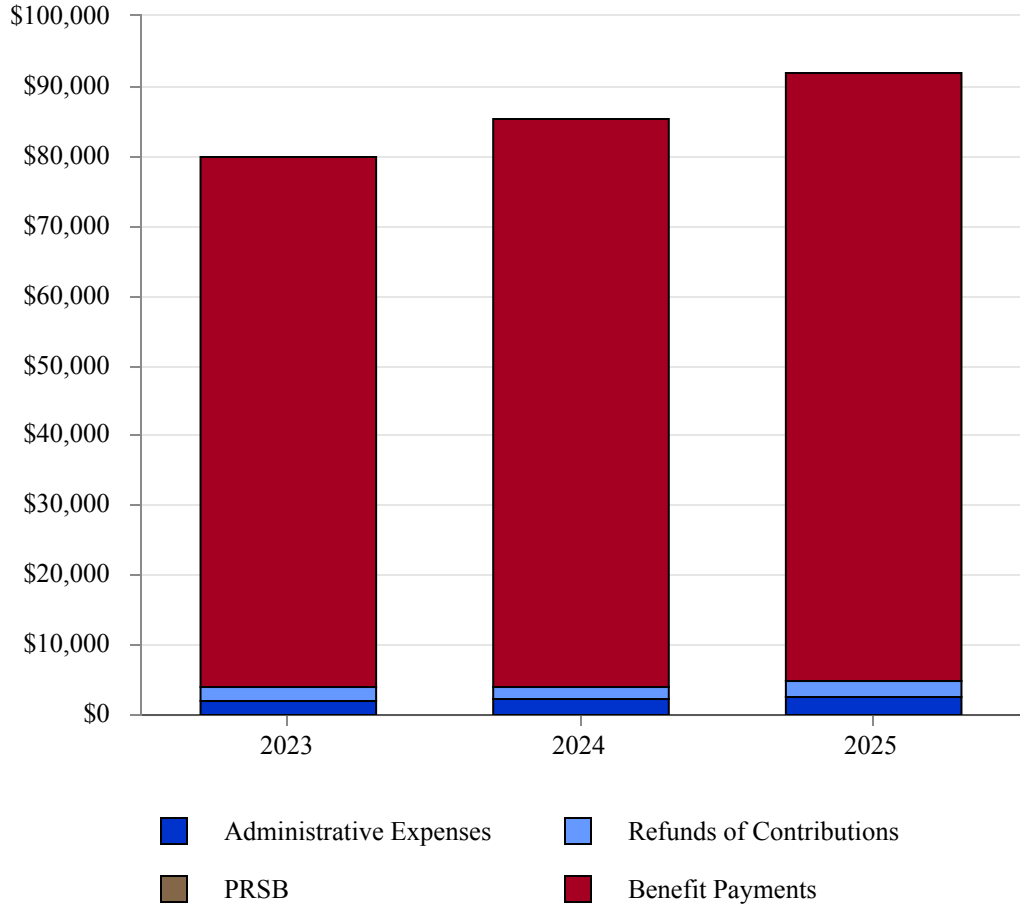


*Management's Discussion and Analysis Continued*

## Schedule and Graph of Deductions By Type

For Fiscal Years Ended June 30, 2025, 2024 and 2023 (In Thousands)

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| Benefit Payments | $ 76,025 | $ 81,556 | $ 87,218 |
| PRSB | — | — | — |
| Refunds of Contributions | 1,849 | 1,647 | 2,192 |
| Administrative Expenses | 2,145 | 2,317 | 2,616 |
| **TOTAL** | $ 80,019 | $ 85,520 | $ 92,026 |



## Management's Discussion and Analysis Continued

### Overview of the Financial Statements

The following discussion and analysis are intended to serve as an introduction to the System's financial statements, which are comprised of these components:

**Statement of Fiduciary Net Position** – The Statement of Fiduciary Net Position presents the major categories of assets and liabilities and their related value as of the System's fiscal years ended June 30, 2025 and 2024. "Net Position Restricted for Pension Benefits" represents funds available to pay benefits, and it is a point in time or a snapshot of account balances as of the fiscal year-end. It indicates the assets available for future payments to retirees and any current liabilities. Increases and decreases in Net Position Restricted for Pension Benefits, when analyzed over time, may serve as an indicator of whether the System's financial position is improving or deteriorating. Other factors, such as market conditions, should also be considered in measuring the System's overall health.

**Statement of Changes in Fiduciary Net Position** – The Statement of Changes in Fiduciary Net Position provides information about the financial activities during the reporting period that increased and decreased the Net Position Restricted for Pension Benefits.

The two statements above include all assets and liabilities, using the full accrual basis of accounting, which is similar to the accounting method used by most private sector companies. All of the current year's additions and deductions are taken into account regardless of when the cash is received or paid. All investment gains and losses are shown at trade date, not settlement date. In addition, both realized and unrealized gains and losses are shown on investments.

Both statements are in compliance with Governmental Accounting Standards Board (GASB) Pronouncements.

These pronouncements require certain disclosures and require State and Local governments to report using the full accrual basis of accounting. The System complies with all material requirements of these pronouncements.

**Notes to the Basic Financial Statements** - The Notes to the Basic Financial Statements are an integral part of the basic financial statements and provide additional information that is essential to acquire a full understanding of the information and data provided in the two statements discussed above. The notes include further discussion and details regarding the System's key policies, programs, investments and activities that occurred during the year.

**Required Supplementary Information** – The Required Supplementary Information presents historical trend information concerning the changes in net pension liability, employer contributions and investment returns, and includes notes that explain factors that significantly affect trends in the amounts reported, such as changes of benefit terms, changes in the size or composition of the population covered by the benefit terms, or the use of different assumptions over time. The information is based on actuarial valuations prepared for the pension plan. The actuarial valuation report includes additional actuarial information that contributes to the understanding of the changes in the net pension liability of the defined benefit pension plan over the past ten years as presented in the schedule. The actuarial information is based upon assumptions made regarding future events at the time the valuations are performed and is derived for both financial reporting and funding purposes.

## Management's Discussion and Analysis Continued

**Other Supplementary Information** – The Other Supplementary Information, presented immediately following the required supplementary information, includes schedules pertaining to the System's administrative expenses, investment management fees and other investment related expenses, and payments to consultants and other professional services providers.

The System's funding ratio at June 30, 2025, was 114.0 percent, which means the System's fund has approximately $1.14 available for each $1.00 of liability. The Statement of Fiduciary Net Position and the Statement of Changes in Fiduciary Net Position report information about the System's financial activities during the reporting periods that increased and decreased the Net Position Restricted for Pension Benefits.

## Financial Analysis Net Position

As previously noted, net position restricted for pension benefits may serve over time as a useful indication of the System's financial position. The System's assets exceeded its liabilities at the close of the fiscal year 2025 by $1,974,211,816. All of the net position is restricted to meet the System's ongoing obligations to plan participants and their beneficiaries.

In fiscal year 2025, the System's restricted fiduciary net position, representing assets available to pay current and future member pension benefits, increased by 8.77 percent due to strong performance of the investment markets; while in 2024, the System's restricted fiduciary net position increased by 7.83 percent due to strong performance of the global investment markets (See Table 1); and also, due to strong investment performance in 2023, the System's restricted fiduciary net position increased by 7.75 percent.

In order to determine whether the $1.974 billion in net position will be sufficient to meet future obligations, the System's independent actuary performed an actuarial valuation as of June 30, 2025. The result of this valuation determines what future contributions by plan members and the City of Fresno are needed to pay all expected future benefits. The valuation takes into account the Retirement Board's (the Board) funding policy which includes a provision to smooth the impact of market volatility by spreading each year's gains or losses over five years.

There has been extreme volatility in the various economies of the world and throughout the global financial markets over the past twenty to twenty-five years, therefore, it is of utmost importance to examine the System's investment returns with a long-term view rather than a short-term focus which tends to distort the perception of how well the investments have actually performed.

Historical long-term performance rates of returns demonstrate that the System has been able to meet or exceed its actuarial assumed rate of return of 6.75 percent over long periods. As of June 30, 2025, the System's 25-year annualized return is 6.87 percent and its 20-year annualized return is 7.57 percent.

Despite volatility in the stock market, management and the System's actuary concur that the System remains in a very strong financial position to meet its obligations to the plan participants and beneficiaries. The System's current financial position is a result of a very sound and carefully managed investment and risk management program.

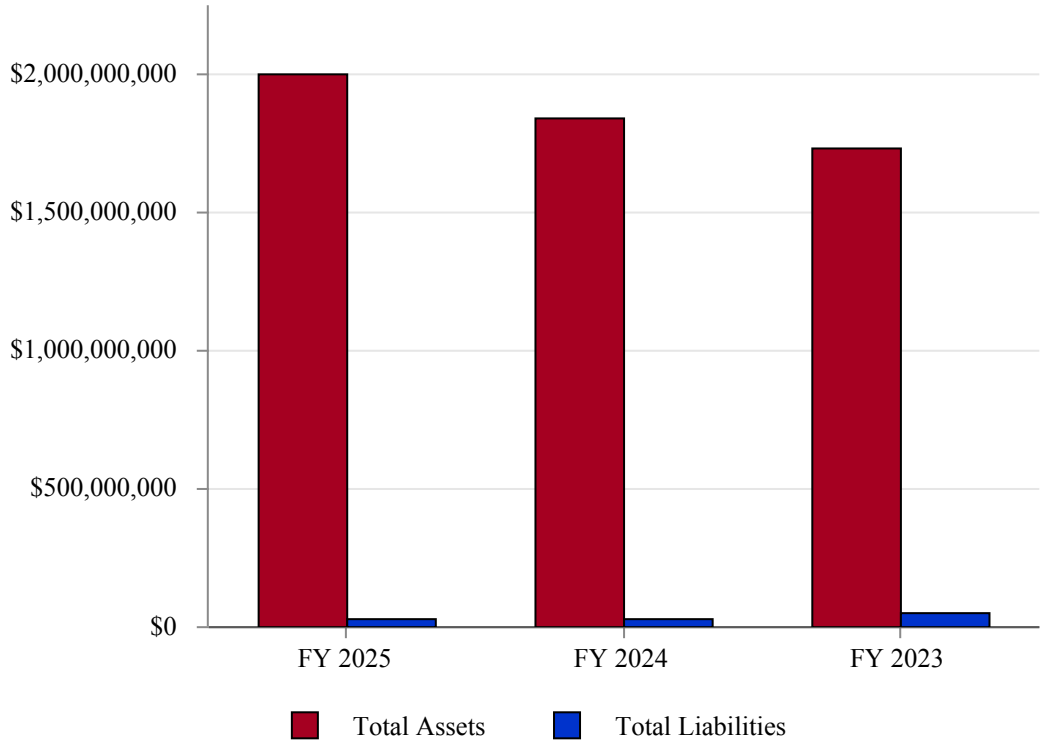
*Management's Discussion and Analysis Continued*

### *Table 1 – Employees Retirement System Fiduciary Net Position Restricted For Pension Benefits*

As of June 30, 2025, 2024 And 2023

| | FY 2025 | FY 2024 | FY 2025 Increase/ (Decrease) Amount | FY 2025 Increase/ (Decrease) Percent |
|---|---|---|---|---|
| Current and Other Assets | $ 33,833,339 | $ 33,186,136 | $ 647,203 | 1.95% |
| Investments at Fair Value | 1,972,055,839 | 1,813,865,588 | 158,190,251 | 8.72% |
| **Total Assets** | $2,005,889,178 | $1,847,051,724 | $ 158,837,454 | 8.60% |
| **Total Liabilities** | 31,677,362 | 31,946,758 | (269,396) | (0.84%) |
| **Net Position Restricted for Pension Benefits** | $1,974,211,816 | $1,815,104,966 | $ 159,106,850 | 8.77% |

| | FY 2024 | FY 2023 | FY 2024 Increase/ (Decrease) Amount | FY 2024 Increase/ (Decrease) Percent |
|---|---|---|---|---|
| Current and Other Assets | $ 33,186,136 | $ 47,692,664 | $ (14,506,528) | (30.42%) |
| Investments at Fair Value | 1,813,865,588 | 1,684,557,828 | 129,307,760 | 7.68% |
| **Total Assets** | $1,847,051,724 | $1,732,250,492 | $ 114,801,232 | 6.63% |
| **Total Liabilities** | 31,946,758 | 48,937,542 | (16,990,784) | (34.72%) |
| **Net Position Restricted for Pension Benefits** | $1,815,104,966 | $1,683,312,950 | $ 131,792,016 | 7.83% |



## Management's Discussion and Analysis Continued

### Capital Assets

The System's investment in capital assets decreased from $211,960 to $76,145 (net of accumulated depreciation) between fiscal years 2024 and 2025 after decreasing from $347,021 to $211,960 (net of accumulated depreciation) between fiscal years 2023 and 2024. This investment in capital assets includes office equipment, furniture, software, and technology infrastructure. The total decrease in the System's investment in capital and intangible capital assets as of June 30, 2025 and 2024 was attributed to the disposal of capital assets no longer of service and the annual depreciation expense which netted to $(135,815) and $(135,061), respectively. These changes in both fiscal years were primarily due to the costs and associated depreciation incurred for the development of software to program and install an upgrade to our original pension administration system that was originally installed in 1997, which was implemented effective July 1, 2015. For additional, more detailed, information related to the System's capital assets, please refer to Note 13 - Capital Assets on page 53.

### Reserves

Reserves are not required, nor recognized, under accounting principles generally accepted in the United States of America (GAAP). The reserves are not shown separately on the Statement of Fiduciary Net Position, but they equate to, and are accounts within, the net position restricted for pension benefits and are vital to the System's operations. They are established from contributions and the accumulation of investment income, after satisfying investment and administrative expenses. Investments of the System are stated at fair value instead of at cost, which includes the recognition of unrealized gains and losses in the current period.

The System's major reserve accounts, described in Note 6 – Net Position Restricted for Pension Benefits, include Active Member (Employee) Reserves, Employer Advance/Retired Reserves, DROP Reserves, PRSB Reserves and City Surplus (Deficit) Reserves.

Deferred Retirement Option Program (DROP) Reserves represent funds reserved for Deferred Retirement Option Program benefits accumulated by active members and retirees. DROP is an alternate method of receiving retirement benefits. It is a voluntary program as described by the conditions and requirements of the City of Fresno Municipal Code Section 3-566. A DROP account is a nominal, bookkeeping account established within the System for each DROP participant. Monthly amounts credited to DROP accounts include an amount which represents the service retirement allowance which the member would have received if the member had retired on the date the member commenced DROP participation and interest credited at the five-year average interest rate as adopted by the Retirement Board (the Board) in accordance with the City of Fresno Municipal Code requirements.

## *Management's Discussion and Analysis Continued*

Post Retirement Supplemental Benefit (PRSB) Reserves represent surplus earnings that have been allocated but not distributed to eligible participants in accordance with the City of Fresno Municipal Code Section 3-567. PRSB is a supplemental benefit distributed to eligible participants in accordance with the City of Fresno Municipal Code Section 3-567, if and only if distributable actuarial surplus is available to provide such a benefit. Actuarial surplus means the amount by which the actuarial value of the System's assets exceeds one hundred and ten percent (110%) of the System's actuarial accrued liabilities. The PRSB Reserves account was exhausted at the end of December 2013.

City Surplus (Deficit) Reserves represent that portion of distributable actuarial surplus that has been allocated but not used as a reduction to offset or eliminate the City of Fresno's (the City) pension contributions in accordance with the conditions and requirements of Municipal Code Section 3-567 Post Retirement Supplemental Benefits. The City Surplus (Deficit) Reserves account accrues interest at the average gross rate of return earned by the System's entire investment portfolio for each of the three prior fiscal years, including realized and unrealized gains and losses and as reduced by all investment related expenses.

Table 2 shows that the vast majority of reserves are generated from Employer Advance/Retired Reserves. DROP Reserves represent funds credited for participants who elected to participate in the Deferred Retirement Option Program. PRSB Reserves present that portion of distributable actuarial surplus that has been allocated for PRSB but not yet distributed to eligible participants.

Additions to and deductions from PRSB occur when surpluses and allocations occur, respectively. The City Surplus (Deficit) reserves represent that portion of distributable actuarial surpluses and accrued interest, reduced by required City normal pension contributions. In addition, these reserves also include the negative balance that reflects shortfalls in employer and member contributions. These shortfalls arise when the City adopts contribution rates below the board-approved, actuarially determined rates.

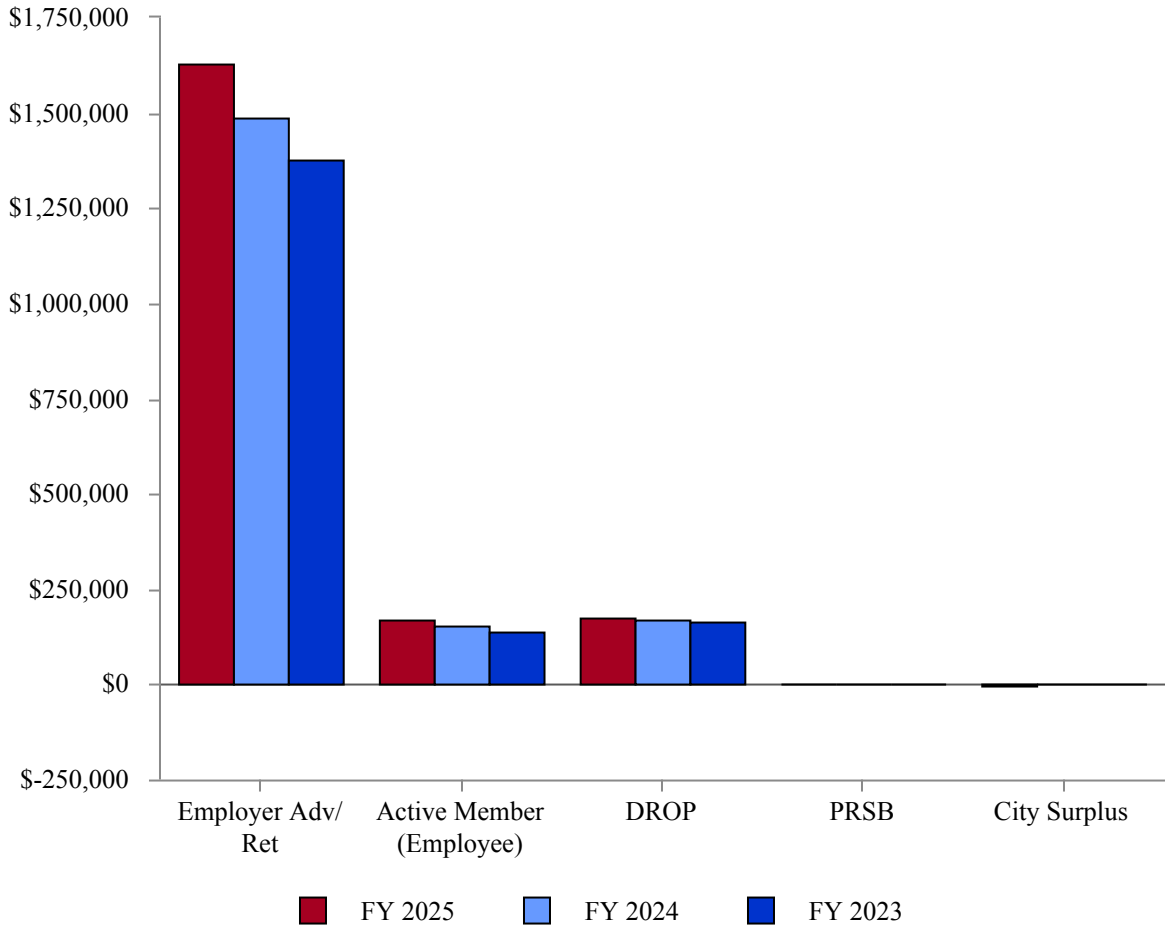
The City Surplus (Deficit) Reserves account shows a negative balance for the fiscal years 2025, 2024 and 2023. The negative balances are due to the changes in surplus allocations available to the City for offsetting the City's contributions for fiscal years 2025, 2026 and 2027. The City's normal contribution rates for fiscal years 2025 and 2024 also included adjustments for economic and non-economic actuarial assumption changes.

## *Management's Discussion and Analysis Continued*

### *Table 2 – Employees Retirement System's Reserves*

As of June 30, 2025, 2024 and 2023 (In Thousands)

| | FY 2025 | FY 2024 | FY 2023 |
|---|---|---|---|
| Employer Advance/Retired Reserves | $ 1,630,570 | $ 1,488,300 | $ 1,376,856 |
| Active Member (Employee) Reserves | 172,119 | 155,954 | 139,691 |
| DROP Reserves | 174,810 | 171,142 | 166,976 |
| PRSB Reserves | — | — | — |
| City Surplus (Deficit) Reserves | (3,287) | (291) | (210) |
| Net Position Restricted for Pension Benefits | $ 1,974,212 | $ 1,815,105 | $ 1,683,313 |



## Management's Discussion and Analysis Continued

### System's Activities

Attributable in part to the continued growth and volatility in global economic and financial markets, the System's net position increased $159,106,850 for the fiscal year 2025, resulting in an 8.77 percent increase in the fiduciary net position restricted for pension benefits for the fiscal year ended June 30, 2025. The System's fiduciary net position increased $131,792,016 for the fiscal year 2024, resulting in a 7.83 percent increase in the fiduciary net position restricted for pension benefits for the fiscal year ended June 30, 2024, primarily attributable to the growth in the global financial markets. In fiscal year 2023, the System's fiduciary net position increased $121,125,470 resulting in a 7.75 percent increase in the fiduciary net position restricted for pension benefits for the fiscal year ended June 30, 2023.

Key elements of the additions to and deductions from Fiduciary Net Position for fiscal years 2025, 2024 and 2023 are described in the sections below.

### Additions to the System's Fiduciary Net Position

The reserves needed to finance retirement benefits are normally accumulated through the collection of employer and employee contributions and through earnings of investment income net of investment expense. Total additions to the System's fiduciary net position for the fiscal year ended June 30, 2025 totaled $251,132,955.

For the fiscal year ended June 30, 2025, overall additions had increased by $33,820,672 or 15.56 percent primarily due to the performance of the investment markets. For fiscal year 2024, overall additions had increased by $16,167,649 or 8.04 percent from the prior year; and for fiscal year ended June 30, 2023, primarily due to the performance of the investment markets and changes in actuarial assumptions, overall additions had increased by $296,260,331 or 311.47 percent from the prior fiscal year. The investment section of this report reviews the details of the results of investment activity for the fiscal year ended June 30, 2025.

### Deductions from the System's Fiduciary Net Position

The System was created to provide lifetime retirement annuities, survivor benefits and permanent disability benefits to qualified members and their beneficiaries. The cost of such programs includes recurring benefit payments, as designated by the System, refunds of contributions to terminated employees, and the cost of administering the System.

Deductions from the fiduciary net position for the fiscal year ended June 30, 2025, totaled $92,026,105 which was an increase of $6,505,838 or 7.61 percent over the prior fiscal year 2024. Deductions from the fiduciary net position for the fiscal year ended June 30, 2024, totaled $85,520,267 which was an increase of $5,501,103 or 6.87 percent over the prior fiscal year 2023. The fiscal year ending June 30, 2023 had deductions from the fiduciary net position totaling $80,019,164, which was an increase of $6,084,928 or 8.23 percent over the prior fiscal year 2022. The increase in benefits paid resulted primarily from an increase in the amount of benefit payments due to the number of retirees from the prior year.

The System's increases in total deductions have closely paralleled inflation and are reflective of the membership and services provided. The System has consistently met its Administrative Budget. There are no material variances between planned expenses and actual expenses.

*Management's Discussion and Analysis Continued*

## Changes in Fiduciary Net Position (Condensed)

For Fiscal Years Ended June 30, 2025, 2024 and 2023

| | FY 2025 | FY 2024 | FY 2025 Increase/ (Decrease) Amount | FY 2025 Increase/ (Decrease) Percent |
|---|---|---|---|---|
| **Additions:** | | | | |
| Employer Contributions | $ 31,558,297 | $ 28,621,359 | $ 2,936,938 | 10.26% |
| Employee Contributions | 20,771,353 | 18,833,018 | 1,938,335 | 10.29% |
| Net Investment Income (Loss)* | 198,803,305 | 169,857,906 | 28,945,399 | 17.04% |
| **Total Additions** | $ 251,132,955 | $ 217,312,283 | $ 33,820,672 | 15.56% |
| **Deductions:** | | | | |
| Retiree Benefit Payments | $ 87,217,530 | $ 81,555,616 | $ 5,661,914 | 6.94% |
| Post Retirement Supplemental Benefit (PRSB) | — | — | — | —% |
| Refunds of Contributions | 2,191,848 | 1,646,573 | 545,275 | 33.12% |
| Administrative Expenses | 2,616,727 | 2,318,078 | 298,649 | 12.88% |
| **Total Deductions** | $ 92,026,105 | $ 85,520,267 | $ 6,505,838 | 7.61% |
| Changes in Net Position | 159,106,850 | 131,792,016 | 27,314,834 | 20.73% |
| Net Position Restricted for Pension Benefits Beginning of the Year | 1,815,104,966 | 1,683,312,950 | 131,792,016 | 7.83% |
| **End of the Year** | $1,974,211,816 | $1,815,104,966 | $ 159,106,850 | 8.77% |

* Net of investment expense of $33,587,530 and $35,663,820 for June 30, 2025 and 2024, respectively.

| | FY 2024 | FY 2023 | FY 2024 Increase/ (Decrease) Amount | FY 2024 Increase/ (Decrease) Percent |
|---|---|---|---|---|
| **Additions:** | | | | |
| Employer Contributions | $ 28,621,359 | $ 22,236,117 | $ 6,385,242 | 28.72% |
| Employee Contributions | 18,833,018 | 14,894,336 | 3,938,682 | 26.44% |
| Net Investment Income (Loss)* | 169,857,906 | 164,014,181 | 5,843,725 | 3.56% |
| **Total Additions** | $ 217,312,283 | $ 201,144,634 | $ 16,167,649 | 8.04% |
| **Deductions:** | | | | |
| Retiree Benefit Payments | $ 81,555,616 | $ 76,024,703 | $ 5,530,913 | 7.28% |
| Post Retirement Supplemental Benefit (PRSB) | — | — | — | —% |
| Refunds of Contributions | 1,646,573 | 1,848,595 | (202,022) | (10.93%) |
| Administrative Expenses | 2,318,078 | 2,145,866 | 172,212 | 8.03% |
| **Total Deductions** | $ 85,520,267 | $ 80,019,164 | $ 5,501,103 | 6.87% |
| **Changes in Net Position** | 131,792,016 | 121,125,470 | 10,666,546 | 8.81% |
| Net Position Restricted for Pension Benefits Beginning of the Year | 1,683,312,950 | 1,562,187,480 | 121,125,470 | 7.75% |
| **End of the Year** | $1,815,104,966 | $1,683,312,950 | $ 131,792,016 | 7.83% |

* Net of investment expense of $35,663,820 and $26,691,439 for June 30, 2024 and 2023, respectively.

## *Management's Discussion and Analysis Continued*

### *System's Fiduciary Responsibilities*

The System's Board and management staff are fiduciaries of the pension trust fund. Under the California Constitution, the assets must be used exclusively for the benefit of plan participants and their beneficiaries.

### *Requests for Information*

This financial report is designed to provide the Retirement Board, our membership, taxpayers, investment managers, and creditors with a general overview of the City of Fresno Employees Retirement System's finances, and to show accountability for the funds it receives. Questions concerning any of the information provided in this report, or requests for additional financial information, should be addressed to:

**City of Fresno Employees Retirement System**

**2828 Fresno Street Suite 201**

**Fresno, California 93721-1327**

Respectfully submitted,

*Robert T. Theller*

Robert T. Theller, Esq.
Retirement Administrator

December 3, 2025

# Basic Financial Statements

## Statement of Fiduciary Net Position

**As of June 30, 2025 and 2024**

| | 2025 | 2024 |
|---|---|---|
| **ASSETS** | | |
| Cash (Note 8) | $ 628,680 | $ 545,336 |
| Collateral Held for Securities Lent (Note 10) | 21,744,609 | 24,737,950 |
| Receivables | | |
| Receivables for Investments Sold | 8,489,890 | 5,004,319 |
| Interest and Dividends | 1,863,264 | 1,868,313 |
| Other Receivables | 979,644 | 713,143 |
| **Total Receivables** | **$ 11,332,798** | **$ 7,585,775** |
| Prepaid Expenses | — | — |
| **Total Current Assets** | **$ 33,706,087** | **$ 32,869,061** |
| Investments at Fair Value and NAV (Notes 7 and 8) | | |
| Domestic Equities | 488,146,784 | 441,275,085 |
| International Equities | 384,295,334 | 354,893,134 |
| Private Equity | 154,513,736 | 131,684,368 |
| Fixed Income | 245,703,554 | 224,246,610 |
| Private Debt/Credit | 236,605,223 | 243,292,717 |
| Real Assets | 413,794,591 | 382,654,714 |
| Multi-Assets | 40,163,759 | 29,104,101 |
| Short-Term Investments | 8,832,858 | 6,714,859 |
| **Total Investments** | **$ 1,972,055,839** | **$ 1,813,865,588** |
| Capital Assets Net of Accumulated Depreciation (Note 13) | 76,145 | 211,960 |
| Other Assets | 51,107 | 105,115 |
| **Total Assets** | **$ 2,005,889,178** | **$ 1,847,051,724** |
| **LIABILITIES** | | |
| Collateral Held for Securities Lent (Note 10) | 21,744,609 | 24,737,950 |
| Payable for Investments Purchased | 7,905,520 | 5,644,357 |
| Other Liabilities | 1,041,510 | 852,450 |
| Payable for Foreign Currency Purchased | 985,723 | 712,001 |
| **Total Liabilities** | **$ 31,677,362** | **$ 31,946,758** |
| **Net Position Restricted for Pension Benefits (Note 6)** | **$ 1,974,211,816** | **$ 1,815,104,966** |

The accompanying notes to the basic financial statements on pages 20 - 55 are an integral part of this statement.

*Basic Financial Statements Continued*

## Statement of Changes in Fiduciary Net Position

**For Fiscal Years Ended June 30, 2025 and 2024**

| | 2025 | 2024 |
|---|---|---|
| **ADDITIONS** | | |
| Contributions (Note 3) | | |
| Employer | $ 31,558,297 | $ 28,621,359 |
| Employee | 20,771,353 | 18,833,018 |
| **Total Contributions** | **$ 52,329,650** | **$ 47,454,377** |
| Investment Income (Loss) | | |
| Net Appreciation/(Depreciation) in Fair Value of Investments | 215,446,297 | 189,059,116 |
| Interest | 9,226,825 | 8,547,058 |
| Dividends | 6,059,780 | 6,266,693 |
| Other Investment Related Income | 82,796 | 126,348 |
| Total Investment Income (Loss) | 230,815,698 | 203,999,215 |
| Less: Investment Expense | (32,115,506) | (34,305,215) |
| **Total Net Investment Income (Loss)** | **$ 198,700,192** | **$ 169,694,000** |
| Securities Lending Income | | |
| Securities Lending Earnings (Note 10) | 1,575,137 | 1,522,511 |
| Less: Securities Lending Expense | (1,472,024) | (1,358,605) |
| **Total Net Securities Lending Income** | **$ 103,113** | **$ 163,906** |
| **Total Additions** | **$ 251,132,955** | **$ 217,312,283** |
| **DEDUCTIONS** | | |
| Benefit Payments | 87,217,530 | 81,555,616 |
| Post Retirement Supplemental Benefits (Note 12) | — | — |
| Refunds of Contributions | 2,191,848 | 1,646,573 |
| Administrative Expense | 2,616,727 | 2,318,078 |
| **Total Deductions** | **$ 92,026,105** | **$ 85,520,267** |
| **Changes in Net Position** | **$ 159,106,850** | **$ 131,792,016** |
| **NET POSITION RESTRICTED FOR PENSION BENEFITS** | | |
| **BEGINNING OF YEAR** | **$ 1,815,104,966** | **$ 1,683,312,950** |
| **END OF THE YEAR** | **$ 1,974,211,816** | **$ 1,815,104,966** |

The accompanying notes to the basic financial statements on pages 20 - 55 are an integral part of this statement.

# Notes to the Basic Financial Statements

## 1 Significant Provisions of the Retirement System

The City of Fresno Employees Retirement System (the System) was established on June 1, 1939, under Charter Section 910 and is governed by Article 5 of Chapter 3 of the City of Fresno Municipal Code. The System is a single-employer, contributory, defined benefit plan. The System provides lifetime retirement, disability, and death benefits to the non-safety members employed by the City of Fresno (the City), including substantially all full-time employees, other than sworn officers of the Fire and Police Departments.

The System is administered by the Employees Retirement Board (Board) which operates under the authority vested in Article 5 of Chapter 3 of the City of Fresno Municipal Code and the California Pension Protection Act of 1992 which provides that "the members of the Retirement Board of a public retirement system shall discharge their duties…solely in the interest of, and for the exclusive purpose of providing benefits to participants and their beneficiaries, minimizing employer contribution thereto, and defraying reasonable expenses of administering the System."

The Employees Retirement Board does not operate under the control of the City Council. The Board has the sole and exclusive responsibility to administer the System in a manner that will assure prompt delivery of benefits and related services to the members and their beneficiaries.

Fiduciary oversight of the Employees Retirement System is vested with the Board, which consists of five (5) members: two (2) management employees who are appointed by the Mayor and confirmed by the City Council, one (1) employee who is elected by the manual workers of the System, and one (1) employee who is elected by the clerical or supervisory workers of the System; both elected members serve a four-year term. The fifth and final member of the Board is a qualified elector of the County of Fresno, not connected with its government, elected by the previously designated four members and serves at the pleasure of the Board.

The Board, in conjunction with the Fire and Police Retirement Board, appoints, directs and oversees a Retirement Administrator. The Retirement Administrator is responsible for the overall management and administration of the Employees and Fire and Police Retirement Systems in accordance with the direction, policy and goals set by the Boards and for providing highly responsible and complex administrative support to the Boards. The Retirement Administrator serves at the pleasure of the Boards.

Working closely with the Boards, the Retirement Administrator and his staff develop investment and benefits policies, coordinate member services and programs, and develop long-term strategies that fulfill the Systems' mission and goals.

The Board oversees the Retirement Administrator and staff in the performance of their duties in accordance with the City of Fresno Municipal Code and the Board's Rules, Regulations and Policies.

## Notes to the Basic Financial Statements Continued

### Membership and Benefit Eligibility

All permanent full-time employees of the City of Fresno, except sworn Fire and Police personnel, are eligible to participate in the plan. Employees become eligible for membership on their first day of regular employment, and members become fully vested after earning 5 years of service credit.

Total participants of the System were comprised as follows at June 30, 2025 and 2024:

| | 2025 | 2024 |
|---|---|---|
| Active Members | | |
| Vested | 1,461 | 1,458 |
| Non-Vested | 1,591 | 1,509 |
| Total Active Members | 3,052 | 2,967 |
| | | |
| Retirees and Beneficiaries of Deceased Retirees, Currently Receiving Benefits | 2,344 | 2,303 |
| Inactive Vested Members | 253 | 240 |
| Total Retirees, Beneficiaries, and Inactive Members | 2,597 | 2,543 |
| **Grand Total** | **5,649** | **5,510** |

### Benefit Provisions

The System provides retirement allowances and other benefits such as disability and death benefits to the non-safety members employed by the City of Fresno.

The retirement (pension) benefits the member will receive are based upon a combination of age at retirement, years of credited service, final average monthly salary, and the distribution option selected by the participant.

Members' contributions, including interest, are 100 percent vested at all times. Employer contributions do not become vested until completion of 5 years of credited service when the member becomes 100 percent vested, but are not payable until the member attains the age of 55.

Effective January 28, 2008, members may retire between age 50-55 with an actuarially equivalent service retirement benefit.

### Member Retirement Benefits

Members are eligible for service retirement benefits upon completion of at least five years of service, upon termination of service, if they have left contributions and interest with the System and are at least age 55. Or Members may retire upon written application to the Retirement Board provided that the Member is credited with five years of continuous service and has attained age fifty and consents in writing to the early retirement benefit reduction. Members may also be eligible for service retirement benefits if they have less than five years of service with the City of Fresno, but have established reciprocity with a prior employer and are eligible to retire from that agency.

The service retirement benefit is calculated pursuant to the provisions of Section 3-541 of the City of Fresno Municipal Code. The monthly allowance for a member is equal to 2 percent of final compensation times each of the first 25 years of accrued retirement service credit plus 1 percent of final compensation times any years of accrued retirement service credit in excess of 25 years, multiplied by the age factor at retirement age.

Final average compensation consists of the highest average consecutive 36 months of compensation earnable, calculated using the rate of pay in effect at the time of retirement.

The member may elect an unmodified retirement allowance, or choose an optional retirement allowance. The unmodified retirement allowance provides the highest monthly benefit and a 50% continuance to an eligible surviving spouse or domestic partner. An eligible

## Notes to the Basic Financial Statements Continued

surviving spouse is one married to the member one year prior to the effective retirement date for members retiring on or before the effective date (February 10, 2000) of Ordinance No. 2000-5. For members retiring after the effective date of Ordinance 2000-5, an eligible surviving spouse or domestic partner is one married to or registered with the member on or before the date of retirement.

There are four optional retirement allowances the member may choose. Each of the optional retirement allowances requires a reduction in the unmodified retirement allowance in order to allow the member the ability to provide certain benefits to a surviving spouse, domestic partner, or named beneficiary having an insurable interest in the life of the member.

### Deferred Retirement Option Program (DROP)

DROP is an optional voluntary program that allows a member to have his or her retirement benefits deposited in a special account within the System while the member continues to work in his or her current position. It is a voluntary method of receiving a distribution of retirement benefits; it is not an additional retirement benefit.

DROP may not be beneficial to all members. Each member must determine how the DROP option will affect the member's retirement benefits prior to making an election to enter the DROP.

The member's retirement benefits are determined as of the date of entry into the DROP option and accumulate in the member's DROP account while the member continues to work. Members entering DROP after January 27, 2011, in accordance with ordinances that amended sections of the City of Fresno Municipal Code, continue making employee contributions.

Eligibility: Any member who is eligible for a service retirement and is age 55 (or age 50 for an early retirement reduced benefit) with a minimum of 5 years of service.

Participation Period: The maximum participation period is ten years. Because the participation period cannot be extended, the member must retire at its conclusion; however, the member may end participation in DROP and terminate employment with the City and begin retirement at any time prior to the end of the ten-year period.

DROP Account: A DROP account is set up for each participant; the monthly amount credited to DROP accounts include an amount which represents the service retirement allowance which the member would have received if the member had retired on the date the member commenced DROP participation. Interest is also credited to the DROP account monthly at a rate which is set annually by the Retirement Board. The rate is based on the prior five-year moving average of net market returns of the System's investments in accordance with the City of Fresno Municipal Code requirements. The Board is authorized to reduce the annual interest crediting rate up to 3 percent, if necessary, to maintain DROP's cost neutrality.

A DROP account is a nominal, bookkeeping account established within the System for each DROP participant.

Upon termination of DROP participation and retirement from the City, a member receives the amounts credited to their DROP account, including interest. In addition, the member will also begin receiving his or her monthly retirement allowance in the amount being credited to their DROP account. The member may select a method of withdrawing the money from their DROP account from the options provided.

## Notes to the Basic Financial Statements Continued

DROP Reserves, which represent funds reserved for DROP benefits accumulated by active members and retirees, were $174,809,842 and $171,141,577 as of June 30, 2025 and 2024, respectively.

### Terminated Member Benefits

If a member terminates before earning five years of credited service, the member forfeits the right to receive his or her service retirement benefit and is entitled to withdraw refundable contributions made, together with accumulated interest. If the member enters a reciprocal retirement system within 180 days (6 months) of terminating employment with the City of Fresno and elects to leave their accumulated contributions on deposit with the System, then the member will receive a deferred retirement allowance when eligible.

### Death and Disability Benefits

Death benefits are based upon whether the death occurred before or after retirement. Disability benefits are based upon whether the member has at least ten years of credited service, over or under age 55 and whether the permanent incapacity is found to be service or non-service connected.

### Cost-of-Living Benefits

Cost-of-living adjustment (COLA) increases for retirees under the Employees Retirement System are provided for in the Municipal Code, and are determined by annual changes in the Consumer Price Index (CPI) for each of the two immediately preceding calendar years. Retirement staff research the percentage change in CPI (United States city average for urban wage earners and clerical workers – all items) and propose that percent to the Retirement Board as the COLA to be adopted for the following fiscal year. This procedure is completed by the end of April each year for implementation in July. The COLA is limited to a five percent (5.00%) maximum change per year and any excess over 5.00 percent is banked for the retiree for use in a year where the percent of CPI change is negative.

The Board adopted the annual COLA, pursuant to Section 3-553(b) of 2.8 percent, effective July 1, 2024 for fiscal year 2025, and 3.3 percent, effective July 1, 2023 for fiscal year 2024.

## 2 Summary of Significant Accounting Policies

### Reporting Entity

The City of Fresno Employees Retirement System (the System) was established on June 1, 1939, under Charter Section 910 and is governed by Article 5 of Chapter 3 of the City of Fresno Municipal Code. The System is a single-employer, contributory, defined benefit plan. The sole employer and primary government of the plan is the City of Fresno. All permanent full-time employees of the City of Fresno, except sworn Fire and Police personnel, are eligible to participate in the plan.

The Retirement System, with its own governing board, is an independent governmental entity separate and distinct from the City of Fresno. The System's annual financial statements are included in the City of Fresno Annual Comprehensive Financial Report as a pension trust fund.

### Basis of Accounting

The System's financial statements are prepared using the accrual basis of accounting and in accordance with accounting principles generally accepted in the United States of America (GAAP), under which revenues are recognized when earned and deductions are recorded when the liability is incurred. Employer and employee contributions are recognized as revenue when due. Contributions are recorded in the period the related salaries are earned and become measurable. Investment income is recognized when it is earned. The net

## Notes to the Basic Financial Statements Continued

appreciation in fair value of investments held by the System is recorded as an increase to investment income based on the valuation of investments at fiscal year-end, which includes both realized and unrealized gains and losses on investments. Retirement benefits and refunds are recognized when due and payable under the terms of the plan as defined in Sections 3-534 and 3-538 of the City of Fresno Municipal Code. Other expenses are recognized when the corresponding liabilities are incurred.

Securities lending transactions are accounted for in accordance with Governmental Accounting Standards Board (GASB) Statement No. 28, *Accounting and Financial Reporting for Securities Lending Transactions*, which establishes reporting standards for securities lending transactions. In accordance with GASB Statement No. 28, cash received as collateral on securities lending transactions and investments made with that cash are reported as assets and liabilities, and the results from these transactions are reported in the Statement of Fiduciary Net Position. In addition, the costs of securities lending transactions are reported as an expense in the Statement of Changes in Fiduciary Net Position.

### Investments

The System is authorized by the City of Fresno Municipal Code and the policies of the Retirement Board to invest in any form or type of investment deemed prudent by the Board and does so through its Investment Objectives and Policy Statement which establishes and outlines the responsibilities of the various parties that are associated with managing assets of the Retirement System, consistent with applicable sections of the Municipal Code, Federal laws and Article XVI, Section 17(c) of the Constitution of the State of California which provides that "the member of the Retirement Board of a public pension or retirement system shall discharge their duties…with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of an enterprise of a like character and with like aim."

System investments are reported at fair value. Fair value is the amount that the System can reasonably expect to receive for an investment in a current sale between a willing buyer and seller, that is, other than in a forced or liquidation sale. Fair value for investments of publicly traded securities is stated at fair value based upon closing sales prices reported on recognized securities exchanges on the last business day of the period or, for listed securities having no sales reported and for unlisted securities, based upon last reported bid prices. All purchases and sales of securities are accounted for on a trade date basis and dividends declared but not received are accrued on the ex-dividend date. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Investments in both bonds and mortgage-backed pass-through certificates are carried at fair value.

Cost values, as shown, are derived from Master Custodial Transaction Records. The fair value of real estate investments is based on independent appraisals. Investments that do not have an established market are reported at estimated fair values.

The asset allocation policy set by the Board, in conjunction with the Fire and Police Retirement Board, is outlined in the Boards' Investment Objectives and Policy Statement. Plan assets are managed with a long-term objective of achieving and maintaining a fully funded status for the benefits provided by the System. The table on the following page provides the Boards' adopted asset allocation policy as of June 30, 2025 and 2024.

## Notes to the Basic Financial Statements Continued

### Asset Allocation Policy

*As of June 30, 2025 and 2024*

| Asset Class | FY 2025 | FY 2024 |
|---|---|---|
| Equity | | |
| Domestic | 21.0% | 22.5% |
| International | 18.0% | 18.0% |
| Private | 8.0% | 6.5% |
| Rates/Credit | | |
| Core Fixed Income | 12.0% | 13.0% |
| Private Debt/Credit | 14.0% | 14.0% |
| Real Assets | | |
| Core Real Estate | 6.0% | 9.0% |
| Non-Core Real Estate | 9.0% | 6.0% |
| Infrastructure | 7.0% | 7.0% |
| Multi-Asset | | |
| Alternative Credit | 4.0% | 4.0% |
| Short-Term Investments | 1.0% | 0.0% |
| | **100%** | **100%** |

### Estimates

The preparation of financial statements in accordance with generally accepted accounting principles (GAAP) requires the System administrator to make estimates and assumptions that affect certain amounts and disclosures. Accordingly, actual results may differ from those estimates.

### Reclassifications

Certain amounts presented in the prior year's data have been reclassified to be consistent with the current year's presentation. Such reclassifications had no effect on previously reported fiduciary net position.

### Implementation of New Accounting Pronouncements

For the year ended June 30, 2025, the Board adopted and the System implemented all applicable new GASB pronouncements. The most recent pronouncements, effective for fiscal year ended June 30, 2025, are provided as follows.

GASB Statement No. 101 - *Compensated Absences*, was issued in June 2022. The objective of this statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. The System has determined that this statement is not applicable, and thus has no material impact on the System's financial statements.

GASB Statement No. 102 - *Certain Risk Disclosures*, was issued in December 2023. The objective of this statement is to provide users of government financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints. The System has implemented the provisions of this statement.

# 3 Contributions

## Authority to Collect

The responsibility for both City and employee contributions to the System is mandated by the City of Fresno Municipal Code Sections 3-523 and 3-529.

Contributions are made by the members and the employer at rates recommended by the System's independent actuary and adopted by the Board.

Employee contribution rates vary according to age and are designed to provide funding for approximately one third of retirement benefit basic normal costs and one-half of the cost-of-living component. All active members are required to make contributions to the System. The Board adopted average member contribution rate as of June 30, 2025 for 2024-2025 (based on the June 30, 2023 valuation) was 9.61 percent of compensation. The Board adopted average member contribution rate as of June 30, 2024 for 2023-2024 (based on the June 30, 2022 valuation) was 8.90 percent of compensation.

The employer contribution rate is designed to provide funding for the remaining regular retirement and cost-of-living benefits, as well as all regular disability and survivors' benefits. The Board adopted average employer contribution rate as of June 30, 2025 for 2024-2025 (based on the June 30, 2023 valuation) was 14.06 percent of compensation. The Board adopted average employer contribution rate as of June 30, 2024 for 2023-2024 (based on the June 30, 2022 valuation) was 13.38 percent of compensation.

One of the funding objectives of the System is to establish contribution rates which, over time, will remain level as a percentage of payroll unless the System benefit provisions are changed.

## Funding Status & Method

*Actuarial Funding Policy and Actuarial Cost Methodology for Funding Purposes.*

The Board adopted a Comprehensive Actuarial Funding Policy on November 7, 2012. For the Employees Retirement System, that policy included a change in actuarial cost methodology from the Projected Unit Credit (PUC) method used for funding purposes to the Entry Age Normal (EAN) method as the EAN method is used by a substantial majority of the retirement systems in California and nationwide. More importantly, the Board made this change in actuarial cost methodology due to the adoption of GASB Statements No. 67 and No. 68, which substantially revised the financial reporting requirements for governmental pension plans and their sponsors.

## Goals of the Actuarial Funding Policy:

- To achieve long-term full funding of the cost of benefits provided by the System;
- To seek reasonable and equitable allocation of the cost of benefits over time; and
- To minimize any volatility of the City's contribution to the extent reasonably possible, consistent with other policy goals.

## Notes to the Basic Financial Statements Continued

### Funding Requirements and Policy Components

The System's annual funding requirement is comprised of a payment of the Normal Cost and a payment on the Unfunded Actuarial Accrued Liability (UAAL) if applicable. The Normal Cost and the amount of the payment on UAAL are determined by three components of the Board's funding policy: 1) Actuarial Cost Method – the techniques used to allocate the cost/liability of retirement benefits to a given period; 2) Asset Smoothing Method – the techniques that spread the recognition of investment gains or losses over a period of time for the purposes of determining the Actuarial Value of Assets used in the actuarial valuation process; and 3) Amortization Policy – the decisions on how, in terms of duration and pattern, to fund the difference between the Actuarial Accrued Liability and the Actuarial Value of Assets in a systematic manner.

Using the Asset Smoothing Method, the investment gains or losses of each valuation period, as a result of comparing the actual market return to the expected market return, are recognized in level amounts over five (5) years in calculating the Actuarial Value of Assets.

As of June 30, 2025, the System does not have an Unfunded Actuarial Accrued Liability (UAAL). The Board's Amortization Policy sets forth the amortization procedures for funding any UAAL or amortization and allocation of any available surplus in the System.

Any new UAAL as a result of actuarial gains or losses identified in the annual valuation as of June 30 will be amortized over a period of fifteen (15) years. Any new UAAL as a result of any change in actuarial assumptions or methods will be amortized over a period of twenty-five (25) years. The amortization period for any increase in UAAL as a result of any amendments to the System will be amortized over a period of fifteen (15) years, while any increase in UAAL resulting from a temporary retirement incentive will be funded over a period not to exceed five (5) years. UAAL shall be amortized over "closed" (separate) amortization periods so that the amortization period for each layer decreases by one year with each actuarial valuation. UAAL is amortized as a level percentage of payroll so that the amortization amount in each year during the amortization period shall be expected to be a level percentage of covered payroll, taking into consideration the current assumption for general payroll increase.

If an overfunding status exists (i.e., the Valuation Value of Assets exceeds the Unfunded Actuarial Accrued Liability (UAAL); the System is considered to have a surplus in the System as of a point in time), such actuarial surplus and any subsequent surpluses will be amortized over an "open" amortization period of twenty-five (25) years. This amortization period of twenty-five years shall be applicable to the provisions in Fresno Municipal Code Sections relating to the amortization period used in the calculation of the Post Retirement Supplemental Benefit (PRSB). Any prior Unfunded Actuarial Accrued Liability (UAAL) amortization layers will be considered fully amortized, and any subsequent UAAL will be amortized over fifteen (15) years as the first of a new series of amortization layers.

The System uses a five-year smoothing of market gains and losses to derive the actuarial value of assets. As of the fiscal year ended June 30, 2025, the actuarial value of assets was $1.733 billion with a funded percentage of 114.0 percent on a valuation value of assets.

The progress being made towards meeting the System's funding objective through June 30, 2025 is illustrated in the Schedule of Funding Progress shown in the Actuarial Section on page 88.

## Notes to the Basic Financial Statements Continued

### Funding Policy

The funding policy intends for the City (Employer) to fund, at a minimum, the amounts recommended by the actuary and approved by the Retirement Board. Such amounts are determined using the individual entry age normal funding method applied to the projected benefits in determining the Normal Cost and Actuarial Accrued Liability. The Normal Cost is determined on an individual basis for each active member. If there is a positive (Surplus) or negative (Unfunded) difference between the Valuation of Assets and the Actuarial Accrued Liability (AAL), the amortization policy determines the amortization of the Unfunded Actuarial Accrued Liability (UAAL) on a level percentage of payroll needed to fund the UAAL or the amount of available surplus which would be distributable in any given year. This method produces an employer contribution rate consisting of amounts for (a) normal cost and (b) amortization of any unfunded (UAAL) or prefunded (PAAL) actuarial accrued liability.

These minimum contributions are recognized currently in the Statement of Changes in Fiduciary Net Position. Employees' contributions are funded and recognized currently through payroll deductions in amounts recommended by the actuary. Costs of administering the System are charged against System assets.

Total contributions (basic and cost-of-living adjustments (COLA)) to the System for fiscal year 2025 totaled $52,329,650. Employees contributed $20,771,353 and the City made contributions of $31,558,297.

During fiscal year 2025, the Board approved an Actuarially Determined Contribution rate, setting the Employer normal contribution rate at 14.09 percent. Due to an adjustment for surplus offsets and contribution shortfalls from the prior year, the net approved rates for Employer and System member basic and COLA contributions were 14.06 percent and an average of 9.61 percent, respectively, for fiscal year 2025. For the fiscal year ending June 30, 2025, the Board adopted contribution rates of 14.06% for employer and an average of 9.61% for members. The City elected to implement the contribution rate of 13.38% for the employer and an average of 8.90% for members, lower than the actuarially determined contribution rates adopted by the Board.

Contributions aggregating $47,454,377 ($28,621,359 employer contributions and $18,833,018 employee contributions) were made in fiscal year 2024, based on an actuarial valuation determined as of June 30, 2022, which became effective for the year ended June 30, 2024. During fiscal year 2024, the Employer normal contribution rate was set at 14.15 percent. Employer and System member contributions represented 13.38 percent and 8.90 percent, respectively, of the fiscal year 2024 covered payroll.

### Contributions Required and Contributions Made

The employer's required normal contributions to the System have two components: basic and COLA. For fiscal years 2025 and 2024, the employer's required normal contributions (basic and COLA) to the System were as follows:

| | Effective FY 25 | Effective FY 24 |
|---|---|---|
| Employer Normal Basic Cost Rate | 11.33% | 11.40% |
| Employer Normal COLA Cost Rate | 2.76% | 2.75% |
| Employer Total Normal Cost | 14.09% | 14.15% |

*Notes to the Basic Financial Statements Continued*

## Employee and Employer Contributions

| | FY2025 | FY2024 |
|---|---|---|
| Employee Contributions | $ 20,771,353 | $ 18,833,018 |
| Avg. Employee Contribution Rate Implemented | 8.90% | 8.90% |
| Employer Contributions | $ 31,558,297 | $ 28,621,359 |
| Net Employer Contribution Rate Implemented | 13.38% | 13.38% |
| Pensionable Payroll | $ 235,018,890 | $ 213,008,002 |

## 4 Risk Disclosure Related to Contribution Constraint

The City of Fresno Employees Retirement System (the System) is subject to a constraint related to the inflow of resources from its plan sponsor, the City of Fresno. Pursuant to the City's municipal code, the City is responsible for remitting employer and employee contributions based on rates adopted by the System's Board of Retirement (the Board) prepared in accordance with parameters included in its formal funding policy following an independent actuarial valuation.

For the fiscal year ending June 30, 2025, the Board adopted contribution rates of 14.06% for employer and an average of 9.61% for members. The City elected to implement the contribution rate of 13.38% for the employer and an average of 8.90% for members, lower than the actuarially determined contribution rates adopted by the Board.

This action resulted in a shortfall in contributions received during fiscal year 2024–2025. At the advice of counsel (see below) and following general procedures that have been used to determine the City's contributions in the past, the shortfall has been added to the City's required contributions for fiscal year 2026–2027.

The System has initiated litigation seeking to compel the plan sponsor, the City of Fresno, to remit the full actuarially determined contributions, including the shortfall amount. As of June 30, 2025, the litigation remains unresolved.

*Notes to the Basic Financial Statements Continued*

## 5 Net Pension Liability

The components of the net pension liability of the System are as follows:

### Schedules of Changes in the System's Net Pension Liability (GASB 67)

As of June 30, 2025 and 2024

(In Thousands)

| | As of June 30, 2025 | As of June 30, 2024 |
|---|---|---|
| Total Pension Liability | $1,748,714 | $1,674,885 |
| Plan Fiduciary Net Position | ($1,974,212) | ($1,815,105) |
| **Net Pension Liability/(Surplus)** | ($225,498) | ($140,220) |
| **Plan Fiduciary Net Position as a percentage of the total pension liability** | 112.90% | 108.37% |

The net pension liability was measured as of June 30, 2025 and 2024, and determined based upon the total pension liability (on a GASB 67 basis) from actuarial valuations as of June 30, 2025 and 2024, respectively.

## Actuarial Assumptions

## Key Methods and Assumptions Used in Valuation of Total Pension Liability

The total pension liability as of June 30, 2025 was determined by an actuarial valuation as of June 30, 2025, using the following actuarial assumptions, applied to all periods included in the measurement:

| | |
|---|---|
| Valuation Date: | June 30, 2025[1] |
| Actuarial Experience Study: | 3 Year Period Ending June 30, 2024 |
| Actuarial Cost Method: | Entry Age Normal Actuarial Cost Method<br>Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are based on costs allocated as a level percentage of compensation. |

## Actuarial Assumptions

| | |
|---|---|
| Inflation | 2.50% |
| Salary Increases | 4.00% to 13.00%, varying by service, including inflation |
| Discount Rate | 6.75%, net of pension plan investment expense, including inflation |
| Other Assumptions | See June 30, 2025 funding valuation for the service retirement rates after they have been adjusted to treat DROP participation as service retirement. |
| Mortality Rates | *Healthy Members* • Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10%, projected generationally with the two-dimensional mortality improvement scale MP-2021.<br>*Beneficiaries not currently in Pay Status* • Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10%, projected generationally with the two-dimensional mortality improvement scale MP-2021. *Beneficiaries in Pay Status* • Pub-2016 General Contingent Survivor Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10%, projected generationally with the two-dimensional mortality improvement scale MP-2021.<br>*Disabled Members* • Pub-2016 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021. |

[1]Actuarially determined contribution rates are calculated as of June 30, two years prior to the end of the fiscal year in which contributions are reported. As such, the actuarial valuations dated June 30, 2025 and 2024, will impact the contribution rates for the fiscal years ended June 30, 2027 and 2026, respectively.

## Notes to the Basic Financial Statements Continued

The valuation interest rate is 6.75 percent; total salary scale increases range between 4.00% to 13.00% (including 2.50 percent for inflation plus 0.50 percent across the board salary increase plus merit and promotion increases based on completed years of service) were based on the June 30, 2024 Experience Analysis and Economic Assumptions Reports.

Actuarial valuations of an ongoing plan involve estimates of the fair value of reported amounts and assumptions about the probability of occurrence of events far into the future. Examples include assumptions about future employment, mortality, inflation and investment returns. Amounts determined regarding the funded status of the plan and the annual required contributions of the employer are subject to continual revisions as actual results are compared with past expectations and new estimates are made about the future.

GASB Statement No. 67 (GASB 67) addresses accounting and financial reporting requirements for pension plans and redefines pension liability and expense for financial reporting purposes, and does not apply to contribution amounts for pension funding purposes.

When measuring pension liability under GASB Statement No. 67, the actuary uses the same actuarial cost method (Entry Age method) and the same type of discount rate (expected return on assets) as the System uses for funding. Note that, unrelated to the investment return assumption, the new rules use a version of the Entry Age method where the Total Pension Liability (TPL) for financial reporting purposes must be fully accrued by the time a member either enters DROP or is expected to elect the DROP. This is in contrast to the version of the Entry Age method used for funding, where the Actuarial Accrued Liability (AAL) does not have to be fully accrued until members retire from employment after participation in the DROP. Under GASB Statement No. 67, active members who are expected to enroll in the DROP in the future would report a Service Cost that is higher than the Normal Cost used for funding, while members already in the DROP would report no Service Cost even though their Normal Cost continues to accrue.

### Long-Term Expected Real Rate of Return

The long-term expected rate of return on the System's investments was determined using a building-block method in which expected future real rates of return (expected returns, net of pension plan investment expense and net of inflation) are developed for each major asset class. This information is combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation and deducting expected investment expenses and a risk margin. The target allocation and projected arithmetic real rates of return for each major asset class, after deducting inflation, but before deducting investment expenses, used in the derivation of the long-term expected investment rate of return assumption are summarized in the following table.

The actual asset class target allocations from the Board's prior adopted Asset Allocation Target Policy were utilized in the Analysis of Actuarial Experience during the period July 1, 2021 through June 30, 2024 and for the Review of Economic Actuarial Assumptions used for the June 30, 2025 and June 30, June 30, 2024 Actuarial Valuations.

*Notes to the Basic Financial Statements Continued*

## Asset Class/Target Allocation/Long-term Expected Real Rate of Return Table

| | As of June 30, 2025 | | As of June 30, 2024 | |
|---|---|---|---|---|
| **Asset Class** | **Target Asset Allocation** | **Weighted Average Long-Term Expected Real Rate of Return* (Arithmetic)** | **Target Asset Allocation** | **Weighted Average Long-Term Expected Real Rate of Return* (Arithmetic)** |
| Large Cap U.S. Equity | 18.00% | 5.59% | 18.00% | 5.40% |
| Small Cap U.S. Equity | 3.00% | 6.45% | 3.00% | 6.17% |
| International Equities (Unhedged) | 13.00% | 6.23% | 13.00% | 6.13% |
| Emerging International Equities | 5.00% | 7.89% | 5.00% | 8.17% |
| Core Bonds | 12.00% | 2.47% | 12.00% | 0.39% |
| Private Equity | 8.00% | 9.31% | 8.00% | 10.83% |
| Private Debt | 14.00% | 6.47% | 14.00% | 5.93% |
| Core Real Estate | 6.00% | 4.58% | — | — |
| Non-Core Real Estate | 9.00% | 8.19% | — | — |
| Absolute Return Fixed Income | 1.00% | 3.50% | — | — |
| Real Estate | — | — | 15.00% | 4.59% |
| Private Credit - Credit Opportunities | — | — | 2.50% | 7.18% |
| Private Debt - Credit Opportunities | 3.00% | 7.09% | — | — |
| China Equity | — | — | 1.25% | 9.53% |
| Hedge Fund - Macro | — | — | 1.25% | 2.72% |
| Private Real Assets - Infrastructure/Land | 7.00% | 4.63% | 7.00% | 6.19% |
| Cash | 1.00% | 0.98% | — | — |
| **Total** | 100.0% | | 100.0% | |

* Based on the results of an experience study for the period from July 1, 2021 through June 30, 2024.

### *Mortality Rates*

Mortality rates used in the latest actuarial valuation are based on the Pub-2016 mortality tables. For healthy members and beneficiaries, the Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) times 110% is used, projected generationally with the two-dimensional mortality improvement scale MP-2021. For members that are disabled, the Pub-2016 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females) is used, projected generationally with the two-dimensional mortality improvement scale MP-2021.

### *Discount Rate*

The discount rate used to measure the total pension liability was 6.75 percent as of June 30, 2025 and 2024.

*Notes to the Basic Financial Statements Continued*

The projection of cash flows used to determine the discount rate assumed plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the actuarially determined contribution rates. For this purpose, only employer contributions that are intended to fund benefits for current plan members and their beneficiaries are included. Projected employer contributions that are intended to fund the service costs for future plan members and their beneficiaries, as well as projected contributions from future plan members, are not included. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments for current plan members. Therefore, the long-term expected rate of return on the System's investments was applied to all periods of projected benefit payments to determine the total pension liability as of both June 30, 2025 and June 30, 2024. The table below presents the net pension liability of the Retirement System calculated using the discount rate of 6.75 percent, as of June 30, 2025 and 2024, as well as what the System's net pension liability would be if it were calculated using a discount rate that is 1.00 percent lower or 1.00 percent higher than the current rate:

### Sensitivity of Net Pension Liability to Changes in the Discount Rate

As of June 30, 2025 and 2024 (In Thousands)

| Net Pension Liability/(Surplus) | 1% Decrease 5.75% | Current Discount Rate 6.75% | 1% Increase 7.75% |
|---|---|---|---|
| June 30, 2025 | ($14,529) | ($225,498) | ($398,102) |

| Net Pension Liability/(Surplus) | 1% Decrease 5.75% | Current Discount Rate 6.75% | 1% Increase 7.75% |
|---|---|---|---|
| June 30, 2024 | $59,686 | ($140,220) | ($303,754) |

## 6 Net Position Restricted for Pension Benefits

Net position restricted for pension benefits is segregated into Active Members Reserves (members' accumulated contributions) and reserves established by the Board for various benefit payments.

Reserves are established by the System from member and employer contributions and the accumulation of investment income after satisfying investment and administrative expenses. Note: The reserves do not represent the present value of assets needed, as determined by actuarial valuation, to satisfy retirements and other benefits as they become due.

*The System's major reserves are as follows:*

ACTIVE MEMBER (EMPLOYEE) RESERVES represent the total accumulated member contributions. Additions include member contributions and investment earnings; deductions include refunds of member contributions and transfers to Employer Advance/Retired Reserves.

## Notes to the Basic Financial Statements Continued

EMPLOYER ADVANCE/RETIRED RESERVES represent the total accumulated employer contributions for future retirement payments to current active and vested terminated members and the total accumulated transfers from Active Member Reserves and investment earnings, less payments to retirees and transfers to the DROP Reserves. Additions include contributions from the employer, transfers from Active Member Reserves and investment earnings; deductions include payments to retirees and transfers to the DROP Reserves.

DEFERRED RETIREMENT OPTION PROGRAM (DROP) RESERVES represent funds reserved for Deferred Retirement Option Benefits accumulated by members and retirees.

POST RETIREMENT SUPPLEMENTAL BENEFIT (PRSB) RESERVES represent surplus earnings that have been allocated but not distributed to eligible retirees in accordance with the City of Fresno Municipal Code Section 3-567 "Post Retirement Supplemental Benefit." The PRSB Reserve Account was exhausted at the end of calendar year 2013.

CITY SURPLUS (DEFICIT) RESERVES represent surplus earnings that have been allocated but not used as a reduction to offset or eliminate the City's pension contributions in accordance with the conditions and requirements of Municipal Code Section 3-567 "Post Retirement Supplemental Benefit." In addition, these reserves also include the negative balance that reflects shortfalls in employer and member contributions. These shortfalls arise when the City adopts contribution rates below the board-approved, actuarially determined rates. The City Surplus (Deficit) Reserves account balance was negative for both the fiscal year 2025, and the fiscal year 2024 due to the differences between the actual and estimated surplus allocation for the City for offsetting the City's contributions for those years and the difference between the adopted and implemented employer and member contribution rates.

Interest is allocated at an actuarially determined interest rate as approved by the Board and is credited monthly to the Active Member Reserves and the Employer Advance/ Retired Reserves. Active members in the Deferred Retirement Option Program accrue interest on their accumulated DROP accounts monthly at an interest rate annually adopted by the Board.

The amount of reserves as of June 30, 2025 and 2024, consisted of the following:

### Reserves Table as of June 30, 2025 and 2024
(In Thousands)

| | 2025 | 2024 |
|---|---|---|
| Employer Advance/Retired Reserves | $ 1,630,570 | $ 1,488,300 |
| Active Member (Employee) Reserves | 172,119 | 155,954 |
| DROP Reserves | 174,810 | 171,142 |
| PRSB Reserves | — | — |
| City Surplus (Deficit) Reserves | (3,287) | (291) |
| **Net Position Restricted for Pension Benefits** | **$ 1,974,212** | **$ 1,815,105** |

## 7 Fair Value Measurements

In accordance with GASB Statement No. 72, *Fair Value Measurement and Application,* which addresses accounting and financial reporting issues related to fair value measurements and disclosures, the System's investments are measured and reported within the fair value hierarchy established by generally accepted accounting principles. The fair value hierarchy, which has three levels, is based on the valuation inputs used to measure an asset's fair value and gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

*Level 1:* Inputs are based on quoted prices for identical assets or liabilities in an active market that the System can access. An active market for the asset or liability is one in which transactions for the asset or liability occur with sufficient frequency and volume to provide pricing information on an ongoing basis. A quoted price in an active market usually provides the most reliable evidence of fair value and is generally used without adjustment if available. This classification includes public equities with observable market prices.

*Level 2:* Inputs that are observable either directly or indirectly but are not Level 1 inputs. Level 2 inputs include quoted prices for similar instruments, broker quotes, or observable inputs that directly impact value such as interest rates, prepayment speeds, and credit risk. Pricing inputs, including broker quotes, are generally those other than exchange quoted prices in active markets, and fair values are determined through the use of models or other valuation methodologies. For investments in funds where there is an ability to redeem such investments at the Net Asset Value (NAV) per share (or its equivalent) at the measurement date or in the near term, the fair value of the investment is generally categorized as Level 2.

*Level 3:* Inputs that are unobservable. Level 3 inputs are generally used in situations where there is little, if any, market activity for the investment. These inputs into the determination of fair value require significant management judgment or estimation. Due to the inherent uncertainty of these estimates, these values may differ significantly from the values that would have been used had a ready market for these investments existed. Investments that are included in this category generally include public entities and other fixed income securities where there is an inability to redeem such investments at the NAV per share (or its equivalent) at the measurement date or in the near term.

The tables on the following pages show the fair value leveling of the System's investments as of June 30, 2025 and 2024.

## Notes to the Basic Financial Statements Continued

| Investment Type | June 30, 2025 | Fair Value Measurements Using: Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
|---|---|---|---|---|
| **Investments by Fair Value Level** | | | | |
| **Debt Securities** | | | | |
| Asset Backed Securities | $ 31,381,315 | $ — | $ 30,927,068 | $ 454,247 |
| Commercial Mortgage-Backed | 9,151,494 | — | 9,151,494 | — |
| Corporate Bonds | 66,150,166 | — | 65,840,917 | 309,249 |
| Government Agencies | 3,826,258 | — | 3,826,258 | — |
| Government Bonds | 19,283,328 | — | 19,283,328 | — |
| Government Mortgage-Backed Securities | 82,663,963 | — | 82,663,963 | — |
| Gov't-Issued Commercial Mortgage-Backed | 289,925 | — | 289,925 | — |
| Index Linked Government Bonds | 759,083 | — | 759,083 | — |
| Municipal/Provincial Bonds | 1,921,698 | — | 1,921,698 | — |
| Non-Government Backed CMOs | 2,118,046 | — | 2,118,046 | — |
| **Total Debt Securities** | **217,545,276** | **—** | **216,781,780** | **763,496** |
| **Equity Securities** | | | | |
| Consumer Discretionary | 30,441,539 | 30,441,539 | — | — |
| Consumer Staples | 9,831,773 | 9,831,773 | — | — |
| Energy | 6,171,575 | 6,028,622 | — | 142,953 |
| Financials | 44,811,322 | 44,662,567 | — | 148,755 |
| Health Care | 18,563,609 | 18,563,609 | — | — |
| Industrials | 33,911,075 | 33,911,075 | — | — |
| Information Technology | 33,910,212 | 33,910,212 | — | — |
| Materials | 11,488,858 | 11,131,814 | — | 357,044 |
| Telecommunication Services | 20,450,701 | 20,450,701 | — | — |
| Utilities | 1,077,863 | 1,077,863 | — | — |
| **Total Equity Securities** | **210,658,527** | **210,009,775** | **—** | **648,752** |
| **Securities Lending** | **21,744,609** | **21,744,609** | **—** | **—** |
| **Short-Term Investments** | **8,832,858** | **8,832,858** | **—** | **—** |
| **Private Real Estate Holdings** | **3,662,500** | **—** | **3,662,500** | **—** |
| **Total Investments by Fair Value Level** | **$ 462,443,770** | | | |
| **Investments Measured at the Net Asset Value (NAV)** | | | | |
| Commingled Fund - Equities | $ 662,617,986 | | | |
| Commingled Fund - Real Estate | 144,464,743 | | | |
| Commingled Fund - Infrastructure | 110,808,616 | | | |
| Private Real Estate Funds | 154,858,733 | | | |
| Private Debt/Private Credit | 276,768,982 | | | |
| Private Equity | 154,513,736 | | | |
| **Total Investments Measured at NAV** | **1,504,032,796** | | | |
| **Total Investments Measured at Fair Value and NAV** | **$1,966,476,566** | | | |
| **Investment Derivative Instruments*** | | | | |
| Debt Securities - Futures | $ 27,323,880 | $ 27,323,880 | $ — | $ — |
| Rights/Warrants | 2 | 2 | — | — |
| **Total Investment Derivative Instruments** | **$ 27,323,882** | **$ 27,323,882** | **$ —** | **$ —** |

* Short-term derivative instruments included on page 50 are excluded here.

## Notes to the Basic Financial Statements Continued

| Investment Type | June 30, 2024 | Fair Value Measurements Using: Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
|---|---|---|---|---|
| **Investments by Fair Value Level** | | | | |
| **Debt Securities** | | | | |
| Asset Backed Securities | $ 24,297,878 | $ — | $ 24,297,878 | $ — |
| Commercial Mortgage-Backed | 13,369,970 | — | 13,369,970 | — |
| Corporate Bonds | 66,541,897 | — | 66,541,897 | — |
| Government Agencies | 3,268,200 | — | 3,268,200 | — |
| Government Bonds | 17,005,419 | — | 17,005,419 | — |
| Government Mortgage-Backed Securities | 72,943,090 | — | 72,943,090 | — |
| Gov't-Issued Commercial Mortgage-Backed | 282,638 | — | 282,638 | — |
| Index Linked Government Bonds | 555,234 | — | 555,234 | — |
| Municipal/Provincial Bonds | 1,573,662 | — | 1,573,662 | — |
| Non-Government Backed CMOs | 1,291,602 | — | 1,291,602 | — |
| **Total Debt Securities** | **201,129,590** | **—** | **201,129,590** | **—** |
| **Equity Securities** | | | | |
| Consumer Discretionary | 27,017,723 | 27,017,723 | — | — |
| Consumer Staples | 12,144,248 | 12,144,248 | — | — |
| Energy | 7,571,965 | 7,571,965 | — | — |
| Financials | 42,729,345 | 42,729,345 | — | — |
| Health Care | 14,697,562 | 14,697,562 | — | — |
| Industrials | 36,631,872 | 36,631,872 | — | — |
| Information Technology | 43,052,238 | 43,052,238 | — | — |
| Materials | 11,012,331 | 11,012,324 | — | 7 |
| Real Estate | 194,236 | 194,236 | — | — |
| Telecommunication Services | 16,807,061 | 16,807,061 | — | — |
| Utilities | 698,808 | 698,808 | — | — |
| **Total Equity Securities** | **212,557,389** | **212,557,382** | **—** | **7** |
| **Securities Lending** | **24,737,950** | **24,737,950** | **—** | **—** |
| **Short-Term Investments** | **6,714,859** | **6,714,859** | **—** | **—** |
| **Private Real Estate Holdings** | **3,500,000** | **—** | **3,500,000** | **—** |
| **Total Investments by Fair Value Level** | **$ 448,639,788** | | | |
| **Investments Measured at the Net Asset Value (NAV)** | | | | |
| Commingled Fund - Equities | $ 584,440,013 | | | |
| Commingled Fund - Real Estate | 152,848,841 | | | |
| Commingled Fund - Infrastructure | 104,447,327 | | | |
| Private Real Estate Funds | 121,858,546 | | | |
| Private Debt/Private Credit | 272,396,817 | | | |
| Private Equity | 131,684,368 | | | |
| **Total Investments Measured at NAV** | **1,367,675,912** | | | |
| **Total Investments Measured at Fair Value and NAV** | **$1,816,315,700** | | | |
| **Investment Derivative Instruments*** | | | | |
| Debt Securities - Futures | $ 22,287,031 | $ 22,287,031 | $ — | $ — |
| Rights/Warrants | 807 | 807 | — | — |
| **Total Investment Derivative Instruments** | **$ 22,287,838** | **$ 22,287,838** | **$ —** | **$ —** |

* Short-term derivative instruments included on page 50 are excluded here.

## Notes to the Basic Financial Statements Continued

Commingled equity and real estate funds are valued based on NAV reported by the investment manager, which are generally calculated based on the last reported sale price of the underlying assets held by such funds. Direct lending funds are typically structured as limited partnerships and limited liability companies. Since there is no readily available market for these investments in limited partnerships and limited liability companies, such investments are stated at fair value as estimated in an inactive market. These investments include securities of companies that may not be immediately liquid, such as private debt securities, real estate or other assets. The valuations of these investments are based upon values provided by the investment managers, based on the guidelines established with the investment managers and in consideration of other factors related to the System's interests in these investments.

Investments that are measured at fair value using the net asset value per share (NAV or its equivalent) as a practical expedient are not classified in the fair value hierarchy. In these instances where inputs used to measure fair value fall into different levels in the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The System's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset or liability.

Equity and derivative securities classified in Level 1 are valued using prices quoted in active markets for those securities. Equity and debt securities classified in Level 2 and Level 3 are using either a bid evaluation or a matrix pricing technique. Bid evaluations may include market quotations, observable market based inputs and unobservable inputs (i.e., extrapolated data, proprietary models, and indicative quotes). Matrix pricing is used to value securities based on the securities relationship to benchmark quoted prices.

Investment derivative instruments classified as Levels 2 and 3 are valued using market approaches that consider, as applicable, benchmark interest rates or foreign exchange rates.

Real estate assets classified in Level 2 are the System's private real estate investments which are valued using independent external appraisers. The System's policy is to perform independent appraisals of the property every three years. The appraisals include a complete property and market inspection and analysis by designated Members of the Appraisal Institute (MAI). The appraisals are performed using generally accepted valuation approaches applicable to the property type. Calculations used in the System's independent appraisals are generally based on a discounted cash flow analysis.

### Investments in Entities That Calculate Net Asset Value Per Share

The fair value measurement of investments in commingled equity, real estate and direct lending funds are valued based on the investments' net asset value (NAV) per share (or its equivalent) reported by the investment manager, which are generally calculated based on the last reported sale price of the underlying assets held by such funds. These include funds that are structured as limited partnerships and limited liability companies.

Since there is no readily available market for investments in limited partnerships and limited liability companies, such investments are stated at fair value as estimated in an inactive market. These investments include securities of companies that may not be immediately liquid, such as private debt securities and real estate or other assets.

*Notes to the Basic Financial Statements Continued*

The valuations of these investments are based upon values provided by the investment managers, and in consideration of other factors, including guidelines established with those investment managers, related to the System's interests in these investments. Such fair value measurements are shown in the tables below as of June 30, 2025 and 2024.

## City Of Fresno Employees Retirement System
## Investments Measured at the NAV
## As of June 30, 2025

| Investment Type | Fair Value | Unfunded Commitments | Redemption Frequency (If Currently Eligible) | Redemption Notice Period |
|---|---|---|---|---|
| Commingled Fund - Equities | $ 662,617,986 | $ — | Daily | None |
| Commingled Fund - Real Estate | 144,464,743 | — | Quarterly | 45-90 Days |
| Commingled Fund - Infrastructure | 110,808,616 | — | Not Eligible | N/A |
| Private Real Estate Funds | 154,858,733 | 90,370,652 | Not Eligible | N/A |
| Private Debt/Private Credit | 276,768,982 | 106,110,753 | Not Eligible | N/A |
| Private Equity | 154,513,736 | 156,886,083 | Not Eligible | N/A |
| **Total investments measured at the NAV** | $1,504,032,796 | $ 353,367,488 | | |

## City Of Fresno Employees Retirement System
## Investments Measured at the NAV
## As of June 30, 2024

| Investment Type | Fair Value | Unfunded Commitments | Redemption Frequency (If Currently Eligible) | Redemption Notice Period |
|---|---|---|---|---|
| Commingled Fund - Equities | $ 584,440,013 | $ — | Daily | None |
| Commingled Fund - Real Estate | 152,848,841 | — | Quarterly | 45-90 Days |
| Commingled Fund - Infrastructure | 104,447,327 | — | Not Eligible | N/A |
| Private Real Estate Funds | 121,858,546 | 64,155,455 | Not Eligible | N/A |
| Private Debt/Private Credit | 272,396,817 | 116,905,373 | Not Eligible | N/A |
| Private Equity | 131,684,368 | 103,679,340 | Not Eligible | N/A |
| **Total investments measured at the NAV** | $1,367,675,912 | $ 284,740,168 | | |

On the following page is an explanation of the investment types listed above.

## Notes to the Basic Financial Statements Continued

The investment types listed in the tables on the preceding page were measured at the NAV as follows.

(1) Commingled equity funds are highly liquid and can be redeemed within short-term periods of time. The System's investments of this type consist of institutional investment funds - one international ACWIexUS equity fund that is diversified across developed and emerging market countries and sectors and two domestic large cap equity index funds (S&P 500 Index and Russell 1000 Index). The fair value of these investment types has been determined using the NAV per share of the investments.

(2) Commingled real estate fund: The System's commingled real estate funds are a core investment strategy designed to deliver a relatively high level of current income combined with moderate appreciation potential. It is comprised of institutional quality office, retail, residential and industrial investments in major markets throughout the U.S. The redemption frequency of the real estate fund is quarterly, if liquidity is available, with a notice of redemption 45 days before the end of a quarter.

(3) Private real estate funds: The System's private real estate funds are designed to act as a diversifier and alpha generator to the core real estate portfolio. Investments are made in middle-market assets across various domestic and international regions and sectors such as industrial, multifamily, office, and retail. The strategies focus on identifying investments with pricing dislocations that can be renovated, repurposed, and exited at opportunistic levels. The investment period is generally 3-5 years with a lifespan of 10-12 years.

(4) Private Debt/Private Credit - direct lending funds: The System's direct lending funds are each invested through a master-feeder structure, on a leveraged basis primarily in senior secured loans of private U.S. lower-middle-market companies. Strategies employ a capital preservation focus and structured investments with strong covenant provisions to reduce associated risks, underwriting multiple cushions to provide downside protections. The investment period is generally 3-5 years with reinvestment of committed capital.

(5) Commingled infrastructure funds: The System's infrastructure funds invest in core assets that generate long-term stable cash yields, have modest price appreciation, and provide inflation protection. Types of assets include energy (water, wind, and solar, etc.), transportation (toll roads and bridges, airports, and seaports, etc.), and social (hospitals, prisons, and schools, etc.). Investments are located domestically as well as in the Organization for Economic Co-operation and Development (OECD) countries internationally. Each fund has lockup periods of 4 years and, after that initial period, redemptions can be requested on a quarterly basis, if liquidity is available.

(6) Private Equity Funds: The System's private equity fund represents investments in privately owned companies that are not listed on public market exchanges. They are typically accessed through partnerships and managed by external general partners. The System's one private equity fund is composed of primaries, secondaries, and co-investments, split between North America and international markets. Most investments are sourced from the small-to-mid market investment universe.

## 8 Deposits and Investments

The System's investment guidelines reflect the duties imposed by an investment standard known as the "prudent expert rule." The prudent expert rule establishes a standard for all fiduciaries which includes anyone who has discretionary authority with respect to the System's investments.

Northern Trust serves as custodian of the System's investments. The System's asset classes include U.S. Equity, International Equity, Private Equity, Fixed Income, Private Debt/Credit, Real Assets and Multi-Assets. Any class may be held in direct form, pooled form, or both. The System has thirty-one external investment managers, managing thirty-five individual portfolios. Investments as of June 30, 2025 and 2024, consist of the following:

### Investments at Fair Value as of June 30, 2025 and 2024

(In Thousands)

| | 2025 | 2024 |
|---|---|---|
| Investments at Fair Value | | |
| Domestic Equity | $ 488,147 | $ 441,275 |
| International Equities | 384,295 | 354,893 |
| Private Equity | 154,514 | 131,684 |
| Fixed Income | 245,704 | 224,247 |
| Private Debt/Credit | 236,605 | 243,293 |
| Real Assets | 413,795 | 382,655 |
| Multi-Assets | 40,163 | 29,104 |
| Short-Term Investments | 8,833 | 6,715 |
| **Total Investments at Fair Value** | **$ 1,972,056** | **$ 1,813,866** |

## Notes to the Basic Financial Statements Continued

The Board, through its Investment Objectives and Policy Statement, provides guidelines for investments and established the following target allocations with a minimum and maximum range for each of the asset classes:

### Asset Class Minimum Target and Maximum Allocations

| | FY 2025 | | | FY 2024 | | |
|---|---|---|---|---|---|---|
| **Asset Class** | **Minimum** | **Target** | **Maximum** | **Minimum** | **Target** | **Maximum** |
| Equity | | | | | | |
| Domestic | 15.0% | 21.0% | 36.0% | 15.0% | 22.5% | 36.0% |
| International | 10.0% | 18.0% | 25.0% | 10.0% | 18.0% | 25.0% |
| Private | 0.0% | 8.0% | 10.0% | 0.0% | 6.5% | 10.0% |
| Rates/Credit | | | | | | |
| Core Fixed Income | 5.0% | 12.0% | 20.0% | 5.0% | 13.0% | 20.0% |
| Private Debt/Credit | 5.0% | 14.0% | 20.0% | 5.0% | 14.0% | 20.0% |
| Real Assets | | | | | | |
| Core Real Estate | 2.0% | 6.0% | 8.0% | 5.0% | 9.0% | 15.0% |
| Non-Core Real Estate | 5.0% | 9.0% | 15.0% | 2.0% | 6.0% | 8.0% |
| Infrastructure | 2.0% | 7.0% | 10.0% | 2.0% | 7.0% | 10.0% |
| Multi-Asset | | | | | | |
| Alternative Credit | 0.0% | 4.0% | 10.0% | 0.0% | 4.0% | 7.0% |
| Short-Term Investments | 0.0% | 1.0% | 3.0% | 0.0% | 0.0% | 0.0% |
| | | **100%** | | | **100%** | |

Allowable securities must meet the reporting requirements of the Securities and Exchange Commission and must meet a "prudent expert" standard for investing. In no case may the System have five percent (5%) or more of System net position invested in any one organization.

The Board's investment policies and guidelines permit investment in numerous specified asset classes to take advantage of the non-correlated economic behavior of diverse asset classes. The result is a well-diversified portfolio.

### Custodial Credit Risk

Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, the System will not be able to recover the value of its investment or collateral securities that are in the possession of another party. The Retirement System's investment securities are not exposed to custodial credit risk since all securities are registered in the System's name and held by the System's custodial bank.

## Notes to the Basic Financial Statements Continued

Custodial credit risk for deposits is the risk that, in the event of the failure of the depository financial institution, the System will not be able to recover its deposits or will not be able to recover collateral securities that are in the possession of an outside party. Any cash associated with the System's investment portfolios not invested at the end of a day is temporarily swept overnight to the Northern Trust Collective Short-Term Investment Fund.

That portion of the System's cash held by the City in a Trust account as part of the City's cash investment pool totaled $122,744 and $128,510 at June 30, 2025 and 2024, respectively. Accordingly, the System's investments in the pool are held in the name of the City and are not specifically identifiable.

Disclosure of the legal and contractual provisions of the City's investment policy and carrying amounts by type of investments may be found in the notes to the City's separate Annual Comprehensive Financial Report for the fiscal year ended June 30, 2025.

### Credit and Interest Rate Risk

Credit risk associated with the System's debt securities is identified by their ratings in the table below. Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. The System has no general policy on credit and interest rate risk. The System limits its investments in below investment grade bonds and monitors the interest rate risk inherent in its portfolio by measuring the duration of its portfolio.

The average duration of the System's debt portfolios in years is also listed in the following table:

| | 2025 | | | 2024 | | |
|---|---|---|---|---|---|---|
| **Type of Investment** | **Fair Value** | **Credit Quality** | **Duration** | **Fair Value** | **Credit Quality** | **Duration** |
| Asset Backed Securities | $ 31,381,315 | AAA | 0.89 | $ 24,297,878 | AA+ | 0.78 |
| Commercial Mortgage-Backed | 9,151,494 | AAA | 4.09 | 13,369,970 | AAA | 4.40 |
| Corporate Bonds | 66,150,166 | BBB+ | 4.42 | 66,541,897 | BBB+ | 5.04 |
| Fixed Income Derivatives - Futures | 27,323,880 | — | 7.83 | 22,287,031 | — | 7.28 |
| Non-Government Backed CMOs | 2,118,046 | AAA | 2.45 | 1,291,602 | AA | 2.04 |
| Preferred Stock | 834,396 | BB+ | — | 829,989 | BB+ | — |
| Government Agencies | 3,826,258 | BBB+ | 6.25 | 3,268,200 | BB- | 6.32 |
| Government Bonds | 19,283,328 | AAA | 12.05 | 17,005,419 | AAA | 12.75 |
| Gov't Issued Commercial Mortgage-Backed Securities | 289,925 | AAA | 2.74 | 282,638 | AAA | 3.96 |
| Government Mortgage-Backed Securities | 82,663,963 | AAA | 6.68 | 72,943,090 | AAA | 7.25 |
| Municipal/Provincial Bonds | 1,921,698 | A+ | 7.14 | 1,573,662 | A+ | 8.10 |
| Index Linked Government Bonds | 759,083 | AAA | 13.922742 | 555,234 | AAA | 14.62 |
| **Total Credit Risk Fixed Income** | $245,703,552 | | | $224,246,610 | | |

## Notes to the Basic Financial Statements Continued

Per Section 3.5.f.i. of the System's Investment Policy Statement, no more than 15 percent of an investment manager's fixed income portfolio may be invested in below investment grade rated securities (BB or B rated bonds). Therefore, at least 85 percent of the manager's fixed income portfolio must be invested in investment grade securities. Intermediate Bond portfolios shall maintain an average credit quality of A+ or better.

High yield fixed income portfolios, in accordance with Section 3.5.f.ii. of the System's Investment Policy Statement, shall maintain an average credit quality rating equal to or higher than that of the Barclays US Corporate High Yield Index. Based on the Barclays US Corporate High Yield Index, a high yield manager's portfolio shall have a constraint of the benchmark weight plus five percent (5%) in bonds rated Caa1/CCC+ or lower with non-rated bonds being limited to five percent (5%) of the portfolio with both limits subject to maintaining the average portfolio credit quality requirement of the Barclays US Corporate High Yield index. No more than 25 percent of a high yield manager's portfolio may be invested in foreign securities; within this limit, a manager may allocate up to 20 percent in emerging market government securities including both non-U.S. dollar denominated securities and U.S. dollar denominated Yankee securities and up to 15 percent of the portfolio may be invested in non-U.S. dollar denominated securities.

High yield bond portfolios may hold up to the benchmark weight plus five percent (5%) of assets in Rule 144A bond issues with or without registration rights. No more than 10 percent of the high yield manager's portfolio may be invested in convertibles or preferreds, and no more than 20 percent may be invested in securitized bank debt. No single security and/or issuer can represent more than five percent (5%) of the fair value of a portfolio at the time of purchase, and no single industry can represent more than 25 percent of the fair value of the account at the time of purchase.

Firms that manage fixed income portfolios will continually monitor the risk associated with their fixed income investments. They will be expected to report, as a component of their quarterly report, a risk/reward analysis of the management decisions relative to their benchmarks. Statistics that relate performance variance to effective duration decisions will be included in each quarterly report.

### Concentration Risk

The investment portfolio as of June 30, 2025 and 2024, contained no concentration of investments in any one entity (other than those issued or guaranteed by the U.S. Government) that represented five percent (5%) or more of the total investment portfolio or fiduciary net position.

### Foreign Currency Risk

Foreign Currency Risk is the risk that changes in foreign exchange rates will adversely affect the fair value of an investment or deposit. The System has no general investment policy with respect to foreign currency risk. The System's investment policy guidelines allow international developed and emerging equity managers to hedge their currency risks in foreign countries through the purchase of derivatives. Used as a defensive measure and in an effort to control the risks associated with international portfolios, international equity investment managers are permitted to invest in forward currency contracts, swaps, currency futures, and exchanged-traded index futures that represent broad equity exposure to countries represented in their respective benchmark index. The positions shown on the following page represent the System's exposure to foreign currency risk as of June 30, 2025 and 2024.

*Notes to the Basic Financial Statements Continued*

## Foreign Currency Risk Exposure

As of June 30, 2025

| Base Currency | | Country | Equities / Fixed Income | Futures & Forwards | Swaps & Rights / Warrants | Cash & Cash Equivalents | Total |
|---|---|---|---|---|---|---|---|
| AUD | Australian Dollar | Australia | $ 1,001,415 | $ — | $ — | $ — | $ 1,001,415 |
| BRL | Brazilian Real | Brazil | 1,547,286 | — | — | (76,854) | 1,470,432 |
| CAD | Canadian Dollar | Canada | 12,897,252 | — | — | — | 12,897,252 |
| CHF | Swiss Franc | Switzerland | 5,114,556 | — | — | — | 5,114,556 |
| CNY | Chinese Yuan Renminbi | China | 2,548,590 | — | — | 2 | 2,548,592 |
| DKK | Danish Krone | Denmark | 7,193,538 | — | — | — | 7,193,538 |
| EUR | Euro | Europe | 60,301,475 | — | — | (107,502) | 60,193,973 |
| GBP | British Pound Sterling | United Kingdom | 28,195,629 | — | — | — | 28,195,629 |
| HKD | Hong Kong Dollar | Hong Kong | 14,283,028 | — | — | 16,611 | 14,299,639 |
| IDR | Indonesian Rupiah | Indonesia | 941,822 | — | — | — | 941,822 |
| INR | Indian Rupee | India | 6,250,981 | — | — | 50 | 6,251,031 |
| JPY | Japanese Yen | Japan | 26,292,881 | — | — | — | 26,292,881 |
| KRW | South Korean Won | South Korea | 3,960,572 | — | — | — | 3,960,572 |
| MXN | Mexican Peso | Mexico | 1,231,679 | — | — | — | 1,231,679 |
| RUB | Russian Ruble | Russia | 648,745 | — | — | 98,026 | 746,771 |
| SEK | Swedish Krona | Sweden | 3,766,887 | — | — | — | 3,766,887 |
| SGD | Singapore Dollar | Singapore | 893,836 | — | — | — | 893,836 |
| TRY | Turkish Lira | Turkey | 1 | — | — | — | 1 |
| TWD | New Taiwan Dollar | Taiwan | 8,573,712 | — | — | (99,505) | 8,474,207 |
| USD | United States Dollar | United States | 955,131,771 | — | 3,736 | 32,696,802 | 987,832,309 |
| ZAR | South African Rand | South Africa | 1,852,009 | — | — | — | 1,852,009 |
| **Total Equities (In USD)** | | | **$ 1,142,627,665** | **$ —** | **$ 3,736** | **$ 32,527,630** | **$ 1,175,159,031** |
| **Total Non-USD Equities (In USD)** | | | **$ 187,495,894** | **$ —** | **$ —** | **$ (169,172)** | **$ 187,326,722** |

*Notes to the Basic Financial Statements Continued*

## Foreign Currency Risk Exposure

As of June 30, 2024

| Base Currency | | Country | Equities / Fixed Income | Futures & Forwards | Swaps & Rights / Warrants | Cash & Cash Equivalents | Total |
|---|---|---|---|---|---|---|---|
| AUD | Australian Dollar | Australia | $ 1,263,997 | $ — | $ — | $ — | $ 1,263,997 |
| BRL | Brazilian Real | Brazil | 1,192,777 | — | 805 | 2,470 | 1,196,052 |
| CAD | Canadian Dollar | Canada | 13,205,952 | — | — | — | 13,205,952 |
| CHF | Swiss Franc | Switzerland | 4,699,408 | — | — | — | 4,699,408 |
| CNY | Chinese Yuan Renminbi | China | 1,407,006 | — | — | — | 1,407,006 |
| DKK | Danish Krone | Denmark | 7,154,739 | — | — | — | 7,154,739 |
| EUR | Euro | Europe | 52,845,071 | — | — | (84,944) | 52,760,127 |
| GBP | British Pound Sterling | United Kingdom | 28,997,503 | — | — | — | 28,997,503 |
| HKD | Hong Kong Dollar | Hong Kong | 12,159,839 | — | — | — | 12,159,839 |
| IDR | Indonesian Rupiah | Indonesia | 1,416,925 | — | — | — | 1,416,925 |
| ILS | New Israeli Shekel | Israel | 426,231 | — | — | — | 426,231 |
| INR | Indian Rupee | India | 5,927,089 | — | — | 844 | 5,927,933 |
| JPY | Japanese Yen | Japan | 30,460,210 | — | — | — | 30,460,210 |
| KRW | South Korean Won | South Korea | 7,577,343 | — | — | — | 7,577,343 |
| MXN | Mexican Peso | Mexico | 1,381,662 | — | — | 22,786 | 1,404,448 |
| MYR | Malaysian Ringgit | Malaysia | 113,887 | — | — | — | 113,887 |
| NOK | Norwegian Krone | Norway | 236,973 | — | — | — | 236,973 |
| RUB | Russian Ruble | Russia | 718,790 | — | — | 58,510 | 777,300 |
| SEK | Swedish Krona | Sweden | 8,552,500 | — | — | — | 8,552,500 |
| SGD | Singapore Dollar | Singapore | 763,512 | — | — | — | 763,512 |
| TRY | Turkish Lira | Turkey | 3 | — | — | — | 3 |
| TWD | New Taiwan Dollar | Taiwan | 11,467,335 | — | — | — | 11,467,335 |
| USD | United States Dollar | United States | 854,571,617 | — | (104,775) | 24,956,578 | 879,423,420 |
| ZAR | South African Rand | South Africa | 1,022,403 | — | — | — | 1,022,403 |
| **Total Equities (In USD)** | | | **$ 1,047,562,772** | **$ —** | **$ (103,970)** | **$ 24,956,244** | **$ 1,072,415,046** |
| **Total Non-USD Equities (In USD)** | | | **$ 192,991,155** | **$ —** | **$ 805** | **$ (334)** | **$ 192,991,626** |

Per Section 3.5.e. of the System's Investment Objectives and Policy Statement, assets in international equity portfolios shall consist of liquid, publicly traded equity and equity like securities traded on major stock exchanges as well as cash and cash equivalents as necessary. Securities will be primarily composed of foreign ordinary shares and depository receipts (American Depository Receipts (ADR's) and Global Depository Receipts (GDR's) including ADR's and GDR's that are 144A securities). Securities that are 144A securities, including ADR and GDR 144A securities, are authorized investments which in aggregate cannot exceed 10 percent of the portfolio. Primarily large capitalization securities may be held, although investments in small and mid capitalization securities are also allowed. Firms will continually monitor their country, currency, sector and security selection risks associated with their international portfolios. All of the risks will be included in the manager's quarterly reports and performance attribution based on these factors will also be included.

The System's complete Investment Objectives and Policy Statement can be found on the System's website at www.CFRS-CA.org or by contacting the Retirement Office at 2828 Fresno Street, Suite 201, Fresno, CA 93721.

### *Rate of Return*

For the fiscal years ended June 30, 2025 and 2024, the annual money-weighted rate of return on the assets of the System, net of investment expense, was 10.92 percent and 10.38 percent, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for timing of cash flows and the changing amounts actually invested.

## 9 Derivatives

The Retirement Board has authorized certain investment managers to invest in or otherwise enter into transactions involving derivative financial instruments when, in the judgment of management, such transactions are consistent with the investment objectives established for a specific investment manager's assignment. The acceptable investment purposes for the use of derivatives are as follows:

a. Mitigation of risk (or risk reduction).
b. A useful substitute for an existing, traditional investment. In certain circumstances it may be cheaper, quicker or easier to invest in a derivative instrument or security rather than transacting in cash or in the traditional security market.
c. To provide investment value to the portfolio while being consistent with the System's overall and specific investment policies.
d. To obtain investment exposure which is appropriate for the manager's investment strategy and the System's investment guidelines, but could not be made through traditional investment securities.

The Retirement Board monitors and reviews each investment manager's securities and derivative position as well as the manager's performance relative to established benchmark rates of return and risk measures. In management's opinion, derivative activities must be evaluated within the context of the overall portfolio performance and cannot be evaluated in isolation.

## Notes to the Basic Financial Statements Continued

Allowable derivative financial instruments held by the System include stable and well-structured collateralized mortgage obligations (CMOs); centrally cleared instruments including, but not limited to, futures, swaps and options; and forwards including currency forwards. Derivative investments with allocation limits include mortgage derivatives (interest only and principal only CMOs); non centrally cleared derivatives; caps and floors; and inverse floating rate notes and bonds. Allocation limits will be determined and specified in portfolio guidelines with individual investment managers based on the objectives and risk tolerances of a given strategy.

Cash securities containing derivative features include callable bonds, structural notes, and collateralized mortgage obligations (CMOs). These instruments are generally traded in over-the-counter bond markets.

Financial instruments whose value is dependent upon a contractual price or rate relative to one or more reference prices or rates, applied to a notional amount, including interest rate futures, options, swaps and caps, and foreign currency futures and forward contracts. Some of these instruments are exchange-traded and others are traded over-the-counter (OTC).

### Market Risk

Market risk is the risk of change in fair value of an instrument in response to changes in a market price or index. While all investments are subject to market risk, derivatives often have a higher degree of market risk than other types of investment instruments. Values of cash securities containing derivative features are often more susceptible to market risk than other types of fixed income securities because the amounts and/or timing of their scheduled cash flows may fluctuate under changing market conditions, according to their contractual terms. For other types of derivatives, amounts of contractual cash flows may be either positive or negative depending upon prevailing market conditions relative to the reference prices or rates, and thus the values of such instruments may be positive or negative, despite the fact that little or no cash is initially exchanged to enter into such contracts.

### Credit Risk

Credit risk of cash securities containing derivative features is based upon the credit worthiness of the issuers of such securities. The Retirement Board establishes minimum credit requirements for such securities. The other derivative instruments described above are subject to credit risk to the extent their value is a positive fair value, and the counterparty to such contract fails to perform under the terms of the instrument.

Exchange traded derivatives are generally considered to be of lower credit risk than OTC derivatives due to the exchange margin requirements. Equity Index Swaps are derivatives and represent an agreement between two parties to swap two sets of equity values. Equity Futures are contracts used to replicate an underlying stock or stock market index. These futures can be used for hedging against an existing equity position, or for speculating on future movement of the index.

## Notes to the Basic Financial Statements Continued

As of June 30, 2025 and 2024, the System held a total fair value of $30,286,000 and $24,748,410, respectively, in derivative holdings. These holdings consisted of Rights/ Warrants, and Foreign Currency Forwards and Futures designed to synthetically create equity returns and are held as components of the System's international equity investments, and a variety of ACWIexUS index related futures as components of the System's investments in ACWIexUS Index Funds. Holdings also consist of futures – interest rate contracts, options and swaps held as components of the System's absolute return fixed income strategy. These derivatives are used for the purpose of synthetically creating equity returns, synthetically creating floating rates and to buy or sell credit protection on the assets.

There is no net counterparty exposure for which there is a positive replacement cost to the fund. The details of these derivative holdings are as follows:

| **Derivative Type:** | **FY 2025** | | **FY 2024** | **FY 2025 - FY 2024** |
|---|---|---|---|---|
| | **Notional Amount** | **Fair Value** | **Fair Value** | **Change in Fair Value** |
| Foreign Currency Forward | $(646,787) | $640,512 | $280,537 | $ 359,975 |
| Future Contracts - Domestic Fixed Income | (27,323,880) | 27,323,880 | 22,287,031 | 5,036,849 |
| Future Contracts - International Equity Index | — | 2,315,818 | 2,283,869 | 31,949 |
| Rights & Warrants | — | 2,056 | 1,750 | 306 |
| Swaps | — | 3,734 | (104,777) | 108,511 |
| | **Total** | **$30,286,000** | **$24,748,410** | |

| **Derivative Type:** | **FY 2024** | | **FY 2023** | **FY 2024 - FY 2023** |
|---|---|---|---|---|
| | **Notional Amount** | **Fair Value** | **Fair Value** | **Change in Fair Value** |
| Foreign Currency Forward | $(279,302) | $280,537 | $671,474 | $ (390,937) |
| Future Contracts - Domestic Fixed Income | (22,287,031) | 22,287,031 | 9,038,418 | 13,248,613 |
| Future Contracts - International Equity Index | — | 2,283,869 | 2,163,658 | 120,211 |
| Rights & Warrants | — | 1,750 | 1,125 | 625 |
| Swaps | — | (104,777) | (115,800) | 11,023 |
| | **Total** | **$24,748,410** | **$11,758,875** | |

*Notes to the Basic Financial Statements Continued*

## 10 Securities Lending

The City of Fresno Municipal Code and the Board's policies permit the Retirement Boards of the City of Fresno Fire and Police Retirement System and the City of Fresno Employees Retirement System (the Systems) to use investments of both Systems to enter into securities lending transactions, i.e., loans of securities to broker-dealers and other entities for collateral with a simultaneous agreement to return the collateral for the same securities in the future. The Systems have contracted with Northern Trust, their custodian, to manage the securities lending program for the Systems and all securities held in a separately managed account are available for lending. As the securities lending agent, Northern Trust calculates collateral margins and accepts collateral in the form of cash or marketable securities and irrevocable bank letters of credit for all securities lending transactions. Transactions are collateralized at 102 percent of fair value (contract value) for domestic securities and 105 percent of fair value (contract value) for international securities. Collateral is marked to market daily. When a loan is secured by cash, a rebate is negotiated and the cash collateral is invested according to the guidelines in the collateral pool.

As designated by the Board, cash collateral is invested in Northern Trust's Core U.S.A. Collateral Section (short-term investment pool), which, as of June 30, 2025 and 2024, had a weighted average duration of 83 days and 69 days, respectively, an average maturity of 15 days and 22 days, respectively, and an average monthly yield of 4.56 percent and 5.51 percent, respectively. The relationship between the maturities of the investment pool and the System's loans is affected by the maturities of the security loans made by other entities that use the Northern Trust Core U.S.A. Collateral Section and a definitive statement of that relationship cannot be formulated by the System.

As of June 30, 2025 and 2024, the Northern Trust CORE U.S.A. Cash Collateral Fund had zero exposure in below investment grade long-term securities and there were no known credit risks related to the securities lending transactions.

As of June 30, 2025, the fair value of the securities on loan was $24.3 million. The fair value of associated collateral was $24.9 million ($21.7 million of cash collateral and $3.2 of non-cash collateral). Non-cash collateral, the collateral which the System does not have the ability to sell unless the borrower defaults, is not reported in the Statement of Fiduciary Net Position. As of June 30, 2024, the fair value of the securities on loan was $27.0 million. The fair value of associated collateral was $27.9 million ($24.7 million of cash collateral and $3.2 of non-cash collateral). Non-cash collateral, the collateral which the System does not have the ability to sell unless the borrower defaults, is not reported in the Statement of Fiduciary Net Position.

Northern Trust will ensure that, in any agreement with a borrower, it retains its absolute right to terminate the agreement without cause, upon short notice and without any penalty. The System cannot pledge or sell collateral securities received unless the borrower defaults. In the event of a borrower default, Northern Trust indemnifies the System against losses and will replace or reimburse the System for any borrowed securities not replaced. In general, the average term of all System loans is overnight or "on demand." All securities loans can be terminated on demand by either the lender or the borrower, although the average term of the System's loans were approximately 151 days and 81 days, respectively, as of June 30, 2025 and 2024.

*Notes to the Basic Financial Statements Continued*

The System's securities lending income is as follows:

## Securities Lending Income

For Fiscal Years Ended June 30, 2025 and 2024

| | 2025 | 2024 |
|---|---|---|
| Gross Income | $1,575,137 | $1,522,511 |
| Expenses: | | |
| Bank Fees | 1,472,024 | 1,358,605 |
| Total Expenses | 1,472,024 | 1,358,605 |
| **Net Income from Securities Lending** | $103,113 | $163,906 |

## Fair Value of Loaned Securities

As of June 30, 2025 and 2024

| | FY 2025 | | | FY 2024 | | |
|---|---|---|---|---|---|---|
| **Collateralized by** | **Cash** | **Securities** | **Total** | **Cash** | **Securities** | **Total** |
| U.S. Government & Agency | $ 7,822,262 | $ 309,591 | $ 8,131,853 | $ 7,786,973 | $ 804,454 | $ 8,591,427 |
| Domestic Equities | 2,658,103 | — | 2,658,103 | 3,426,281 | 12,511 | 3,438,792 |
| Domestic Fixed | 6,925,385 | 1,491,086 | 8,416,471 | 9,714,407 | 798,843 | 10,513,250 |
| International Equities | 3,847,481 | 1,249,918 | 5,097,399 | 3,054,348 | 1,404,301 | 4,458,649 |
| **Total Value** | **$ 21,253,231** | **$ 3,050,595** | **$ 24,303,826** | **$ 23,982,009** | **$ 3,020,109** | **$27,002,118** |

## Fair Value of Collateral Received for Loaned Securities

As of June 30, 2025 and 2024

| | FY 2025 | | | FY 2024 | | |
|---|---|---|---|---|---|---|
| **Collateralized by** | **Cash** | **Securities** | **Total** | **Cash** | **Securities** | **Total** |
| U.S. Government & Agency | $ 7,944,103 | $ 317,542 | $ 8,261,645 | $ 8,008,908 | $ 829,601 | $ 8,838,509 |
| Domestic Equities | 2,696,118 | — | 2,696,118 | 3,508,058 | 12,773 | 3,520,831 |
| Domestic Fixed | 7,046,676 | 1,523,868 | 8,570,544 | 9,984,458 | 815,481 | 10,799,939 |
| International Equities | 4,057,712 | 1,333,055 | 5,390,767 | 3,236,526 | 1,488,057 | 4,724,583 |
| **Total Value** | **$ 21,744,609** | **$ 3,174,465** | **$ 24,919,074** | **$ 24,737,950** | **$ 3,145,912** | **$ 27,883,862** |

*Notes to the Basic Financial Statements Continued*

## 11 Administrative Expenses

Section 3-325 of the City of Fresno Municipal Code provides that all administrative costs of the System shall be a charge against the assets of the System. Per the City of Fresno Municipal Code, the administrative expenses are a component of the City's contribution calculation.

## 12 Post Retirement Supplemental Benefit (PRSB)

The System is not obligated to provide for or fund any other post-employment benefits as retirees do not receive paid healthcare benefits from the System. The Post Retirement Supplemental Benefit (PRSB) Program was created as a contingent program to provide supplemental distributions to eligible retirees which they could use to pay for various post retirement expenses. The Retirement Board will annually review the actuarial valuation report and declare an actuarial surplus, if available, in accordance with the procedures in the City of Fresno Municipal Code Section 3-567.

If an actuarial surplus is declared by the Board, the surplus is allocated into two components. One component composed of two-thirds of the declared surplus shall be used to reduce or eliminate the City's pension contributions. Any unused portion shall be reserved in the City Surplus Reserve and drawn upon in subsequent years if needed. The remaining one-third component shall be distributed among eligible post retirement supplemental benefit recipients in accordance with procedures in the City of Fresno Municipal Code Section 3-567(f)(4). Any unused portion shall be reserved in the PRSB Reserve and drawn upon in subsequent years if needed.

For the fiscal years ended June 30, 2025, there was a surplus (or prefunded actuarial accrued liability) as the System had a valuation value of assets which was in excess of the actuarial accrued liability. The System's funded ratio was 114.0 percent and 109.8 percent, for fiscal years 2025 and 2024, respectively. For fiscal year 2025, the 114.0 percent funded ratio was more than the 110 percent requirement for declaration of a surplus. Therefore, there was an actuarial surplus available to reduce a portion of the City's and members' COLA contributions for fiscal year 2025, but no surplus to fund new PRSB benefits. For fiscal year 2024, the 109.8 percent funded ratio was below the required 110 percent for declaration of a surplus.

## 13 Capital Assets

Capital assets are carried at historical cost, net of accumulated depreciation. Capital assets are any items of equipment or furnishings purchased with a value of or an initial cost of $500 or greater and $5,000 for land, buildings and infrastructure and an estimated useful life in excess of two years.

Accumulated depreciation shall be summarized and reflected on the System's annual financial statements. Capital assets shall be depreciated over their estimated useful lives using the straight-line depreciation method. Intangible assets with limited useful lives (e.g., by legal or contractual provisions) should be depreciated over their estimated useful lives. Depreciation of computer software begins when the program is placed into service.

*Notes to the Basic Financial Statements Continued*

The System's major two-year project to program and install an upgrade to its original pension administration system that was installed in 1997 (the LRS Pension Gold Retirement Solutions' Version 3 project) includes a remaining uncapitalized balance of $0 and $132,959 which were capitalized as of June 30, 2025 and 2024, respectively. The pension administration system was depreciated over a ten-year useful life period commencing July 1, 2015.

As of June 30, 2025, other capital assets consisting of office furniture and equipment for the System's Retirement Offices located at 2828 Fresno Street, Fresno, California, in the amount of $76,145 are capitalized and depreciated over remaining estimated useful lives of 2-15 years.

As of June 30, 2024, capital assets consisting of office furniture and equipment for the System's Retirement Offices in the amount of $79,001 were capitalized and depreciated over remaining estimated useful lives of 2-15 years.

## 14 Leases

Under the lease agreement with CFRS Realty Holding Corporation (the Corporation), the holding corporation formed jointly by the Retirement Boards to take ownership of the building, effective September 19, 2005, the City of Fresno Employees and City of Fresno Fire and Police Retirement Boards and their staff occupy approximately 7,900 square feet of the second floor of the renovated building at 2828 Fresno Street, Fresno, California. The term of the lease is ten years with an option for two additional five-year extensions. The first five (5) year extension was exercised effective September 1, 2015. On March 1, 2020, the Corporation amended the lease with the Retirement Boards. The amended lease agreement establishes the Retirement Boards as the sole tenant of the second floor, a total of 11,784 rentable square feet, consisting of 10,426 net square feet in the premises and 1,358 square feet in common area. The amendment also exercises the second five (5) year lease extension. As of June 30, 2025, the Systems share equally a base rent of $20,808 per month, which is $1.77 per square foot per month, triple net. As of June 30, 2024, the Systems share equally a base rent of $20,400 per month, which is $1.73 per square foot per month, triple net.

## 15 Related Party Transactions

The Retirement System is involved in various business transactions with the City of Fresno, the primary plan sponsor. These include reimbursement to the City for the salary and benefits of the System's Retirement Staff members paid through the City, reimbursement to the City Personnel Department for personnel consulting services, and reimbursement to the City Information Services Department for computer and telephone support.

The Retirement Systems lease office space from the CFRS Realty Holding Corporation, a title holding company controlled jointly by the City of Fresno Employees and City of Fresno Fire and Police Retirement Systems. See Note 14 for a description of this arrangement.

*Notes to the Basic Financial Statements Continued*

## 16 Commitments and Contingencies

The Board, in accordance with its Asset Allocation Plan, has committed capital for investment in Private Debt/Private Credit, Private Real Estate and Private Equity Funds. The following table details the outstanding capital commitments in these investments as of June 30, 2025 and 2024.

**Unfunded Commitments**

| Investment Type | FY 2025 | FY 2024 |
|---|---|---|
| **Private Real Estate Funds** | | |
| Alidade Capital | $ 3,323,923 | $ 7,152,161 |
| Artemis | 8,401,479 | 11,048,099 |
| Blue Vista | 13,939,507 | — |
| Brookfield | 4,671,849 | 4,493,624 |
| The Carlyle Group | 7,255,300 | 11,288,345 |
| Grain Communications | 9,728,548 | 8,222,430 |
| Kayne Anderson | 2,546,445 | 7,627,035 |
| Oaktree Capital Mgt. | 1,971,306 | 1,970,945 |
| PIMC BRAVO III | — | 10,407,754 |
| PIMCO EDCO | 37,067,342 | — |
| PCCP, LLC | 1,464,953 | 1,945,062 |
| Total | $ 90,370,652 | $ 64,155,455 |

| Investment Type | FY 2025 | FY 2024 |
|---|---|---|
| **Private Debt/Private Credit** | | |
| Arcmont | $ 18,471,163 | $ 22,105,712 |
| Cloverlay | 9,801,279 | 9,453,143 |
| Monroe Capital | 19,303,195 | 19,299,655 |
| Crescent Capital | 17,792,971 | 17,789,709 |
| PIMCO COF | 23,024,773 | 23,020,552 |
| Sixth Street/TAO | 17,717,372 | 25,236,602 |
| Total | $ 106,110,753 | $ 116,905,373 |
| **Private Equity** | | |
| Asia Alternatives | 67,435,187 | 6,592,393 |
| Ocean Avenue | 5,152,445 | — |
| Pantheon | 78,517,759 | 90,765,473 |
| Volta Energy Technologies | 5,780,692 | 6,321,474 |
| Total | $ 156,886,083 | $ 103,679,340 |

| | FY 2025 | FY 2024 |
|---|---|---|
| **Total Unfunded Commitments** | $ 353,367,488 | $ 284,740,168 |

## 17 Date of Management Review

The date to which events occurring after June 30, 2025, have been evaluated for possible adjustments to the financial statements or disclosures is December 3, 2025, which is the date the financial statements were available to be issued.

Except for the pending litigation described in Note 4, Risk Disclosure Related to Contribution Constraint, management has not identified any subsequent events requiring disclosure.

# Required Supplementary Information

## *Schedule of Changes in the Net Pension Liability*

(Dollars in Thousands)

For Fiscal Years Ended June 30, 2016-2025

| | GASB 67 Basis* Financial Reporting | | | | |
|---|---|---|---|---|---|
| **Change in Net Pension Liability** | **2025** | **2024** | **2023** | **2022** | **2021** |
| **Total Pension Liability** | | | | | |
| Service cost | $54,669 | $44,235 | $37,299 | $32,383 | $30,993 |
| Interest | 113,727 | 105,949 | 99,304 | 96,311 | 93,358 |
| Change of benefit terms | — | — | — | — | — |
| Differences between expected and actual experience | (8,592) | 40,919 | 35,440 | 40,833 | (12,980) |
| Changes of assumptions | 3,434 | — | — | (4,262) | — |
| Benefit Payments (including refunds, excluding PRSB) | (89,409) | (83,202) | (77,873) | (71,884) | (69,246) |
| **Net Change in Total Pension Liability** | **$73,829** | **$107,901** | **$94,170** | **$93,381** | **$42,125** |
| **Total Pension Liability - Beginning** | **$1,674,885** | **$1,566,984** | **$1,472,814** | **$1,379,433** | **$1,337,308** |
| **Total Pension Liability - Ending (a)*** | **$1,748,714** | **$1,674,885** | **$1,566,984** | **$1,472,814** | **$1,379,433** |
| **Plan Fiduciary Net Position** | | | | | |
| Employee Contributions | $31,558 | $18,833 | $14,894 | $15,493 | $13,750 |
| Employer Contributions | 20,771 | 28,621 | 22,236 | 22,016 | 20,144 |
| Net Investment Income (Loss) | 198,803 | 169,858 | 164,014 | (132,625) | 407,811 |
| Actual Benefit Payments (including Refunds) | (89,409) | (83,202) | (77,873) | (71,884) | (69,246) |
| Administrative & Professional Expense | (2,616) | (2,318) | (2,145) | (2,050) | (2,059) |
| **Net Change in Plan Fiduciary Net Position** | **$159,107** | **$131,792** | **$121,126** | **$(169,050)** | **$370,400** |
| **Plan Fiduciary Net Position - Beginning** | **$1,815,105** | **$1,683,313** | **$1,562,187** | **$1,731,237** | **$1,360,837** |
| **Plan Fiduciary Net Position - Ending (b)** | **$1,974,212** | **$1,815,105** | **$1,683,313** | **$1,562,187** | **$1,731,237** |
| System Net Pension Liability (Surplus) - (a)-(b) | $(225,498) | $(140,220) | $(116,329) | $(89,373) | $(351,804) |
| Plan fiduciary net position as a percentage of total pension liability | 112.90% | 108.37% | 107.42% | 106.07% | 125.50% |
| Covered Payroll** | 235,699 | $213,088 | $186,219 | $164,642 | $154,031 |
| **Net Pension Liability (Surplus) as a percentage of covered payroll** | **(95.67)%** | **(65.80)%** | **(62.47)%** | **(54.28)%** | **(228.40)%** |

* In accordance with provisions of GASB 67, the data on the next two pages show Total Pension Liability for the reporting periods from June 30, 2016 through June 30, 2025.

** Covered payroll represents pensionable compensation. Only pensionable compensation that would possibly go into the determination of retirement benefits is included.

### *Note to Schedule:*

Changes of Assumptions: The calculations above reflect various assumption changes, including the Board's assumed rate of return of 6.75 percent for use in preparing the June 30, 2025 annual actuarial valuation and other assumption changes based on the triennial experience study for the period from July 1, 2021 through June 30, 2024. The assumed rate of return of 6.75 percent used in preparing the June 30, 2024, 2023, and 2022 annual actuarial valuation and other assumption changes were based on the triennial experience study for the period from July 1, 2018 through June 30, 2021. Assumption changes prior to June 30, 2022, are also reflected including the modification of the Board's assumed rate of return to 7.00 percent for use in preparing the June 30, 2019, 2020 and 2021 annual actuarial valuations and other assumption changes based on the triennial experience study for the period from July 1, 2015 through June 30, 2018. The calculations above also reflect the assumed rate of return of 7.25 percent for use in preparing the June 30, 2016, 2017 and 2018 annual actuarial valuations and other assumption changes based on the triennial experience study for the period from July 1, 2012 through June 30, 2015.

# Required Supplementary Information Continued

## *Schedule of Changes in the Net Pension Liability Continued*

(Dollars in Thousands)

For Fiscal Years Ended June 30, 2016-2025

| | GASB 67 Basis* Financial Reporting | | | | |
|---|---|---|---|---|---|
| **Change in Net Pension Liability** | **2020** | **2019** | **2018** | **2017** | **2016** |
| **Total Pension Liability** | | | | | |
| Service cost | $28,762 | $23,509 | $21,275 | $18,885 | $18,687 |
| Interest | 89,222 | 86,110 | 82,833 | 79,266 | 79,762 |
| Change of benefit terms | — | — | — | — | — |
| Differences between expected and actual experience | 5,748 | (446) | (4,164) | 5,263 | (24,394) |
| Changes of assumptions | — | 35,773 | 2,939 | — | 9,612 |
| Benefit Payments (including refunds, excluding PRSB) | (64,520) | (62,144) | (57,666) | (55,550) | (52,528) |
| **Net Change in Total Pension Liability** | **$59,212** | **$82,802** | **$45,217** | **$47,864** | **$31,139** |
| **Total Pension Liability - Beginning** | **$1,278,096** | **$1,195,294** | **$1,150,077** | **$1,102,213** | **$1,071,074** |
| **Total Pension Liability - Ending (a)*** | **$1,337,308** | **$1,278,096** | **$1,195,294** | **$1,150,077** | **$1,102,213** |
| **Plan Fiduciary Net Position** | | | | | |
| Employee Contributions | $11,028 | $10,515 | $10,330 | $10,181 | $9,098 |
| Employer Contributions | 16,554 | 14,627 | 14,609 | 15,205 | 13,060 |
| Net Investment Income (Loss) | 20,109 | 69,389 | 108,916 | 162,373 | 5,089 |
| Actual Benefit Payments (including Refunds) | (64,520) | (62,144) | (57,666) | (55,550) | (52,529) |
| Administrative & Professional Expense | (1,749) | (1,663) | (1,619) | (1,387) | (1,346) |
| **Net Change in Plan Fiduciary Net Position** | **$(18,578)** | **$30,724** | **$74,570** | **$130,822** | **$(26,628)** |
| **Plan Fiduciary Net Position - Beginning** | **$1,379,415** | **$1,348,691** | **$1,274,121** | **$1,143,299** | **$1,169,927** |
| **Plan Fiduciary Net Position - Ending (b)** | **$1,360,837** | **$1,379,415** | **$1,348,691** | **$1,274,121** | **$1,143,299** |
| System Net Pension Liability (Surplus) - (a)-(b) | $(23,529) | $(101,319) | $(153,397) | $(124,044) | $(41,086) |
| Plan fiduciary net position as a percentage of total pension liability | 101.76% | 107.93% | 112.83% | 110.79% | 103.73% |
| Covered Payroll** | $149,403 | $138,396 | $128,461 | $119,007 | $108,541 |
| **Net Pension Liability (Surplus) as a percentage of covered payroll** | **(15.75)%** | **(73.21)%** | **(119.41)%** | **(104.23)%** | **(37.85)%** |

# Required Supplementary Information Continued

## Schedule of Employer Contributions
## Last Ten Fiscal Years
(Dollars in Thousands)

| Fiscal Year Ended June 30 | Actuarially Determined Contribution (ADC) | Contributions in Relation to the ADC | Contribution Deficiency (Excess) | Covered Payroll | Contributions as a Percentage of Covered Payroll |
|---|---|---|---|---|---|
| 2025 | $33,139 | $31,558 | $1,581 | $235,699 | 13.39% |
| 2024 | 28,621 | 28,621 | — | 213,088 | 13.43% |
| 2023 | 22,236 | 22,236 | — | 186,219 | 11.94% |
| 2022 | 22,017 | 22,017 | — | 164,642 | 13.37% |
| 2021 | 20,144 | 20,144 | — | 154,031 | 13.08% |
| 2020 | 16,554 | 16,554 | — | 149,403 | 11.08% |
| 2019 | 14,627 | 14,627 | — | 138,396 | 10.57% |
| 2018 | 14,609 | 14,609 | — | 128,461 | 11.37% |
| 2017 | 15,205 | 15,205 | — | 119,007 | 12.78% |
| 2016 | 13,060 | 13,060 | — | 108,541 | 12.03% |

## Schedule of Investment Returns
## Last Ten Fiscal Years

| Fiscal Year Ending June 30 | Annual Money-Weighted Rate of Return Gross of Investment Expenses | Annual Money-Weighted Rate of Return Net of Investment Expense |
|---|---|---|
| 2025 | 11.07% | 10.92% |
| 2024 | 10.56% | 10.38% |
| 2023 | 9.74% | 9.52% |
| 2022 | (7.12%) | (7.28%) |
| 2021 | 30.85% | 30.43% |
| 2020 | 1.61% | 1.26% |
| 2019 | 5.54% | 5.20% |
| 2018 | 8.93% | 8.57% |
| 2017 | 14.73% | 14.35% |
| 2016 | 0.82% | 0.53% |

The Schedule of Investment Returns above shows the annual money-weighted rate of return on the assets of the System, both gross and net of investment expense for ten fiscal years (2016 – 2025). The money-weighted rate of return expresses investment performance adjusted for timing of cash flows and the changing amounts actually invested. These returns differ slightly from the time-weighted rate of returns calculated and reported by the System's custodian, Northern Trust (shown in the Transmittal Letter on page i and within the Investment Section beginning on page 64) and as independently reported by the System's investment consulting firm, NEPC, LLC (shown in the Investment Section on pages 69-69). The System's custodian and investment consulting firm must use time-weighted returns as opposed to money-weighted returns in order to meet Global Investment Performance Standards for the purposes of effectively evaluating and reporting the performance of the System's investment managers.

The time-weighted return method is a measure of the compound rate of return of a portfolio over a stated period of time. It requires a set of sub-period returns to be calculated whenever there is an external cash flow, such as a deposit or withdrawal from the portfolio. In essence, it calculates the geometric total and mean return as opposed to the arithmetic total and mean return. This method does not include or have any distortions created when money is deposited or withdrawn from a portfolio. This is in contrast to the money-weighted returns.

# Notes to the Required Supplementary Information

For Fiscal Years Ended June 30, 2025 and 2024

## *Actuarial Assumptions*

The Segal Company, the System's actuary, performed the most recent annual actuarial valuation as of June 30, 2025, which computes the contribution requirements (employee and employer contributions rates for fiscal year 2027), and determines the funding status of the plan. The fiscal year 2025 contribution rates and assumptions were based on the actuarial valuation as of June 30, 2023; these assumptions are detailed below.

| | |
|---|---|
| Valuation Date: | Actuarially determined contribution rates are calculated as of June 30, two years prior to the end of the fiscal year in which contributions are reported. |
| Actuarial Cost Method: | Entry Age Actuarial Cost Method |
| Amortization Method: | Level percent of payroll. |
| Remaining Amortization Period: | Effective with the June 30, 2013 valuation, any new UAAL established on each subsequent valuation as a result of actuarial gains or losses or plan amendments are amortized over separate 15-year declining periods (with the exception of temporary retirement incentives which are amortized over its own declining period of up to 5 years). Any new UAAL established as a result of changes in actuarial assumptions or methods at each valuation is amortized over separate 25-year declining periods. Any actuarial surplus (when the funded ratio is over 110%) will be amortized over a non-declining 30-year period. |
| Asset Valuation Method: | Market value of assets less unrecognized returns from each of the last four annual accounting periods. Unrecognized returns are equal to the difference between the actual market return and the expected return on a market value basis and are recognized over a five-year period. The Actuarial Value of Assets is reduced by the value of the non-valuation reserves. |

# Notes to the Required Supplementary Information Continued

## *Actuarial Assumptions Continued:*

| | |
|---|---|
| Investment Rate of Return: | 6.75% |
| Inflation Rate: | 2.50% |
| Real Across-the-Board Salary Increase: | 0.50% |
| Projected Salary Increases: | Ranges from 3.75 percent to 11.50 percent based on years of service. Includes inflation at 2.50% of retirement income, plus real across-the-board salary increase of 0.50% plus merit and promotion increases. |
| Cost-of-Living Adjustments: | 2.50 percent of retirement income |
| Other Assumptions: | See June 30, 2023 funding valuation report and Section 4 for the service retirement rates after they have been adjusted to treat DROP participation as service retirement.<br><br>Post-Retirement Mortality Rates: For healthy members and beneficiaries, Pub-2010 General Healthy Retiree Amount-Weighted Mortality Table (separate tables for males and females) times 105%, projected generationally with the two-dimensional mortality improvement scale MP-2021; For disabled members, Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021. |

# Other Supplementary Information

## Schedule of Administrative Expenses

For Fiscal Years Ended June 30, 2025 and 2024

| | 2025 | 2024 |
|---|---|---|
| Personnel Services | | |
| Staff Salaries | $ 977,785 | $ 914,456 |
| Fringe Benefits | 271,137 | 254,160 |
| Total Personnel Services | $ 1,248,922 | $ 1,168,616 |
| Professional Services | | |
| Actuarial | $ 118,155 | $ 79,169 |
| Legal Counsel | 190,937 | 121,471 |
| Information Systems Services | 95,564 | 85,729 |
| Specialized Services | 72,086 | 130,297 |
| Total Professional Services | $ 476,742 | $ 416,666 |
| Communication | | |
| Telephone | $ 9,655 | $ 5,450 |
| Postage | 5,167 | 1,405 |
| Total Communication | $ 14,822 | $ 6,855 |
| Rentals | | |
| Office Rent | $ 124,440 | $ 122,000 |
| Common Area Maintenance (CAM) Charges | 147,949 | 81,948 |
| Total Rentals | $ 272,389 | $ 203,948 |
| Other | | |
| Education and Conference | $ 118,377 | $ 77,644 |
| Membership & Dues | 9,384 | 7,703 |
| Subscriptions & Publications | 581 | 831 |
| Office Supplies | 3,787 | 3,429 |
| Computer Equipment | 4,752 | 4,526 |
| Equipment Lease | 10,425 | 22,694 |
| Insurance | 91,188 | 78,239 |
| Miscellaneous | 8,816 | 9,114 |
| Reimbursement to City for Inter-Dept Services | 216,205 | 177,678 |
| Depreciation | 140,337 | 140,135 |
| **Total Other** | **$ 603,852** | **$ 521,993** |
| **Total Administrative Expenses** | **$ 2,616,727** | **$ 2,318,078** |

# Other Supplementary Information Continued

## Schedule of Investment Management Expenses

For Fiscal Years Ended June 30, 2025 and 2024

| | 2025 | 2024 |
|---|---|---|
| Investment Manager Fees | | |
| Equity | | |
| Domestic | $ 57,009 | $ 40,818 |
| International | 1,041,165 | 1,174,071 |
| Private Equity | 3,595,019 | 2,117,305 |
| Fixed Income | 352,139 | 334,207 |
| Private Debt/Credit | 15,543,924 | 20,138,744 |
| Real Assets | 8,327,807 | 7,477,991 |
| Multi-Assets | 1,131,828 | 816,897 |
| **Total Investment Manager Fees** | **30,048,891** | **32,100,033** |
| Other Investment Expenses | | |
| Foreign Income Taxes & Related Services, Charges | 1,555,233 | 1,674,293 |
| Custodial Services | 137,505 | 137,765 |
| Investment Consultant | 177,005 | 184,530 |
| Investment Legal Counsel | 80,548 | 97,381 |
| Analytical Database Service | 116,324 | 111,213 |
| **Total Other Investment Expenses** | **2,066,615** | **2,205,182** |
| **Total Fees & Other Investment Expenses** | **32,115,506** | **34,305,215** |
| Securities Lending Expenses | | |
| Agent Fees | 1,472,024 | 1,358,605 |
| **Total Securities Lending Expenses** | **1,472,024** | **1,358,605** |
| **Total Investment Expenses** | **$ 33,587,530** | **$ 35,663,820** |

## Schedule of Payments To Consultants

For Fiscal Years Ended June 30, 2025 and 2024

| | 2025 | 2024 |
|---|---|---|
| Actuarial Services | $ 118,155 | $ 79,169 |
| Audit Services | 23,069 | 22,817 |
| City Information Services | 95,564 | 85,729 |
| Legal Services | 190,937 | 121,471 |
| Medical Consultant | 31,700 | 55,620 |
| Miscellaneous | 17,317 | 51,860 |
| **Total Payments to Consultants** | **$ 476,742** | **$ 416,666** |

*We promise to carry out our Mission through a competent, professional, impartial and open decision-making process. In providing benefits and services, all persons will be treated fairly, with courtesy and respect.*

## INVESTMENT


64 Investment Report from the Retirement Administrator

69 Investment Consultant's Report

71 Investment Results (Gross and Net of Fees)

73 Target Asset Allocation and Actual Asset Allocation

75 Largest Stock and Bond Holdings

76 Schedule of Commissions

76 Investment Summary

# Investment Report from the Retirement Administrator

For the Years June 30, 2025 and 2024

## *Analysis of Our Portfolio in Fiscal Year 2025*

The Retirement Board's (the Board) responsibility, as a long-term investor, is to manage in and through the global financial market environments as they unfold. Our Board understands the City of Fresno Employees Retirement System's (the System) portfolio requires a sound and stable strategy for meeting investment goals over the long term with appropriate risk levels and controls.

Fiscal Year 2025 saw a bevy of exogenous factors that had both positive and negative impacts on our portfolio, as well as the global financial markets. Over the first six months of the fiscal year, markets were fairly complacent as inflation continued its downward trend towards the Fed's desired level of 2%. However, after the new Administration was sworn in, markets initially reacted positively towards their stated goals until April. Tariffs were applied in a broad and indiscriminate manner to every country, thereby roiling markets with short- and medium-term uncertainty. They generated increased volatility in the portfolio, which, due to the years-long restructuring towards increasing exposures to private market assets, insulated it as designed.

While the yield curve continued to remain inverted, there is little expectation for a recession or prolonged slowdown in growth which resulted in higher valuations for public equities. Private market strategies continue to be challenged due to the lack of distributions and liquidity constraints due to a slowdown in transactions. Some pockets, such as private debt, have seen an explosion in growth and popularity due to the current macro environments globally. The United States Dollar experienced significant weakness against a basket of peers over the last six months, which generated the worst period of performance in several decades. The Board approved a new Strategic Asset Allocation (SAA), that went into effect on July 1, 2025, and included a new asset class called 'Opportunistic' that is expected to produce volatility dampening at the total fund level across medium-term thematic investments.

From an investment perspective, infrastructure and private debt provided hedges to inflation while public equities rallied more than 15%. From a profit and loss perspective, the total fund increased by $340 million. The strategic asset allocation that went into effect July 1, 2021 continued to diversify the portfolio over the long-term as all major asset class groupings continue to be defined by their respective 'beta group' for risk management purposes.

The System generated a net return of 10.9% and outperformed its policy benchmark by 0.3% in Fiscal Year 2025, as reported by its custodian Northern Trust. The System outperformed its assumed rate of return for the fiscal year by more than 4%, and across longer investment horizons, also outperformed its assumed rate of return and policy benchmark.

Public equities, led by a 'risk-on' sentiment, experienced another prosperous year but remained overweight by 6.1%. Existing and new commitments in Private Real Estate, Infrastructure, Private Equity, and Opportunistic continue to be funded. All strategies earned positive absolute performance. The System completed three searches across Real Estate (Asian and European), Opportunistic, and Private Equity.

# Investment Report from the Retirement Administrator Continued

## *Investment Performance*

The System earned a gross return of 11.08%. The table below highlights the performance of each major asset class provided by the System's custodian, Northern Trust. These returns may differ slightly from the performance reported by the System's investment consultant due to rounding:

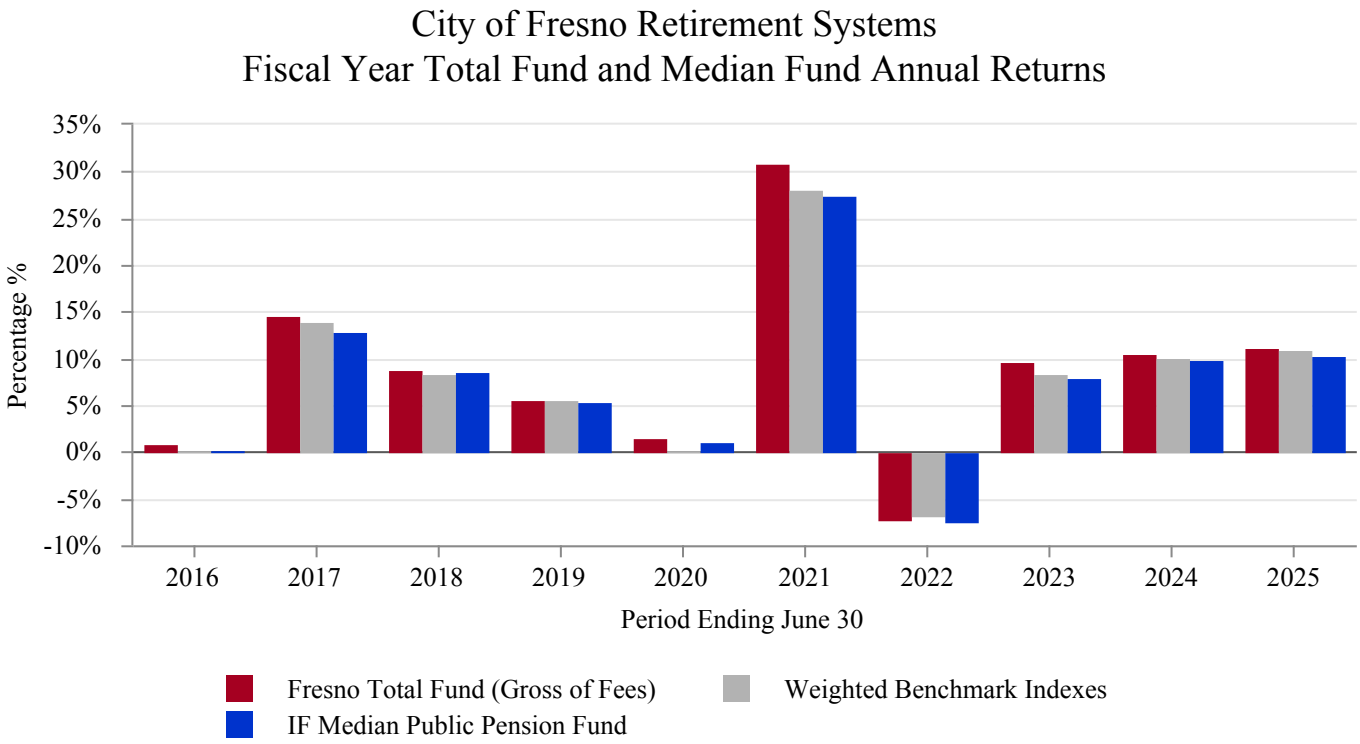
| Asset Class | Gross Return | Net Return |
|---|---|---|
| Total Fund | 11.08% | 10.93% |
| Domestic Equity | 15.26% | 15.25% |
| International Equity | 18.03% | 17.67% |
| Private Equity | 8.58% | 8.58% |
| Rates/Credit | 7.49% | 7.40% |
| Real Assets | 5.61% | 5.31% |
| Multi-Assets | 10.67% | 10.67% |
| Fiscal Year-End Fund Value | $1,974,211,816 | |

The System's 10, 15 and 20-year long-term gross returns of 8.27, 9.30, and 7.57 percent, respectively, illustrate the System's ability to achieve our long-term objectives over extended periods. Meanwhile, the System remains highly funded and well positioned to serve our members and retirees.

The principal goals of the System's Board in managing the System's Investment Portfolio are the following:

1) To fund the System's benefit payments;
2) To assume a prudent risk posture to minimize the cost of meeting the obligations of the System;
3) To comply with legal statutes and regulations; and
4) To maintain a fully funded pension status.

Presented in the graph below are the System's Total Fund returns versus NEPC, LLC's InvestorForce (IF) Public Funds Universe (Gross of Fees), for plans with $1 billion or more in assets:



# Investment Report from the Retirement Administrator Continued

## *Summary of Portfolio Results*

The fiscal year ended June 30, 2025, was marked by increased volatility and uncertainty. The System experienced a total gross return of 11.08 percent for the fiscal year ended June 30, 2025, outperforming the System's actuarial interest rate assumption of 6.75 percent by 4.33 percent and outperforming the System's policy benchmark (a weighted average of the fund's asset classes and their respective benchmarks) return of 10.62 percent by 0.46 percent. The System's ten-year annualized returns averaged 8.27 percent, outperforming its policy benchmark return of 7.49 percent for the period by 0.78 percent. Over the longer term, our investment results remain sound with annualized returns of 7.57 percent and 6.87 percent, respectively, over the past twenty and twenty-five years. After paying all benefits and expenses of the System, the year-end value of the System reached $1.974 billion.

## *General Information*

The System's investment assets are managed by external investment management firms. Professional investment consultants, along with staff, closely monitor the activity of these managers and assist the Board with the implementation of investment policies and long-term strategies. The System's goal is to fund benefit payments, while assuming a risk posture that is consistent with the Board's risk tolerance, protecting against loss of purchasing power by achieving rates of return above inflation, and to maintain a fully funded pension status.

## *Summary of General Investment Guidelines, Policies and Procedures*

The Board, having the sole and exclusive authority and fiduciary responsibility for the administration of the System and its assets, has adopted an Investment Policy Statement which reflects the Board's policies for management of the System's investments. The Board reserves the right to amend, supplement or rescind this statement at any time. This Investment Policy Statement establishes the investment program goals and policies, asset allocation policies, and beliefs. It also defines the principal duties of the Board, staff, investment managers, master custodian and consultants.

An integral part of the overall investment policy is the strategic asset allocation policy. This allocation mix is designed to provide return expectations that reflect expected risk. This emphasizes a maximum diversification of the portfolio that protects the System from declines that a particular asset class may experience in a given period. Both traditional assets (equities and fixed income) and non-traditional assets (real estate, infrastructure, midstream energy, private equity, and private debt) are included in the mix.

Total portfolio return, over the long-term, is directed toward achieving and maintaining a fully funded status for the System. Prudent risk taking is warranted within the context of overall portfolio diversification to meet this objective. All activities will be conducted so as to serve the best interests of the System's members and beneficiaries.

# Investment Report from the Retirement Administrator Continued

## *Summary of Proxy Voting Guidelines and Procedures*

In recognition of its duty to manage retirement plan assets in the best interest of the plan participants, the Board has established proxy voting guidelines and procedures which are intended to assist in the faithful discharge of the Board's duty to vote proxies on behalf of plan participants. These guidelines consist of preferences with respect to specific, recurring proxy-voting issues followed by a general statement of voting policies. The System will at all times strive to cast proxy votes so as to advance the overall good of the System.

## *Specific Investment Results by Asset Classification*

As of June 30, 2025, the System's portfolio was slightly over-weight in total equities, with 52.7 percent in total equities versus the target of 47.0 percent. Domestic equities were slightly over-weight with 25.0 percent versus the target of 21.0 percent, and international equities with 20.0 percent were slightly over-weight of the international equities target of 18.0 percent. Private equity was slightly under-weight of the target of 8.0% with 7.7%. Rates/Credit with 23.2 percent was under-weight of its target of 26.0 percent, and real assets at 20.7 percent was 1.3 percent under-weight of its target of 22.0 percent. Multi-Asset investments represented 2.0 percent of the System's portfolio, which is 2.0 percent under-weight of its target of 4.0 percent. Short-Term investments represented 1.4% of the total portfolio, 0.4% over its target of 1.0%.

The investments were further diversified into the following asset classes and target percentages:

| Asset Classification | Actual | Target |
|---|---|---|
| Equities | | |
| Domestic | 25.0% | 21.0% |
| International | 20.0% | 18.0% |
| Private | 7.7% | 8.0% |
| Rates/Credit | | |
| Core Fixed Income | 11.4% | 12.0% |
| Private Debt/Credit | 11.8% | 14.0% |
| Real Assets | | |
| Core Real Estate | 9.2% | 6.0% |
| Non-Core Real Estate | 5.5% | 9.0% |
| Infrastructure | 6.0% | 7.0% |
| Multi-Asset | | |
| Alternative Credit | 2.0% | 4.0% |
| Short-Term Investments | 1.4% | 1.0% |
| **Total** | **100.0%** | **100.0%** |

## Investment Report from the Retirement Administrator Continued

This asset class diversification allows the Joint Boards to monitor and adjust their risk in accordance with the Investment Policy Statement. The investment returns presented herein are based on the modified Dietz rate of return methodology. As Fiscal Year 2025 wrapped up, tariffs were top of mind for all investors globally. Domestic inflation remained sticky, above the Federal Reserve's mandated level, the U.S. dollar had the worst start to a year in nearly half a century, and uncertainty gripped consumers and businesses alike. Even with all of these events, the U.S. economy has been far more resilient than expected relative to peers and the global stock markets continue to reach new highs. The System earned positive relative and absolute returns, with continued diversification across strategies and regions.

Respectfully submitted,

*Robert T. Theller*

Robert T. Theller, Esq.
Retirement Administrator

December 3, 2025

# Investment Consultant's Report

**Daniel Hennessy, CFA, CAIA**
Senior Consultant

October 10, 2025

**City of Fresno Retirement Systems**
**2828 Fresno Street Suite 201**
**Fresno, California 93721**

Dear Board Members:

The overall objective of the City of Fresno Retirement Systems ("CFRS" or "the Systems") is to ensure continued access to retirement, disability and survivor benefits for current and future CFRS participants. To ensure a solid foundation for the future of the Retirement Systems, CFRS' Boards carefully plan and implement an investment program designed to produce superior long-term investment returns, while prudently managing the risk in the portfolio. Investment policy and asset allocation are reviewed and revised by the CFRS Retirement Boards, at least annually, to reflect the Systems' actuarial assumptions, accrued liabilities, and economic and investment outlook. The following is a report on the performance of the Fund for the fiscal year ending June 30, 2025, with background on the underlying market environment.

**Market Review for the Year Ended June 30, 2025**

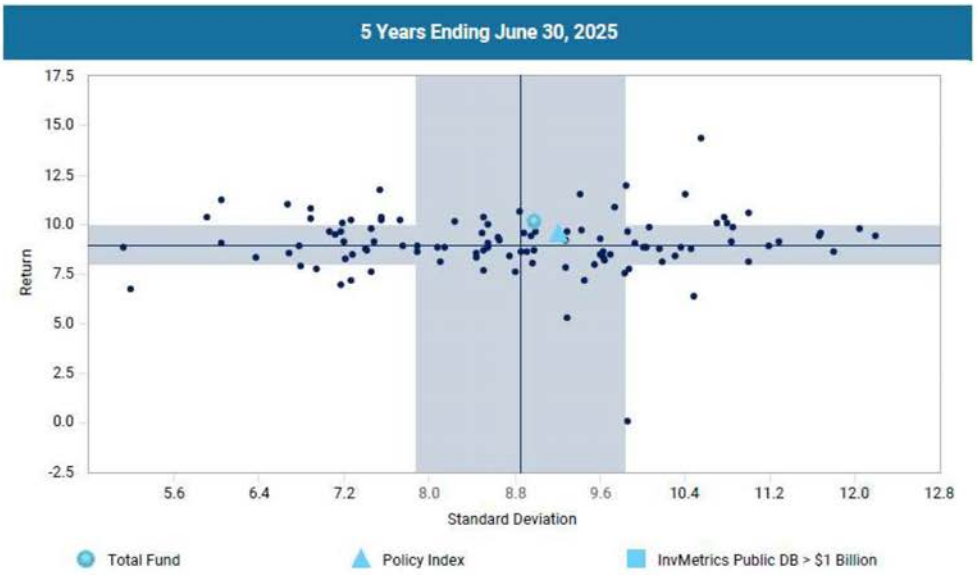
Fiscal Year ('FY') 2025 was characterized by strong returns across global equities while high-quality fixed income rebounded in value. The U.S. economy displayed mixed but resilient growth, posting a strong Q2 2025 recovery that offset a Q1 contraction, while the labor market remained healthy with a 4.1% unemployment rate. The fiscal year ended with inflation decelerating modestly to a year-over-year rate of 2.7% (CPI) from last year's 3.0% increase, though this level still exceeded the Federal Reserve's 2.0% target. In its efforts to manage inflation, the Federal Reserve spent the year on hold, maintaining the Fed Funds rate at a range of 4.25%–4.50% ending FY 2025, having implemented earlier cuts and with more anticipated. With a backdrop of central bank easing and steady economic growth, U.S. stocks posted strong returns of approximately 15.2% as measured by the S&P 500 Index. International stocks, particularly in developed markets, had a very strong year, with a return of approximately 17.7% as measured by the MSCI EAFE Index. Emerging markets stocks performed well, with a robust return of approximately 15.3% as measured by the MSCI Emerging Markets Index. U.S. high-quality fixed income returns rebounded sharply from prior years and posted a solid year-to-date return of 6.1% as measured by the Bloomberg U.S. Aggregate Bond Index.

Returns discussed below are time-weighted rates of return based on fair value. The Systems returned 11.1%, net of fees, for the fiscal year ending June 30, 2025. By comparison, the median public fund in the comparative universe returned 10.3% for the period. For the five-year period ending June 30, 2025, the Systems returned 10.2% net of fees per annum. As can be seen in the chart below, this was an above average return, ahead of the median public fund rate of return, while volatility was very similar to the average public pension fund. As a result, the Systems outperformed approximately 78% of their peers over the past five years on two measures of risk-adjusted performance (Sharpe Ratio and Sortino Ratio).

## Investment Consultant's Report Continued

| Data as of 6/30/2025 | 1 Yr(%) | 3 Yrs(%) | 5 Yrs(%) | 10 Yrs(%) | 15 Yrs(%) |
|---|---|---|---|---|---|
| Systems' Total Return (Gross of Fees) | 11.2 | 10.5 | 10.4 | 8.3 | 9.3 |
| Systems' Total Return (Net of Fees) | 11.1 | 10.4 | 10.2 | 8.0 | 9.0 |
| *Policy Index* | *11.0* | *9.8* | *9.6* | *7.5* | *8.6* |

**InvMetrics Public Funds Greater than $1 Billion Universe Risk-Return Comparison (Net of Fees)**




NEPC provides the Systems with quarterly economic and investment market updates, performance reviews, investment manager monitoring and selection advice, and related investment services for traditional and non-traditional asset classes. In preparing performance analysis for the Systems, NEPC relies on the accuracy of financial data provided by the Systems' custodian bank and investment managers. CFRS's custodian, The Northern Trust Company, independently prepared the underlying performance data used in this report. The Systems' goals are measured against stated policy objectives, appropriate benchmarks and comparative universes over multiple time periods. This review process allows CFRS to evaluate whether established goals are being achieved on an absolute, relative and risk-adjusted basis.

Sincerely,

Daniel Hennessy, Senior Consultant

www.NEPC.com | 617.374.1300

# Investment Results (Gross of Fees)

| | | | Gross of Fees Ending June 30, 2025 | | | |
|---|---|---|---|---|---|---|
| | Fair Value ($) | % of Portfolio | 1 Yr (%) | 3 Yrs (%) | 5 Yrs (%) | 10 Yrs (%) |
| **Total Fund** | 4,317,906,747 | 100.00 | 11.20 | 10.50 | 10.39 | 8.28 |
| *Policy Index* | | | *11.00* | *9.81* | *9.61* | *7.53* |
| *InvMetrics Public DB > $1 Billion Median* | | | *10.29* | *9.27* | *8.98* | *7.36* |
| Total Equity Composite | 2,278,979,698 | 52.78 | 15.34 | 15.79 | 12.52 | 9.80 |
| *MSCI AC World All Cap Index (Net)* | | | *15.92* | *16.74* | *13.37* | *9.66* |
| *InvMetrics Public DB Global Equity Median* | | | *15.23* | *15.55* | *13.13* | — |
| Domestic Equity Composite | 1,080,887,602 | 25.03 | 15.27 | 19.11 | 15.92 | 12.58 |
| *Domestic Equity Index* | | | *15.30* | *19.08* | *16.74* | *12.65* |
| *InvMetrics Public DB US Equity Median* | | | *13.85* | *17.63* | *15.44* | *12.08* |
| Private Equity | 333,712,589 | 7.73 | 8.59 | 5.91 | 15.63 | — |
| *Private Equity Index* | | | *7.90* | *7.91* | *16.74* | — |
| International Equity Composite | 864,379,507 | 20.02 | 18.12 | 15.01 | 8.97 | 7.01 |
| *International Equity Index* | | | *18.38* | *14.59* | *10.91* | *6.72* |
| *InvMetrics Public DB Global ex-US Equity Median* | | | *17.59* | *14.18* | *10.21* | *6.72* |
| Total Rates/Credit Composite | 1,084,118,797 | 25.11 | 7.66 | 7.49 | 5.63 | 5.13 |
| *Fixed Income Index* | | | *6.72* | *6.12* | *3.23* | *3.94* |
| *Blmbg. U.S. Aggregate Index* | | | *6.08* | *2.55* | *-0.73* | *1.76* |
| *InvMetrics Public DB Fixed Income Median* | | | *7.00* | *4.14* | *1.22* | *2.93* |
| Public Fixed Income | 491,034,852 | 11.37 | 7.12 | 4.34 | 0.82 | 2.81 |
| *Blmbg. U.S. Aggregate Index* | | | *6.08* | *2.55* | *-0.73* | *1.76* |
| *InvMetrics Public DB US Fixed Income Median* | | | *6.62* | *3.75* | *0.78* | *2.77* |
| Private Credit | 593,083,945 | 13.74 | 8.12 | 10.20 | 12.13 | — |
| *Private Credit Index* | | | *8.79* | *9.84* | *5.76* | — |
| Real Assets | 894,692,186 | 20.72 | 5.72 | 1.41 | 8.86 | 7.19 |
| *Real Estate Index* | | | *2.95* | *-5.96* | *2.81* | *4.75* |
| *InvMetrics Public DB Real Estate Public & Private Median* | | | *3.55* | *-4.66* | *3.87* | *5.28* |
| Private Real Estate Composite | 238,488,036 | 5.52 | 5.44 | 2.66 | 10.21 | 10.41 |
| *NCREIF ODCE* | | | *3.54* | *-5.43* | *3.42* | *5.35* |
| Infrastructure | 259,107,486 | 6.00 | 9.19 | 8.66 | 8.11 | — |
| *CPI + 4% (Unadjusted)* | | | *6.78* | *6.98* | *8.77* | — |
| Cash & Equivalents Composite | 60,116,066 | 1.39 | 4.51 | 2.31 | 3.34 | 2.27 |
| *90 Day U.S. Treasury Bill* | | | *4.68* | *4.56* | *2.76* | *1.96* |

*Calculations are prepared by NEPC, LLC using a time-weighted rate of return based on fair values.*

# Investment Results (Net of Fees)

| | Fair Value ($) | % of Portfolio | Net of Fees Ending June 30, 2025 | | | |
|---|---|---|---|---|---|---|
| | | | 1 Yr (%) | 3 Yrs (%) | 5 Yrs (%) | 10 Yrs (%) |
| **Total Fund** | $ 4,317,906,747 | 100.00 | 11.10 | 10.37 | 10.21 | 8.01 |
| *Policy Index* | | | *11.00* | *9.81* | *9.61* | *7.53* |
| *InvMetrics Public DB > $1 Billion Median* | | | *10.25* | *9.17* | *8.88* | *7.16* |
| Total Equity Composite | 2,278,979,698 | 52.78 | 15.24 | 15.65 | 12.42 | 9.74 |
| *MSCI AC World All Cap Index (Net)* | | | *15.92* | *16.74* | *13.37* | *9.66* |
| *InvMetrics Public DB Global Equity Median* | | | *14.66* | *14.97* | *12.24* | *8.30* |
| Domestic Equity Composite | 1,080,887,602 | 25.03 | 15.26 | 19.10 | 15.85 | 12.41 |
| *Domestic Equity Index* | | | *15.30* | *19.08* | *16.74* | *12.65* |
| *InvMetrics Public DB US Equity Median* | | | *13.76* | *17.45* | *15.26* | *11.61* |
| Private Equity | 333,712,589 | 7.73 | 8.59 | 5.91 | 15.63 | — |
| *Private Equity Index* | | | *7.90* | *7.91* | *16.74* | — |
| International Equity Composite | 864,379,507 | 20.02 | 17.86 | 14.68 | 8.64 | 6.66 |
| *International Equity Index* | | | *18.38* | *14.59* | *10.91* | *6.72* |
| *InvMetrics Public DB Global ex-US Equity Median* | | | *17.57* | *13.98* | *9.89* | *6.40* |
| Total Rates/Credit Composite | 1,084,118,797 | 25.11 | 7.57 | 7.40 | 5.56 | 5.09 |
| Fixed Income Index | | | 6.72 | 6.12 | 3.23 | 3.94 |
| *Blmbg. U.S. Aggregate Index* | | | *6.08* | *2.55* | *-0.73* | *1.76* |
| *InvMetrics Public DB Fixed Income Median* | | | *6.82* | *4.07* | *1.04* | *2.73* |
| Public Fixed Income | 491,034,852 | 11.37 | 6.91 | 4.17 | 0.67 | 2.66 |
| *Blmbg. U.S. Aggregate Index* | | | *6.08* | *2.55* | *-0.73* | *1.76* |
| *InvMetrics Public DB US Fixed Income Median* | | | *6.52* | *3.60* | *0.67* | *2.66* |
| Private Credit | 593,083,945 | 13.74 | 8.12 | 10.20 | 12.13 | — |
| *Private Credit Index* | | | *8.79* | *9.84* | *5.76* | — |
| Real Assets | 894,692,186 | 20.72 | 5.61 | 1.24 | 8.73 | 7.12 |
| *Real Estate Index* | | | *2.95* | *-5.96* | *2.81* | *4.75* |
| *InvMetrics Public DB Real Estate Public & Private Median* | | | *2.68* | *-4.98* | *3.62* | *4.75* |
| Private Real Estate Composite | 238,488,036 | 5.52 | 5.42 | 2.65 | 10.21 | 10.31 |
| *NCREIF ODCE* | | | *3.54* | *-5.43* | *3.42* | *5.35* |
| Infrastructure | 259,107,486 | 6.00 | 9.19 | 8.47 | 7.95 | — |
| *CPI + 4% (Unadjusted)* | | | *6.78* | *6.98* | *8.77* | — |
| Cash & Equivalents Composite | 60,116,066 | 1.39 | 4.50 | 2.31 | 3.33 | 2.27 |
| *90 Day U.S. Treasury Bill* | | | *4.68* | *4.56* | *2.76* | *1.96* |

*Calculations are prepared by NEPC, LLC using a time-weighted rate of return based on fair values.*

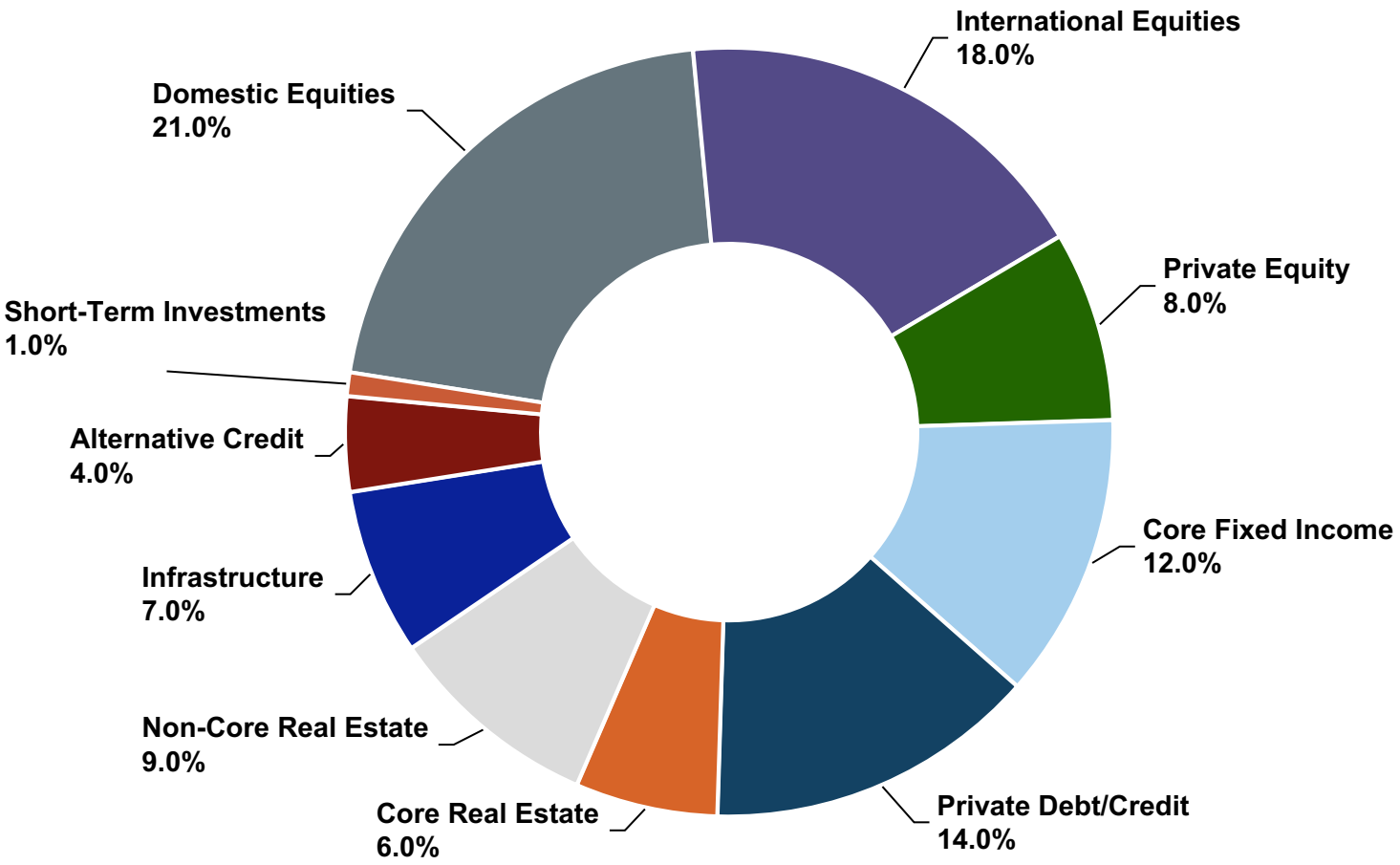
## Target and Actual Asset Allocation

As of June 30, 2025

| Asset Class | Current Target | Allocation Range | Actual |
|---|---|---|---|
| Domestic Equities | 21.0% | 15.0% - 36.0% | 25.0% |
| International Equities | 18.0% | 10.0% - 25.0% | 20.0% |
| Private Equity | 8.0% | 0.0% - 10.0% | 7.7% |
| Core Fixed Income | 12.0% | 5.0% - 20.0% | 11.4% |
| Private Debt/Credit | 14.0% | 5.0% - 20.0% | 11.8% |
| Core Real Estate | 6.0% | 2.0% - 8.0% | 9.2% |
| Non-Core Real Estate | 9.0% | 5.0% - 15.0% | 5.5% |
| Infrastructure | 7.0% | 2.0% - 10.0% | 6.0% |
| Alternative Credit | 4.0% | 0.0% - 10.0% | 2.0% |
| Short-Term Investments | 1.0% | 0.0% - 3.0% | 1.4% |

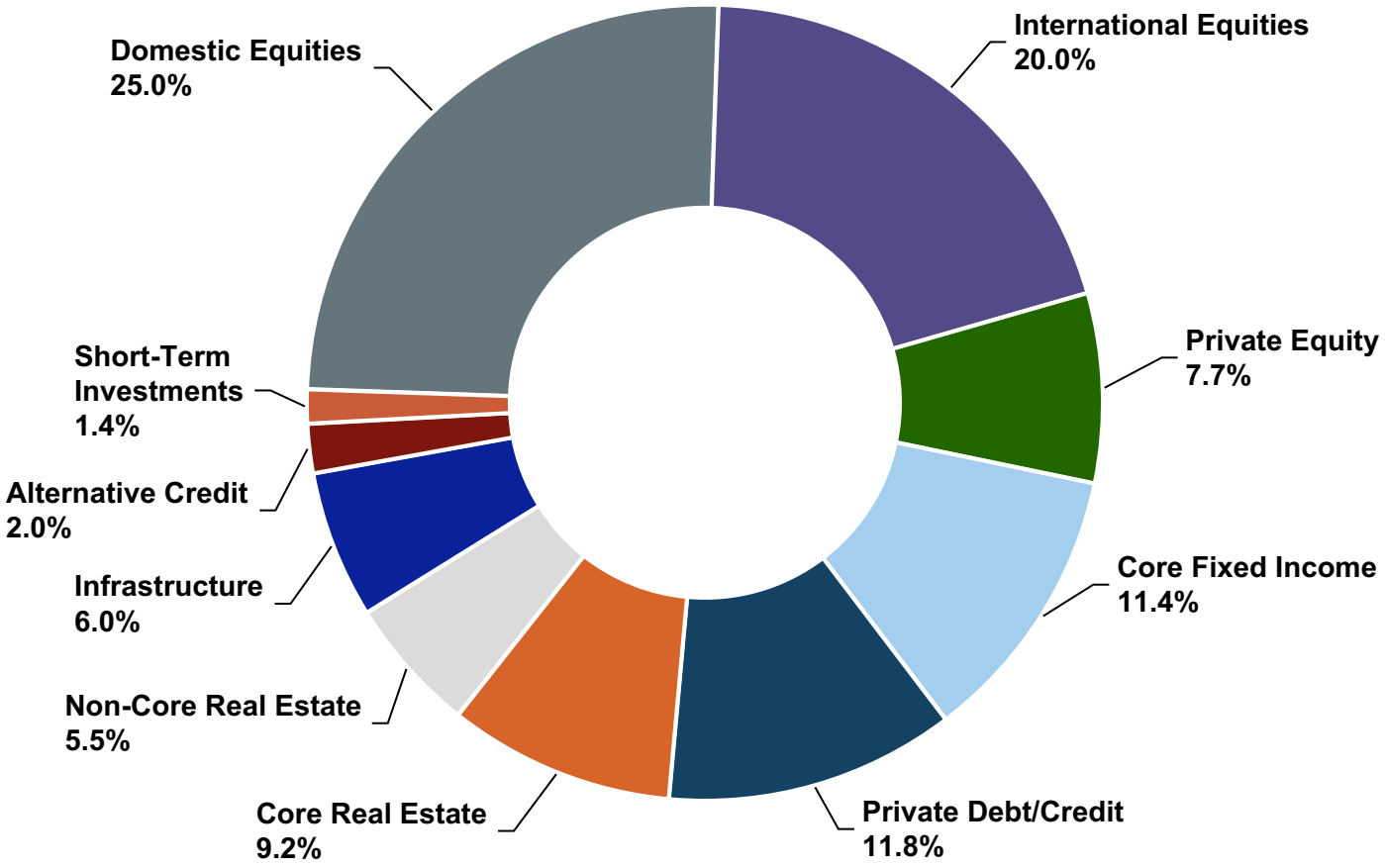
## Target Asset Allocation

As of June 30, 2025



## Actual Asset Allocation

As of June 30, 2025



## Largest Stock Holdings (by Fair Value)

As of June 30, 2025

| | Shares | Stock Holding | Fair Value |
|---|---|---|---|
| 1) | 222,647 | TAIWAN SEMICONDUCTOR MANUFACTURING TWD10 | $ 8,079,070 |
| 2) | 95,427 | TENCENT HOLDINGS LIMITED HKD0.00002 | 6,114,595 |
| 3) | 1,932 | MERCADOLIBRE INC COM STK | 5,050,755 |
| 4) | 449,178 | AIA GROUP LIMITED NPV | 4,028,296 |
| 5) | 43,792 | CRH PLC EQUITY | 4,027,888 |
| 6) | 89,384 | SAMSUNG ELECTRONICS CO KRW100 | 3,960,572 |
| 7) | 4,474 | ASML HOLDING NV EUR0.09 (POST SPLIT) | 3,558,755 |
| 8) | 33,329 | NINTENDO CO JPY50 | 3,202,678 |
| 9) | 87,156 | DEUTSCHE TELEKOM AG NPV(REGD) | 3,168,469 |
| 10) | 51,579 | UNILEVER PLC ORD GBP0.031111 | 3,127,628 |
| **Total Largest Stock Holdings** | | | **$ 44,318,706** |

## Largest Bond Holdings (by Fair Value)

As of June 30, 2025

| | Share/Par Value | Bond Holding | Coupon Rate | Maturity Date | Fair Value |
|---|---|---|---|---|---|
| 1) | 3,466,157 | UNITED STATES OF AMER TREAS BONDS DTD | 4.125% | 2053/08/15 | $ 3,096,118 |
| 2) | 3,039,910 | FEDERAL HOME LN MTG CORP POOL #SD7526 | 2.500% | 2050/10/01 | 2,563,557 |
| 3) | 3,114,570 | FNMA POOL #FM8308 2.0% DUE 07-01-2051 | 2.000% | 2051/07/01 | 2,504,059 |
| 4) | 2,579,918 | FEDERAL HOME LN MTG CORP POOL #SD8244 | 4.000% | 2052/09/01 | 2,403,880 |
| 5) | 2,429,633 | FEDERAL HOME LN MTG CORP POOL #RA7194 | 3.500% | 2052/04/01 | 2,201,681 |
| 6) | 2,372,033 | FNMA 3.5% 04-01-2052 | 3.500% | 2052/04/01 | 2,156,762 |
| 7) | 2,225,432 | FNMA POOL #FM7599 3.5% DUE 01-01-2051 | 3.500% | 2051/01/01 | 2,026,360 |
| 8) | 2,406,207 | FEDERAL HOME LN MTG CORP POOL #SD1581 | 2.500% | 2052/09/01 | 1,996,621 |
| 9) | 1,915,306 | UNITED STATES OF AMER TREAS BONDS 4.5% | 4.500% | 2044/02/15 | 1,850,664 |
| 10) | 1,977,970 | FNMA POOL #CB3594 3.5% DUE 05-01-2052 | 3.500% | 2052/05/01 | 1,792,535 |
| **Total Largest Bond Holdings** | | | | | **$ 22,592,237** |

**A complete list of portfolio holdings is available upon request.**

## Schedule of Commissions

For The Fiscal Year Ended June 30, 2025

| Brokerage Firm | Total Commissions | Number of Shares | Commission Cost/Share |
|---|---|---|---|
| MORGAN STANLEY AND CO. INTRNTNAL PLC | $ 6,626 | 1,357,806 | $ 0.0049 |
| BARCLAYS CAPITAL | 5,304 | 20,847,365 | 0.0003 |
| GOLDMAN SACHS INTERNATIONAL | 3,959 | 17,913,490 | 0.0002 |
| NOMURA SECURITIES NEW YORK | 3,825 | 3,787,040 | 0.0010 |
| MORGAN STANLEY AND CO., LLC | 3,342 | 34,625,876 | 0.0001 |
| JEFFERIES INTERNATIONAL LTD | 2,994 | 580,279 | 0.0052 |
| UBS AG LONDON BRANCH | 2,925 | 169,041 | 0.0173 |
| CITIGROUP GLOBAL MARKETS EUROPE AG | 2,719 | 65,324 | 0.0416 |
| GOLDMAN, SACHS AND CO. | 2,537 | 32,933,847 | 0.0001 |
| MERRILL LYNCH INTERNATIONAL LIMITED | 2,422 | 341,026 | 0.0071 |
| | $ 36,653 | 112,621,094 | $ 0.0003 |
| All Other Brokerage Firms | 41,641 | 1,106,035,494 | 0.00004 |
| **TOTAL** | $ 78,294 | 1,218,656,588 | $ 0.0001 |

## Investment Summary

For The Fiscal Year Ended June 30, 2025

| | Investment Value | Percent of Fund | Investment Management Fees |
|---|---|---|---|
| Equity | | | |
| Domestic | $ 488,146,784 | 24.8% | $ 57,009 |
| International | 384,295,334 | 19.5% | 1,041,165 |
| Private Equity | 154,513,736 | 7.8% | 3,595,019 |
| Fixed Income | 245,703,554 | 12.5% | 352,139 |
| Private Debt/Credit | 236,605,223 | 12.0% | 15,543,924 |
| Real Assets | 413,794,591 | 21.0% | 8,327,807 |
| Multi-Assets | 40,163,759 | 2.0% | 1,131,828 |
| Short-Term Investments | 8,832,858 | 0.4% | — |
| **Total** | $ 1,972,055,839 | 100.0% | $ 30,048,891 |

*Assets will be invested and administered to balance the need to control risk with superior performance.*

*We expect excellence in all activities. We will also be accountable and act in accordance with the law.*

## ACTUARIAL


78 Actuarial Certification Letter

82 Summary of Actuarial Assumptions and Funding Method

84 Probabilities of Separation Prior to Retirement

85 Schedule of Active Member Valuation Data

86 Schedule of Retirees and Beneficiaries Added to or Removed from Rolls

87 Solvency Test

88 Actuarial Analysis of Financial Experience

88 Schedule of Funding Progress

89 Major Benefit Provisions of the Retirement System

90 History of Employer Net Contribution Rates

# Actuarial Certification Letter

Segal

180 Howard Street
Suite 1100
San Francisco, CA 94105-6147
segalco.com

November 21, 2025

Board of Retirement
City of Fresno Employees Retirement System
2828 Fresno Street, Suite 201
Fresno, CA 93721-1327

**Re: City of Fresno Employees Retirement System**
**June 30, 2025 Actuarial Valuation**

Dear Members of the Board:

Segal prepared the June 30, 2025 annual actuarial valuation of the City of Fresno Employees Retirement System. We certify that the valuation was performed in accordance with generally accepted actuarial principles and practices and the System's funding policy that was last reviewed with the Board in 2012 and the amendment made to lengthen the period used to amortize the actuarial surplus in 2018. It is our understanding that the assumptions and methods used for funding purposes meet the parameters set by Actuarial Standards of Practice (ASOPs).

As part of the June 30, 2025 actuarial valuation, Segal conducted an examination of all participant data for reasonableness. Summaries of the employee data used in performing the actuarial valuations over the past several years are provided in our valuation report. We did not audit the System's financial statements. For actuarial valuation purposes, Plan assets are valued at actuarial value. Under this method, the assets used to determine employer contribution rates take into account fair value by recognizing the differences between the total actual investment return at fair value and the expected investment return over a five-year period.

One of the general goals of an actuarial valuation is to establish contribution rates which, over time, will remain level as a percentage of payroll unless Plan benefit provisions are changed. Actuarial funding is based on the Entry Age Cost Method. Under this method, the employer contribution rate provides for current cost (normal cost) plus a level percentage of payroll to amortize any prefunded actuarial accrued liability or unfunded actuarial accrued liability (UAAL). The UAAL is amortized over different periods depending on the source.

Effective with the June 30, 2013 valuation, any new UAAL established as a result of actuarial gains or losses or plan amendments is amortized over separate 15-year declining periods (with the exception of temporary retirement incentives which are amortized over a separate declining period of up to 5 years). Any new UAAL established as a result of changes in actuarial assumptions or methods at each valuation is amortized over separate 25-year declining periods. Any actuarial surplus (when the funded ratio is over 110%) will be amortized over a

5969475v2/09313.004

## Actuarial Certification Letter Continued



non-declining 30-year period. The progress being made towards meeting the funding objective through June 30, 2025 is illustrated in the Schedule of Funding Progress.

Notes number 1, 3 and 5 to the Basic Financial Statements and the Required Supplemental Information (RSI) included in the Financial Section were prepared by the System based on the results of the Governmental Accounting Standards Statement No. 67 (GAS 67) actuarial valuation as of June 30, 2025 prepared by Segal. For the Financial Section of the Annual Comprehensive Financial Report (ACFR), Segal provided the Schedule of Funding Progress, Schedule of Changes in Net Pension Liability and Schedule of Employer Contributions. The Schedule of Employer Contributions includes both the actuarially determined contributions, and the actual contributions made for the fiscal year. These schedules are shown in the RSI. A listing of the other supporting schedules Segal prepared for inclusion in the Actuarial and Statistical Sections of the System's Annual Report is provided below. These schedules were prepared based on the results of the actuarial valuation as of June 30, 2025 for funding purposes.

1. Summary of Actuarial Assumptions and Methods;
2. Schedule of Funded Liabilities by Type; and
3. Actuarial Analysis of Financial Experience.

The valuation assumptions included in the Actuarial Section were adopted by the Retirement Board based on the Analysis of Actuarial Experience During the Period July 1, 2021 through June 30, 2024 and the Review of Economic Actuarial Assumptions for the June 30, 2025 Actuarial Valuation. It is our opinion that the assumptions used in the June 30, 2025 valuation produce results, which, in the aggregate, reflect the future experience of the Plan. Actuarial valuations are performed on an annual basis. An experience analysis is performed every three years. The next experience analysis is due to be performed as of June 30, 2027 and those assumptions will be used in the June 30, 2028 valuation. The Retirement System utilizes the actuarial surplus (on an amortized basis over 30 years pursuant to the Board's funding policy) to provide contribution rate offsets and a Post Retirement Supplemental Benefit (PRSB) benefit (pursuant to the Municipal Code). The impact of the application of the actuarial surplus on the future financial condition of the Plan has not been explicitly measured in the valuation.

### Implementation of the employer and member contribution rates in June 30, 2023 and June 30, 2024 valuations

In the June 30, 2024 actuarial valuation report dated November 18, 2024, it was noted that, as of that date, the recommended employer and member contribution rates for fiscal year 2024–2025, as determined in the June 30, 2023 actuarial valuation, had not yet been implemented by the City. (The City had decided to carry over unchanged the lower employer and member contribution rates from the prior fiscal year that were determined in the June 30, 2022 actuarial valuation.) Following discussions with Retirement System staff at that time, Segal was directed to assume, for purposes of preparing the June 30, 2024 valuation results, that the recommended rates would ultimately be adopted and implemented by the City before the end of fiscal year 2024–2025. Consequently, the June 30, 2024 valuation did not reflect any

## Actuarial Certification Letter Continued

Board of Retirement
City of Fresno Employees Retirement System
November 21, 2025
Page 3

anticipated contribution shortfall for fiscal year 2024–2025 arising from the continued payment of the lower fiscal year 2023–2024 rates.

As of the current June 30, 2025 actuarial valuation, it is our understanding that the lower City and member contribution rates determined in the June 30, 2022 actuarial valuation for fiscal year 2023–2024 were made throughout fiscal year 2024–2025 and continued by the City into fiscal year 2025–2026. Following consultation with Retirement System staff and legal counsel, we have been directed to reflect both the actual fiscal year 2024–2025 contribution shortfall for the City and the members and the anticipated fiscal year 2025–2026 contribution shortfall for the City and the members in the determination of the fiscal year 2026–2027 contribution rate for the City.

In the June 30, 2025 valuation, the ratio of the valuation assets to actuarial accrued liabilities increased from 109.8% to 114.0%. The employer rate has increased from 13.94%[1] of payroll to 16.75%[2] of payroll, while the average member rate has decreased from 9.83%[3] of payroll to 9.59%[4] of payroll.

Under the asset smoothing method, the total unrecognized investment gain is $70.1 million as of June 30, 2025. This investment gain will be recognized in the determination of the actuarial value of assets for funding purposes in the next few years. The deferred gain of $70.1 million represents about 3.6% of the market value of assets as of June 30, 2025. Unless offset by future investment losses or other unfavorable experience, the recognition of the $70.1 million market gain is expected to have an impact on the System's future funded percentage and contribution rate requirements. This potential impact may be illustrated as follows:

1. If the net deferred gain was recognized immediately in the valuation value of assets, the funded percentage would increase from 114.0% to 118.6%.
2. If the net deferred gain was recognized immediately in the valuation value of assets, the employer contribution rate would decrease from 16.75% to 16.01% of payroll.
3. If the net deferred gain was recognized immediately in the valuation value of assets, the average employee contribution rate would decrease from 9.59% to 8.79% of payroll.
4. There would be no PRSB benefit provided regardless of whether the net deferred gain in the June 30, 2025 valuation was recognized immediately, because there is no distributable actuarial surplus available to provide a PRSB in either case.

This document has been prepared for the exclusive use and benefit of the Board of Retirement of the City of Fresno Employees Retirement System, based upon information provided by the

[1] There was no reduction in the rate determined in the June 30, 2024 valuation as there was no surplus allocation for that valuation.
[2] This rate determined in the June 30, 2025 valuation has been decreased by 0.64% of payroll as a result of surplus allocation and increased by 2.90% of payroll after reflecting the cumulative impact of the contribution shortfall from fiscal year 2024–2025 and the projected contribution shortfall for fiscal year 2025–2026, caused by the City not adopting the recommended City and member contribution rates determined in the prior two valuations.
[3] There was no reduction in the rate determined in the June 30, 2024 valuation as there was no surplus allocation for that valuation.
[4] This rate determined in the June 30, 2025 valuation has been decreased by 0.69% of payroll as a result of surplus allocation.

5969475v2/09313.004

Segal 3

## Actuarial Certification Letter Continued



System or otherwise made available to Segal at the time this document was created. Segal makes no representation or warranty as to the accuracy of any forward-looking statements and does not guarantee any particular outcome or result. This document should only be copied, reproduced or shared with other parties in its entirety for the proper administration of the Plan. This document does not constitute legal, tax, accounting, or investment advice or create or imply a fiduciary relationship. You are encouraged to discuss any issues raised with your legal, tax and other advisors before taking, or refraining from taking, any action.

The undersigned are Members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Sincerely,

Todd Tauzer, FSA, MAAA, FCA, CERA
Senior Vice President and Actuary

Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary

Jonathan Boyles, FSA, CERA, MAAA, EA
Senior Consultant

JY/bbf/jl

Attachments

# Summary of Actuarial Assumptions and Funding Method

These actuarial assumptions and methods based on June 30, 2025 data were adopted by the City of Fresno Employees Retirement System (the System) Retirement Board on November 26, 2025, and are effective July 1, 2026.

## Assumptions

| | |
|---|---|
| Valuation Interest Rate: | 6.75% |
| Inflation: | 2.50% |

## Post-Retirement Mortality

(a) Service Retirement

Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10%, projected generationally with the two-dimensional mortality improvement scale MP-2021.

(b) Beneficiaries

*Beneficiaries not currently in Pay Status* • Pub-2016 General Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10%, projected generationally with the two-dimensional mortality improvement scale MP-2021.

*Beneficiaries in Pay Status* • Pub-2016 General Contingent Survivor Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates increased by 10%, projected generationally with the two-dimensional mortality improvement scale MP-2021.

(c) Disability Retirement

Pub-2016 Non-Safety Disabled Retiree Amount-Weighted Mortality Table (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.

The Pub-2016 mortality tables and adjustments as shown above reasonably reflect the mortality experience as of the measurement date. These mortality tables were adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

## Pre-Retirement Mortality

Based upon the Analysis of Actuarial Experience during the period July 1, 2021 through June 30, 2024.

## Withdrawal Rates

Based upon the Analysis of Actuarial Experience during the period July 1, 2021 through June 30, 2024.

## Disability Rates

Based upon the Analysis of Actuarial Experience during the period July 1, 2021 through June 30, 2024.

## Service Retirement Rates

Based upon the Analysis of Actuarial Experience during the period July 1, 2021 through June 30, 2024.

## Assets

Five-year smoothed recognition of realized and unrealized capital gains and losses greater or lesser than the actuarial assumed rate of return.

# Summary of Actuarial Assumptions and Funding Method Continued

## *Funding Method*

The System's liability is being funded on the Entry Age Normal Actuarial Cost method. Entry age is the age of the member on their hire date. Normal Cost and Actuarial Accrued Liability are compensation, as if the current benefit formulas have always been in effect (i.e., "replacement life").

The System's funding policy for determining Total Pension Liability (for funding purposes) uses a version of the Entry Age method whereby the Actuarial Accrued Liability is fully accrued when a member retires from employment after participating in DROP (Deferred Retirement Option Program). While for financial reporting purposes only, in accordance with Governmental Accounting Standards Board (GASB) Statement No. 67 (GASB 67) provisions, for determining Total Pension Liability, the Actuarial Accrued Liability is fully accrued when a member either enters DROP or is expected to elect DROP (See page 30 of the Financial Section and pages 59 and 60 of the Required Supplementary Information on the different actuarial assumptions used for financial reporting versus funding progress).

## *DROP Member Assumed Retirement Rates (%) by Years of Service*

| Age | 10-15 | 15-20 | 20-25 | 25 & Over |
|---|---|---|---|---|
| 50 | 0.00 | 1.00 | 2.00 | 2.00 |
| 55 | 8.00 | 30.00 | 35.00 | 50.00 |
| 60 | 4.00 | 18.00 | 25.00 | 10.00 |
| 65 | 4.00 | 5.00 | 20.00 | 10.00 |
| 70 | 4.00 | 5.00 | 5.00 | 10.00 |

Members are assumed to remain in DROP for seven years.

## *Marriage Rates*

It is assumed that 75% of all male members and 55% of all female members will be married at retirement.

## *Age of Spouse*

Male members are three years older than their spouses. Female members are two years younger than their spouses.

## *Cost-of-Living Adjustment (COLA) Assumption*

2.50% per year; Retiree COLA increases due to Consumer Price Index (CPI) are limited to maximum at 3.00% per year.

## *Ultimate Salary Scale*

Salary Scale is made up of merit and longevity, and inflation components. The inflation component is equal to 2.50%; plus 0.50% real across-the-board salary increase. The merit and promotion component varies by service and is illustrated below:

| Years of Service | Merit and Promotion Assumption (%) |
|---|---|
| < 1 year | 10.00% |
| 1 - 2 years | 6.50% |
| 2 - 3 years | 5.50% |
| 3 - 4 years | 5.00% |
| 4 - 5 years | 4.00% |
| 5 - 6 years | 3.00% |
| 6 - 10 years | 2.25% |
| 10 - 15 years | 1.75% |
| 15 - 20 years | 1.50% |
| 20 & Over | 1.00% |

## Probabilities of Separation Prior to Retirement

| Mortality | | |
|---|---|---|
| | Rate (%) | |
| Age | Male | Female |
| 20 | 0.02 | 0.01 |
| 25 | 0.03 | 0.01 |
| 30 | 0.03 | 0.01 |
| 35 | 0.04 | 0.02 |
| 40 | 0.05 | 0.04 |
| 45 | 0.08 | 0.05 |
| 50 | 0.12 | 0.08 |
| 55 | 0.18 | 0.12 |
| 60 | 0.28 | 0.18 |
| 65 | 0.42 | 0.28 |
| 70 | 0.65 | 0.43 |
| All pre-retirement deaths are assumed to be non-service connected. | | |

| Disability | |
|---|---|
| | Rate (%) |
| Age | All Members |
| 20 | 0.00 |
| 25 | 0.00 |
| 30 | 0.00 |
| 35 | 0.12 |
| 40 | 0.20 |
| 45 | 0.26 |
| 50 | 0.42 |
| 55 | 0.98 |
| 60 | 2.38 |
| 65 | 3.10 |
| 70 | 5.02 |
| All disabilities are assumed to be non-service connected. Applied only to actives with more than 10 years of service. | |

| Termination | | | | | | |
|---|---|---|---|---|---|---|
| | Rate (%) | | | | | |
| | Years of Service | | | | | |
| Age | Less than 1 | 1 - 2 | 2 - 3 | 3 - 4 | 4 - 5 | 5 & Above |
| 20 | 17.00 | 15.00 | 14.00 | 12.00 | 12.00 | 12.00 |
| 25 | 15.00 | 11.00 | 11.00 | 9.00 | 8.00 | 9.00 |
| 30 | 15.00 | 9.00 | 8.00 | 7.00 | 7.00 | 6.00 |
| 35 | 14.00 | 8.00 | 6.00 | 6.00 | 5.00 | 5.00 |
| 40 | 14.00 | 7.00 | 6.00 | 5.00 | 4.00 | 4.00 |
| 45 | 13.00 | 6.00 | 6.00 | 5.00 | 3.00 | 3.00 |
| 50+ | 13.00 | 5.00 | 5.00 | 5.00 | 2.00 | 0.00 |

*Members with less than five years of service*: 85% of are assumed to elect a withdrawal of contributions. The remaining members are assumed to elect a deferred vested benefit. No termination is assumed after a member is assumed to retire.

*Members with five or more years of service*: 35% of are assumed to elect a withdrawal of contributions. The remaining members are assumed to elect a deferred vested benefit. No termination is assumed after a member is assumed to retire.

## Schedule of Active Member Valuation Data

| Valuation Date | Active/DROP | Number | Annual Payroll | Annual Average Pay | % Increase (Decrease) in Average Pay |
|---|---|---|---|---|---|
| June 30, 2025 | Active Members | 2,848 | $ 234,475,449 | $ 82,330 | 3.3% |
| | DROP Participants | 201 | 18,405,683 | 91,571 | 1.3% |
| | **Totals** | **3,049** | **$ 252,881,132** | **$ 82,939** | |
| June 30, 2024 | Active Members | 2,759 | $ 219,934,550 | $ 79,715 | 9.8% |
| | DROP Participants | 204 | 18,432,604 | 90,356 | 11.2% |
| | **Totals** | **2,963** | **$ 238,367,154** | **$ 80,448** | |
| June 30, 2023 | Active Members | 2,447 | $ 177,732,502 | $ 72,633 | 4.0% |
| | DROP Participants | 247 | 20,074,374 | 81,273 | 6.2% |
| | **Totals** | **2,694** | **$ 197,806,876** | **$ 73,425** | |
| June 30, 2022 | Active Members | 2,157 | $ 150,701,875 | $ 69,866 | 1.6% |
| | DROP Participants | 274 | 20,973,759 | 76,547 | 4.6% |
| | **Totals** | **2,431** | **$ 171,675,634** | **$ 70,619** | |
| June 30, 2021 | Active Members | 2,009 | $ 138,130,869 | $ 68,756 | 1.6% |
| | DROP Participants | 304 | 22,241,215 | 73,162 | 1.6% |
| | **Totals** | **2,313** | **$ 160,372,084** | **$ 69,335** | |
| June 30, 2020 | Active Members | 1,952 | $ 132,156,485 | $ 67,703 | 4.6% |
| | DROP Participants | 336 | 24,198,036 | 72,018 | 5.4% |
| | **Totals** | **2,288** | **$ 156,354,521** | **$ 68,337** | |
| June 30, 2019 | Active Members | 1,890 | $ 122,353,908 | $ 64,738 | 4.9% |
| | DROP Participants | 338 | 23,103,904 | 68,355 | 3.9% |
| | **Totals** | **2,228** | **$ 145,457,812** | **$ 65,286** | |
| June 30, 2018 | Active Members | 1,812 | $ 111,852,669 | $ 61,729 | 3.4% |
| | DROP Participants | 351 | 23,093,533 | 65,794 | 3.3% |
| | **Totals** | **2,163** | **$ 134,946,202** | **$ 62,388** | |
| June 30, 2017 | Active Members | 1,715 | $ 102,354,521 | $ 59,682 | 4.4% |
| | DROP Participants | 370 | 23,560,592 | 63,677 | 3.9% |
| | **Totals** | **2,085** | **$ 125,915,113** | **$ 60,391** | |
| June 30, 2016 | Active Members | 1,592 | $ 91,007,785 | $ 57,166 | (1.1%) |
| | DROP Participants | 366 | 22,428,051 | 61,279 | 1.3% |
| | **Totals** | **1,958** | **$ 113,435,836** | **$ 57,935** | |

## Schedule of Retirees and Beneficiaries Added to or Removed from Rolls

| | Added to Rolls | | Removed from Rolls | | Rolls at Fiscal Year-End | | | |
|---|---|---|---|---|---|---|---|---|
| Fiscal Year Ended June 30 | Number | Annual Allowance | Number | Annual Allowance | Number | Annual Allowance | Average Annual Allowance | % Increase / (Decrease) in Retiree Allowance |
| June 30, 2025 | 116 | $1,936,426 | (75) | $(1,141,509) | 2,344 | $87,217,530 | $37,209 | 5.07 |
| June 30, 2024 | 146 | $1,978,905 | (69) | $(982,834) | 2,303 | $81,555,616 | $35,413 | 3.69 |
| June 30, 2023 | 135 | $1,745,057 | (76) | $(957,058) | 2,226 | $76,024,703 | $34,153 | 5.37 |
| June 30, 2022 | 130 | $1,999,381 | (92) | $(837,691) | 2,167 | $70,239,143 | $32,413 | 2.24 |
| June 30, 2021 | 106 | $1,787,137 | (53) | $(897,401) | 2,129 | $67,497,485 | $31,704 | 3.50 |
| June 30, 2020 | 95 | $1,796,078 | (54) | $(655,652) | 2,076 | $63,591,967 | $30,632 | 2.50 |
| June 30, 2019 | 120 | $1,905,246 | (55) | $(672,253) | 2,035 | $60,814,434 | $29,884 | 4.68 |
| June 30, 2018 | 114 | $1,570,066 | (60) | $(834,397) | 1,970 | $56,241,911 | $28,549 | 0.64 |
| June 30, 2017 | 135 | $1,458,929 | (68) | $(786,272) | 1,916 | $54,350,851 | $28,367 | 2.44 |
| June 30, 2016 | 123 | $1,578,451 | (64) | $(898,105) | 1,849 | $51,198,523 | $27,690 | 1.00 |

## Solvency Test (In thousands)

| | Aggregate Accrued Liabilities for | | | | Portion of Accrued Liabilities Covered by Reported Asset | | |
|---|---|---|---|---|---|---|---|
| Valuation Date As Of June 30 | Active Member Contributions | Retirees and Beneficiaries (Includes Deferred Vested) | Active Members (Employer Financed Portion) | Actuarial Valuation Value of Assets | Active Member Contributions | Retirees and Beneficiaries (Includes Deferred Vested) | Active Members (Employer Financed Portion) |
| 6/30/2025 | $139,163 | $1,072,229 | $309,049 | $1,732,580 | 100% | 100% | 100% |
| 6/30/2024 | 127,682 | 1,032,718 | 297,347 | 1,600,473 | 100% | 100% | 100% |
| 6/30/2023 | 113,940 | 993,305 | 250,969 | 1,509,532 | 100% | 100% | 100% |
| 6/30/2022 | 107,780 | 931,923 | 232,059 | 1,449,730 | 100% | 100% | 100% |
| 6/30/2021 | 102,090 | 870,147 | 217,743 | 1,380,265 | 100% | 100% | 100% |
| 6/30/2020 | 97,041 | 847,631 | 210,388 | 1,269,173 | 100% | 100% | 100% |
| 6/30/2019 | 92,076 | 819,374 | 195,210 | 1,238,651 | 100% | 100% | 100% |
| 6/30/2018 | 87,404 | 798,382 | 161,906 | 1,202,691 | 100% | 100% | 100% |
| 6/30/2017 | 84,476 | 768,142 | 161,066 | 1,145,061 | 100% | 100% | 100% |
| 6/30/2016 | 84,142 | 736,665 | 156,102 | 1,087,125 | 100% | 100% | 100% |

## Actuarial Analysis of Financial Experience

(Dollars in Millions)

| | Plan Years | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **2025** | **2024** | **2023** | **2022** | **2021** | **2020** | **2019** | **2018** | **2017** | **2016** |
| Prior Valuation Actuarial Accrued Liability | $1,458 | $1,358 | $1,272 | $1,190 | $1,155 | $1,107 | $1,048 | $1,014 | $977 | $960 |
| Expected Increase from Prior Valuation | — | — | — | — | — | — | — | — | — | — |
| Salary Increase (Greater) Less than Expected | (11) | 21 | 8 | 4 | (3) | 3 | 5 | 1 | 5 | (7) |
| Asset Return (Less) Greater than Expected | — | — | — | — | — | — | — | — | — | — |
| COLA Increase Greater (Less) than Expected | 3 | 8 | 29 | 40 | (9) | (3) | (8) | (6) | (7) | (18) |
| Other Experience | 12 | 18 | 3 | 3 | 3 | 6 | 3 | (2) | 3 | (6) |
| Economic Assumption Changes | (5) | — | — | (10) | — | — | 21 | 3 | — | 8 |
| Noneconomic Assumption Changes | — | — | — | — | — | — | — | — | — | — |
| Normal Cost | 55 | 45 | 39 | 34 | 33 | 31 | 26 | 24 | 21 | 22 |
| Interest | 97 | 90 | 85 | 82 | 80 | 76 | 74 | 72 | 70 | 71 |
| Payments | (89) | (83) | (78) | (71) | (69) | (65) | (62) | (58) | (55) | (52) |
| Change in Valuation Programs and Methods | — | — | — | — | — | — | — | — | — | (1) |
| **Ending Actuarial Accrued Liability** | **$1,520** | **$1,457** | **$1,358** | **$1,272** | **$1,190** | **$1,155** | **$1,107** | **$1,048** | **$1,014** | **$977** |

## Schedule of Funding Progress

(Dollars in Millions)

| **Actuarial Valuation As of June 30** | **(1) Actuarial Valuation Value of Assets** | **(2) Actuarial Accrued Liability (AAL)** | **(3) Percentage Funded (1) / (2)** | **(4) Prefunded / (Unfunded AAL) (2) - (1)** | **(5) Annual Covered Payroll** | **(6) Prefunded / (Unfunded AAL) Percentage of Covered Payroll [(2) - (1)] / (5)** |
|---|---|---|---|---|---|---|
| 2025 | $1,733 | $1,520 | 114.0% | $212 | $253 | 83.90% |
| 2024 | $1,600 | $1,458 | 109.8% | $143 | $238 | 59.90% |
| 2023 | $1,510 | $1,358 | 111.1% | $151 | $198 | 76.50% |
| 2022 | $1,450 | $1,272 | 114.0% | $178 | $172 | 103.70% |
| 2021 | $1,380 | $1,190 | 116.0% | $190 | $160 | 118.70% |
| 2020 | $1,269 | $1155 | 109.9% | $114 | $156 | 73.00% |
| 2019 | $1,239 | $1107 | 111.9% | $132 | $145 | 90.70% |
| 2018 | $1,203 | $1048 | 114.8% | $155 | $135 | 114.90% |
| 2017 | $1,145 | $1014 | 113.0% | $131 | $126 | 104.30% |
| 2016 | $1,087 | $977 | 111.3% | $110 | $113 | 97.20% |

# Major Benefit Provisions of the Retirement System

### *ELIGIBLE EMPLOYEES*

All non-Fire and Police employees who enter service after July 1, 1952, and are certified from a civil service list for permanent employment.

### *FINAL AVERAGE SALARY (FAS)*

Highest three consecutive-year average using the rate of pay in effect at the time of retirement.

### *NORMAL RETIREMENT*

Requirement: age 55 and 5 years of service.

Benefit: Sum of (1) and (2) times (3)

(1) 2% of FAS times years of service, not-to-exceed 25 years

(2) 1% of FAS times years of service in excess of 25 years

(3) *RETIREMENT AGE FACTOR TABLE*

| Age | Factor | Age | Factor |
|---|---|---|---|
| 55 | 1.000 | 61 | 1.140 |
| 56 | 1.020 | 62 | 1.180 |
| 57 | 1.040 | 63 | 1.220 |
| 58 | 1.060 | 64 | 1.260 |
| 59 | 1.080 | 65 | 1.300 |
| 60 | 1.100 | Add .01 for every quarter after age 65 | |

### *EARLY RETIREMENT PROVISION*

An employee who is age 50 with 5 years of continuous service may elect an early retirement and shall have his or her retirement allowance reduced by the early retirement actuarial adjustment factor.

### *DEFERRED RETIREMENT OPTION PROGRAM (DROP)*

An employee who is age 55 with 5 years of service may enter DROP. The eligibility age may be reduced to age 50 with 5 years of service if the employee elects an early retirement. Retirement amount is calculated and monthly deposits are made to the employee's DROP account while the employee continues to work up to maximum of 10 years.

### *DISABILITY RETIREMENT*

Requirement: 10 years of service.

Benefit: 1.8 percent times FAS times years of service, if exceeds 1/3 of FAS; or 33-1/3%, or service retirement, if higher.

### *MEMBER CONTRIBUTIONS RATES*

Basic rates are based on a formula reflecting the age at entry into the System. The rates are such as to provide an average annuity, at age 55, of 1/150 of FAS for each of the first 25 years of service, plus 1/300 of FAS for each year of service after 25. Member cost-of-living rates are designed to pay for one-half of the future cost-of-living increases.

### *DEATH BEFORE RETIREMENT*

A. Before eligible to retire for disability (less than 5 years):
   (1) One month's salary for each year of service, not-to-exceed six months.
   (2) Return of contributions with interest.

B. While eligible for service retirement:
   Fifty percent (50%) of service retirement benefit to eligible beneficiary.

C. With 5 or more years:
   Fifty percent (50%) of service retirement benefit formula at age 55, based on years of service at death.

### *DEATH AFTER RETIREMENT*

Fifty percent (50%) of the member's allowance continued to eligible spouse for life.

### *WITHDRAWAL OF BENEFITS*

If less than five years of service, return of contributions. If more than five years of service, right to have vested deferred retirement benefit at normal retirement date.

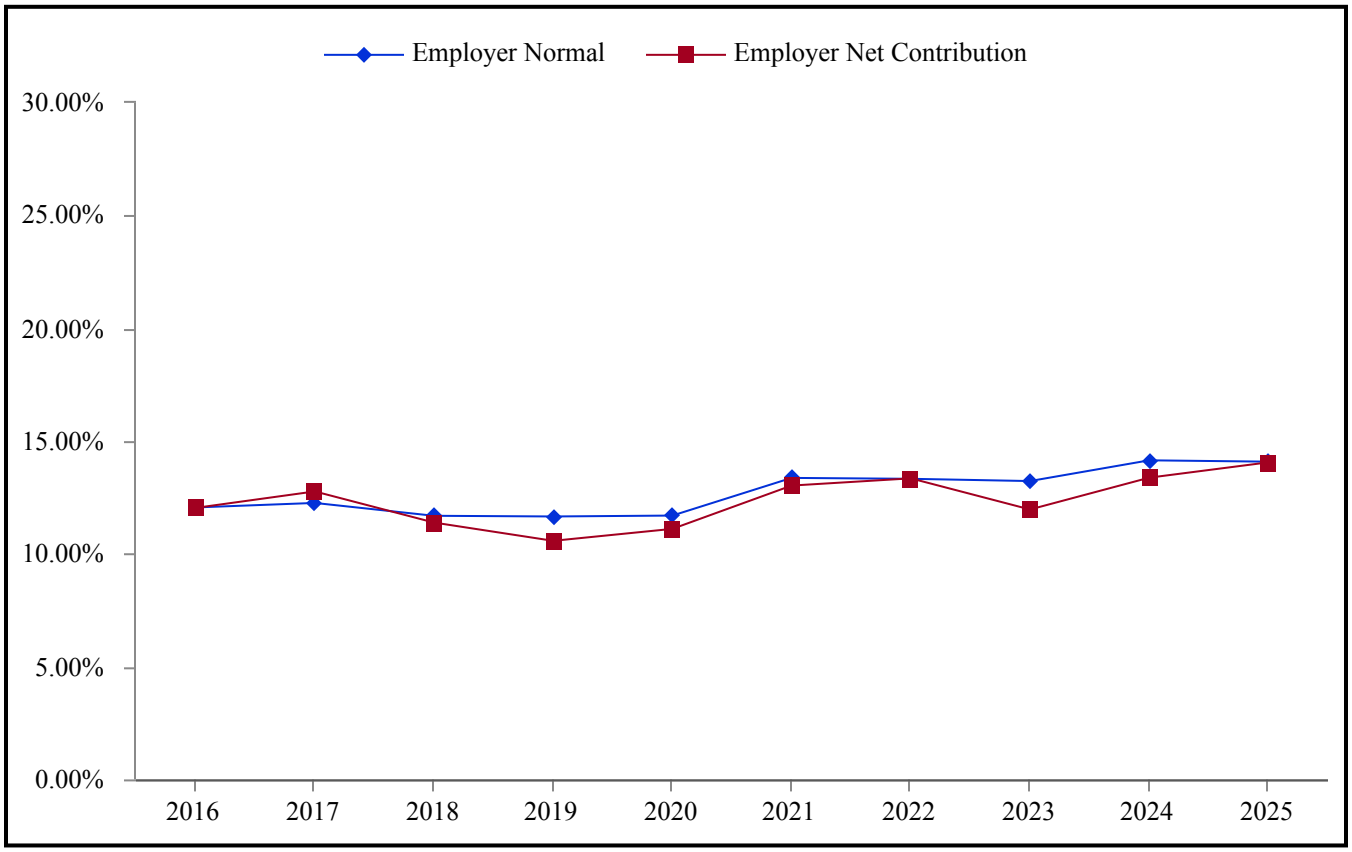
### *POST RETIREMENT SUPPLEMENTAL BENEFIT (PRSB)*

On August 27, 1998, the City Council adopted the Post Retirement Supplemental Benefit (PRSB) Program which is intended to provide assistance to retirees to pay for various post-retirement expenses. Annually, after an actuarial study has been performed, the Retirement Board will review the availability of surplus earnings in the System and determine whether a benefit can be paid to eligible PRSB recipients. If a surplus is declared by the Board, PRSB benefit payments will be calculated for eligible recipients and payments for the following calendar year will begin in January.

### *COST-OF-LIVING BENEFITS*

Based on the percentage change in Consumer Price Index (U.S. city-average for urban wage earners and clerical works –all items), limited to a five percent (5%) maximum change per year each July 1.

## History of Employer Actuarial Determined Net Contribution Rates




| Fiscal Year Ending June 30 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| Employer Normal | 12.06 % | 12.26 % | 11.69 % | 11.66 % | 11.70 % | 13.37 % | 13.33 % | 13.23 % | 14.15 % | 14.09 % |
| Surplus Offset/Contribution Adjustment | (0.02)% | 0.51 % | (0.30)% | (1.08)% | (0.59)% | (0.34)% | 0.02% | (1.26)% | (0.77)% | (0.03)% |
| **Employer Net Contribution** | **12.04 %** | **12.77 %** | **11.39 %** | **10.58 %** | **11.11 %** | **13.03 %** | **13.35 %** | **11.97 %** | **13.38 %** | **14.06 %** |

*To create an environment in which Board Members can maximize their performance as trustees.*

*To improve business processes and our delivery of services provided to members and retirees.*

*To improve communications with members, retirees and the employer.*

## STATISTICAL


92 Statistical Section Review

93 Schedule of Changes in Fiduciary Net Position

94 Schedule and Graph of Additions by Source

95 Schedule and Graph of Deductions by Type

96 Membership Information

## Statistical Section Review

This section provides additional historical perspective, context, and detail in order to provide a more comprehensive understanding of this year's financial statements, note disclosures, and supplementary information which covers the benefits provided by the City of Fresno Employees Retirement System (System).

It also provides multi-year trend of financial and operation information to facilitate comprehensive understanding of how the organization's financial position and performance has changed over time.

More specifically, the financial and operating information provides contextual data for the System's net position, benefits, refunds, contribution rates and different types of retirement benefits.

The financial and operating trend information is located on the following pages.

# Schedule of Changes in Fiduciary Net Position

Last Ten Fiscal Years 2016 - 2025

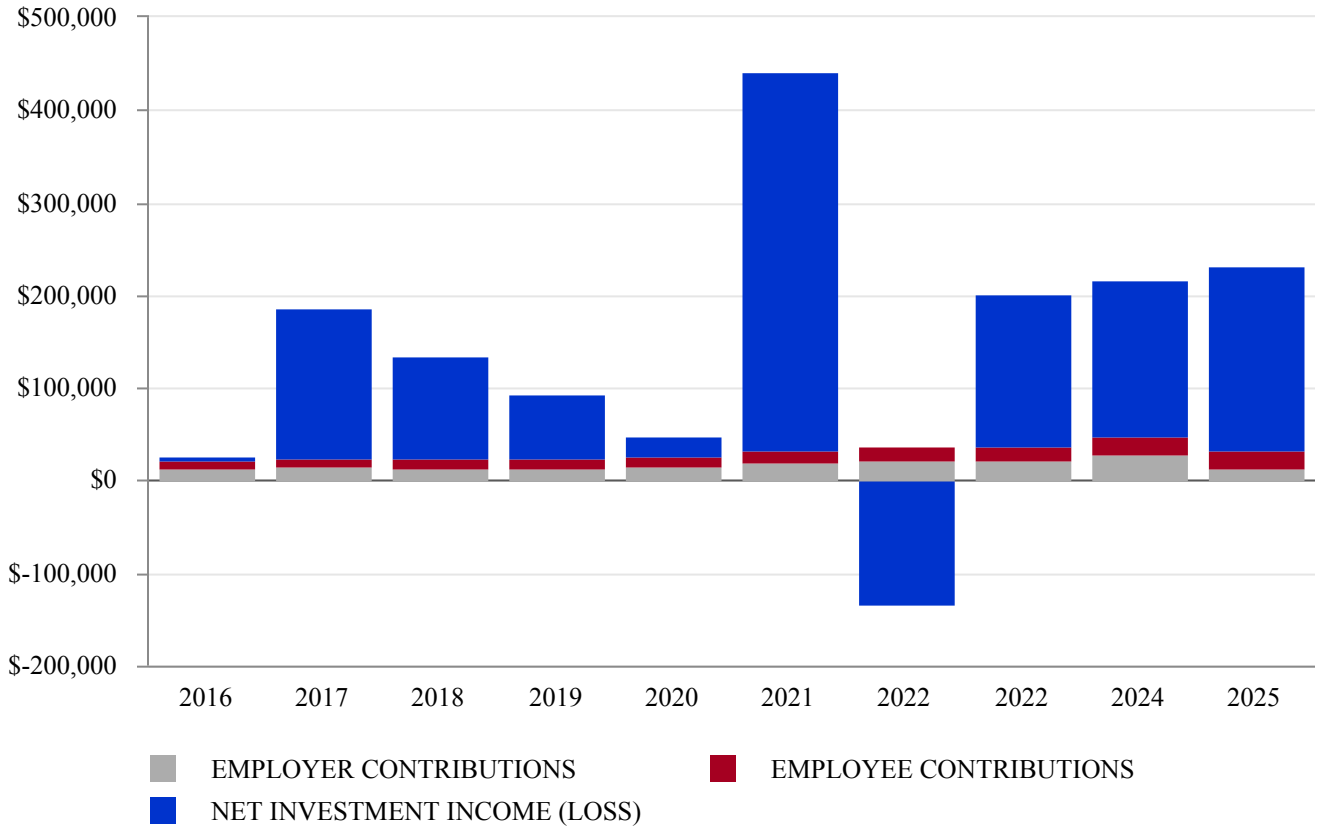
(Dollars in Millions)

| | 2025 | 2024 | 2022 | 2022 | 2021 |
|---|---|---|---|---|---|
| Additions | | | | | |
| Employer Contributions | $ 31.6 | $ 28.6 | $ 22.2 | $ 22.0 | $ 20.1 |
| Employee Contributions | 20.8 | 18.8 | 14.9 | 15.5 | 13.7 |
| Net Investment Income (Loss) | 198.7 | 169.9 | 164.0 | (132.6) | 407.9 |
| **Total Additions** | 251.1 | 217.3 | 201.1 | (95.1) | 441.7 |
| Deductions | | | | | |
| Benefit Payments | $ 87.2 | $ 81.6 | $ 76.0 | $ 70.2 | $ 67.5 |
| Post Retirement Supplemental Benefits | — | — | — | — | — |
| Refunds | 2.2 | 1.7 | 1.8 | 1.6 | 1.7 |
| Administrative | 2.6 | 2.3 | 2.1 | 2.0 | 2.1 |
| **Total Deductions** | 92.0 | 85.6 | 79.9 | 73.8 | 71.3 |
| **Change in Fiduciary Net Position** | $ 159.1 | $ 131.7 | $ 121.2 | $ (168.9) | $ 370.4 |

| | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|---|---|---|---|---|
| Additions | | | | | |
| Employer Contributions | $ 16.6 | $ 14.6 | $ 14.6 | $ 15.2 | $ 13.1 |
| Employee Contributions | 11.0 | 10.5 | 10.3 | 10.2 | 9.1 |
| Net Investment Income (Loss) | 20.1 | 69.4 | 109.0 | 162.4 | 5.0 |
| **Total Additions** | 47.7 | 94.5 | 133.9 | 187.8 | 27.2 |
| Deductions | | | | | |
| Benefit Payments | $ 63.6 | $ 60.8 | $ 56.2 | $ 54.4 | $ 51.2 |
| Post Retirement Supplemental Benefits | — | — | — | — | — |
| Refunds | 0.9 | 1.3 | 1.4 | 1.2 | 1.3 |
| Administrative | 1.7 | 1.7 | 1.6 | 1.4 | 1.3 |
| **Total Deductions** | 66.2 | 63.8 | 59.2 | 57.0 | 53.8 |
| **Change in Fiduciary Net Position** | $ (18.5) | $ 30.7 | $ 74.7 | $ 130.8 | $ (26.6) |

## Schedule and Graph of Additions by Source (In Thousands)

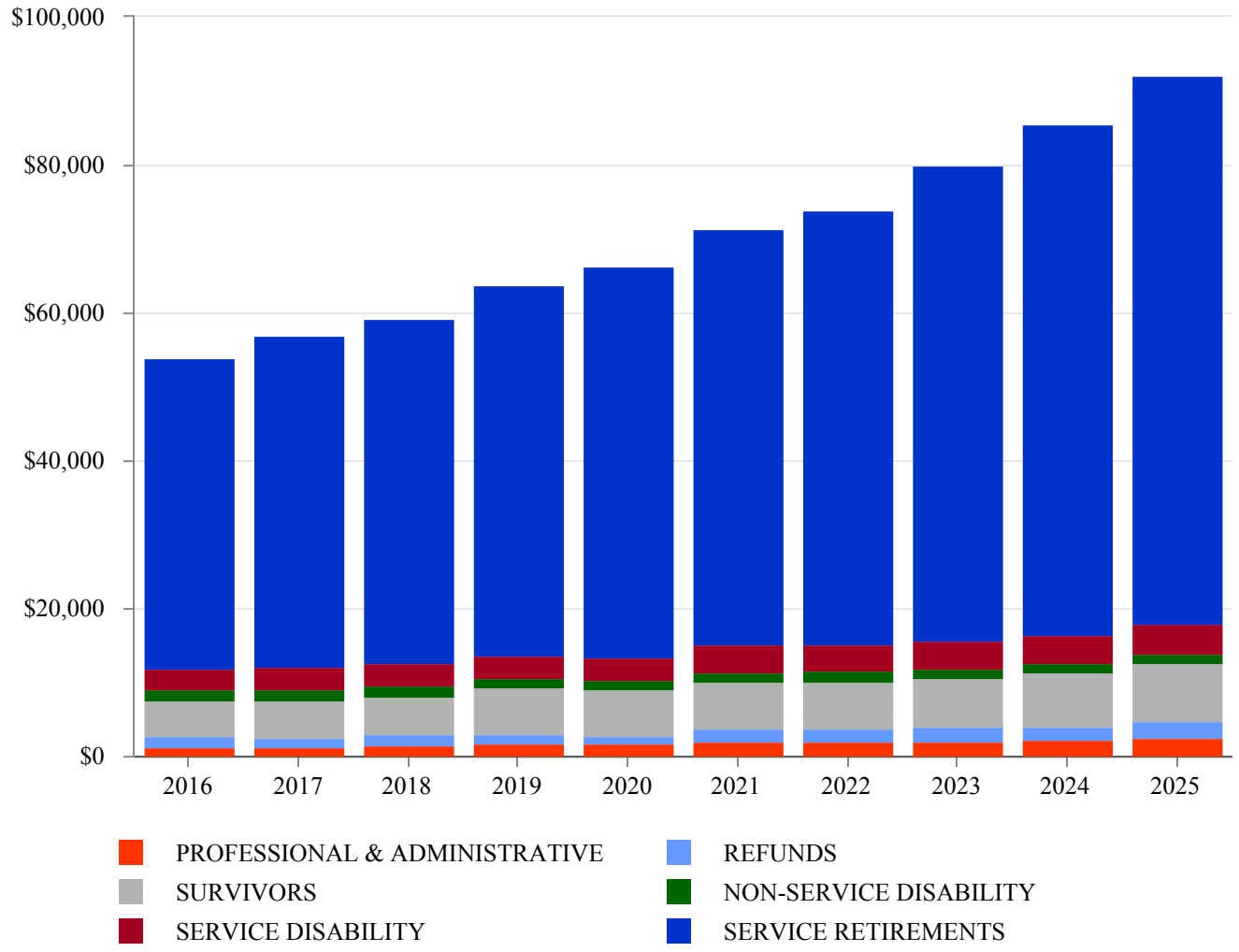
Last Ten Fiscal Years 2016 - 2025




| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2022 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| EMPLOYER CONTRIBUTIONS | $ 13,060 | $ 15,205 | $ 14,609 | $ 14,627 | $ 16,554 | $ 20,144 | $ 22,017 | $ 22,236 | $ 28,621 | $ 31,558 |
| EMPLOYEE CONTRIBUTIONS | 9,098 | 10,181 | 10,329 | 10,516 | 11,028 | 13,750 | 15,493 | 14,894 | 18,833 | 20,771 |
| NET INVESTMENT INCOME (LOSS) | 5,089 | 162,376 | 108,916 | 69,389 | 20,108 | 407,811 | (132,626) | 164,015 | 169,858 | 198,804 |
| TOTAL | $ 27,247 | $187,762 | $133,854 | $ 94,532 | $ 47,690 | $441,705 | $ (95,116) | $ 201,145 | $ 217,312 | $ 251,133 |

## Schedule and Graph of Deductions by Type (In Thousands)

Last Ten Fiscal Years 2016 - 2025




| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| SERVICE RETIREMENTS | $42,031 | $44,883 | $46,548 | $50,237 | $52,798 | $55,989 | $58,624 | $64,393 | $68,999 | $74,114 |
| SERVICE DISABILITY | 2,625 | 2,915 | 3,027 | 2,913 | 3,098 | 3,888 | 3,551 | 3,662 | 3,890 | 3,942 |
| NON-SERVICE DISABILITY | 1,744 | 1,602 | 1,654 | 1,344 | 1,370 | 1,304 | 1,731 | 1,313 | 1,320 | 1,309 |
| SURVIVORS | 4,799 | 4,951 | 5,013 | 6,320 | 6,326 | 6,316 | 6,333 | 6,657 | 7,347 | 7,853 |
| REFUNDS | 1,330 | 1,199 | 1,424 | 1,330 | 928 | 1,749 | 1,645 | 1,849 | 1,647 | 2,192 |
| PROFESSIONAL & ADMINISTRATIVE | 1,346 | 1,389 | 1,619 | 1,663 | 1,748 | 2,058 | 2,050 | 2,145 | 2,317 | 2,616 |
| TOTAL | $53,875 | $56,939 | $59,285 | $63,807 | $66,268 | $71,304 | $73,934 | $80,019 | $85,520 | $92,026 |

## Schedule of Average Benefit Payments

| | Years of Credited Service | | | | | | Fiscal Year |
|---|---|---|---|---|---|---|---|
| Retirement Effective Dates | 5-10 | 10-15 | 15-20 | 20-25 | 25-30 | 30+ | Average/ New Retirees |
| **Period 7/1/24 to 6/30/25*** | | | | | | | |
| Average Monthly Pension Benefits | $ 1,410 | $ 1,969 | $ 2,539 | $ 3,200 | $ 3,657 | $ 4,218 | $ 2,832 |
| Average Monthly DROP Payment | 154 | 48 | 1,758 | 3,092 | 2,594 | 1,063 | 1,452 |
| Average Final Average Salary | 8,067 | 7,026 | 6,061 | 5,057 | 4,625 | 5,752 | 6,098 |
| Number of New Retired Members | 18 | 11 | 27 | 15 | 12 | 4 | 87 |
| **Period 7/1/23 to 6/30/24*** | | | | | | | |
| Average Monthly Pension Benefits | $ 1,493 | $ 1,923 | $ 2,657 | $ 2,753 | $ 3,565 | $ 4,539 | $ 2,822 |
| Average Monthly DROP Payment | — | 93 | 1,410 | 1,547 | 1,953 | 2,538 | 1,257 |
| Average Final Average Salary | 7,451 | 6,308 | 6,174 | 5,119 | 6,108 | 5,885 | 6,174 |
| Number of New Retired Members | 13 | 18 | 37 | 16 | 18 | 5 | 107 |
| **Period 7/1/22 to 6/30/23*** | | | | | | | |
| Average Monthly Pension Benefits | $ 879 | $ 1,676 | $ 2,515 | $ 2,712 | $ 2,899 | $ 2,824 | $ 2,251 |
| Average Monthly DROP Payment | — | 1,029 | 1,269 | 1,599 | 1,931 | 2,173 | 1,334 |
| Average Final Average Salary | 5,888 | 5,224 | 5,787 | 5,356 | 4,766 | 3,412 | 5,072 |
| Number of New Retired Members | 19 | 24 | 28 | 21 | 14 | 3 | 109 |
| **Period 7/1/21 to 6/30/22*** | | | | | | | |
| Average Monthly Pension Benefits | $ 1,474 | $ 1,542 | $ 2,188 | $ 2,845 | $ 3,631 | $ 4,746 | $ 2,738 |
| Average Monthly DROP Payment | — | 271 | 935 | 1,377 | 2,207 | 2,213 | 1,167 |
| Average Final Average Salary | 9,611 | 4,978 | 5,427 | 5,677 | 6,344 | 6,956 | 6,499 |
| Number of New Retired Members | 15 | 15 | 26 | 23 | 14 | 8 | 101 |
| **Period 7/1/20 to 6/30/21*** | | | | | | | |
| Average Monthly Pension Benefits | $ 1,387 | $ 1,932 | $ 2,079 | $ 2,836 | $ 3,198 | $ 4,063 | $ 2,583 |
| Average Monthly DROP Payment | — | 860 | 924 | 2,006 | 2,471 | 2,756 | 1,503 |
| Average Final Average Salary | 8,449 | 5,748 | 5,524 | 5,500 | 5,205 | 6,514 | 6,157 |
| Number of New Retired Members | 11 | 17 | 24 | 22 | 12 | 11 | 97 |

*The Schedule of Average Benefit Payments includes information in accordance with GASB Statement No. 44 for the periods from July 1, 2016 through June 30, 2025.

## Schedule of Average Benefit Payments (Continued)

| | Years of Credited Service | | | | | | Fiscal Year |
|---|---|---|---|---|---|---|---|
| Retirement Effective Dates | 5-10 | 10-15 | 15-20 | 20-25 | 25-30 | 30+ | Average/ New Retirees |
| **Period 7/1/19 to 6/30/20*** | | | | | | | |
| Average Monthly Pension Benefits | $ 1,142 | $ 1,630 | $ 2,054 | $ 2,627 | $ 3,123 | $ 3,234 | $ 2,302 |
| Average Monthly DROP Payment | 214 | 321 | 1,041 | 2,048 | 2,685 | 3,223 | 1,589 |
| Average Final Average Salary | 7,385 | 5,322 | 5,029 | 5,727 | 5,243 | 5,238 | 5,657 |
| Number of New Retired Members | 8 | 25 | 21 | 14 | 6 | 5 | 79 |
| **Period 7/1/18 to 6/30/19*** | | | | | | | |
| Average Monthly Pension Benefits | $ 1,477 | $ 1,791 | $ 1,927 | $ 2,611 | $ 3,447 | $ 3,267 | $ 2,420 |
| Average Monthly DROP Payment | — | 218 | 539 | 1,627 | 2,323 | 2,389 | 1,183 |
| Average Final Average Salary | 5,817 | 6,114 | 4,750 | 5,114 | 6,243 | 4,825 | 5,477 |
| Number of New Retired Members | 8 | 29 | 22 | 16 | 13 | 11 | 99 |
| **Period 7/1/17 to 6/30/18*** | | | | | | | |
| Average Monthly Pension Benefits | $ 822 | $ 1,492 | $ 1,777 | $ 2,820 | $ 2,462 | $ 3,560 | $ 2,156 |
| Average Monthly DROP Payment | — | 277 | 594 | 1,549 | 1,569 | 2,473 | 1,077 |
| Average Final Average Salary | 5,746 | 5,217 | 4,478 | 6,058 | 4,559 | 5,679 | 5,290 |
| Number of New Retired Members | 7 | 18 | 22 | 22 | 10 | 10 | 89 |
| **Period 7/1/16 to 6/30/17*** | | | | | | | |
| Average Monthly Pension Benefits | $ 976 | $ 1,446 | $ 2,448 | $ 2,624 | $ 2,851 | $ 3,648 | $ 2,332 |
| Average Monthly DROP Payment | 0 | 153 | 901 | 1,590 | 1,989 | 1,718 | 1,059 |
| Average Final Average Salary | 5,707 | 4,938 | 5,905 | 5,403 | 4,333 | 5,531 | 5,303 |
| Number of New Retired Members | 12 | 26 | 23 | 20 | 8 | 9 | 98 |
| **Period 7/1/15 to 6/30/16*** | | | | | | | |
| Average Monthly Pension Benefits | $ 938 | $ 1,567 | $ 1,847 | $ 2,606 | $ 2,596 | $ 2,402 | $ 1,993 |
| Average Monthly DROP Payment | 108 | 227 | 542 | 1,698 | 1,263 | 1,476 | 886 |
| Average Final Average Salary | 5,576 | 5,480 | 5,048 | 5,325 | 4,961 | 4,395 | 5,131 |
| Number of New Retired Members | 14 | 23 | 24 | 16 | 20 | 11 | 108 |

*The Schedule of Average Benefit Payments includes information in accordance with GASB Statement No. 44 for the periods from July 1, 2016 through June 30, 2025.

# Retirees by Type of Benefit

As of June 30, 2025

| Amount of Monthly Benefit | Number of Retirees | Type of Retirement* | | |
|---|---|---|---|---|
| | | 1 | 2 | 3 |
| $1 - $1,000 | 284 | 221 | 1 | 62 |
| $1,001 - $2,000 | 563 | 368 | 59 | 136 |
| $2,001 - $3,000 | 506 | 381 | 57 | 68 |
| $3,001 - $4,000 | 362 | 298 | 24 | 40 |
| $4,001 - $5,000 | 228 | 195 | 9 | 24 |
| $5,001 - $6,000 | 170 | 150 | 4 | 16 |
| $6,001 - $7,000 | 92 | 78 | 6 | 8.00 |
| > $7,000 | 139 | 134 | 1.00 | 4 |
| **Total** | **2,344** | **1,825** | **161** | **358** |

*Type of Retirement

1 - Service Retiree

2 - Disability Retiree

3 - Beneficiary/Continuant/Survivor

| Amount of Monthly Benefit | Number of Retirees | Option Selected** | | | |
|---|---|---|---|---|---|
| | | Unmodified | Option 1 | Option 2 | Option 3 |
| $1 - $1,000 | 284 | 147 | 63 | 60 | 14 |
| $1,001 - $2,000 | 563 | 255 | 158 | 112 | 38 |
| $2,001 - $3,000 | 506 | 210 | 116 | 129 | 51 |
| $3,001 - $4,000 | 362 | 163 | 91 | 86 | 22 |
| $4,001 - $5,000 | 228 | 84 | 58 | 64 | 22 |
| $5,001 - $6,000 | 170 | 54 | 53 | 43 | 20 |
| $6,001 - $7,000 | 92 | 37 | 25 | 23 | 7 |
| > $7,000 | 139 | 54 | 24 | 46 | 15 |
| **Total** | **2,344** | **1,004** | **588** | **563** | **189** |

**Option Selected

Unmodified - Beneficiary receives 50% of the member's allowance

Option 1 - Beneficiary receives lump sum of member's unused contributions

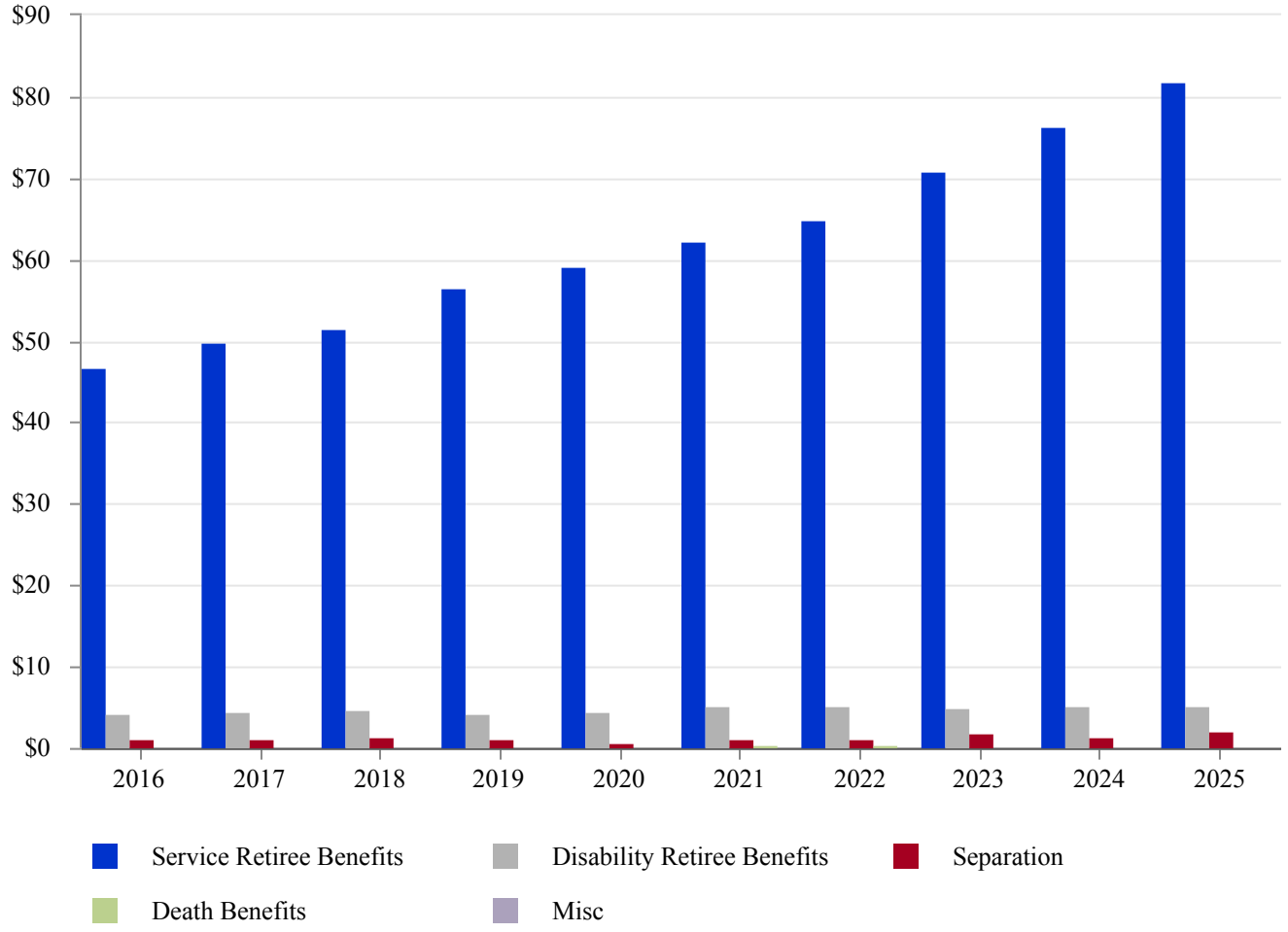
Option 2 - Beneficiary receives 100% of member's reduced monthly benefit

Option 3 - Beneficiary receives 75% of member's reduced monthly benefit

# Schedule and Graph of Pension Benefit Payments Deductions by Type

Last Ten Fiscal Years 2016 - 2025

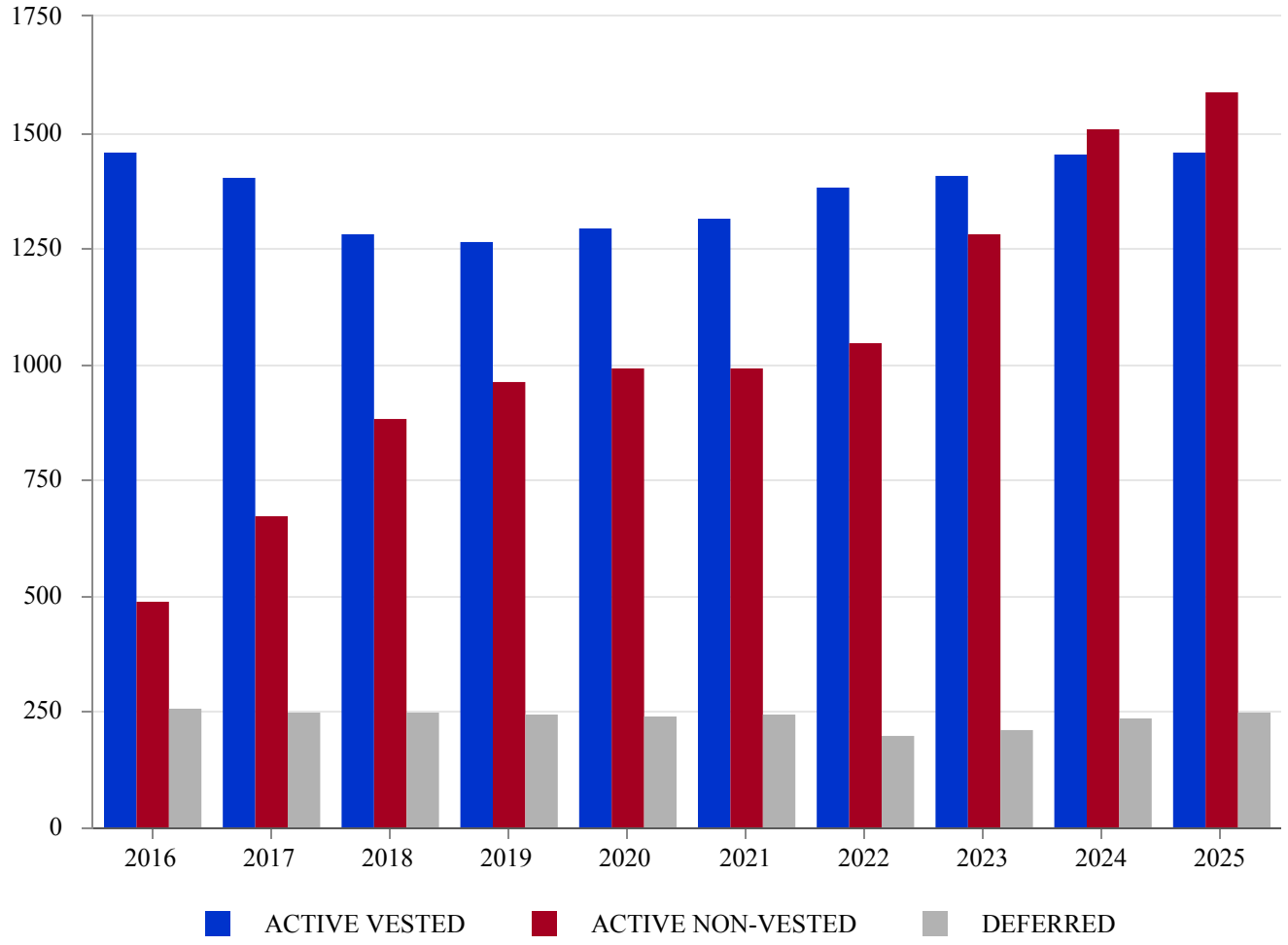
(Dollars in Millions)




| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| Service Retiree Benefits | $46.8 | $49.9 | $51.5 | $56.6 | $59.1 | $62.3 | $65.0 | $71.0 | $76.4 | $82.0 |
| Disability Retiree Benefits | 4.4 | 4.5 | 4.7 | 4.2 | 4.5 | 5.2 | 5.3 | 5.0 | 5.2 | 5.2 |
| Separation | 1.1 | 1.1 | 1.4 | 1.2 | 0.8 | 1.3 | 1.2 | 1.8 | 1.5 | 2.1 |
| Death Benefits | 0.2 | — | — | 0.1 | 0.1 | 0.4 | 0.4 | 0.1 | 0.1 | 0.1 |
| Misc | — | — | — | — | — | — | — | — | — | — |
| **Total Benefit Deductions** | $52.5 | $55.5 | $57.6 | $62.1 | $64.5 | $69.2 | $71.9 | $77.9 | $83.2 | $89.4 |

# Schedule and Graph of Active Vested, Active Non-Vested and Deferred Membership History

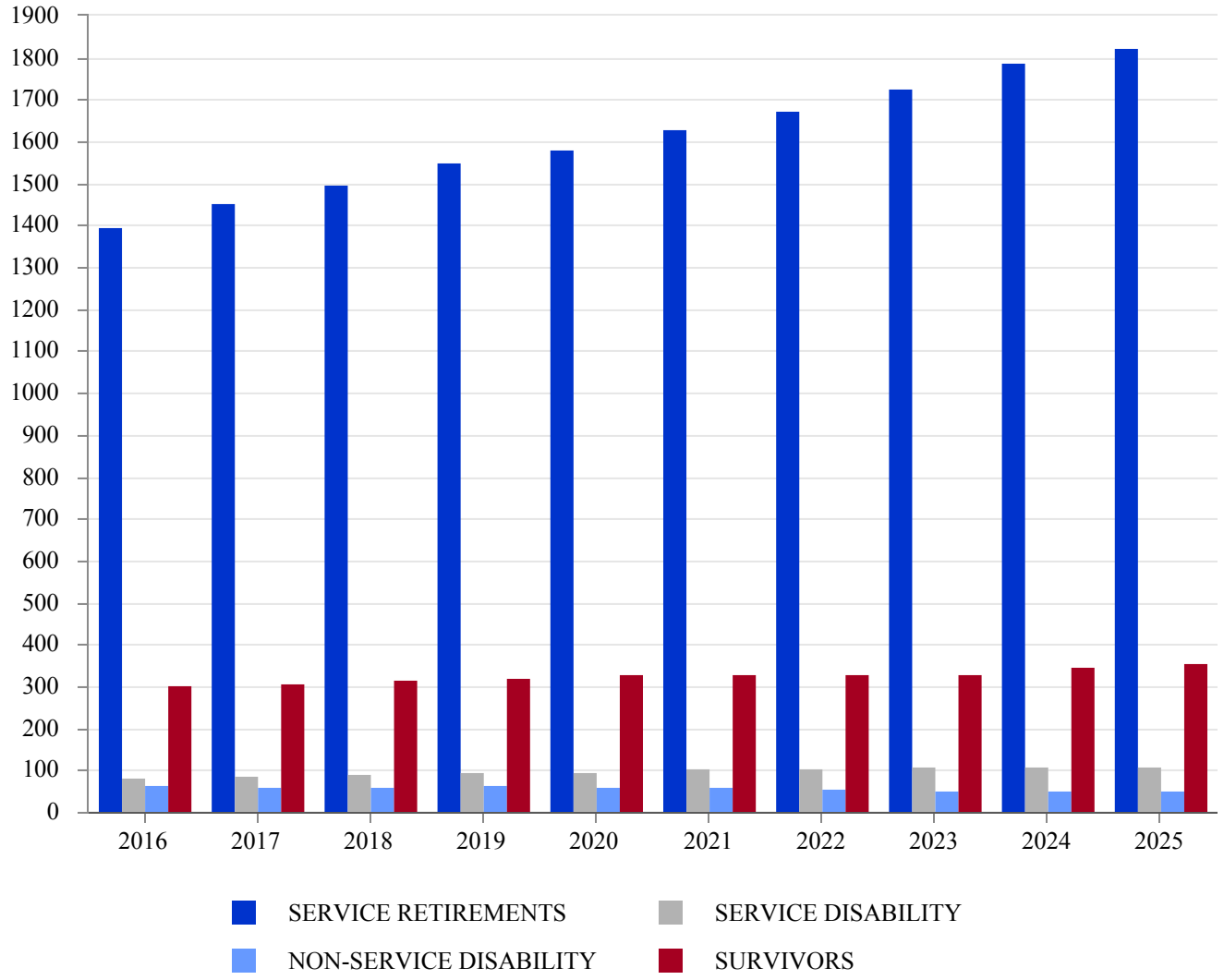
Last Ten Fiscal Years 2016 - 2025




| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| ACTIVE VESTED | 1,462 | 1,405 | 1,285 | 1,266 | 1,295 | 1,319 | 1,384 | 1,410 | 1,458 | 1,461 |
| ACTIVE NON-VESTED | 492 | 674 | 887 | 965 | 993 | 994 | 1,051 | 1,284 | 1,509 | 1,591 |
| DEFERRED | 261 | 251 | 251 | 247 | 243 | 248 | 202 | 213 | 240 | 253 |
| **TOTAL** | 2,215 | 2,330 | 2,423 | 2,478 | 2,531 | 2,561 | 2,637 | 2,907 | 3,207 | 3,305 |

# Schedule and Graph of Retirees Pension Benefit Payments by Type of Benefit

Last Ten Fiscal Years 2016 - 2025




| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| SERVICE RETIREMENTS | 1,398 | 1,454 | 1,498 | 1,551 | 1,583 | 1,633 | 1,673 | 1,730 | 1,791 | 1,825 |
| SERVICE DISABILITY | 82 | 89 | 92 | 95 | 99 | 104 | 105 | 109 | 111 | 110 |
| NON-SERVICE DISABILITY | 67 | 63 | 63 | 65 | 62 | 61 | 57 | 55 | 53 | 51 |
| SURVIVORS | 302 | 310 | 317 | 324 | 332 | 331 | 332 | 332 | 348 | 358 |
| **TOTAL** | 1,849 | 1,916 | 1,970 | 2,035 | 2,076 | 2,129 | 2,167 | 2,226 | 2,303 | 2,344 |

## Summary of Active Participants

| YEAR | NUMBER OF MEMBERS | PENSIONABLE PAYROLL | ANNUAL AVERAGE SALARY | NET CHANGE IN AVERAGE SALARY |
|---|---|---|---|---|
| 2025 | 3,052 | $235,698,611 | $77,228 | 7.53% |
| 2024 | 2,967 | $213,088,002 | $71,819 | 3.90% |
| 2023 | 2,694 | $186,218,911 | $69,124 | 2.23% |
| 2022 | 2,435 | $164,642,390 | $67,615 | 1.53% |
| 2021 | 2,313 | $154,030,657 | $66,593 | 1.98% |
| 2020 | 2,288 | $149,402,670 | $65,298 | 5.26% |
| 2019 | 2,231 | $138,395,785 | $62,033 | 4.88% |
| 2018 | 2,172 | $128,461,461 | $59,144 | 3.32% |
| 2017 | 2,079 | $119,006,918 | $57,242 | 3.05% |
| 2016 | 1,954 | $108,541,068 | $55,548 | (0.63%) |

## Summary of Retirees

| YEAR | NUMBER OF RETIREES | ANNUAL BENEFITS TO PARTICIPANTS | ANNUAL AVERAGE ALLOWANCE (INDIVIDUAL) | NET CHANGE IN BENEFITS TO PARTICIPANTS |
|---|---|---|---|---|
| 2025 | 2,344 | $87,217,530 | $37,209 | 5.07% |
| 2024 | 2,303 | $81,555,616 | $35,413 | 3.69% |
| 2023 | 2,226 | $76,024,703 | $34,153 | 5.37% |
| 2022 | 2,167 | $70,239,143 | $32,413 | 2.24% |
| 2021 | 2,129 | $67,497,485 | $31,704 | 3.50% |
| 2020 | 2,076 | $63,591,967 | $30,632 | 2.50% |
| 2019 | 2,035 | $60,814,434 | $29,884 | 4.68% |
| 2018 | 1,970 | $56,241,911 | $28,549 | 0.64% |
| 2017 | 1,916 | $54,350,851 | $28,367 | 2.44% |
| 2016 | 1,849 | $51,198,523 | $27,690 | 0.61% |

## Member and City Contribution Rates

Last Ten Fiscal Years 2016 - 2025

| As of June 30 | | Member Rates | | | City Contribution Rates | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Basic at Entry Age | | | | | | | |
| Fiscal Year | Valuation Date | 20 | 25 | 30 | Basic | COLA | Total City Rate | Less Prefunded Actuarial Accrued Liability (PAAL) | Net City Contribution Rate |
| June 30, 2025 | June 30, 2023 | 6.37% | 7.42% | 8.86% | 11.33% | 2.76% | 14.09% | (0.033%) | 14.06% |
| June 30, 2024 | June 30, 2022 | 5.9% | 6.88% | 8.21% | 11.4% | 2.75% | 14.15% | (0.77%) | 13.38% |
| June 30, 2023 | June 30, 2021 | 5.21% | 6.11% | 7.33% | 10.41% | 2.82% | 13.23% | (1.26%) | 11.97% |
| June 30, 2022 | June 30, 2020 | 6.09% | 7.15% | 8.57% | 10.51% | 2.82% | 13.33% | 0.02% | 13.35% |
| June 30, 2021 | June 30, 2019 | 5.78% | 6.79% | 8.13% | 10.55% | 2.82% | 13.37% | (0.34%) | 13.03% |
| June 30, 2020 | June 30, 2018 | 4.7% | 5.56% | 6.7% | 9.09% | 2.61% | 11.70% | (0.59%) | 11.11% |
| June 30, 2019 | June 30, 2017 | 4.84% | 5.72% | 6.89% | 9.14% | 2.52% | 11.66% | (1.08%) | 10.58% |
| June 30, 2018 | June 30, 2016 | 5.12% | 6.05% | 7.29% | 9.18% | 2.51% | 11.69% | (0.3%) | 11.39% |
| June 30, 2017 | June 30, 2015 | 5.69% | 6.69% | 7.99% | 9.5% | 2.76% | 12.26% | 0.51% | 12.77% |
| June 30, 2016 | June 30, 2014 | 5.69% | 6.68% | 7.98% | 9.31% | 2.75% | 12.06% | (0.02%) | 12.04% |

Data Source: Annual Actuarial Valuation Reports

## Economic Assumptions and Funding Method

Last Ten Fiscal Years 2016 - 2025

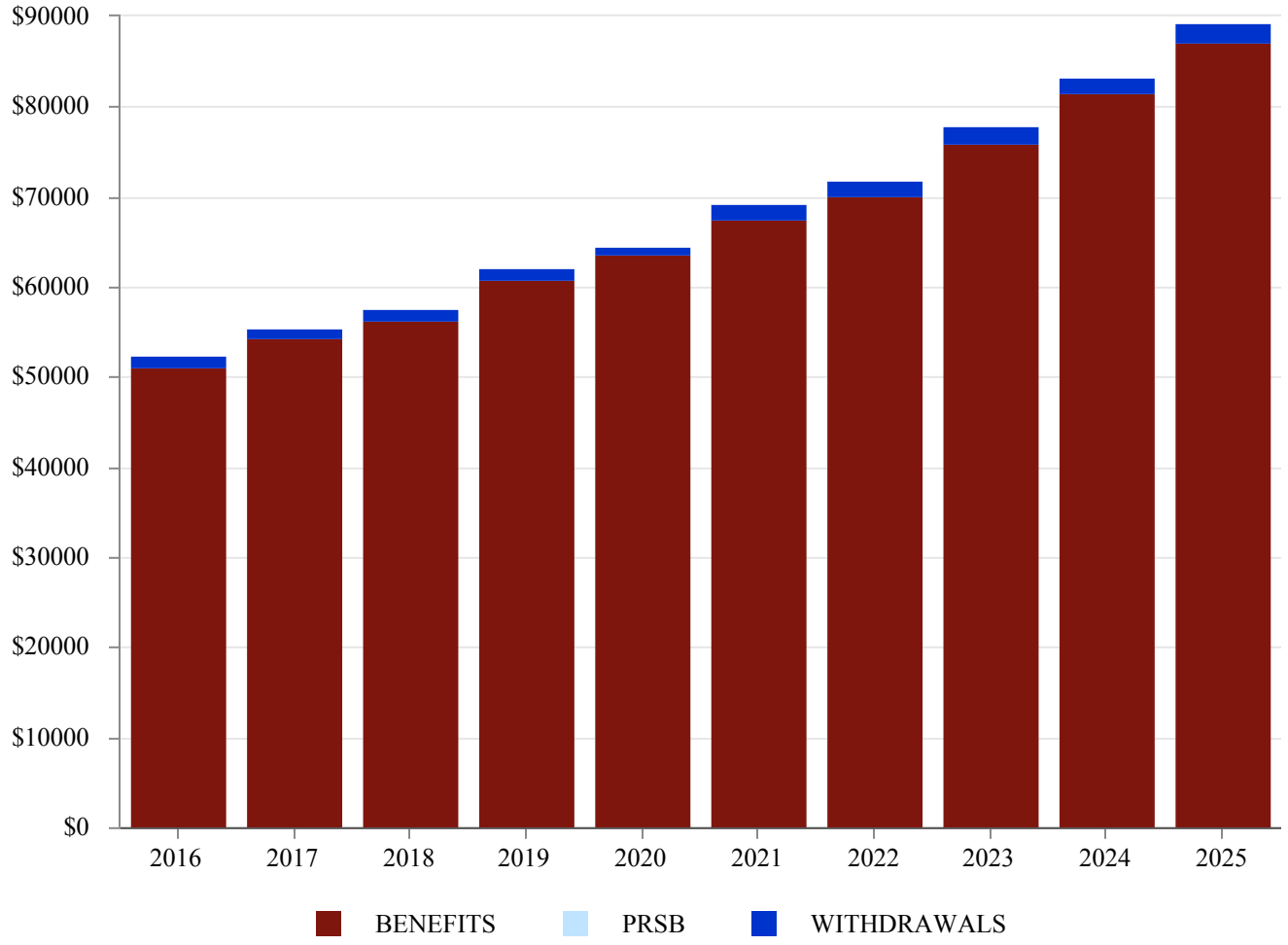
| Valuation Date as of June 30 | Interest | Salary Scale | Cost-of-Living Adjustment (COLA) | Inflation Component | Funding Method |
|---|---|---|---|---|---|
| June 30, 2025 | 6.75% | 1.0 - 10.0% | 2.50% | 2.50% | Entry Age Normal |
| June 30, 2024 | 6.75% | .75- 8.5% | 2.50% | 2.50% | Entry Age Normal |
| June 30, 2023 | 6.75% | .75 - 8.5% | 2.50% | 2.50% | Entry Age Normal |
| June 30, 2022 | 6.75% | .75 - 8.5% | 2.50% | 2.50% | Entry Age Normal |
| June 30, 2021 | 7.00% | .50 - 8.0% | 2.75% | 2.75% | Entry Age Normal |
| June 30, 2020 | 7.00% | .50 - 8.0% | 2.75% | 2.75% | Entry Age Normal |
| June 30, 2019 | 7.00% | .50 - 8.0% | 2.75% | 2.75% | Entry Age Normal |
| June 30, 2018 | 7.25% | .25 - 8.0% | 3.00% | 3.00% | Entry Age Normal |
| June 30, 2017 | 7.25% | .25 - 8.0% | 3.00% | 3.00% | Entry Age Normal |
| June 30, 2016 | 7.25% | .25 - 8.0% | 3.00% | 3.00% | Entry Age Normal |

Source: The Segal Company June 30, 2025, Actuarial Valuation Report

# Benefits and Withdrawals Paid

Last Ten Fiscal Years 2016 - 2025

(In Thousands)

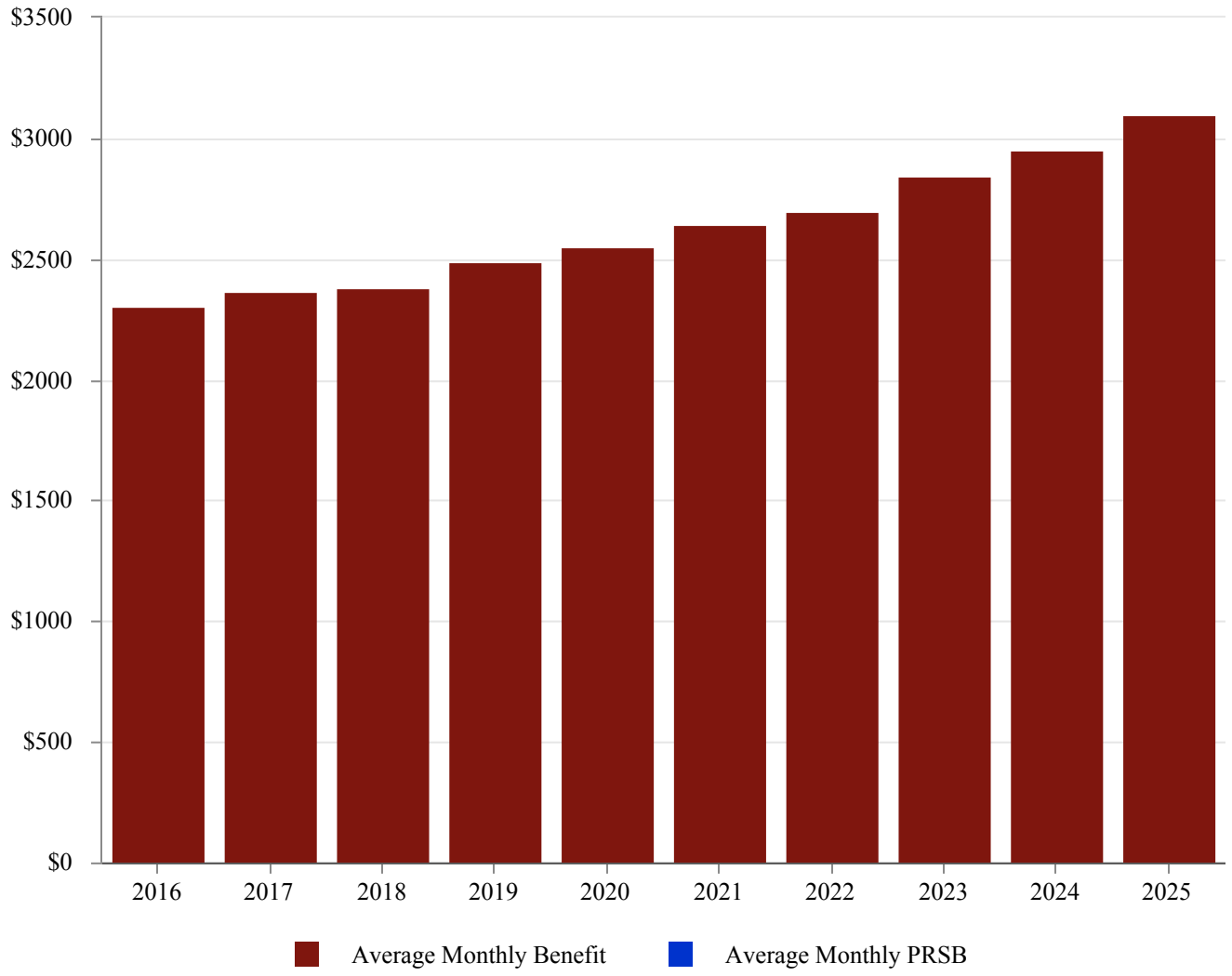



| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| BENEFITS | $ 51,199 | $ 54,351 | $ 56,242 | $ 60,814 | $ 63,592 | $ 67,497 | $ 70,239 | $ 76,025 | $ 81,556 | $ 87,218 |
| PRSB | — | — | — | — | — | — | — | — | — | — |
| WITHDRAWALS | 1,330 | 1,199 | 1,424 | 1,330 | 927 | 1,749 | 1,645 | 1,848 | 1,646 | 2,191 |
| **TOTAL** | $ 52,529 | $ 55,550 | $ 57,666 | $ 62,144 | $ 64,519 | $ 69,246 | $ 71,884 | $ 77,873 | $ 83,202 | $ 89,409 |

# Average Monthly Benefits to Retirees

Last Ten Fiscal Years 2016 - 2025

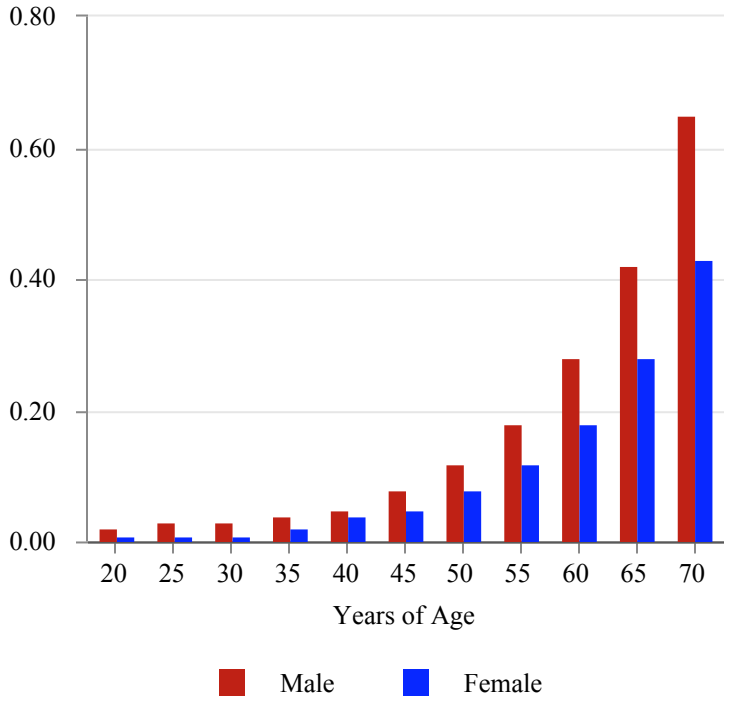
(In Thousands)




| Average Monthly | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| Benefit | $2,307 | $2,364 | $2,379 | $2,490 | $2,553 | $2,642 | $2,701 | $2,846 | $2,951 | $3,101 |
| PRSB | — | — | — | — | — | — | — | — | — | — |
| **Total Average Monthly** | $2,307 | $2,364 | $2,379 | $2,490 | $2,553 | $2,642 | $2,701 | $2,846 | $2,951 | $3,101 |

# EXPECTATION OF LIFE

(Age and Service Retirees)

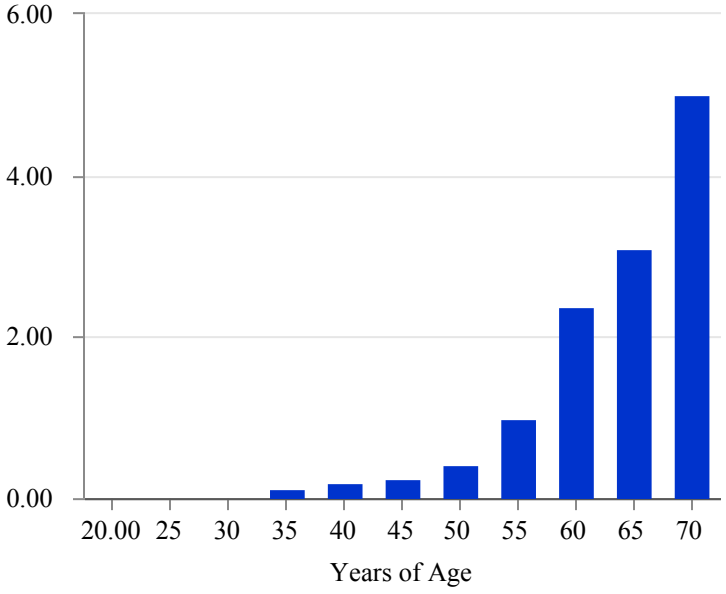



| Separation Rates Prior to Retirement Due to Death* Rate % | | |
|---|---|---|
| **Age** | **Male** | **Female** |
| 20 | 0.02 | 0.01 |
| 25 | 0.03 | 0.01 |
| 30 | 0.03 | 0.01 |
| 35 | 0.04 | 0.02 |
| 40 | 0.05 | 0.04 |
| 45 | 0.08 | 0.05 |
| 50 | 0.12 | 0.08 |
| 55 | 0.18 | 0.12 |
| 60 | 0.28 | 0.18 |
| 65 | 0.42 | 0.28 |
| 70 | 0.65 | 0.43 |

*All pre-retirement deaths are assumed to be non-service connected.

# EXPECTATION OF LIFE

(Disabled Retirees)




| Separation Rates Prior to Retirement Due to Disability Rate % | |
|---|---|
| **Age** | **Rate (%)** |
| 20 | 0.00 |
| 25 | 0.00 |
| 30 | 0.00 |
| 35 | 0.12 |
| 40 | 0.20 |
| 45 | 0.26 |
| 50 | 0.42 |
| 55 | 0.98 |
| 60 | 2.38 |
| 65 | 3.10 |
| 70 | 5.02 |

*To attract, develop and retain competent and professional staff.*

*To achieve and maintain superior investment performance on a risk controlled basis measured by the Public Fund Universe.*

## COMPLIANCE

108 Independent Auditor's Report on Internal Control Over Financial Reporting and On Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

# Independent Auditor's Internal Control Letter

BROWN ARMSTRONG
CERTIFIED PUBLIC ACCOUNTANTS

www.ba.cpa
661-324-4971

**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Retirement
City of Fresno Employees Retirement System
Fresno, California

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the City of Fresno Employees Retirement System (the System), a pension trust fund of the City of Fresno, California, as of and for the fiscal year ended June 30, 2025, and the related notes to the basic financial statements, which collectively comprise the System's basic financial statements, and have issued our report thereon dated December 3, 2025.

**Report on Internal Control over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the System's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the System's internal control. Accordingly, we do not express an opinion on the effectiveness of the System's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the System's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

**Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the System's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an

BAKERSFIELD
4200 Truxtun Avenue, Suite 300
Bakersfield, CA 93309
661-324-4971

FRESNO
10 River Park Place East, Suite 208
Fresno, CA 93720
559-476-3592

STOCKTON
2423 West March Lane, Suite 202
Stockton, CA 95207
209-451-4833

*REGISTERED with the Public Company Accounting Oversight Board and MEMBER of the American Institute of Certified Public Accountants*

## Independent Auditor's Internal Control Letter Continued

objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

**Purpose of This Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the System's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the System's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

BROWN ARMSTRONG
ACCOUNTANCY CORPORATION

Brown Armstrong
Accountancy Corporation

Bakersfield, California
December 3, 2025