

**Agenda**  
**Tampa Fire & Police Pension Board**

**Livestream:** <https://attendee.gotowebinar.com/register/6945977145162584667>

**Webinar ID: 689-968-427**

**Audio Only: (877) 568-4108 Access Code: 467-091-601**

**February 25, 2026 1:00 p.m.**

**THIS MEETING WILL BE 100% REMOTE AND NO TRUSTEES WILL BE ATTENDING IN PERSON.**

**NO TOPICS OTHER THAN THOSE ON THIS AGENDA WILL BE DISCUSSED.**

**Please mute your phone unless you are speaking. Do not put the call on hold if you have hold music.**

Public Comments: Pursuant to Florida Statutes, Section 286.0114(4), members of the public may comment on items requiring Board action, other than ministerial matters. Speakers are limited to two minutes each and not more than 20 minutes will be set aside for comments, without further Board approval. Speakers shall fill out a card identifying the speaker and the agenda item(s) being addressed or a card supporting or objecting to an item without speaking. See Board Policy 107 for rules of conduct. *The statements made by speakers under Public Comments are solely the opinion of each speaker and do not necessarily reflect the views of the Board of Trustees, its staff, or its professionals.*

1. Approval of the minutes of the January 28, 2026 regular board meeting.
2. Approval of the minutes of the February 12, 2026 committee 2 meeting.

Consent Agenda: Items on the consent agenda shall be acted upon in one motion. If an item requires additional discussion, that item shall be removed from the consent agenda for discussion. [Items 3 – 6]

3. Ratification of pension benefits.
4. Investment Management Report from Bowen, Hanes & Co. Inc. Note receipt of the following:
  - a. Investment management report for the month ended 01/31/2026: Market value of investments was \$3,523,031,695.20. Fiscal year investment return has been 5.8% on the total portfolio to date.
  - b. Addendum to be distributed at the meeting.
5. Approve billing for services rendered by Klausner, Kaufman, Jensen & Levinson during January 2026:

a. General:	b. Sanzone:	c. Theriault:	d. Lewis: \$320.00
\$2,408.75	\$1,250.00	\$6,870.00	
6. Note receipt of Disability Process Timeline of disabilities in process as of 02/12/2026.

New Business

7. Accept independent external audit report prepared by Marcum for FYE 09/30/2025. Final report to be issued upon board approval of the draft.

Notice

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Persons needing a special accommodation to participate in any noticed meeting should contact the F&P Pension office at (813) 274-8550 or (888) 335-8550 or the Florida Relay Service at (800) 955-8770 (voice) or (800) 955-8771 (TTY). You may also dial 711 from any landline or mobile phone. Additional options for contacting the Florida Relay Service may be found on their website: [www.ftri.org](http://www.ftri.org) Please make your request at least five (5) working days before the scheduled meeting date.

2026 Board meeting schedule – meetings begin at 9:30 a.m. (\*early due to holidays)

March 25, 2026  
April 22, 2026  
May 27, 2026  
June 24, 2026

July 22, 2026  
August 26, 2026  
September 23, 2026  
October 28, 2026

November **18**, 2026\*  
December **16**, 2026\*

**MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES  
OF THE  
TAMPA FIRE & POLICE PENSION FUND**

**Livestream:** <https://attendee.gotowebinar.com/register/6650983672016182615>

**Webinar ID: 435-239-699**

**Audio Only: (866) 901-6455 Access Code: 754-695-185**

**January 28, 2026, 9:30 a.m.**

The Board of Trustees of the City Pension Fund for Firefighters and Police Officers in the City of Tampa met on Wednesday, January 28, 2026 at 9:30 a.m. for a regular meeting with the following members present:

Jamie Stock, Chairman  
Matthew Belmonte  
John Cannon

Gabriel Hahn  
Eric Hayden  
Patrick Messmer

Alex Thiel  
Ocea Wynn

Additional participants included: Mr. Jay Bowen, Investment Manager; Mr. Robert Klausner, General Counsel; Mr. Mark Lenker, Fund Accountant; and active and retired plan members.

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There were no public comments.

1. Approved the minutes of the November 19, 2025 regular board meeting. **It was moved by Mr. Hayden, seconded by Mr. Messmer and by unanimous vote to approve the minutes of the November 19, 2025 regular board meeting.**

Consent Agenda: Items on the consent agenda shall be acted upon in one motion. If an item requires additional discussion, that item shall be removed from the consent agenda for discussion. [Items 2-12] **It was moved by Mr. Messmer, seconded by Mr. Belmonte and by unanimous vote to approve consent agenda items 2 – 12.**

2. Ratified pension benefits.
3. Financial statements prepared by Mark Lenker, CPA of Nobles, Decker, Lenker & Cardoso.
  - a. Month ended 10/31/2025 – market value of assets was \$3,455,715,318.74
  - b. Month ended 11/30/2025 – market value of assets was \$3,422,189,592.08
4. Approved billing for services rendered by Klausner, Kaufman, Jensen & Levinson during November 2025:
  - a. General: \$1,200.00
  - b. Charles: \$1,860.00
  - c. Sanzone: \$920.00
  - d. Laframboise: \$400.00
  - e. Lewis: \$11,330.00
5. Approved billing for services rendered by Klausner, Kaufman, Jensen & Levinson during December 2025:
  - a. General: \$1,110.00
  - b. Charles: \$926.95
  - c. Lewis: \$1,740.00
6. Noted receipt of Public Pension Standards Award for Funding and Administration 2025.

7. Noted receipt of independent performance measurement report prepared by IPS for the quarter ended 09/30/2025.
8. Approved GASB 67 Disclosures for fiscal year ending 09/30/2025.
9. Noted receipt of memo from KKJ&L regarding Required Documents for Posting by Plan Sponsor, dated 02/01/2026 [sic].
10. Admitted Tampa Fire Rescue new hires to pension fund effective 11/24/2025, contingent upon 1) furnishing a list of all medical providers and authorizations to obtain such medical records and 2) passing a complete medical examination:

Ball, Markale	Jackson, Levi	Pena, Andre	Wan, Joseph
Bekric, Elvis	McNatt, Sean	Pendino, Austin	Wolf, Jalen
Dell, Ryan	Metayer, Jahmal	Smith, Dylan	
Gonzalez, Rafael	Mullings, Andre	Smothers, Landon	
Herbert, Kaden	Parker, Caleb	Vizzari, Landon	

11. Admitted Tampa Police Department new hires to pension fund effective 12/08/2025, contingent upon 1) furnishing a list of all medical providers and authorizations to obtain such medical records and 2) passing a complete medical examination:

Avila, Jose	Castro, Jon	Fall, Cheikh	Randazzo, Radwa
Beymer, Andrew	Chase, Sydney	Finley, Cole	Rodriguez, Carlos
Bowie, Bryan	Corria, Joseph	Frase, Carson	Schrock, Michael
Brown, Andrew	Dietrich, Shayla	Generoso, Michael	Walter, Catherine
Burnham, Noah	Diih, Joshua	Ibarra, Stephanie	Weekes, Savannah
Casazza, Kevin	Falco, Joseph	Kinker, Curt	

12. Noted receipt of Disability Process Timeline of disabilities in process as of 01/20/2026.

13. Investment Management Presentation by Jay Bowen of Bowen, Hanes & Co. Inc. Noted receipt of the following:

- a. Investment management report for the month ended 11/30/2025. Market value of *investments* was \$3,398,933,426.41, with an investment return of 1.1% on the total portfolio.
- b. Investment management report for the month ended 12/31/2025. Market value of *investments* was \$3,394,601,243.75, with an investment return of 1.7% on the total portfolio.
- c. 2026 Economic and Investment Outlook written by Jay Bowen, dated 01/03/2026.
- d. Bond portfolio information and recommendation to hold.
- e. Proxies voted during quarter ended 12/31/2025.
- f. Addendum distributed at the meeting.

Mr. Bowen began by noting the 7.2% rate of return for the fiscal year so far. He opined that the economy is currently experiencing a “4<sup>th</sup> Industrial Revolution,” with oil prices still being a strong influence on the aggregate economy. He further opined that it will be worth monitoring the Federal Reserve Board personnel changes later this year. Mr. Bowen touched on additional topics pertaining to holdings within the fund, the price of gold increase, interest rates, and the benefits of the energy sector. He stated that he is confident in the performance of stocks for the remainder of the year but did note that volatility will occur. Following his remarks, Mr. Bowen took several questions from the board members. **It was moved by Mr. Messmer, seconded by Mr. Belmonte and by unanimous vote to receive the investment management presentation items a-f.**

[Recess from 10:14 a.m. – 10:22 a.m.]

14. Rescheduled formal hearing for disability applicant J. Charles, formerly TFR.  
Ms. Weber stated that opposing counsel and the board advocate provided her with the following dates they are available for the formal hearing: April 1<sup>st</sup>, 13<sup>th</sup>, 14<sup>th</sup> and 20<sup>th</sup>. Discussion took place, with the hearing set for 9:30 a.m. on April 14<sup>th</sup>. Ms. Weber advised that this item would reappear on the February agenda if there were any conflicts with parties not currently present.

### New Business

15. Noted receipt of listing of upcoming conferences. Disclosure of planned attendance, if any.  
Mr. Hahn and Ms. Wynn both declared for the FPPTA Winter Trustee School, with Ms. Weber tentatively declaring Mr. Rogero for the same. Mr. Messmer declared for the Managed Funds Association Global Alts conference in late February in Miami. He noted that the dates of the conference interfered with the February board meeting. Ms. Weber stated that she would advise the potential disability applicant of this, and it would be his discretion to move forward or postpone their appearance.
16. Chair's call for any new business items from trustees to be placed on next agenda. None.
17. Chair's report. Mr. Stock requested a committee 2 meeting to review upgrades to the pension system and a steering committee meeting to review the investment policy.
18. Plan Administration: external audit, internal audit, COLA, 1099s  
Ms. Weber opened her report by stating that the external audit was progressing well and could be finalized now that GASB 67 had been approved. She next provided updates on the annual COLA process and the status of 1099s. She mentioned that educational webinars have been scheduled for the first half of the year. She advised the board that the City is conducting an internal audit of the pension office, noting this is a routine process and the last internal audit was in 2015. Ms. Weber informed the board that numerous documents available on the website are currently being reviewed for ADA compliance by Ms. Corry. She noted that because so many documents originate from third-party vendors, our office may not be able to make them compliant for posting on our webpage. If this occurs for any documents that are required to be posted, she will advise the board of next steps. She reiterated that documents are always available by reaching out to the pension office. Brief discussion was held regarding the potential need to communicate with the respective vendors to format their materials for ADA compliance prior to providing them to the Fund.
19. Attorney's report. Nothing to report.

### Securities Litigation Report – Update by attorney, if any. [Items 20 – 21]

20. Generac  
United States District Court Case No. 2:22-cv-01436-BHL  
United States District Court Case No. 2:23-cv-00081-BHL  
Mr. Klausner advised that filings had been completed and that the case is pending judicial action. He further advised that he should have additional information regarding the dismissal at future board meetings. *Item 20 was received and filed.*
21. Regeneron  
United States District Court Case No. 1:25-cv-00145
- Second Amended Class Action Complaint for Violations of the Federal Securities Laws, dated 10/30/2025, including Exhibits A-F.
  - Memorandum of Law in Support of Motion to Dismiss Plaintiff's Second Amended Complaint, dated 11/17/2025.
  - Memorandum of Law in Opposition to Defendant's Motion to Dismiss the Second Amended Complaint, dated 12/05/2025.

- d. Declaration of Serena P. Hallowell in Support of Plaintiff's Memorandum of Law in Opposition to Defendant's Motion to Dismiss the Second Amended Complaint, dated 12/05/2025, including Exhibit A.
  - e. Reply Memorandum of Law in Further Support of Motion to Dismiss Plaintiff's Second Amended Complaint, dated 12/17/2025.
- No update. *Items 21a-e were received and filed.*

Litigation Report – Update by attorney, if any. [Items 22 – 24]

- 22. Sanzone Small Claims Lawsuit Hillsborough County Circuit Court Case No. 23-CC-019963
  - a. Order Reopening/Reactivating Case, dated 11/07/2025.  
Mr. Klausner noted that Mr. Sanzone was unable to participate in a recent scheduled hearing due to medical issues. He stated that a new hearing date will be scheduled and that an offer to garnish future 13<sup>th</sup> checks in order to recoup legal fees from Mr. Sanzone would be offered. *Item 22 was received and filed.*
- 23. Lewis Complaint Hillsborough County Circuit Court Case No. 25-CA-010318  
Mr. Klausner noted that Mr. Lewis received a financial settlement from the City of Tampa and had signed an agreement stating his claim for pension had been fully resolved. As such, he reiterated that a motion to dismiss had been filed and after discussing options, inquired from the board how to proceed. After discussion, it was decided to leave this item on the agenda and take no action at this time. *Item 23 was received and filed.*
- 24. Theriault Petition for Writ of Certiorari Hillsborough County Circuit Court Case No. 25-CA-001232
  - a. Order Granting Petition for Writ of Certiorari, dated 01/20/2026.
  - b. Notice of Executive Session at conclusion of regular board meeting, approximate length 30 minutes. Mr. Klausner announced the need for the Executive Session. Mr. Stock read the required statements aloud and noted the time as 10:54 a.m. for the Trustees to recess into the Executive Session. **It was moved by Mr. Messmer, seconded by Mr. Belmonte and by unanimous vote for Trustees, Board Counsel, and Plan Administrator to move into the Executive Session concerning the Theriault Petition for Writ of Certiorari.**

All Trustees reconvened to the Board meeting at 11:31 a.m. Following a clarification of the action to be taken by Mr. Messmer, **it was moved by Mr. Belmonte, seconded by Ms. Wynn and by unanimous vote to adopt and follow the advice of Counsel.**

Motion to adjourn was made by Ms. Wynn at 11:32 a.m.

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Jamie Stock  
Chairman

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Ocea Wynn  
Secretary

---

Adam Hollen  
Recording Secretary

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or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

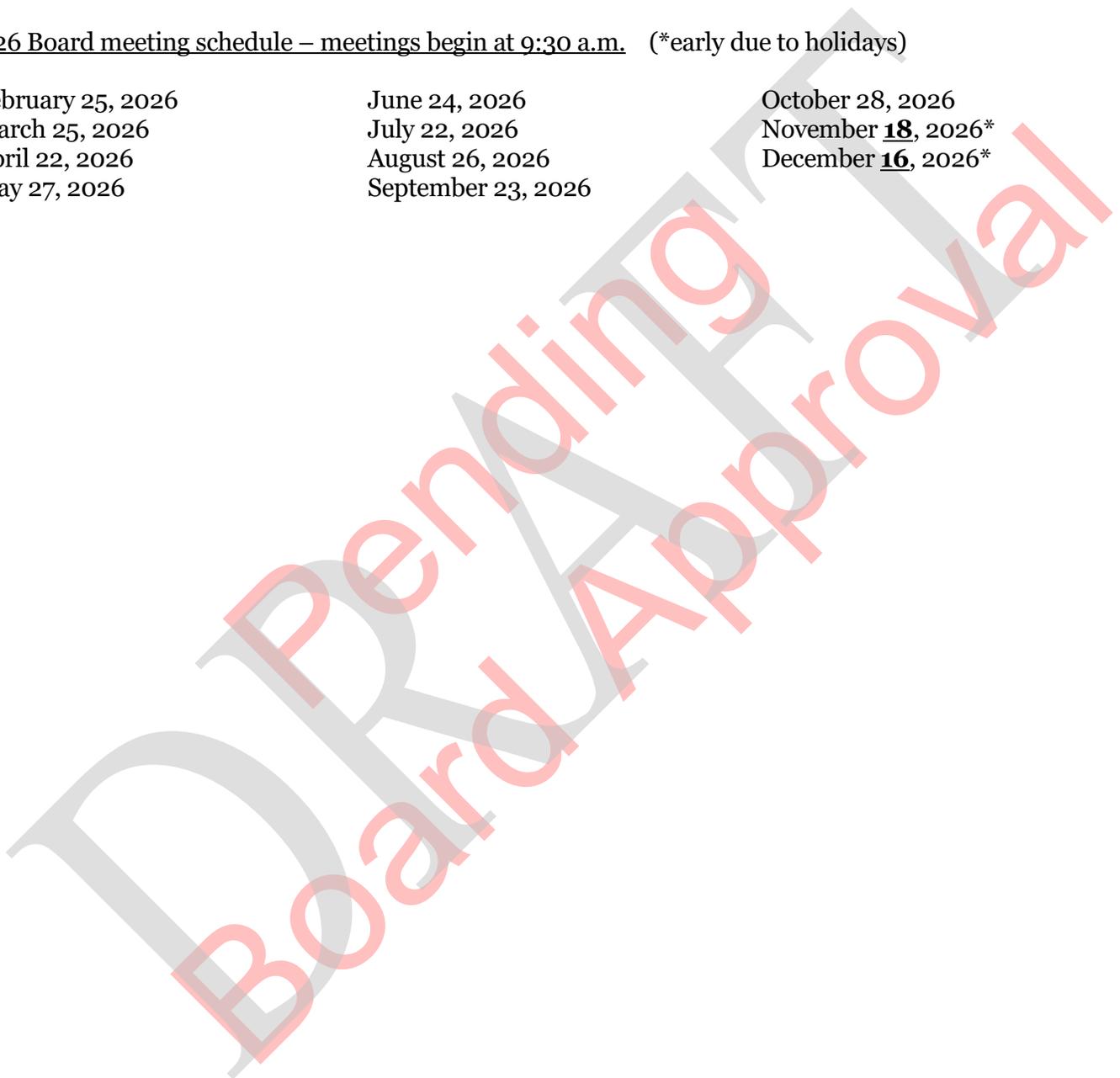
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November 18, 2026\*  
December 16, 2026\*



**MINUTES OF THE MEETING OF COMMITTEE #2  
OF THE BOARD OF TRUSTEES OF THE TAMPA FIRE & POLICE PENSION FUND**

**Livestream:** <https://events.gcc.teams.microsoft.com/event/3fo7e01a-d90d-4a08-9e7a-c1a54223b28c@8d9d0373-5c91-45b4-905b-12fe918cb628>

**Audio Only:** (941) 263-1615 Conference ID: 995 268 341#

**February 12, 2026 1:00 p.m.**

Committee #2 of the Board of Trustees of the City Pension Fund for Firefighters and Police Officers in the City of Tampa met on Thursday, February 12, 2026 at 1:00 p.m. to discuss the review of fund professionals and online retirement applications, with the following members present:

Matthew Belmonte, Committee Chair  
Dennis Rogero  
Jamie Stock

Staff members of LRS opened the committee meeting with a presentation of online retirement forms. LRS highlighted the ease of use, message center integration, and improved administrative efficiency and oversight as part of the demonstration. Discussion amongst the committee members was held regarding potential cost and member use. Mr. Belmonte stated that he would confer with Ms. Weber to outline a prospective scope of what the Fund would utilize so that LRS could provide a formal Statement of Work. *It was agreed to by consensus to revisit the issue in committee at a later date.*

Transitioning to the review of professionals, Mr. Belmonte announced that the recommendation to retain would be done in the same manner as the consent agenda, unless any committee members cited a need to discuss a respective professional. Ms. Weber noted that prior litigation counsel tied to the Artz case had been removed from the roster, as that case had ended. Questions pertaining to the increased costs of the Medical Director rising were raised, to which Ms. Weber replied that those were tied to the increase in new hire classes by both departments and disability processing over the past several years. *It was agreed to by consensus to recommend retaining all current professionals to the board.*

Motion to adjourn was made at 1:37 p.m.

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Matthew Belmonte  
Committee Chair

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Adam Hollen  
Recording Secretary

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Ratify  
February 2026

**New Pensioners**

Department	Name	Benefit Effective Date	Monthly Base Pension	Monthly COLA	Payment Option
P	Lawrance, Roscoe	01/18/2026	18Y, 11M	3a	\$6,170.01
F	Marteli, Simon	02/20/2013	10Y, 0M	3a	\$1,535.83
P	Terry, Kevin	01/18/2026	18Y, 3M	2	\$6,269.14

**New Survivor Benefits**

Department	Name	Benefit Effective Date	Monthly Base Pension	Monthly COLA	Payment Option
F	Croy, Spouse of Stephen M	01/10/2026	\$4,255.22	\$2,978.65	3a

**Entering DROP**

Department	Name	DROP Entry Date	Years of Service at DROP Entry	Monthly Base Pension	Payment Option
P	Merchant, Stanley	01/18/2026	20Y, 0M	\$7,671.42	3a
P	Shepherd, Christopher	01/18/2026	20Y, 0M	\$7,465.64	3a

**Exiting DROP**

Department	Name	DROP Entry Date	Last DROP accrual	Years of Service at DROP Entry	Monthly Base Pension	Monthly COLA
P	Easley, Wayne	04/04/2021	Jan-26	21Y, 0M	\$5,355.68	\$1,231.81
F	McAllister, Kevin	04/02/2023	Jan-26	20Y, 0M	\$5,763.55	\$806.90
P	Vargas, Luis	06/22/2025	Jan-26	20Y, 0M	\$6,231.79	\$186.95

**Deletions – NONE**

**Deletions – Survivor Benefits**

Department	Name	Stop Date (Date of Death)	Monthly Base Pension	Monthly COLA
F	Duque, Spouse of George	02/10/2026	\$1,976.89	\$2,747.88

**Estate Payments – NONE**

**Buy-Backs**

Department	Name	Date Purchased	Years of Service Purchased	Amount
P	McNiff, Kevin	02/03/2026	0Y, 1M	\$3,824.32

**Refund of Contributions**

Department	Name	Separation Date	Refund Amount	Month Refunded
F	Bailey, Tyler	12/05/2025	\$34,327.53	Feb-26

PERFORMANCE SUMMARY AND INVESTMENT HISTORY  
**PENSION FUND FOR FIREFIGHTERS & POLICE OFFICERS - TAMPA, FL**  
 January 31, 2026

PERFORMANCE SUMMARY

Time-Weighted Return

	Fiscal Year To Date 09/30/25-01/31/26 -----	Last 12 Months 01/31/25-01/31/26 -----	Inception To Date (Annualized) 09/30/74-01/31/26 -----	Inception To Date (Cumulative) 09/30/74-01/31/26 -----
Total Portfolio	5.8	12.2	11.8	30,617%
Common Stocks	6.2	13.6	14.4	101,547%
Foreign Common Stocks	13.0	58.2		
Bonds	1.2	6.2		
S&P 500 Index (TR)	4.1	16.3	12.6	44,659%
S&P 500 Equal Weight Index (PR)	4.2	9.2		
Dow Jones Industrial Avg (TR)	5.9	11.7	11.7*	20,400%
MSCI World Index	5.5	20.1	20.1	24,476%
U. S. Gov/Credit Index	0.9	6.3	6.3	2,501%

INVESTMENT HISTORY

CURRENT FISCAL YEAR

Beginning Market Value on 09/30/25	\$ 3,384,297,481.89
Capital Appreciation	\$ 179,699,739.74
Income Received	\$ 13,111,065.47
Cash or Securities Added	\$ 26,196,850.20
Cash or Securities Withdrawn	\$ (76,017,563.91)
Management Fees	\$ (4,236,811.71)
Custodian Fees	\$ (19,066.48)
<b>Ending Market Value on 01/31/26</b>	<b><u><u>\$ 3,523,031,695.20</u></u></b>

FROM INCEPTION

Beginning Market Value on 09/30/74	\$ 12,143,000.00
Net Additions/Withdrawals	\$ (1,936,576,809.73)
Capital Appreciation and Income	\$ 5,447,465,504.93
<b>Ending Market Value on 01/31/26</b>	<b><u><u>\$ 3,523,031,695.20</u></u></b>

\*PRIOR TO 09/30/1987, RETURN REPRESENTS THE DOW JONES INDUSTRIAL AVG (PR)

# Klausner, Kaufman, Jensen & Levinson

A Partnership of Professional Associations  
Attorneys At Law  
7080 N.W. 4th Street  
Plantation, Florida 33317

Tel. (954) 916-1202  
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www.klausnerkaufman.com  
Tax I.D.: 45-4083636

CITY OF TAMPA FIRE AND POLICE PENSION  
Attn: TIFFANY WEBER, ADMINISTRATOR  
3001 NORTH BOULEVARD  
TAMPA, FLORIDA 33603-5516

January 31, 2026  
Bill # 39894

CLIENT: TAMPA FIRE AND POLICE PENSION : TFPP  
MATTER: CITY OF TAMPA FIRE AND POLICE PENSION - GENERAL : 120026

## Professional Fees

Date	Attorney	Description	Hours	Amount
01/07/26	AKP	POA FOR DAVID SLOAN	0.50	150.00
01/12/26	AKP	BONANNO POA	0.50	150.00
01/12/26	RDK	DISCUSSION OF AUDIT QUESTIONS	0.20	80.00
01/21/26	SAK	REVIEW OF MEETING MATERIALS	0.40	160.00
01/24/26	RDK	REVIEW COURT ORDER QUASHING	4.00	1,600.00
		moved to Theriault invoice DENIAL OF BENEFIT; REVIEW CASE LAW; OUTLINE OPTIONS; OUTLINE APPELLATE ISSUES		
01/27/26	RDK	AGENDA REVIEW; PREPARE FOR BOARD MEETING; REVIEW DEBBIE'S REPORT	2.00	800.00
01/27/26	SAK	TELEPHONE CONFERENCE RE MEETING	0.50	200.00
01/28/26	RDK	PREPARE FOR AND ATTEND BOARD MEETING; FOLLOW UP DISCUSSION RE THERIAULT	2.00	800.00
01/28/26	PARA	DRAFT NEW SPECIAL TAX NOTICE IN COMPLIANCE WITH IRS NOTICE 2026-13, SAFE HARBOR EXPLANATIONS.	0.50	50.00
		<b>Total for Services</b>	<b>10.60</b>	<b>\$3,990.00</b>

## Costs

Date	Description	Amount
	PHOTOCOPIES thru 01/31/26	18.75

Continued . . .

**Costs**

<b>Date</b>	<b>Description</b>	<b>Amount</b>
	<b>Total Costs</b>	<b>\$18.75</b>
	<b>CURRENT BILL TOTAL AMOUNT DUE</b>	<b>\$ 4,008.75</b>
	<b>Past Due Balance</b>	<b>1,110.00</b>
	<b>AMOUNT DUE</b>	<b>\$5,118.75</b>

4,008.75  
- 1,600.00

2,408.75

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Attn: TIFFANY WEBER, ADMINISTRATOR  
3001 NORTH BOULEVARD  
TAMPA, FLORIDA 33603-5516

January 31, 2026  
Bill # 39895

CLIENT: TAMPA FIRE AND POLICE PENSION : TFPP  
MATTER: SANZONE : 120026S

## Professional Fees

Date	Attorney	Description	Hours	Amount
01/05/26	RDK	FOLLOW UP ON EXHIBITS AND TIMESHEETS; PREPARE FOR HEARING	1.00	400.00
01/05/26	BTG	REVIEW FILE AND PREPARE FOR FEE HEARING; CONFER WITH RDK AND PREPARE W FOR TESTIMONY; PREPARE AND REMIT EMAIL TO PS RE HEARING	1.20	360.00
01/06/26	RDK	PREPARE FOR HEARING FOLLOW UP DISCUSSIONS	1.00	400.00
01/06/26	BTG	EMAIL TO PS RE SETTLEMENT; EMAIL EXCHANGE WITH COURT RE HEARING	0.30	90.00
<b>Total for Services</b>			<b>3.50</b>	<b>\$1,250.00</b>

**CURRENT BILL TOTAL AMOUNT DUE**

\$ **1,250.00**

**Past Due Balance**

**926.95**

**AMOUNT DUE**

**\$2,176.95**

# Klausner, Kaufman, Jensen & Levinson

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www.klausnerkaufman.com  
Tax I.D.: 45-4083636

CITY OF TAMPA FIRE AND POLICE PENSION  
Attn: TIFFANY WEBER, ADMINISTRATOR  
3001 NORTH BOULEVARD  
TAMPA, FLORIDA 33603-5516

January 31, 2026  
Bill # 39896

CLIENT: TAMPA FIRE AND POLICE PENSION : TFPP  
MATTER: THERIAULT : 120026V

## Professional Fees

Date	Attorney	Description	Hours	Amount
01/20/26	SAK	REVIEW OF ORDER	0.40	160.00
01/20/26	RDK	REVIEW COURT ORDER; CONFERENCE WITH CLIENT; INTERNAL DISCUSSION RE APPEAL	1.00	400.00
01/21/26	PARA	RECEIPT AND REVIEW E-SERVICE RE ORDER GRATING PETITION FOR WRIT OF CERTIORARI; DOWNLOAD AND SAVE IN FILE FOR ATTORNEY'S REVIEW.	0.10	10.00
01/21/26	SAK	RESEARCH APPELLATE ISSUES	1.60	640.00
01/22/26	RDK	DISCUSSION OF THERIAULT ORDER; EMAIL EXCHANGES RE SAME	1.20	480.00
01/23/26	SAK	RESEARCH , REVIEW RECORD	2.30	920.00
01/25/26	RDK	DISCUSSION RE THERIAULT	0.50	200.00
01/26/26	LG	REVIEW COURT ORDER RE CERT; REVIEW APPLICANT INITIAL PETITION AND REPLY BRIEF RE SAME; REVIEW BOARD RESPONSE RE SAME; DISCUSS INTERNALLY RE SAME	3.00	900.00
01/26/26	RDK	FOLLOW UP ON THERIAULT	1.00	400.00
01/29/26	RDK	FOLLOW UP ON NEXT STEPS RE THERIAULT DISABILITY; EMAILS AND CALLS RE SAME	2.00	800.00
01/30/26	SAK	RESEARCH	0.90	360.00
		<b>Total for Services</b>	<b>14.00</b>	<b>\$5,270.00</b>

Continued . . .

Client: TAMPA FIRE AND POLICE PENSION  
Matter: 120026V - THERIAULT

January 31, 2026  
Page 2

**CURRENT BILL TOTAL AMOUNT DUE**

**\$ 5,270.00**

+ 1,600.00

6,870.00

from general  
counsel invoice

# Klausner, Kaufman, Jensen & Levinson

A Partnership of Professional Associations  
Attorneys At Law  
7080 N.W. 4th Street  
Plantation, Florida 33317

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www.klausnerkaufman.com  
Tax I.D.: 45-4083636

CITY OF TAMPA FIRE AND POLICE PENSION  
Attn: TIFFANY WEBER, ADMINISTRATOR  
3001 NORTH BOULEVARD  
TAMPA, FLORIDA 33603-5516

January 31, 2026  
Bill # 39897

CLIENT: TAMPA FIRE AND POLICE PENSION :TFPP  
MATTER: LEWIS vs BOARD OF TRUSTEES :120026X

## Professional Fees

Date	Attorney	Description	Hours	Amount
01/05/26	LG	REVIEW ADDITIONAL LEWIS FILINGS	1.00	300.00
01/05/26	PARA	RECEIPT AND REVIEW E-SERVICE RE PLAINTIFF'S MOTION TO AMEND NAME OF DEFENDANT; DOWNLOAD AND SAVE IN FILE FOR ATTORNEY'S REVIEW.	0.10	10.00
01/05/26	PARA	RECEIPT AND REVIEW E-SERVICE RE PLAINTIFF'S CORRECTED REJOINDER NOTICE; DOWNLOAD AND SAVE IN FILE FOR ATTORNEY'S REVIEW.	0.10	10.00
<b>Total for Services</b>			<u>1.20</u>	<u>\$320.00</u>

**CURRENT BILL TOTAL AMOUNT DUE**

\$ 320.00

**Past Due Balance**

1,740.00

**AMOUNT DUE**

\$2,060.00

## Tampa Fire & Police Pension Fund Disability Application Process

### Disability Applications in Process

Disability Application pick up and review with staff	Turn in completed Disability Application (Qualifying Letter under review)	Medical records collection	Records with Case Manager for review and summary	Applicant reviews, approves, receives copy of records for Medical Board	Records to Medical Director for Review	Appointments with three-doctor Medical Board	Reports Due from Medical Board doctors	Medical Direction summary of medical board reports	Application and Medical Records to Trustees for Review	Information Hearing before Board of Trustees
J. Laupert (TPD)		L. Nimo (TPD)		K. Humphrey (TPD)						A. Legree (TPD)*

\*March board meeting

### Applicants Requesting Formal Hearing

Applicant	Date denied at Informal Hearing	Date of Order Denying Disability	Date of Request for Formal Hearing	Deadline to hold Formal Hearing	Formal Hearing Scheduled
J. Charles (TFR)	11/20/2024	12/19/2024	01/15/2025	01/15/2026	04/14/2026 (rescheduled from 12/17/2025)

### Incomplete Application Notification Issued

Applicant	Date notification received by Applicant	Deadline to comply with notification	If noncompliance, on agenda for denial
None			

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

*Draft Subject to Change  
2/16/26 1:30pm EST*

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

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**INDEPENDENT AUDITORS' REPORT**

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Draft Subject to Change  
2/16/26 1:30pm EST

## **Independent Auditors' Report**

To the Board of Trustees and Plan Administrator  
**City Pension Fund for Firefighters and Police Officers in the City of Tampa**

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

#### ***Opinion***

We have audited the financial statements of the City Pension Fund for Firefighters and Police Officers in the City of Tampa (the "Plan") which comprise the statement of fiduciary net position as of September 30, 2025, and the related statement of changes in fiduciary net position for the fiscal year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the fiduciary net position of the Plan as of September 30, 2025, and the changes in fiduciary net position for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinion***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS") and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States ("*Government Auditing Standards*"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan'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.

## ***Auditors' 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 auditors' report that includes our opinion. 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 GAAS 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 GAAS 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 Plan'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 Plan'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, schedule of changes in the city's net position liability and related ratios, schedule of city contributions, and schedule of investment returns on pages 4-9 and 25-29 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 required supplementary information in accordance with GAAS, 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.

***Other Matter - Report on Summarized Comparative Information***

We have previously audited the Plan’s 2024 financial statements, and we expressed an unmodified opinion on those audited financial statements in our report dated February 27, 2025. In our opinion the summarized comparative information presented herein as of and for the fiscal year ended September 30, 2024 is consistent, in all material respects, with the audited financial statements from which is has been derived.

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

In accordance with *Government Auditing Standards*, we have also issued our report dated February XX, 2026 on our consideration of the Plan’s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to 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 Plan’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 Plan’s internal control over financial reporting and compliance.

Tampa, FL  
February XX, 2026

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2/16/26 1:30pm EST

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**MANAGEMENTS DISCUSSION AND ANALYSIS**

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2/16/26 1:30pm EST

## MANAGEMENT'S DISCUSSION AND ANALYSIS

This management's discussion and analysis (MD&A) of the financial performance of the City Pension Fund for Firefighters and Police Officers in the City of Tampa (the "Fund" or the "Plan") provides an overview of the financial activities for the fiscal years ended September 30, 2025 and 2024. The MD&A should be read in conjunction with the financial statements.

### *Fund Financial Highlights (Amounts in Thousands)*

During the fiscal year ended September 30, 2025, the Fund's net position restricted for pensions increased by approximately \$188,734, primarily as a result of favorable investment results, as described below:

- Net investment income increased over the two-year period. The Fund's investment income was \$279,694 and \$782,356 for the fiscal years ended September 30, 2025 and 2024, respectively. Market volatility is expected, and each year there will be a combined effect of realized and unrealized investment gains or losses.
- For the fiscal year ended September 30, 2025, employee and employer contributions increased by \$1,659 from the previous year. Required contributions from members and the employer are determined by the Plan actuary, to maintain the actuarial soundness of the Fund. State premium tax monies received from the State under Chapters 175 and 185 increased to \$12,493, as compared to \$11,541, in the previous year.
- Benefit and withdrawal payments increased, totaling \$172,109 and \$151,095 for fiscal years 2025 and 2024, respectively, which was an increase of \$21,014. This was primarily due to an increase in retirements, DROP distributions, and COLA payments. Additionally, there were 50 Deferred Retirement Option Program ("DROP") distributions in 2025 totaling \$21,949, as compared to 52 DROP distributions totaling \$20,966 in the prior year.

## ***Fund Net Position***

The following table shows a comparative summary of Fund Net Position as of September 30, 2025 and 2024:

**Table 1**  
**Summary of Fiduciary Net Position**  
**(In Thousands)**

	2025	2024	\$ Change	% Change
<b>Assets</b>				
Investments:				
U.S. Treasury bills	\$ 47,551	\$ 33,597	\$ 13,954	42%
Money market funds	33,860	29,523	4,337	15%
U.S. government securities	83,724	82,642	1,082	1%
Equity securities	2,615,227	2,500,058	115,169	5%
Corporate/municipal bonds	308,464	282,441	26,023	9%
Real estate	176,938	171,741	5,197	3%
Partnerships	137,559	116,342	21,217	18%
<b>Total Investments</b>	3,403,323	3,216,344	186,979	6%
Accrued interest and dividends	3,876	4,010	(134)	-3%
Other receivables -				
Employee contributions	1,099	--	1,099	N/A
City contributions	1,467	--	1,467	N/A
Capital assets, net	3,322	3,841	(519)	-14%
<b>Total Assets</b>	3,413,087	3,224,195	188,892	6%
<b>Total Liabilities</b>	5,265	5,107	158	3%
<b>Total Net Position Restricted for Pension Benefits</b>	<u>\$ 3,407,822</u>	<u>\$ 3,219,088</u>	<u>\$ 188,734</u>	6%

***Changes in Fund Net Position***

The following comparative summary of the Changes in Fund Net Position reflects the activities of the Fund for fiscal years 2025 and 2024:

**Table 2**  
**Summary of Changes in Fiduciary Net Position**  
**(In Thousands)**

	2025	2024	\$ Change	% Change
<b>Additions</b>				
Net investment income	\$ 279,694	\$ 782,356	\$ (502,662)	-64%
Contributions	<u>84,170</u>	<u>81,535</u>	<u>2,635</u>	3%
<b>Total Additions</b>	<u>363,864</u>	<u>863,891</u>	<u>(500,027)</u>	-58%
<b>Deductions</b>				
Benefits paid	172,109	151,095	21,014	14%
Administrative expenses	<u>3,021</u>	<u>3,190</u>	<u>(169)</u>	-5%
<b>Total Deductions</b>	<u>175,130</u>	<u>154,285</u>	<u>20,845</u>	14%
<b>Change in Net Position</b>	188,734	709,606	(520,872)	-73%
<b>Net Position Restricted for Pension Benefits</b>				
Beginning of Year	<u>3,219,088</u>	<u>2,509,482</u>	<u>709,606</u>	28%
End of Year	<u>\$ 3,407,822</u>	<u>\$ 3,219,088</u>	<u>\$ 188,734</u>	6%

Overall the Fund had net investment gains in 2025 and 2024. In 2025, the Fund experienced a return of 8.87%. In 2024, the Fund earned a return of 31.81%.

### ***Fund Membership***

The following table reflects the composition of the Fund membership as of the October 1, 2024 and 2023, actuarial valuations:

**Table 3**  
**Fund Membership**

	October 1,	
	2024	2023
Longevity retirees	1,515	1,485
DROP participants	261	246
Disabled retirees	274	280
Beneficiaries	341	343
Terminated vested	38	39
<b>Total Pension Benefit Recipients</b>	2,429	2,393
Active members	1,455	1,448
<b>Total Fund Members</b>	<b>3,884</b>	<b>3,841</b>

The Fund membership increased 1.1% over this period.

### ***Funding Status***

Actuarial valuations of the Fund are conducted on an annual basis. Actuarial assumptions are reviewed on an annual basis by the actuary and the Board of Trustees of the Fund. Actuarial experience studies are also conducted periodically (every five years) to determine the accuracy of the actuarial assumptions based upon the actual experience of the Fund over time. There is also actuarial oversight by the state actuary for the Florida Division of Retirement, Local Retirement Section. The most recent experience study is dated January 2025.

### ***Long-Term Expected Rate of Return Assumption***

The Fund's investment policy outlines the Fund's investment approach and provides direction as to how the Fund's investment manager will invest its assets. The portfolio composition is made up of three sectors: cash, fixed income and equity. The Plan document limits its investments in common stock to not more than 65% of the Fund, based on cost, and not more than 5% of the Fund shall be invested in any one corporation. The remaining investments are held in cash, fixed income and alternative investments. The Plan document also limits its total investments in foreign holdings to 25% of the Fund, based on market value.

The desired investment objective is a long-term rate of return on assets of at least 8.5%, which is anticipated to be approximately 3.5-5.5% greater than the anticipated rate of inflation as measured by the Consumer Price Index (“CPI”) – All Urban Consumers. This target rate of return for the Plan is based upon the assumption that future real returns will approximate the historical long-term rates of return experienced for each asset class held by the Fund. This target rate of return is also based upon the 5% rate of return of the base plan, and the ratio of the total fund to the base plan, which was 1.78 at September 30, 2018, as reported by the actuary (5% x 1.78 ratio = 8.5% target return for total fund).

The Fund reviews its long-term rate of return assumption no less than every five years by having the Fund’s actuary perform a stochastic analysis of the Fund’s assets and liabilities. The most recent stochastic analysis was completed by the Fund’s actuary and presented to the Board of Trustees on December 18, 2019. At that time, the actuary concluded that the 8.5% long-term rate of return assumption was the 50th percentile outcome, which was reasonable given the Fund’s performance to date. The analysis provided the long-term expected rates of return for the equity and fixed income segments as shown below.

	Long-Term Target Mix	Long-Term Expected Nominal Return	Long-Term Expected Real Return	Long-Term Expected Rate of Inflation
Equity	75%	12.40%	9.40%	3.00%
Fixed income	25%	5.00%	2.00%	3.00%

#### ***Asset Allocation and Investment Activities***

The Board of Trustees has adopted a comprehensive, written investment policy, which is in compliance with Chapter 112, Florida Statutes. The Fund’s governing document places a limit of 65% on a cost basis in equities. As of September 30, 2025, the Fund was in compliance with the investment policy, with 64.72% on a cost basis invested in equities.

As of September 30, 2025, the Fund was in compliance with the investment policy, with 14.1% on a market value basis invested in international investments. The Fund’s investment manager, the firm investing the Fund’s diversified portfolio since September 1974, submits a written investment performance report monthly to the Board of Trustees and reports quarterly in person to the Board of Trustees. The Board of Trustees retains an independent performance measurement consultant, and although only required by state statutes to be prepared triennially (once every three years), a written report from an independent performance measurement consultant is submitted quarterly to the Board of Trustees.

According to the Fund’s independent performance measurement report as of September 30, 2025, the Fund’s time-weighted rate of return since its inception in September 1974 has been 11.61%, annualized. For the same period, the Policy Benchmark Index (60% S&P 500; 15% MSCI-EAFE; 20% BCAP Govt/Credit; 5% U.S. Treasury Bills) has been 10.09%, annualized.

***Contacting the Fund's Management***

These financial statements are designed to provide citizens, taxpayers, and Fund participants with an overview of the Fund's finances and the prudent exercise of the Board of Trustees' oversight. If you have any questions regarding this report or need additional financial information, please contact the Fund administrator at the Tampa Firefighters and Police Officers Pension Fund Office at (813) 274-8550, 3001 North Boulevard, Tampa, Florida 33603.

*Draft Subject to Change  
2/16/26 1:30pm EST*

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**FINANCIAL STATEMENTS**

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2/16/26 1:30pm EST

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**STATEMENT OF FIDUCIARY NET POSITION**

**SEPTEMBER 30, 2025**

**(WITH COMPARATIVE TOTALS AS OF SEPTEMBER 30, 2024)**

	2025	2024
<b>Assets</b>		
<b>Investments</b>		
Debt and other interest-bearing investments	\$ 473,598,764	\$ 428,202,800
Equity securities	2,615,227,651	2,500,057,581
Partnerships	137,558,925	116,341,750
Real estate	176,938,043	171,741,443
<b>Total Investments</b>	<b>3,403,323,383</b>	<b>3,216,343,574</b>
<b>Receivables</b>		
Accrued interest and dividends	3,876,169	4,010,352
Other receivables -		
Employee contributions	1,098,487	--
City contributions	1,466,972	--
<b>Total Receivables</b>	<b>6,441,628</b>	<b>4,010,352</b>
<b>Capital Assets</b>		
Land	100,000	100,000
Equipment and furniture, net	45,055	55,676
Buildings and improvements, net	314,374	346,152
Intangible asset - software, net	2,862,496	3,339,579
<b>Capital Assets, Net</b>	<b>3,321,925</b>	<b>3,841,407</b>
<b>Total Assets</b>	<b>3,413,086,936</b>	<b>3,224,195,333</b>
<b>Liabilities</b>		
Accounts payable	37,016	107,472
Accrued liabilities - due to brokers	5,227,894	5,000,000
<b>Total Liabilities</b>	<b>5,264,910</b>	<b>5,107,472</b>
<b>Total Net Position Restricted for Pension Benefits</b>	<b>\$ 3,407,822,026</b>	<b>\$ 3,219,087,861</b>

*The accompanying notes are an integral part of these financial statements.*

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**STATEMENT OF CHANGES IN FIDUCIARY NET POSITION**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025  
(WITH COMPARATIVE TOTALS FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2024)**

	2025	2024
<b>Additions</b>		
Contributions:		
City	\$ 39,759,918	\$ 38,812,319
Members	29,675,312	28,964,387
State	12,493,388	11,541,004
Employee buybacks	2,242,052	2,217,518
<b>Total Contributions</b>	<b>84,170,670</b>	<b>81,535,228</b>
<b>Investment Income</b>		
Interest and dividend income	51,495,461	48,390,247
Net appreciation in fair value of investments	236,210,484	741,017,084
	287,705,945	789,407,331
Less: investment expenses	(8,012,323)	(7,051,077)
<b>Net Investment Income</b>	<b>279,693,622</b>	<b>782,356,254</b>
<b>Total Additions</b>	<b>363,864,292</b>	<b>863,891,482</b>
<b>Deductions</b>		
Benefit and withdrawal payments:		
Pension benefits	171,602,508	150,066,867
Withdrawal payments	495,195	1,005,961
13th Check benefit	11,698	22,694
Administrative expenses	3,020,726	3,189,879
<b>Total Deductions</b>	<b>175,130,127</b>	<b>154,285,401</b>
<b>Change in Net Position</b>	<b>188,734,165</b>	<b>709,606,081</b>
<b>Net Position Restricted for Pension Benefits</b>		
Beginning of year	3,219,087,861	2,509,481,780
End of year	<b>\$ 3,407,822,026</b>	<b>\$ 3,219,087,861</b>

*The accompanying notes are an integral part of these financial statements.*

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**NOTES TO FINANCIAL STATEMENTS**

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2/16/26 1:30pm EST

# CITY PENSION FUND FOR FIREFIGHTERS AND POLICE OFFICERS IN THE CITY OF TAMPA

## NOTES TO FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025

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### NOTE 1 – DESCRIPTION OF THE PLAN

#### *GENERAL*

The City of Tampa, Florida (the “City”) sponsors the City Pension Fund For Firefighters and Police Officers in the City of Tampa (the “Fund” or the “Plan”), a single-employer, defined benefit plan covering all full-time firefighters and police officers who have passed a medical examination and met all of the requirements of the City’s Civil Service Board.

The Fund is administered by an independent Board of Trustees, which consists of nine members:

- Three (3) members of the City Administration appointed by the Mayor.
- Three (3) members of the Fire Department who are elected by active and retired firefighters.
- Three (3) members of the Police Department who are elected by active and retired police officers.

#### *PENSION BENEFITS*

Benefit eligibility requirements and benefit provisions are as follows: vesting for participants in the Fund occurs at 10 years of service, and participants may begin drawing monthly pension benefits at the earlier of attaining age 46, with 10 or more years of service, or 20 years of service, regardless of age. The annual pension is 3.15% for each year of service times the employees final average compensation (highest 3 of the last 10 years of service), but no less than the federal poverty level for a family of one or two (as the case may be) and no more than 100% of the employees final average compensation. The Fund also provides both service and nonservice-related disability and preretirement death benefits.

Members with at least 20 years, but no more than 33 years, of credited service are eligible to participate in the Deferred Retirement Option Program (“DROP”). Members may participate in the DROP for the lesser of eight years or until the member would have earned 33 years of service. An election to participate in the DROP is irrevocable. During the DROP period, the member accrues a benefit amount equal to what would have been the members longevity retirement benefit had the member retired as of the date of entry into the DROP, adjusted for net investment returns on Fund assets. Net returns are calculated from the date of entry into the DROP until departure from service. This accumulated amount, less the portion attributable to the employees after-tax pension contributions, may be either rolled over to a tax-qualified vehicle, paid in a lump sum, or some combination of the two, based upon the members request when the member leaves active service at the end of the DROP period.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 1 – DESCRIPTION OF THE PLAN (CONTINUED)**

All eligible retired members and surviving spouses receive a 13th Check Program benefit payment that is paid each June 30th, provided sufficient investment return is available at the fiscal year-end, and the Fund has cumulative actuarial gains. The benefit is an equal dollar amount for all eligible retirees and one-half of that amount to eligible surviving spouses. Effective October 1, 2007, the 13th Check Program is funded by investment returns in excess of 10% (limited to 1%) on the base plan plus the postretirement adjustment account market value of assets at each fiscal year end.

Based on the October 1, 2024 actuarial valuation, the Fund had an accumulated actuarial loss of \$44,018,381. Florida Statutes require the amount of the payment to be funded on a sound actuarial basis, and that the allocation does not exceed the amount of accumulative gain in the plan. Due to the accumulated actuarial loss, the actuary was unable to certify payment of a 13<sup>th</sup> Check Program distribution in the fiscal year ended September 30, 2025. During September 30, 2025, the 13<sup>th</sup> Check Program distributions represent computed amounts related to prior fiscal years.

Members terminating employment who are not eligible to retire are entitled to a refund of their contributions made to the Fund without interest.

On each January 1, the benefit payments of all recipients will be increased or decreased according to the net change in the average cost-of-living index from the previous year, provided that adjustments may not be increased beyond what the Post-Retirement Adjustment Account (“PRAA”) will support, as determined by the actuary, and adjustments may not be decreased below the level at which they were first determined (base benefits). The PRAA had assets of \$1,532,492,575 at October 1, 2024. Benefits paid from the PRAA amounted to approximately \$56,224,000 for the fiscal year ended September 30, 2025.

Membership data of the Fund is summarized as follows. Participant data as of October 1, 2024:

Inactive members in receipt (retirees, disabilities, beneficiaries)	2,391
Non-active, non-retired members (fully vested deferred, nonvested terminated)	38
Active members	<u>1,455</u>
<b>Total Members</b>	<u><u>3,884</u></u>

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 1 – DESCRIPTION OF THE PLAN (CONTINUED)**

***EMPLOYER CONTRIBUTIONS***

The pension plan document, which is a Special Act of the Florida Legislature, governs the City and employee contribution requirements for the Fund. The City's contribution to the Fund is an actuarially determined, periodic amount that is a minimum of 134% of the member contributions and is calculated annually under the funding requirements of Part VII, Chapter 112, Florida Statutes. The member contributions for the Fund uses a progressive scale (full-scale contribution rate or FSCR) that ranges from 6% to 25% of earnings, which may be discounted by the actuary. Members who have elected the DROP do not make contributions during their DROP participation period. Contributions provided by the state of Florida are in accordance with state statutes. Total contributions to the Fund were approximately \$84,171,000 for the fiscal year ended September 30, 2025.

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

***BASIS OF ACCOUNTING***

The Fund's financial statements are prepared using the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP") as applied to governmental units. The Governmental Accounting Standards Board ("GASB") is accepted standard-setting body establishing governmental accounting and financial reporting principles. Fund member contributions are recognized in the period in which the contributions are due. City contributions to the Fund are recognized when due and the City has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the Funds policy.

***USE OF ESTIMATES***

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities as well as additions and deductions to the Fund. Actual results could differ from managements estimates. Significant estimates include the actuarial liability for pension benefits and the actuarial annual required contributions.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

***RISKS AND UNCERTAINTIES***

The Fund invests in securities subject to various risks, including interest rate, market, credit, liquidity, and foreign currency risks. Given the inherent level of risk, it is reasonably possible that changes in the value of these investment securities could occur in the near term, potentially having a material impact on the amounts reported in the accompanying financial statements.

The total pension liability disclosed in Note 5 is based on based on key assumptions, including the long-term rate of return on pension investments, inflation rates, and employee demographics, and other assumptions all of which are subject to change. Due to the uncertainties inherent in these estimates and assumptions, it is reasonably possible that changes in these factors in the near term could materially affect the financial statements.

***INVESTMENTS***

Investments of the Fund are held by the Fund's custodian. The Board of Trustees of the Fund has adopted a comprehensive written investment policy, which is in compliance with Chapter 112, Florida Statutes. Fund Investments are reported at fair value, except money market funds (amortized cost), which is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investment transactions are recognized on the trade date.

Investments are categorized in accordance with the fair value hierarchy established by GASB Statement No. 72, *Fair Value Measurement and Application*. The hierarchy is based on valuation inputs used to measure the fair value of the asset.

- Level 1 inputs are quoted prices in active markets for identical assets or liabilities.
- Level 2 inputs are inputs other than quoted market prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, including quoted market prices for similar assets or liabilities in active markets.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

*INVESTMENTS (CONTINUED)*

- Level 3 inputs are significant unobservable inputs used to measure fair value to the extent that observable inputs are not available, thereby allowing for situations where there is little, if any, market activity for the asset or liability at the measurement date. Level 3 assets and liabilities include financial instruments whose value is determined using pricing models, discounted cash flows methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment.

Money market funds are measured at amortized cost. The Plan is allowed to report money market investments at amortized cost if the investment has a remaining maturity at time of purchase of one year or less and the fair value of those investments are not significantly affected by the impairment of the credit standing of the issuer or by other factors.

U.S. Treasury securities are valued using quoted market prices (Level 1 inputs). Debt and equity securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Debt securities classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices.

Equity securities classified as Level 2 are valued using evaluated prices from the custodial bank's external pricing vendors, or an alternative pricing source, such as investment managers, if information is not available from the custodial bank's external pricing vendors.

*CAPITAL ASSETS*

Capital assets which include property and equipment are stated at cost and depreciated/amortized using the straight-line method over the estimated lives of the assets:

Building and Improvements	15 to 39 years
Equipment and Furniture	5 to 7 years
Intangible Asset - Software	10 years

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

***DUE FROM AND DUE TO BROKER***

Amounts due from broker (receivables for securities sold) and amounts due to broker (payables for securities purchased) represent investment securities transactions that have been initiated but not yet settled or delivered as of the date of the statement of fiduciary net position.

***COMPARATIVE INFORMATION***

The financial statements include certain prior-year comparative information. Such summarized information does not include sufficient detail to constitute a presentation in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Fund's financial statements for the fiscal year ended September 30, 2024, from which the information was derived.

***IMPLEMENTATION OF NEW GASB STATEMENTS***

The GASB issued Statement No. 101, *Compensated Absences*. 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 GASB issued Statement No. 102, *Certain Risk Disclosures*, whose objective is to provide users of government financial statements with essential information about risks related to a government's vulnerabilities resulting from certain concentrations or constraints.

The Fund implemented the above accounting standards during the fiscal year ended September 30, 2025, with no significant impact on the financial statements.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

**NOTE 3 – INVESTMENTS**

The following is a summary of the fair value hierarchy of the fair value investments of the Fund and related maturities as of September 30, 2025:

Investment Type	Reported Value	Fair Value Measurements by Level		Weighted Average Maturity (Years)
		Level 1	Level 2	
<b>Debt Securities</b>				
U.S. Treasuries	\$ 47,551,418	\$ 47,551,418	\$ --	0.21
U.S. Agencies:				
Federal Farm Credit Bank	25,995,660	--	25,995,660	3.88
Federal Home Loan Bank	4,902,450	--	4,902,450	0.75
Inflation indexed U.S. Treasuries	52,825,510	52,825,510	--	6.02
Corporate bonds	308,464,043	--	308,464,043	3.22
<b>Equity Securities</b>				
American Depository receipts	404,191,905	--	404,191,905	N/A
Consumer discretionary	168,741,780	168,741,780	--	N/A
Consumer staples	125,875,340	125,875,340	--	N/A
Financials	282,086,640	282,086,640	--	N/A
Healthcare	238,880,560	238,880,560	--	N/A
Industrials	460,670,766	460,670,766	--	N/A
Information technology	652,649,920	652,649,920	--	N/A
Materials	185,609,900	185,609,900	--	N/A
Preferred stock	4,192,200	--	4,192,200	N/A
Telecommunication	92,328,640	92,328,640	--	N/A
Real Estate	176,938,043	176,938,043	--	N/A
Partnerships	137,558,925	96,031,600	41,527,325	N/A
<b>Total Fair Value</b>	3,369,463,700	<u>\$2,580,190,117</u>	<u>\$789,273,583</u>	
		Portfolio weighted-average maturity		<u>2.71</u>
<b>Measured at Amortized Cost</b>				
Money market funds	33,859,683			
<b>Total Investments</b>	<u>\$3,403,323,383</u>			

N/A = Not applicable

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 3 – INVESTMENTS (CONTINUED)**

***INVESTMENT POLICY***

The Fund’s policy in regard to the allocation of invested assets is established by the plan document (pension contract) and may be amended only by a change to the contract. The objective of the policy is to seek the highest possible return consistent with prudent regard for risk, safety of capital, diversification, legal considerations, liquidity and fiduciary responsibility across a broad selection of distinct asset classes. The Fund’s adopted asset allocation policy as of September 30, 2025, is as follows:

<u>Asset Class</u>	<u>Target Allocation</u>
Common stock equities	Not to exceed 65% on a cost basis and not more than 5% invested in any one corporation
International investments	Not to exceed 25% on a market value basis

***INTEREST RATE RISK***

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The investment policies for the Fund do not place limits on investment maturities. The weighted-average maturity of the Funds debt type investments was 3.10 years as of September 30, 2025, and assumes no investments will be called prior to maturity. As a result, the Fund is exposed to the risk of fair value losses arising from increasing interest rates.

***CREDIT RISK***

Credit risk is the risk that an issuer or counterparty to a debt-type investment will not fulfill its obligation to the Fund. The investment policy of the Fund requires purchases of investments in fixed income securities to be limited to a rating of investment grade or better at time of purchase. The Fund’s investments in fixed income securities were rated as follows as of September 30, 2025:

<u>Investment Type</u>	<u>2025</u>	<u>Moody's Rating</u>
U.S. Treasuries and Agencies	\$ 131,275,038	Aaa
Corporate bonds	308,464,043	BA3 or better
Money market funds	33,859,683	Aaa

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 3 – INVESTMENTS (CONTINUED)**

***CREDIT RISK (CONTINUED)***

When fixed income securities fall below the specified credit rating required by the Fund’s policy, the investment manager will report the changes in writing to the Board of Trustees on a quarterly basis and make a recommendation to either liquidate or hold.

***CONCENTRATION OF CREDIT RISK***

Concentration of credit risk is the risk of loss that may be attributed to the magnitude of the Fund’s investment in a single issuer. The investment policy of the Fund limits investment in any one issuer to 5% of the total portfolio. The Fund had no investments in a single issuer that either exceeded 5% of the total portfolio or 5% of the Fund’s net position as of September 30, 2025.

***RATE OF RETURN***

For the fiscal year ended September 30, 2025, the annual money-weighted rate of return on the pension plan investments, net of pension plan investment expense, was 8.87%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

***CUSTODIAL CREDIT RISK***

For investments, this is the risk that in the event of the failure of the counterparty, the Fund will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. For deposits, this is the risk that, in the event of the failure of the bank, the Fund will not be able to recover its deposits. The Fund’s investment policy requires securities be held by a third-party custodian in the Fund’s name. As of September 30, 2025, the Fund’s investment portfolio was held with a third-party custodian and designated as Fund assets, as required by the Fund’s investment policy.

Inflation	3.0%
Projected salary increases (current)	11.50% to 5.00% for firefighters 10.50% to 4.25% for police officers
Investment rate of return	8.5%

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

**NOTE 3 – INVESTMENTS (CONTINUED)**

***INVESTMENT IN FOREIGN ENTITIES***

The Fund held investments in the following foreign entities as of September 30, 2025:

<u>Investment</u>	<u>Country of Origin</u>	<u>Investment Type</u>	<u>Fair value</u>
Bank of Nova Scotia	Canada	Corporate Bonds	\$ 4,946,550
BNP Paribas	France	Corporate Bonds	5,015,050
Pentair Finance SARL	United Kingdom	Corporate Bonds	5,023,735
Rolls Royce PLC	United Kingdom	Corporate Bonds	4,797,888
Volkswagen	Germany	Corporate Bonds	5,000,250
ASML Holding NV-NY	Netherlands	Equity Security	43,080,005
Cameco Corp Com	Canada	Equity Security	46,123,000
Eaton Corp PLC	Ireland	Equity Security	52,020,750
Garmin LTD	Switzerland	Equity Security	46,781,800
Mitsubishi Electric-UNSP	Japan	Equity Security	25,630,000
Rolls Royce Holdings-SP A	United Kingdom	Equity Security	53,460,000
Signet Jewelers Limited	Bermuda	Equity Security	38,368,000
TE Connectivity PLC	Ireland	Equity Security	42,808,350
Wheaton Precious Metals	Canada	Equity Security	55,920,000
Chartwell Retirement	Canada	Real Estate	9,998,743
Brookfield Infrastructure Partners LP	Canada	Partnerships	23,023,000
Brookfield Renewable Partners LP	Canada	Partnerships	<u>18,504,325</u>
<b>Total Investments in Foreign Entities</b>			<b><u>\$ 480,501,446</u></b>

The Fund's investment policy permits it to invest up to 25% in foreign investments based on the Fund's total market value of all investments held. These investments in foreign entities are denominated in U.S. Dollars. The Fund's position invested in foreign entities is 14.1% as of September 30, 2025. The Plan is not subject to foreign currency risk.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

**NOTE 4 – CAPITAL ASSETS**

The following is a summary of capital asset activity for the fiscal year ended September 30, 2025:

<u>Capital Assets</u>	Beginning Balance	Additions	Disposals	Ending Balance
Capital assets not being depreciated				
Land	\$ 100,000	\$ --	\$ --	\$ 100,000
Total capital assets not being depreciated	100,000	--	--	100,000
Capital assets being depreciated/amortized				
Buildings and improvements	943,741	--	--	943,741
Equipment and furniture	241,972	--	--	241,972
Intangible asset - software	4,363,716	--	--	4,363,716
Total capital assets being depreciated/amortized	5,549,429	--	--	5,549,429
Less: accumulated depreciation/amortization				
Buildings and improvements	597,589	31,778	--	629,367
Equipment and furniture	186,296	10,621	--	196,917
Intangible asset - software	1,024,137	477,083	--	1,501,220
Total depreciation and amortization	1,808,022	519,482	--	2,327,504
Net capital assets being depreciated and amortized	<u>3,741,407</u>	<u>--</u>	<u>--</u>	<u>3,221,925</u>
<b>Total, Net of Accumulated Depreciation and Amortization</b>	<u>\$ 3,841,407</u>	<u>\$ (519,482)</u>	<u>\$ --</u>	<u>\$ 3,321,925</u>

The depreciation and amortization expense was \$519,482 and is included in administrative expenses in the accompanying statement of changes in fiduciary net position for the fiscal year ended September 30, 2025.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 5 – NET PENSION LIABILITY OF THE CITY**

The components of the net pension liability for the City as of September 30, 2025 was as follows (in thousands):

Total Pension Liability		\$ 3,483,096
Less: Plan Fiduciary Net Position		<u>(3,407,822)</u>
<b>City's Net Pension Liability</b>		<b><u>\$ 75,274</u></b>
Plan Fiduciary Net Position as a % of the Total Pension Liability		97.84%

**ACTUARIAL ASSUMPTIONS**

The total pension liability was based on actuarial valuations dated October 1, 2024, and rolled-forward to September 30, 2025, using the following actuarial assumptions applied to all periods included in the measurements:

Inflation		3.0%
Projected salary increases (current)		11.50% to 5.00% for firefighters 10.50% to 4.25% for police officers
Investment rate of return		8.5%

The Florida Retirement System (“FRS”) mortality tables are based on the Pub-2010 Public Retirement Plans Mortality Tables Report (“PUB-2010”) published by the Society of Actuaries. All rates for healthy lives are projected generationally with Mortality Improvement Scale MP-2018.

The assumed rates of mortality above were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumption used in either of the two most recent valuations of the FRS. The above rates are those outlined in the July 1, 2019, FRS actuarial valuation report for special risk employees.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 5 – NET PENSION LIABILITY OF THE CITY (CONTINUED)**

***ACTUARIAL ASSUMPTIONS (CONTINUED)***

The actuarial assumptions used for the fiscal year ended September 30, 2025, were adopted by the Board in consultation with the Funds actuary. The Board's established practice is to review the experience of the Fund at least once every five years to determine if any changes to the valuation assumptions are warranted. The assumptions used are based on recommendations made and approved by the Board as part of an experience study published in January 2025.

***REAL RATE OF RETURN***

The Funds investment policy outlines the Funds investment approach and provides direction as to how the Funds investment manager will invest its assets. The desired investment objective is a long-term rate of return on assets of at least 8.5%, which is anticipated to be approximately 3.5% – 5.5% greater than the anticipated rate of inflation as measured by the Consumer Price Index ("CPI") – All Urban Consumers. This target rate of return for the Plan is based upon the assumption that future real returns will approximate the historical long-term rates of return experienced for each asset class held by the Fund. Best estimates of real rates of return for each major asset class included in the Funds target asset allocation as of September 30, 2025, are summarized in the following table:

	<u>Target Allocation</u>	<u>Long-Term Expected Rate of</u>
Equities	72.5%	10.50%
Fixed income	17.5%	3.50%
Real estate investment trusts	7.0%	9.00%
Master limited partnerships	3.0%	5.00%
	<u>100.0%</u>	

***DISCOUNT RATE***

The discount rate used to measure the total pension liability as of September 30, 2025 was 8.5%. The projection of cash flows used to determine the discount rate assumed that plan member and state contributions will be made at the current contribution rate and that City contributions will be made at rates equal to the actuarially determined contribution rates less the member and State contributions. Based on those assumptions, the pension plans fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 5 – NET PENSION LIABILITY OF THE CITY (CONTINUED)**

***SENSITIVITY OF THE NET PENSION LIABILITY TO CHANGES IN THE DISCOUNT RATE***

The following tables present the net pension liability as of September 30, 2025, calculated using the discount rate of 8.5%. The tables present the Funds net pension liability (asset) if it were calculated using a discount rate that is one-percentage-point lower (7.5%) or one-percentage-point higher (9.5%) than the current rate (amount in thousands):

City’s Net Pension Liability (Asset)		
1% Decrease (7.5%)	Current Discount Rate (8.5%)	1% Increase (9.5%)
\$274,721	\$75,274	(\$91,589)

**NOTE 6 – DEFERRED RETIREMENT OPTION PROGRAM (“DROP”) BALANCES**

The Fund includes terms that permit members to be credited for benefit payments into an individual member account within the Fund while continuing to provide services to the employer and to be paid a salary. The balance of the amounts held by the Fund pursuant to the DROP as of September 30, 2025 was approximately \$85,111,000. DROP balances as of each fiscal year end are determined by the Fund’s actuary each May, subsequent to each fiscal year end.

**NOTE 7 - RETIREMENT PLAN FOR STAFF**

The administrative employees of the Fund participate in a separate plan sponsored by the Tampa Fire & Police Pension Fund (the “Staff Fund”), which is a single-employer defined benefit pension plan for the staff of the Fund, which was created in fiscal year 2019. The annual contribution to the Staff Fund is based on a specified percentage of the eligible employees compensation, as determined by the Fund’s actuary. For fiscal year ended September 30, 2025, the employee’s contribution rate was 5.97%. The Staff Fund shall contribute such amounts as necessary to provide the plan with assets sufficient to meet the benefits to be paid to the participants. Total required contributions for the fiscal year ended September 30, 2025, was \$202,765. The total plan assets for the fiscal year ended 2025, was \$3,317,287. Plan asset balances as of fiscal year end are determined by the Fund’s actuary each May, subsequent to each fiscal year end.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO FINANCIAL STATEMENTS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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**NOTE 8 – FEDERAL INCOME TAX STATUS**

The Internal Revenue Service (“IRS”) has issued a favorable determination letter to the Fund, most recently on December 14, 2016, indicating that the Fund is designed in accordance with applicable sections of the Internal Revenue Code (“IRC”) and is exempt from federal income taxes. The Fund has been amended since receiving such determination letter. The Fund administrator and the Fund’s tax counsel believe that the Fund is designed and is currently being operated in material compliance with the applicable requirements of the IRC and remain exempt from federal income taxes. Therefore, no provision for income taxes have been included in the Fund’s financial statements.

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**REQUIRED SUPPLEMENTARY INFORMATION**

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**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE OFFICERS IN THE CITY OF TAMPA**

**REQUIRED SUPPLEMENTARY INFORMATION**

**SCHEDULE OF CHANGES IN THE CITY'S NET PENSION LIABILITY AND RELATED RATIOS (UNAUDITED)**

September 30,	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
<b>Total Pension Liability</b>										
Service cost	\$ 44,683	\$ 43,565	\$ 38,873	\$ 37,586	\$ 36,039	\$ 34,513	\$ 30,222	\$ 28,832	\$ 27,993	\$ 25,998
Interest	144,778	139,623	129,381	124,336	118,171	112,206	106,732	101,782	97,949	92,573
Changes in benefit terms	--	--	--	--	--	--	--	2,549	--	--
Differences between expected and actual experience	(7,928)	57,200	(1,683)	2,385	13,949	11,225	(3,541)	10,641	33,301	(2,303)
Changes in assumptions	9,835	--	--	--	10,492	--	--	--	5,696	--
Changes for investment return allocated to DROP, PRAA, 13th check amounts	125,094	575,871	5,186	(206,004)	344,772	207,792	1,536	120,962	153,525	3,144
Benefit payments, including refunds of employee contributions	(172,109)	(151,096)	(141,917)	(157,419)	(156,638)	(134,284)	(138,982)	(130,709)	(121,911)	(124,907)
<b>Net Change in Total Pension Liability</b>	<b>144,353</b>	<b>665,163</b>	<b>29,840</b>	<b>(199,116)</b>	<b>366,785</b>	<b>231,452</b>	<b>(4,033)</b>	<b>134,057</b>	<b>196,553</b>	<b>(5,495)</b>
<b>Total Pension Liability - Beginning</b>	<b>3,338,743</b>	<b>2,673,580</b>	<b>2,643,740</b>	<b>2,842,856</b>	<b>2,476,071</b>	<b>2,244,619</b>	<b>2,248,652</b>	<b>2,114,595</b>	<b>1,918,042</b>	<b>1,923,537</b>
<b>Total Pension Liability - Ending <sup>(a)</sup></b>	<b>\$ 3,483,096</b>	<b>\$ 3,338,743</b>	<b>\$ 2,673,580</b>	<b>\$ 2,643,740</b>	<b>\$ 2,842,856</b>	<b>\$ 2,476,071</b>	<b>\$ 2,244,619</b>	<b>\$ 2,248,652</b>	<b>\$ 2,114,595</b>	<b>\$ 1,918,042</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - City	\$ 39,760	\$ 38,812	\$ 32,690	\$ 28,053	\$ 24,971	\$ 17,817	\$ 16,182	\$ 15,868	\$ 21,213	\$ 18,954
Contributions - member (including service purchases)	31,917	31,182	26,271	24,024	20,635	14,528	13,105	12,879	16,965	15,077
Contributions - State	12,493	11,541	10,576	8,208	7,778	7,381	7,008	6,761	6,443	6,483
Net investment income (loss)	154,600	206,486	362,219	(210,282)	113,653	126,416	78,719	97,023	113,627	213,460
Investment return (loss) allocated to DROP, PRAA, 13th check accounts	125,094	575,871	5,186	(206,004)	344,772	207,791	1,535	120,962	153,524	3,144
Benefit payments, including refunds of employee contributions	(172,109)	(151,096)	(141,917)	(157,419)	(156,638)	(134,284)	(138,980)	(130,709)	(121,911)	(124,907)
Administrative expense	(3,021)	(3,190)	(3,064)	(2,030)	(2,153)	(2,364)	(2,262)	(1,709)	(1,757)	(1,559)
<b>Net Change in Plan Fiduciary Net Position</b>	<b>188,734</b>	<b>709,606</b>	<b>291,961</b>	<b>(515,450)</b>	<b>353,018</b>	<b>237,285</b>	<b>(24,693)</b>	<b>121,075</b>	<b>188,104</b>	<b>130,652</b>
<b>Plan Fiduciary Net Position - Beginning</b>	<b>3,219,088</b>	<b>2,509,482</b>	<b>2,217,521</b>	<b>2,732,971</b>	<b>2,379,953</b>	<b>2,142,668</b>	<b>2,167,361</b>	<b>2,046,286</b>	<b>1,858,182</b>	<b>1,727,530</b>
<b>Plan Fiduciary Net Position - Ending <sup>(b)</sup></b>	<b>\$ 3,407,822</b>	<b>\$ 3,219,088</b>	<b>\$ 2,509,482</b>	<b>\$ 2,217,521</b>	<b>\$ 2,732,971</b>	<b>\$ 2,379,953</b>	<b>\$ 2,142,668</b>	<b>\$ 2,167,361</b>	<b>\$ 2,046,286</b>	<b>\$ 1,858,182</b>
<b>Net Pension Liability - Ending (a) - (b)</b>	<b>\$ 75,274</b>	<b>\$ 119,655</b>	<b>\$ 164,098</b>	<b>\$ 426,219</b>	<b>\$ 109,885</b>	<b>\$ 96,118</b>	<b>\$ 101,951</b>	<b>\$ 81,291</b>	<b>\$ 68,309</b>	<b>\$ 59,860</b>
<b>Plan Fiduciary Net Position as a Percentage of the total Pension Liability</b>	98%	96%	94%	84%	96%	96%	95%	96%	97%	97%
<b>Covered Payroll</b>	\$ 175,279	\$ 170,925	\$ 150,475	\$ 146,789	\$ 142,604	\$ 136,120	\$ 127,501	\$ 124,412	\$ 113,643	\$ 103,926
<b>City's Net Pension Liability as a Percentage of Covered Payroll</b>	43%	70%	109%	290%	77%	71%	80%	65%	60%	58%

Note: Dollar amounts are shown in thousands.

This schedule is presented as required by accounting principles generally accepted in the United States of America.

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE OFFICERS IN THE CITY OF TAMPA**

**REQUIRED SUPPLEMENTARY INFORMATION**

**SCHEDULE OF CITY CONTRIBUTIONS (UNAUDITED)**

<b>September 30,</b>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Actuarially determined contribution	\$ 39,760	\$ 38,812	\$ 32,690	\$ 28,053	\$ 24,971
Actual contributions	<u>39,760</u>	<u>38,812</u>	<u>32,690</u>	<u>28,053</u>	<u>24,971</u>
<b>Contribution Deficiency (Excess)</b>	<u>\$ --</u>				
Covered payroll	\$ 175,279	\$ 170,925	\$ 150,475	\$ 146,789	\$ 142,604
Contributions as a percentage of covered payroll	22.68%	22.71%	21.72%	19.11%	17.51%
	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
Actuarially determined contribution	\$ 17,817	\$ 16,182	\$ 15,868	\$ 21,213	\$ 18,954
Actual contributions	<u>17,817</u>	<u>16,182</u>	<u>15,868</u>	<u>21,213</u>	<u>18,954</u>
<b>Contribution Deficiency (Excess)</b>	<u>\$ --</u>				
Covered payroll	\$ 136,120	\$ 127,501	\$ 124,412	\$ 113,643	\$ 103,926
Contributions as a percentage of covered payroll	13.09%	12.69%	12.75%	18.67%	18.24%

*Note: Dollar amounts are shown in thousands.*

*This schedule is presented as required by accounting principles generally accepted in the United States of America.*

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO SCHEDULE OF CITY CONTRIBUTIONS**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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Valuation Date: October 1, 2023

Actuarially determined contribution rates calculated as of October 1, 2023, applies to the required contribution for the fiscal year ended September 30, 2025.

Significant methods and assumptions used to determine the actuarially determined contribution rates:

Cost Method	Entry age normal
Amortization method	Level percent of compensation
Amortization period	30 years for plan amendments, and assumption and method changes. 15 years for actuarial gains and losses.
Asset valuation method	Actuarial value of assets.
Inflation	3.0%
Salary increases	Age related increase rates which include inflation – range from 4% to 12%.
Payroll growth	4.0%
Investment rate of return	8.5%, net of investment expenses.
Retirement age	Eligible employees are assumed to retire at the rate and years of service as follows:

At Least 20 Years of Service				Less Than 20 Years of Service		
Service (Yrs)	Firefighter	Service (Yrs)	Police	Age (Yrs)	Firefighters	Police
20	30%	20	45%	46-59	4%	7%
21-22	20%	21	25%	60+	100%	100%
23	20%	22	27.5%			
24-25	60%	23	40%			
26-29	40%	24-26	57.5%			
30+	100%	27+	100%			

**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**NOTES TO SCHEDULE OF CITY CONTRIBUTIONS (CONTINUED)**

**FOR THE FISCAL YEAR ENDED SEPTEMBER 30, 2025**

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Mortality

Active participants: Males & Females – PubS.H-2010 for employees, set forward one year, Mortality for healthy inactive participants: Males & Females: PubS.H-2010 Healthy retiree (above median), set forward one year.

Mortality for disabled participants: Males & Females: 80% PubG.H-2010/ 20% PubS.H-2010 for disabled retirees.

The assumed rates of mortality were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumption used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in the July 1, 2019 FRS actuarial valuation report for special risk employees, with appropriate adjustments made based on plan demographics.

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**CITY PENSION FUND FOR FIREFIGHTERS AND POLICE  
OFFICERS IN THE CITY OF TAMPA**

**REQUIRED SUPPLEMENTARY INFORMATION**

**SCHEDULE OF INVESTMENT RETURNS (UNAUDITED)**

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September 30,	2025	2024	2023	2022	2021
Annual money-weighted rate of return, net of investment expense	8.87%	31.81%	17.06%	(15.59%)	19.77%
September 30,	2020	2019	2018	2017	2016
Annual money-weighted rate of return, net of investment expense	15.82%	3.65%	10.95%	14.70%	12.94%

*This schedule is presented as required by accounting principles generally accepted in the United States of America.*

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**REPORTING SECTION**

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**Independent Auditors' 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 Trustees and Plan Administrator  
**City Pension Fund for Firefighters and Police Officers in the City of Tampa**

We have audited, in accordance with the auditing standards generally accepted in the United States of America (“GAAS”) and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (“*Government Auditing Standards*”), the financial statements of the City Pension Fund for Firefighters and Police Officers in the City of Tampa (the “Plan”), as of and for the fiscal year ended September 30, 2025, and the related notes to the financial statements, which collectively comprise the Plan's basic financial statements, and have issued our report thereon dated February XX, 2026.

***Report on Internal Control Over Financial Reporting***

In planning and performing our audit of the financial statements, we considered the Plan’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 opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan'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 Plan'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 Plan's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant 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 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 Plan'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 Plan's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Tampa, FL

February XX, 2026

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