

# CITY OF FORT PIERCE RETIREMENT AND BENEFIT SYSTEM

## BOARD AGENDA

Retirement Board Regular Meeting - Thursday, April 20, 2023 - 2:00 p.m.

City Hall - City Commission Chambers, 100 North U.S. #1, Fort Pierce, Florida

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **COMMENTS FROM THE PUBLIC** (limited to 4 minute duration)
4. **CONSIDERATION OF MINUTES**
5. **REPORT FROM BOARD ATTORNEY**
6. **PUBLIC HEARINGS ON BENEFIT APPLICATIONS**
  - a. Request for Retirement from Frank Ferrick with 22 Years of service with the City of Fort Pierce entering DROP.
  - b. Request for Deferred Retirement from James Ippolito with 9 years and 11 months of service with the City of Fort Pierce Police Department
  - c. Request for Deferred Retirement from Jessie Bernard Bryant with 7 years of service with the City of Fort Pierce
  - d. Request for Deferred Retirement from Mark Duffany with 12 years and 2 months of service with the Fort Pierce Utility Authority
  - e. Request for Retirement from Tracy Telle with 18 years and 3 months of service with The City Of Fort Pierce entering DROP
  - f. Request For Retirement from Richard Peterson With 9 Years of Service with The Fort Pierce Utility Authority

7. **OLD BUSINESS**
  
8. **NEW BUSINESS**
  - a. Quarterly Update from Consultants, Callan, LLC
  
9. **CONSENT AGENDA**
  
10. **CONSIDERATION OF ABSENCES**
  
11. **BOARD MEMBERS COMMENTS**
  
12. **The next meeting is May 18, 2023, at 2:00 P.M. and will be held in the Commission Chambers, City Hall.**
  
13. **MISCELLANEOUS**
  
14. **ADJOURNMENT**

In accordance with the Americans With Disabilities Act of 1990, persons needing a special accommodation to participate in this proceeding should contact the Recording Secretary of the Retirement and Benefit System at the Finance Department of the City of Fort Pierce no later than three business days prior to the proceeding. Telephone (772) 467-3000 for assistance.

---

Any person seeking to appeal any decision by the Retirement Board with respect to any matter considered at this meeting is advised that a record of proceedings is required in any such appeal and that such person may need to insure that a verbatim record of the proceedings is made including the testimony and evidence upon which the appeal is to be based.

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

**Submitted For:** Johnna Morris, Finance Director, Finance Department

---

**Information**

**SUBJECT:**

**CONSIDERATION OF MINUTES**

---

**Attachments**

Minutes 042023

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/12/2023 08:59 AM

Final Approval Date: 04/12/2023

**CITY OF FORT PIERCE RETIREMENT AND BENEFIT SYSTEM  
MINUTES OF MEETING HELD  
March 16, 2023**

Summarized Minutes of the regular meeting of the City of Fort Pierce Retirement and Benefit System March 16, 2023, 2:00 p.m., in the Commission Chambers at City Hall

Present:

Barbara Mika	U.A. Board Appointed Member, Chair
Comm. Michael Broderick	City Commission Member
Wendy Rydzewski	City of Fort Pierce General Member, Vice-Chair
Keith Stephens	U.A. General Member
Johnna Morris	Secretary/Treasurer
Kyle McCarthy	Police Officer Member

Guest by Conference Call:

Attorney Jim Walker	Attorney for the Retirement Board, Advisory
---------------------	---

Absences:

Comm. Arnold Gaines	City Commission Member
---------------------	------------------------

Recording:

Junelly Sebastiano	Executive Assistant to Director of Finance
--------------------	--

**ITEM NO. 1 & 2~ ROLL CALL**

**Mrs. Barbara Mika** called the meeting to order at 2:00 pm on Thursday March 16, 2023, the first item on the agenda being the “Roll Call”.

**ITEM NO. 3 ~ COMMENTS FROM THE PUBLIC**

**Mrs. Mika** said next, we will move on to comments from the public? Seeing no public, we will move on to the consideration of minutes.

**ITEM NO. 4 ~ CONSIDERATION OF MINUTES**

**Mrs. Mika** said consideration of minutes, any discussion?

**A motion was made by Mrs. Johnna Morris and seconded by Mrs. Wendy Rydzewski. All those in favor of the motion signified by saying aye. There was no opposition and the motion carried unanimously.**

**ITEM NO. 5 ~ ATTORNEY’S REPORT**

**Mrs. Mika** said Next, we move on to a report from the board attorney. Mr. Walker?

**CITY OF FORT PIERCE RETIREMENT AND BENEFIT SYSTEM  
MINUTES OF MEETING HELD**

**March 16, 2023**

**Mr. Jim Walker** said thank you madam chair, I am pleased to advice that there have been no legal concerns that have arisen to my attention in the last month. I am happy to entertain in questions, comments, or concerns.

**ITEM NO.6 ~ PUBLIC HEARING ON BENEFITS APPLICATIONS**

**Mrs. Mika** said we'll move on to public hearings on benefit applications. We will open the public hearing for the request for Non-Duty Disability retirement from Thomas Parker with 12 years of service with the Fort Pierce Utility Authority. Seeing no public, we will close the public hearing and open it for discussion.

**Mrs. Morris** said for discussion purposes and to familiarize Comm. Broderick with the process; Whenever we get a disability retirement request, it is a very lengthy process document wise. A few years ago, the board decided that prior to coming to the board for approval, there would be a disability review committee. It is made up from individuals from the City and UA to eliminate the process of the board having to go through all the documents. We go through and make sure that they have met all the requirements for disability.

**Comm. Michael Broderick** said understood.

**A motion was made by Mrs. Morris and seconded by Mrs. Rydzewski. All those in favor of the motion signified by saying aye. There was no opposition and the motion carried unanimously.**

**Mrs. Mika** said We will open the public hearing for the request for Non-Duty Disability retirement from Doyle Jones with 15 years and 8 months of service with the City of Fort Pierce. Seeing no public, we will close the public hearing and open it for discussion.

**A motion was made by Mrs. Morris and seconded by Mr. Keith Stephens. All those in favor of the motion signified by saying aye. There was no opposition and the motion carried unanimously.**

**ITEM NO. 7 ~ OLD BUSINESS**

None

**ITEM NO. 8 ~ NEW BUSINESS**

**Mrs. Mika** said next, we will move on to new business. We will have an actuarial report for our Fiscal Year ending September 30, 2022, from Brad Armstrong.

**Mr. Brad Armstrong** said we appreciate working with you, as always. I am here to present the Annual Actuarial Valuation Report as of September 30, 2022. You

**CITY OF FORT PIERCE RETIREMENT AND BENEFIT SYSTEM  
MINUTES OF MEETING HELD**

**March 16, 2023**

probably recall that the investment markets were all down significantly in the Fiscal Year ended September 30, 2022, and it certainly affected the results of the Retirement Benefit System valuation. I'll go through the executive summary briefly, the Annual Valuation measures the relationship between the retirement and benefits system's obligations and determines the contribution rates for the ensuing fiscal year beginning October 1, 2023. The results you are hearing from me and potentially approving if you adopt the report, will be put into place for Fiscal year 23/24. Progress indicators were smoothing the market value of assets to mitigate the contribution volatility, somewhat. The funded ratio last year was 90%, the objective is to trend towards 100% but we fell to 86% in this report. It is far most dramatic in a market value basis, if we were using market value we would have dropped from 96% all the way to 75%. That would have caused considerable spikes in employer contribution rates. Unfortunately, the experience was unfavorable, but it is a compelling reason to use the Asset Valuation Method that we are using so that you do not have as dramatic changes in the contribution rates year over year. There were no assumption changes in this report, last year we reduced the return assumption from 7 ½ to 7 ¼. Although I am not qualified to give you any investment advice, the year ended September 30, 2022 is a good indication of how difficult it is to predict with any sort of precision. If you had assumed a far more conservative investment rate of return, that still wouldn't have made a lot of difference if you have a -10% market return. It is still a very dramatic displacement from what occurred. On to the observative experience: the members on average had 9.7% increases, which includes promotions considering the rates of inflation in the last transient. The retiree mortality: there were more deaths than expected. There were fewer than expected terminations for police, hopefully, that is a good sign for the police force. The ten-year average payroll growth assumption is a statutory requirement in the state of Florida under Chapter 1:12, it was less than the 4% assumed. The state of Florida is basically saying we are going to incrementally increase the contribution rate to account for the lack of payroll growth that you've had historically. You had a market value return of -16% over the 12 months, which is the most significant factor with respect to the increase in the contribution requirement year over year. If you adopt this report the employee rate for the City of Fort Pierce general group is increasing from 17.13% to 17.56%. The payroll was up substantially, that is over \$300 thousand dollars year over year. The contribution rate for Utilities Authority last year was 17.96% and this year it is 20.89%. Even though the rate is up almost three percent, the payroll for Utilities Authority didn't increase, they saw a decline in total payroll. The general payroll was up 14.8%, UA was down 4.4% and police was up 16.1%. UA had 244 members in the 21 valuation and only 225 in the 22. The police department went from 99 members to 108, and general employees went from 212 to 226. The police contribution went from 14.62% to 16.93%, not only did they have a significant increase in their group size, but they also had significance pay increases and low turnover. Those are the primary reasons that contributed to the increases in the contribution requirement. We talked about a variety of different COLA options, and I didn't put together anything financial with respects to COLA because it didn't seem like an opportune time given that rates are going up across the board for al lot of the groups.

**CITY OF FORT PIERCE RETIREMENT AND BENEFIT SYSTEM  
MINUTES OF MEETING HELD**

**March 16, 2023**

**Comm. Broderick** said if I am reading this table correctly, the COLA deficiency is \$52 million?

**Mr. Armstrong** said yes sir. 13<sup>th</sup> checks became very popular in the 80s and 90s. Generally speaking, the majority of the years in the 90s were favorable so you'd have a positive investment return. If you were assuming 7% and you earned 10%, they were paying out a 13<sup>th</sup> check based on the excess investment return above 7%. Let's just say that's \$10 million, you have 3% excess return. In theory, if you have \$10 million dollars invested, they paid \$300 thousand dollars. Then in a subsequent year if you have a 4% return, where you lost 3% relative to your assumed rate of return, nothing happened. It was extremely biased in favor of higher contributions. The actuary at the Division of retirement in Tallahassee said, you can only pay out a 13<sup>th</sup> check to the extent that you have cumulative gains since the inception of the 13<sup>th</sup> check provision. That is why we are maintaining the balance of \$52 million Dollar short fall, that's the second test. If you have a year where invest returns exceeds expectations, you still must eliminate the \$52 million dollars.

**Comm. Broderick** said are you suggesting that the \$52-million-dollar deficiency needs to be made up before any cost-of-living adjustments can be paid out.

**Mr. Armstrong** said yes, last fall the discussion was adapting a guaranteed COLA of some sort. That would be a different benefit provision, it would be funded separately, and it would not be impacted by the \$52 million dollars. The different type of COLA's is basically limitless.

**Mr. Stephens** said if we had made a recommendation to our city commission, they could still vote for a one-time 13<sup>th</sup> check?

**Mr. Armstrong** said yes absolutely, that is an AD HOC COLA. The retirement and Benefit system would have the ability to set the period over which that COLA is funded. It would be calculated at a moment in time. It could be a onetime payment, or it can be a permanent increase. If you did a 1% for everyone who has been in pay status for 5 or more years, that would create an increase of liability of \$1.7 million. If you just had a one-time payment of 2% and it doesn't change anyone's pension benefits, that would be about \$325 thousand. That can be funded over a period of years at the decision of the board. The amortization policy helps keep the employer contribution rates more stable and less volatile. We're recognizing deviations from our assumed rate return over a four-year period. The -16% relative to 7.25% that we were assuming, that's about a 23% shortfall. In that single period, which was about a \$55 million deviation but we're recognizing that in four pieces. If you divide the \$55 million by four, it's \$13,802,000. If you look diagonally, you see that we're recognizing that over this year, 2023, 2024 and 2025. Last year we had a positive, the \$5.978 million helped mitigate the loss a little bit but, unfortunately in 2019 there was a little bit of shortfall that we're still recognizing the fourth piece of. Ultimately, we recognized \$9 million in this year but in the absence of investment experience or gains from other sources, next year we're going to recognize close to \$7 million. That's going to mean that we

**CITY OF FORT PIERCE RETIREMENT AND BENEFIT SYSTEM  
MINUTES OF MEETING HELD**

**March 16, 2023**

probably won't have an improvement on the funded ratio next year and the contribution rates are likely to increase again in the 23 reports in the absence of gains during this plan era that we're in right now.

**Mr. Walker** asked Brad do you have a sense of how this compares along a percentile range in context with similar plans?

**Mr. Armstrong** said I think as far as funded ratio, contribution rates and level of benefits within the state of Florida, you are upper quartile if not upper third. Your contribution rates are lower than other funds covering similar employees in the state of Florida. Your funded ratio is still quite strong, our objective is to get to 100% but you are still doing quite well compared to your peers. No one had a good 2022, there was not anybody that discovered how to protect their assets. It affected everybody, everybody shifted downwards but nonetheless you were in great shape to begin with.

**Mr. Stephens** said the utilities contribution went from the 16% to the 20% range recommended. A lot of that seems to be because of our employment, we are down 16%. If those 16% of employees had been employed, our recommended employer contribution would have been less?

**Mr. Armstrong** said the unfunded portion of the contribution requirement is a dollar amount. If you have less payroll the rate rises to account, the amortization payment of the unfunded dollar amount. Your fringe benefits cost would go down if you are able to fill those positions.

**Mrs. Mika** said do we have a motion to accept the valuation report?

**A motion was made by Mrs. Rydzewski and seconded by Mrs. Morris. All those in favor of the motion signified by saying aye. There was no opposition, and the motion was carried unanimously.**

**ITEM NO. 9 ~ CONSENT AGENDA**

**Mrs. Mika** said next, we will move on to the consent agenda.

**A motion was made by Mrs. Morris and seconded by Mrs. Rydzewski. All those in favor of the motion signified by saying aye. There was no opposition, and the motion was carried unanimously.**

**ITEM NO. 10 ~ CONSIDERATION OF ABSENCES**

**Mrs. Mika** said next, consideration of absences.

**Mrs. Morris** said Commissioner Gaines made us aware that he would not be in attendance today.

**CITY OF FORT PIERCE RETIREMENT AND BENEFIT SYSTEM  
MINUTES OF MEETING HELD**

**March 16, 2023**

**A motion was made by Mr. Stephens and seconded by Mr. Kyle McCarthy All those in favor of the motion signified by saying aye. There was no opposition, and the motion was carried unanimously.**

**ITEM NO. 11 ~ BOARD MEMBER COMMENTS**

**Mrs. Mika** said are there any board members comments?

**ITEM NO. 13 ~ ADJOURMENT**

Seeing that there were no further questions or comments. Mrs. Mika adjourned the meeting at 2.42 pm.

ATTEST:

\_\_\_\_\_  
Secretary/Treasurer

\_\_\_\_\_  
Chairperson

Note: These minutes are not verbatim, only important issues and motions are reproduced in writing for the benefit of the Fort Pierce Retirement and Benefit System members. The recording itself is the official record for the meeting. The meeting tape/cd is available.

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

---

**Information**

**SUBJECT:**

Request for Retirement from Frank Ferrick with 22 Years of service with the City of Fort Pierce entering DROP.

---

**Attachments**

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano  
Final Approval Date: 04/06/2023

Started On: 04/06/2023 09:30 AM

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

**Submitted For:** Johnna Morris, Finance Director, Finance Department

---

**Information**

**SUBJECT:**

Request for Deferred Retirement from James Ippolito with 9 years and 11 months of service with the City of Fort Pierce Police Department

---

**Attachments**

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/06/2023 09:46 AM

Final Approval Date: 04/06/2023

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

**Submitted For:** Johnna Morris, Finance Director, Finance Department

---

**Information**

**SUBJECT:**

Request for Deferred Retirement from Jessie Bernard Bryant with 7 years of service with the City of Fort Pierce

---

**Attachments**

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/06/2023 09:53 AM

Final Approval Date: 04/06/2023

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

**Submitted For:** Johnna Morris, Finance Director, Finance Department

---

**Information**

**SUBJECT:**

Request for Deferred Retirement from Mark Duffany with 12 years and 2 months of service with the Fort Pierce Utility Authority

---

**Attachments**

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/06/2023 09:59 AM

Final Approval Date: 04/06/2023

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

**Submitted For:** Johnna Morris, Finance Director, Finance Department

---

**Information**

**SUBJECT:**

Request for Retirement from Tracy Telle with 18 years and 3 months of service with The City Of Fort Pierce entering DROP

---

**Attachments**

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/06/2023 10:23 AM

Final Approval Date: 04/06/2023

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

**Submitted For:** Johnna Morris, Finance Director, Finance Department

---

**Information**

**SUBJECT:**

Request For Retirement from Richard Peterson With 9 Years of Service with The Fort Pierce Utility Authority

---

**Attachments**

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/10/2023 12:24 PM

Final Approval Date: 04/10/2023

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

---

**Information**

**SUBJECT:**

Quarterly Update from Consultants, Callan, LLC

---

**Attachments**

Fort Pierce 4Q2022

Fort\_Pierce\_ALM 2023 02 16 FINAL

Ft. Pierce 4Q 2022 Executive Summary

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/06/2023 11:16 AM

Final Approval Date: 04/06/2023

December 31, 2022



## City of Fort Pierce Retirement and Benefit System

Investment Measurement Service  
Quarterly Review

---

## Table of Contents

### December 31, 2022

---

#### Active Management Overview

Foreword	5
Domestic Equity	6
Domestic Fixed Income	7
International Equity	8
International Fixed Income	9
Real Estate	10

---

#### Asset Allocation and Performance

Foreword	12
Actual vs Target Asset Allocation	13
Quarterly Total Fund Attribution	14
Cumulative Total Fund Attribution	15
Historical Asset Allocation	18
Total Fund Ranking	19
Asset Class Risk and Return	20
Asset Class Rankings	21
Investment Manager Asset Allocation	22
Investment Manager Returns and Peer Group Rankings	24

---

#### Manager Analysis

##### Domestic Equity

Performance vs Domestic Equity Database	31
Emerald Advisers, Inc.	33
Ceredex Value Advisors	38
SSgA S&P 500 Index	43
SSgA S&P 400 Index	48

---

##### International Equity

Performance vs International Equity Database	53
Morgan Stanley International Equity	55
William Blair & Company	61
Causeway Emerging Markets	67

---

##### Domestic Fixed Income

Performance vs Domestic Fixed Income Database	72
Richmond Capital Management	74

---

##### Real Estate

Heitman	79
---------	----

---

Definitions	82
-------------	----

---

**Table of Contents**  
**December 31, 2022**

---

<b>Callan Research/Education</b>	<b>93</b>
<b>Disclosures</b>	<b>96</b>

---



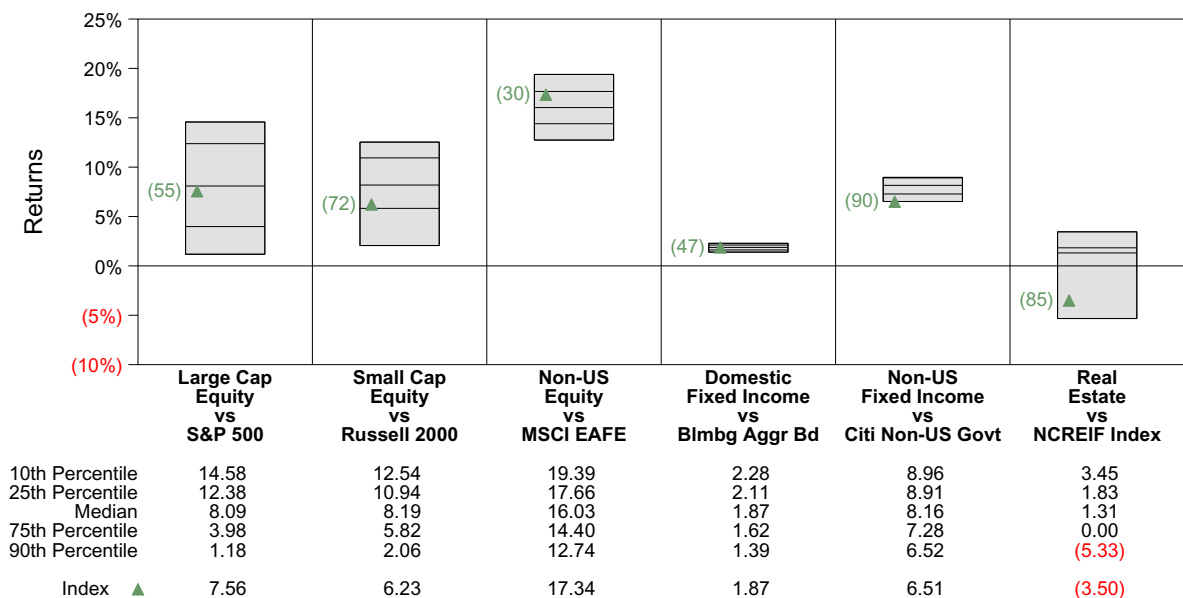
## Market Overview

### Active Management vs Index Returns

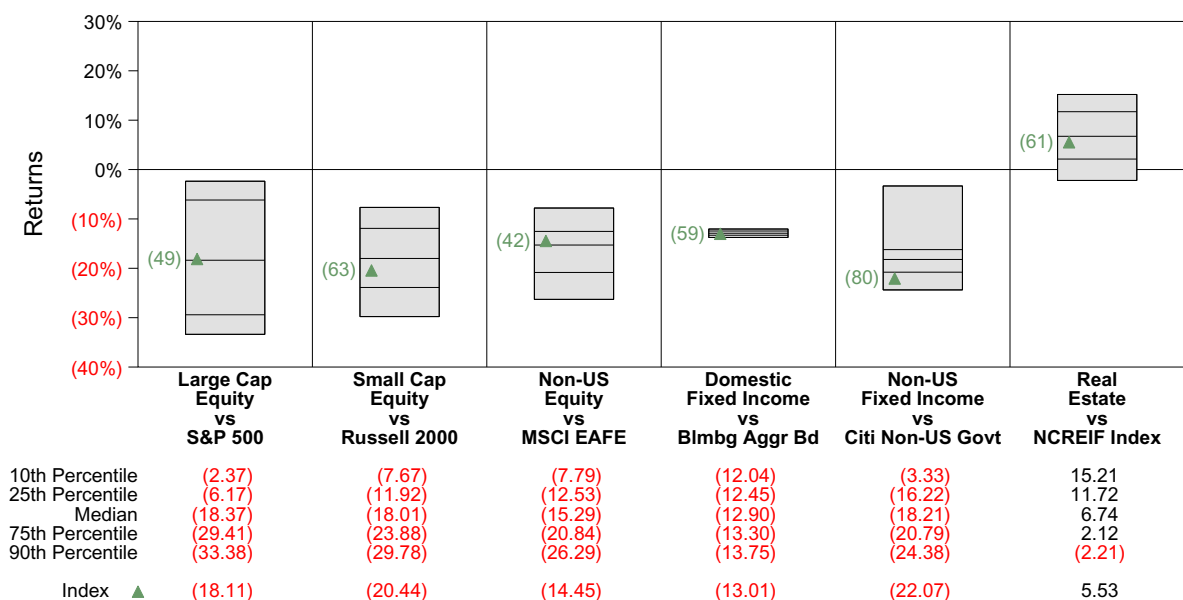
#### Market Overview

The charts below illustrate the range of returns across managers in Callan's Separate Account database over the most recent one quarter and one year time periods. The database is broken down by asset class to illustrate the difference in returns across those asset classes. An appropriate index is also shown for each asset class for comparison purposes. As an example, the first bar in the upper chart illustrates the range of returns for domestic equity managers over the last quarter. The triangle represents the S&P 500 return. The number next to the triangle represents the ranking of the S&P 500 in the Large Cap Equity manager database.

#### Range of Separate Account Manager Returns by Asset Class One Quarter Ended December 31, 2022



#### Range of Separate Account Manager Returns by Asset Class One Year Ended December 31, 2022

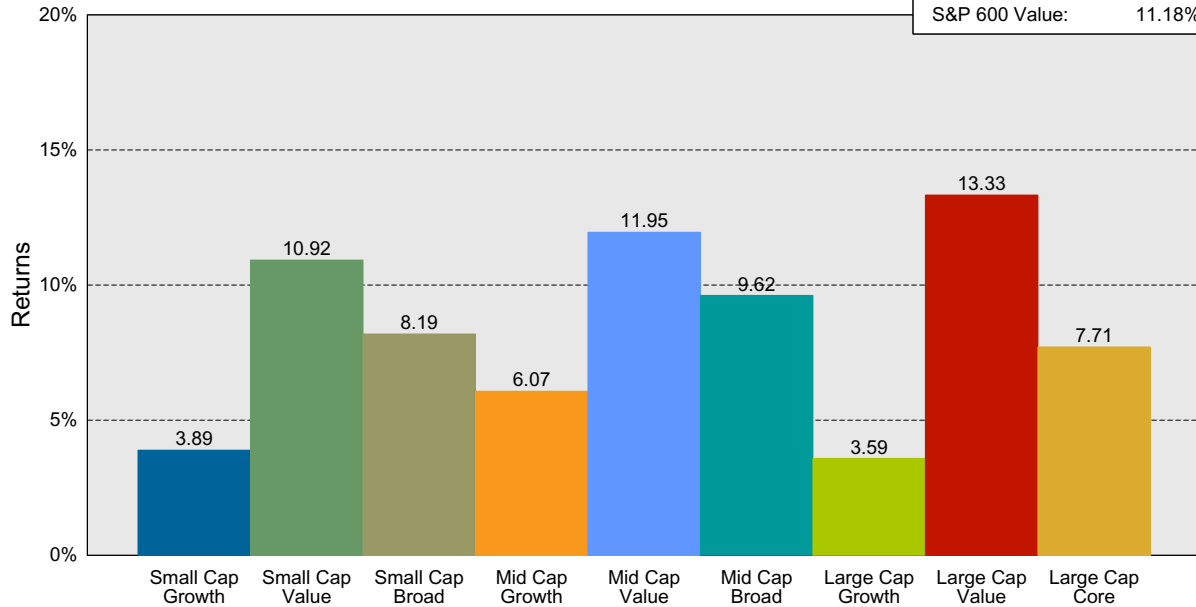


## Domestic Equity Active Management Overview

U.S. stock indices posted positive returns in 4Q as investor sentiment improved, but the YTD results remained dismal with most indices posting double-digit declines. The S&P 500 Index rose 7.6% for the quarter, lowering its YTD loss to 18.1%. Returns were quite mixed across sectors with Energy (+22.8%) being the best and Consumer Discretionary (-10.2%) faring the worst. Value stocks trounced growth for the quarter (Russell 1000 Value: +12.4%; Russell 1000 Growth: +2.2%) and the year (Russell 1000 Value: -7.5%; Russell 1000 Growth: -29.1%). In 4Q, the Growth Index was hurt by relative underweights in Health Care, Financials, and Energy as well as significant underperformance from Tesla (-54%) and Amazon (-26%). Small cap stocks exhibited the same pattern in 4Q (Russell 2000 Value: +8.4%; Russell 2000 Growth: +4.1%) but values full year margin is smaller in the small cap space (Russell 2000 Value: -14.5%; Russell 2000 Growth: -26.4%).

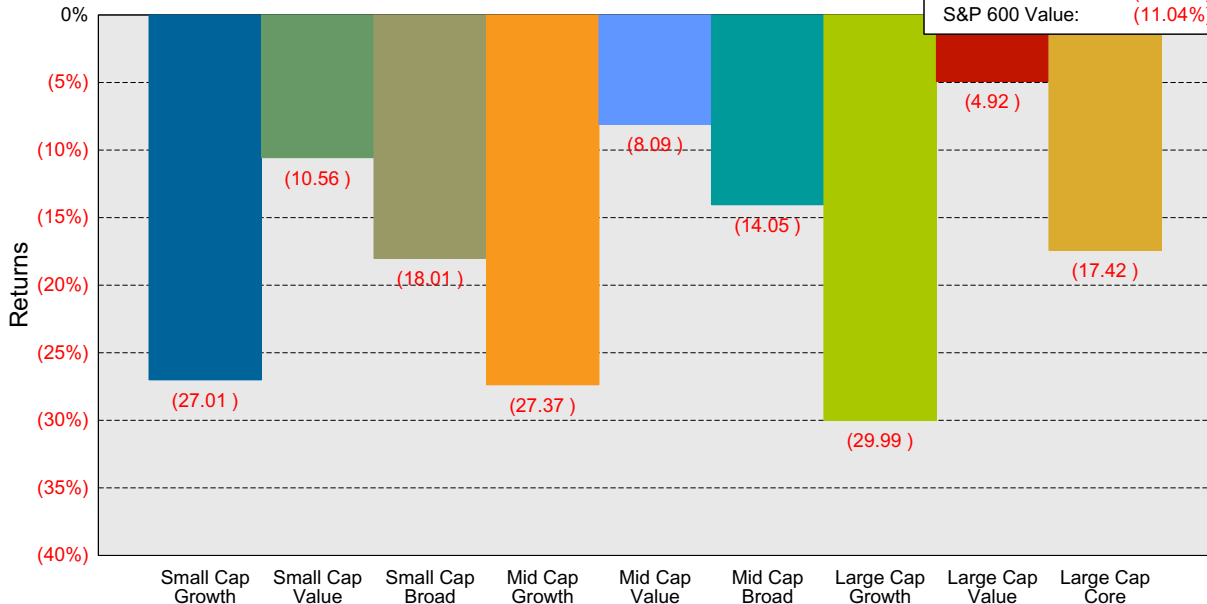
S&P 500:	7.56%
S&P 500 Growth:	1.45%
S&P 500 Value:	13.59%
S&P Mid Cap:	10.78%
S&P 600:	9.19%
S&P 600 Growth:	6.98%
S&P 600 Value:	11.18%

### Separate Account Style Group Median Returns for Quarter Ended December 31, 2022



S&P 500:	(18.11%)
S&P 500 Growth:	(29.41%)
S&P 500 Value:	(5.22%)
S&P Mid Cap:	(13.06%)
S&P 600:	(16.10%)
S&P 600 Growth:	(21.08%)
S&P 600 Value:	(11.04%)

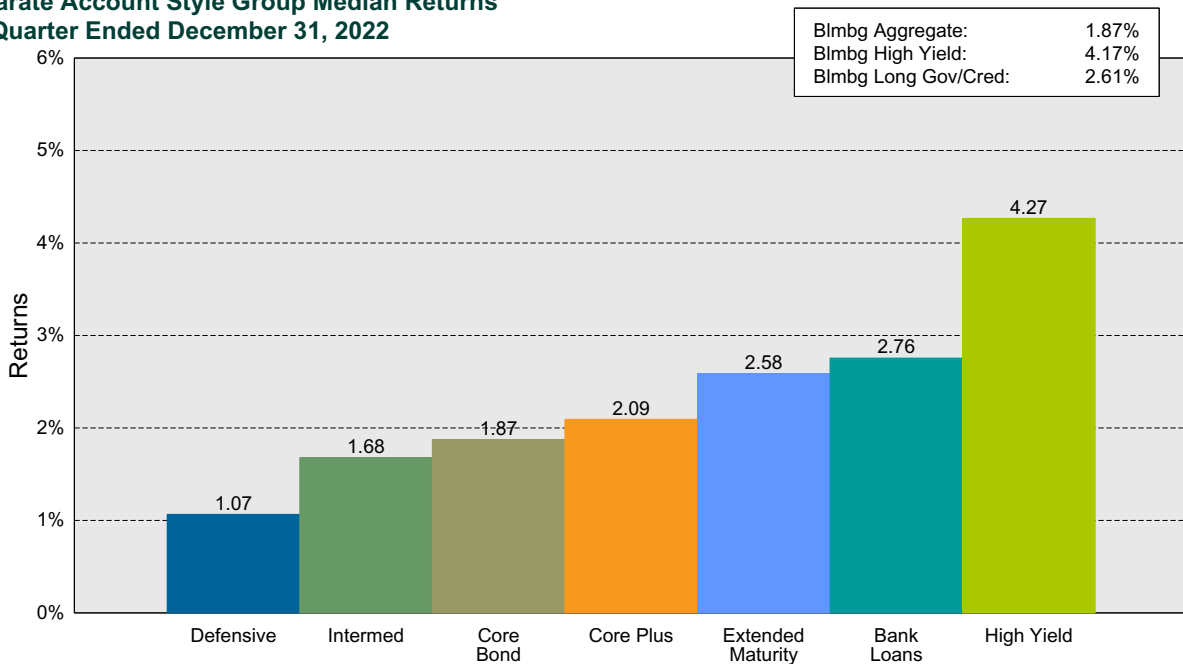
### Separate Account Style Group Median Returns for One Year Ended December 31, 2022



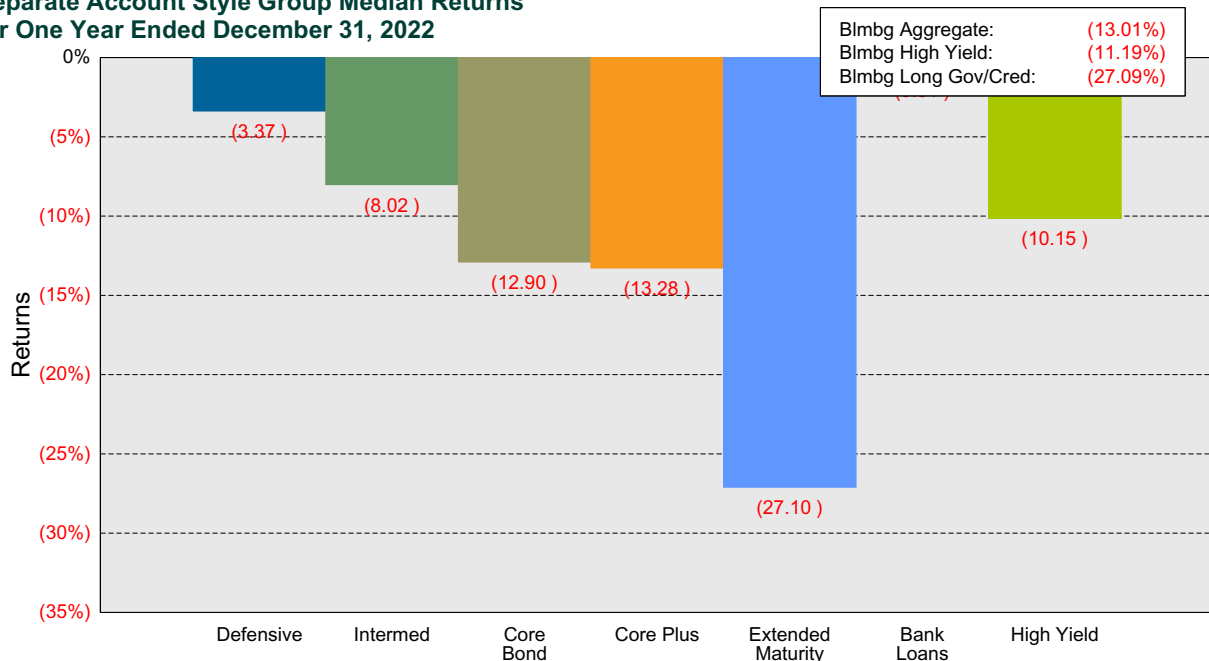
## Domestic Fixed Income Active Management Overview

U.S. fixed income experienced its worst year ever in 2022, by a wide margin. The Bloomberg US Aggregate Bond Index sank 13.0%; the next worst calendar year was 1994 when the Aggregate fell 2.9%. The silver lining lies in the 4.68% yield-to-worst for the Index, up from 1.75% at the beginning of the year. The yield curve remained inverted at year-end; the 10-year Treasury yield was 3.88% and the 2-year yield was 4.41%. The inversion reflects investor expectations for the economy to slow and an eventual need for the Fed to lower rates. The fourth quarter brought some relief to bond investors as longer rates fell modestly and most spread sectors outperformed Treasuries. The Aggregate gained 1.9%. High yield corporates (Bloomberg High Yield Index: +4.2%) were star performers, but this Index was down 11.2% for the year.

### Separate Account Style Group Median Returns for Quarter Ended December 31, 2022



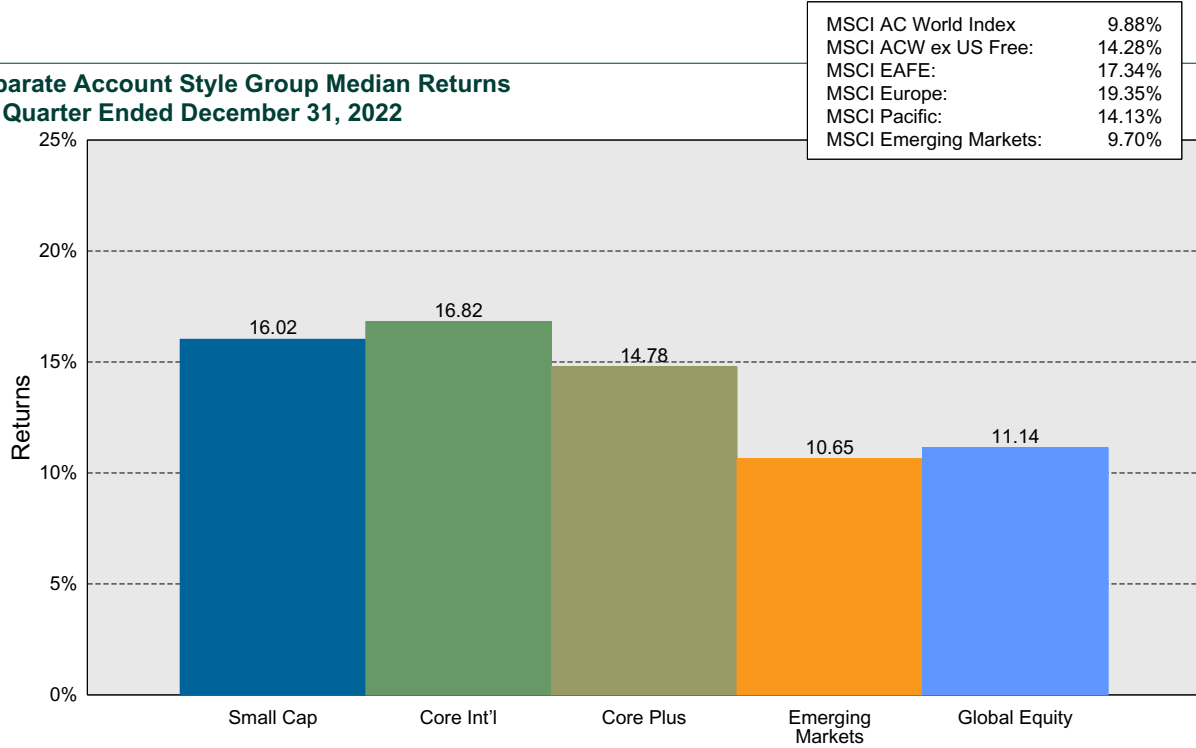
### Separate Account Style Group Median Returns for One Year Ended December 31, 2022



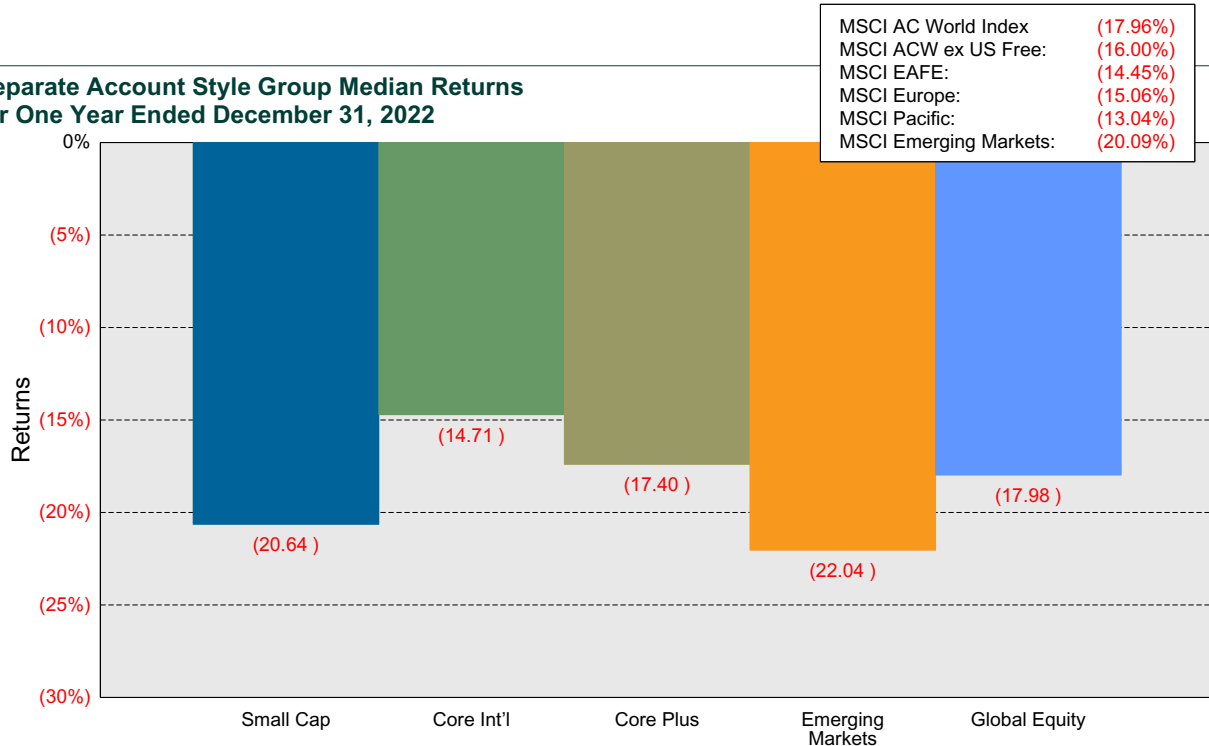
## International Equity Active Management Overview

Global ex-U.S. markets posted strong results, and currency appreciation vs. the U.S. dollar further bolstered returns. The MSCI ACWI ex USA Index gained 14.3% (Local: +7.8%), reducing its YTD loss to 16.0% (Local: -9.6%). Across developed market countries, gains were broad-based and value outpaced growth, but by a smaller margin than in the U.S. (MSCI ACWI ex USA Value: +15.7%; MSCI ACWI ex USA Growth: +12.9%). Unlike in the U.S., all sectors of the ACWI ex USA Index delivered a positive return in 4Q. Emerging markets (MSCI Emerging Markets: +9.7%; Local: +6.6%) also rebounded in 4Q, but returns were mixed across countries. While many countries were up double-digits, India (+2.0%) and Brazil (+2.4%) weighed on broad market returns. China (MSCI China: +13.5%) outperformed.

### Separate Account Style Group Median Returns for Quarter Ended December 31, 2022



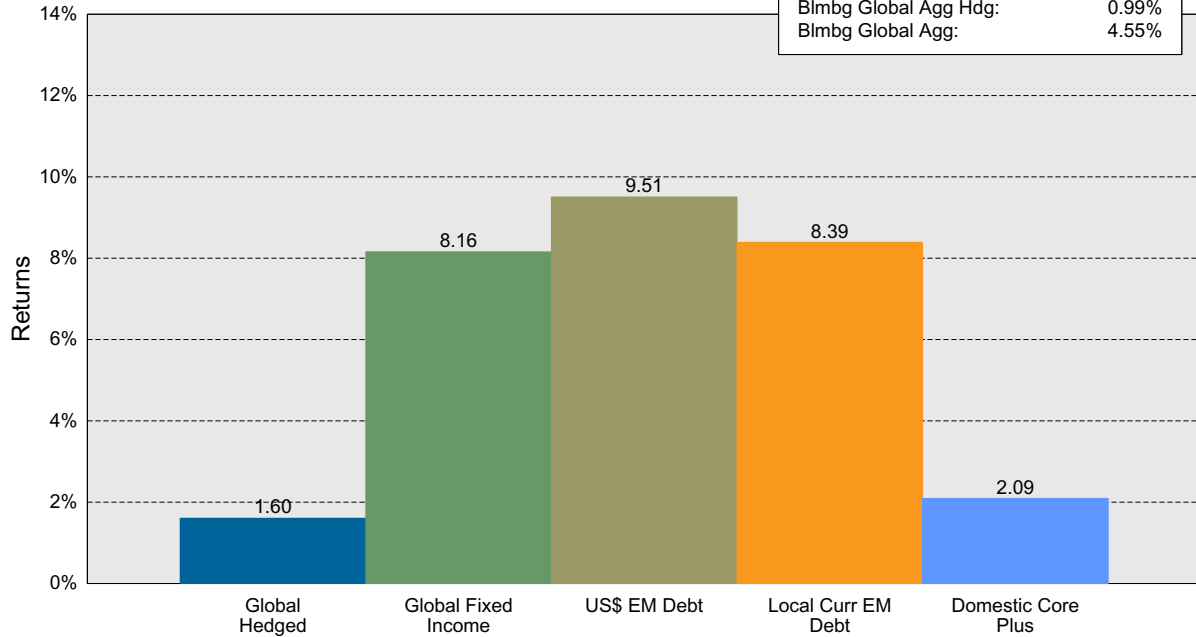
### Separate Account Style Group Median Returns for One Year Ended December 31, 2022



## Global Fixed Income Active Management Overview

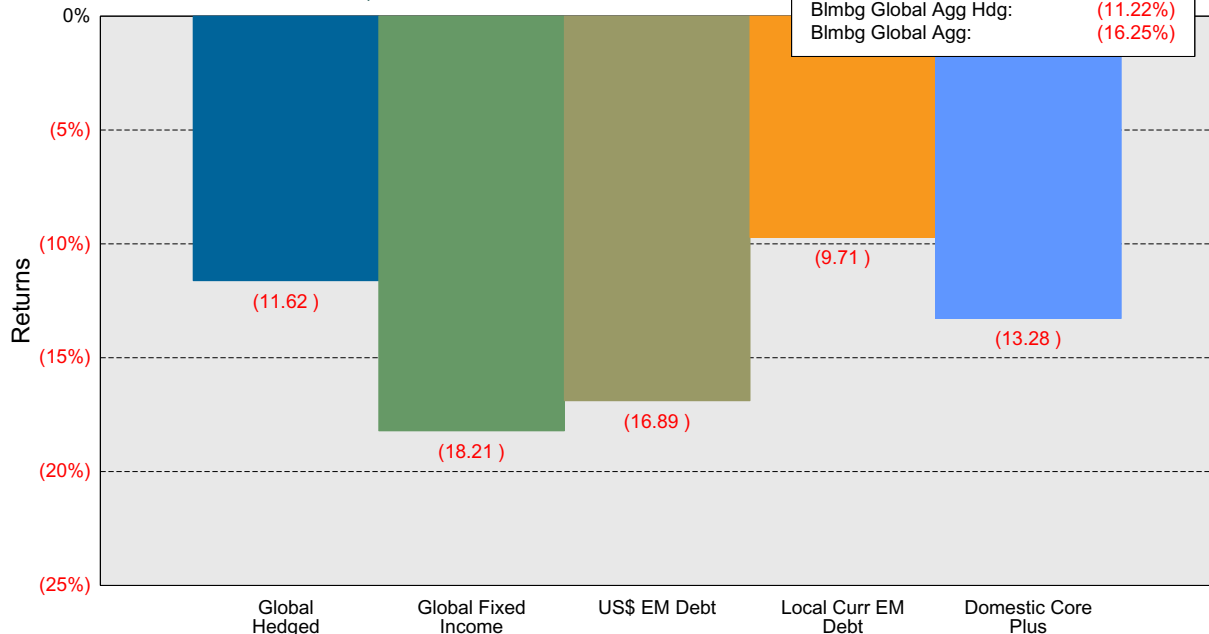
While rates across developed markets rose broadly in 2022, changes were mixed in 4Q. Rates fell in the U.K., were mostly flat in the U.S., and rose across most of Europe and in Japan. The Bloomberg Global Aggregate ex USD soared 6.8% (hedged: +0.2%) due largely to weakness in the U.S. dollar. Emerging markets also had a good quarter with the JPM EMBI Global Diversified up 8.1% and the local currency JPM GBI-EM Global Diversified up 8.5%. For the year, the indices were down 17.8% and 11.7%, respectively. As is typical for emerging markets, country returns varied widely but most were positive across both indices in 4Q.

### Separate Account Style Group Median Returns for Quarter Ended December 31, 2022



JPM EMBI GI Div:	8.11%
JPM GBI EM GI Div:	8.45%
Blmbg Aggregate:	1.87%
Blmbg Global Agg Hdg:	0.99%
Blmbg Global Agg:	4.55%

### Separate Account Style Group Median Returns for One Year Ended December 31, 2022

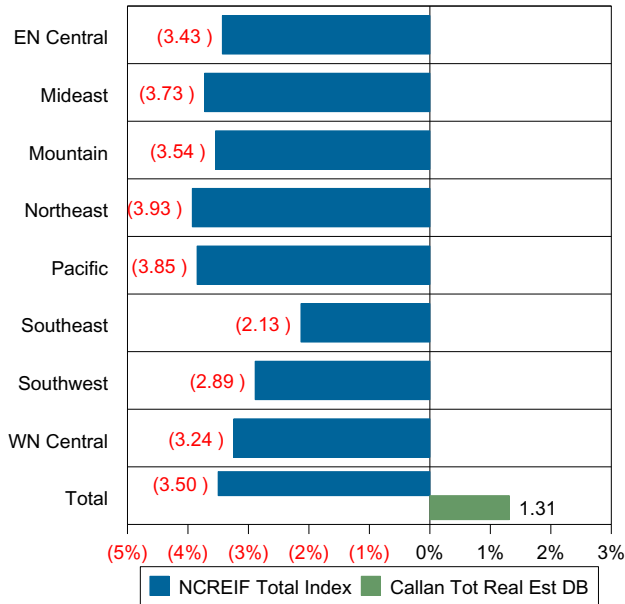


JPM EMBI GI Div:	(17.78%)
JPM GBI EM GI Div:	(11.69%)
Blmbg Aggregate:	(13.01%)
Blmbg Global Agg Hdg:	(11.22%)
Blmbg Global Agg:	(16.25%)

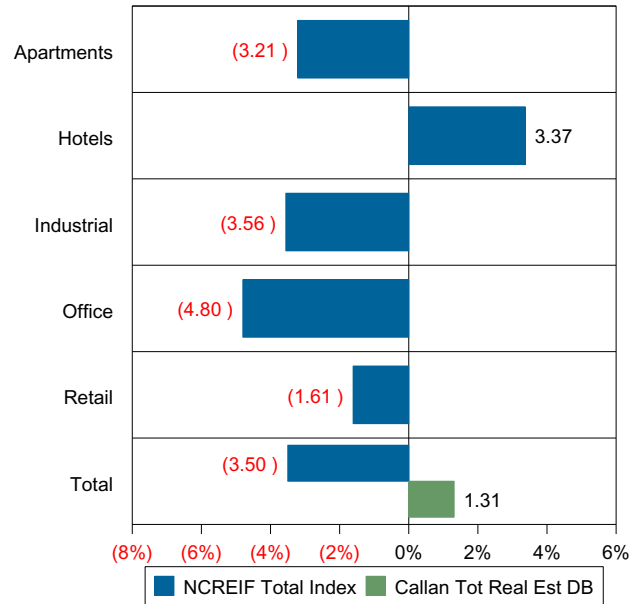
## Real Estate Market Overview

The NCREIF Property Index, a measure of U.S. institutional real estate assets, fell 3.5% during 4Q22. The income return was 1.0% while the appreciation return was -4.5%. Hotels, which represent a small portion of the index, led property sector performance with a gain of 3.4%. Office finished last with a loss of 4.8%. Regionally, the South led with a loss of 2.5%, while the East was the worst performer with a loss of 3.9%. The NCREIF Open-End Diversified Core Equity Index, representing equity ownership positions in U.S. core real estate, fell 5.0% during 4Q, with an income return of 0.8% and an appreciation return of -5.8%.

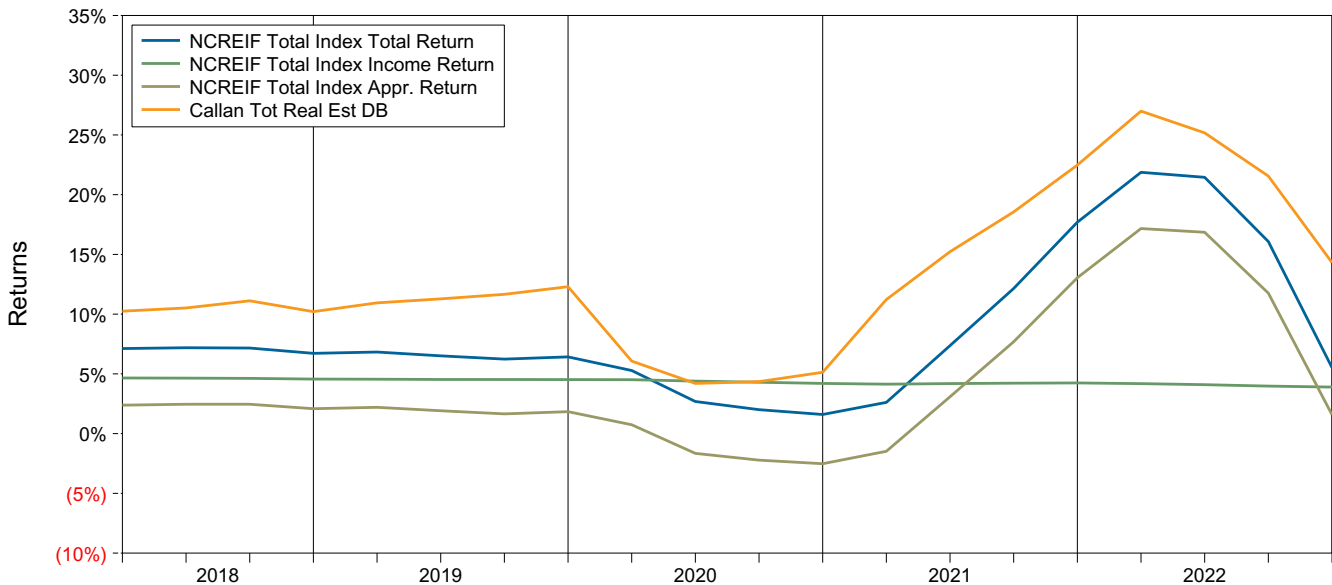
**NCREIF Total Index Returns by Geographic Area  
Quarter Ended December 31, 2022**



**NCREIF Total Index Returns by Property Type  
Quarter Ended December 31, 2022**



## Rolling 1 Year Returns





---

## ASSET ALLOCATION AND PERFORMANCE

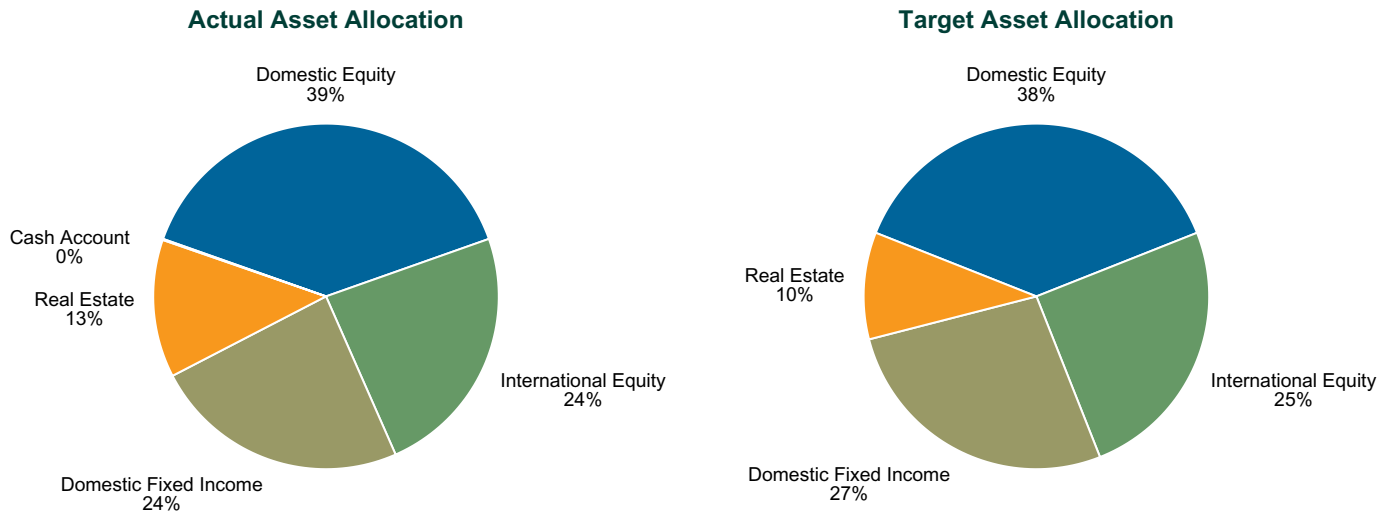
---

### **Asset Allocation and Performance**

This section begins with an overview of the fund's asset allocation at the broad asset class level. This is followed by a top down performance attribution analysis which analyzes the fund's performance relative to the performance of the fund's policy target asset allocation. The fund's historical performance is then examined relative to funds with similar objectives. Performance of each asset class is then shown relative to the asset class performance of other funds. Finally, a summary is presented of the holdings of the fund's investment managers, and the returns of those managers over various recent periods.

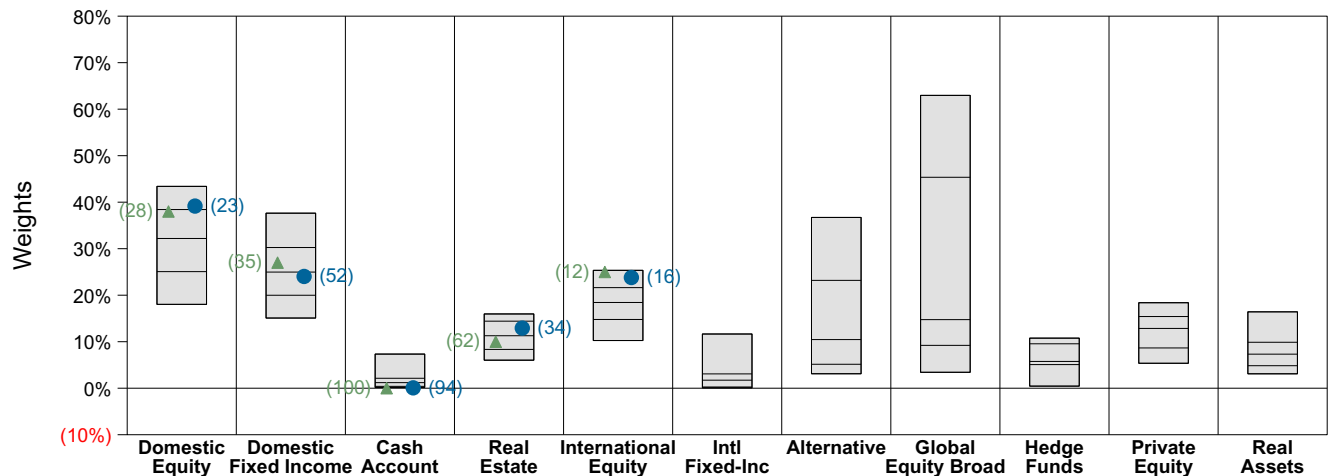
## Actual vs Target Asset Allocation As of December 31, 2022

The top left chart shows the Fund's asset allocation as of December 31, 2022. The top right chart shows the Fund's target asset allocation as outlined in the investment policy statement. The bottom chart ranks the fund's asset allocation and the target allocation versus the Callan Public Fund Sponsor Database.



Asset Class	\$000s Actual	Weight Actual	Target	Percent Difference	\$000s Difference
Domestic Equity	83,500	39.2%	38.0%	1.2%	2,480
International Equity	50,748	23.8%	25.0%	(1.2%)	(2,555)
Domestic Fixed Income	51,243	24.0%	27.0%	(3.0%)	(6,324)
Real Estate	27,556	12.9%	10.0%	2.9%	6,234
Cash Account	165	0.1%	0.0%	0.1%	165
<b>Total</b>	<b>213,211</b>	<b>100.0%</b>	<b>100.0%</b>		

### Asset Class Weights vs Callan Public Fund Sponsor Database



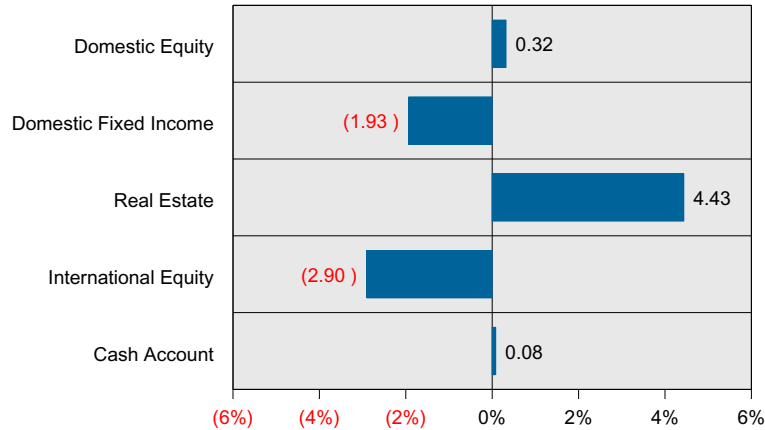
	Domestic Equity	Domestic Fixed Income	Cash Account	Real Estate	International Equity	Intl Fixed-Inc	Alternative	Global Equity Broad	Hedge Funds	Private Equity	Real Assets
10th Percentile	43.40	37.64	7.34	15.97	25.34	11.66	36.72	62.96	10.77	18.39	16.42
25th Percentile	38.42	30.25	2.14	14.41	21.63	3.08	23.19	45.35	9.55	15.41	9.88
Median	32.20	24.97	1.20	11.29	18.43	1.72	10.46	14.75	5.76	12.85	7.32
75th Percentile	25.07	19.99	0.40	8.34	14.78	0.26	5.15	9.21	5.08	8.66	4.84
90th Percentile	18.03	15.09	0.17	6.03	10.25	0.09	3.11	3.43	0.45	5.36	3.10
<b>Fund</b> ●	<b>39.16</b>	<b>24.03</b>	<b>0.08</b>	<b>12.92</b>	<b>23.80</b>	-	-	-	-	-	-
<b>Target</b> ▲	<b>38.00</b>	<b>27.00</b>	<b>0.00</b>	<b>10.00</b>	<b>25.00</b>	-	-	-	-	-	-
% Group Invested	100.00%	98.78%	76.83%	73.17%	97.56%	19.51%	52.44%	15.85%	21.95%	21.95%	21.95%

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI xUS, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

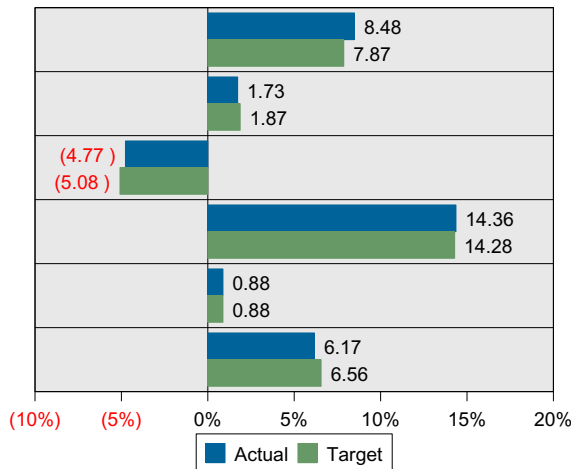
## Quarterly Total Fund Relative Attribution - December 31, 2022

The following analysis approaches Total Fund Attribution from the perspective of relative return. Relative return attribution separates and quantifies the sources of total fund excess return relative to its target. This excess return is separated into two relative attribution effects: Asset Allocation Effect and Manager Selection Effect. The Asset Allocation Effect represents the excess return due to the actual total fund asset allocation differing from the target asset allocation. Manager Selection Effect represents the total fund impact of the individual managers excess returns relative to their benchmarks.

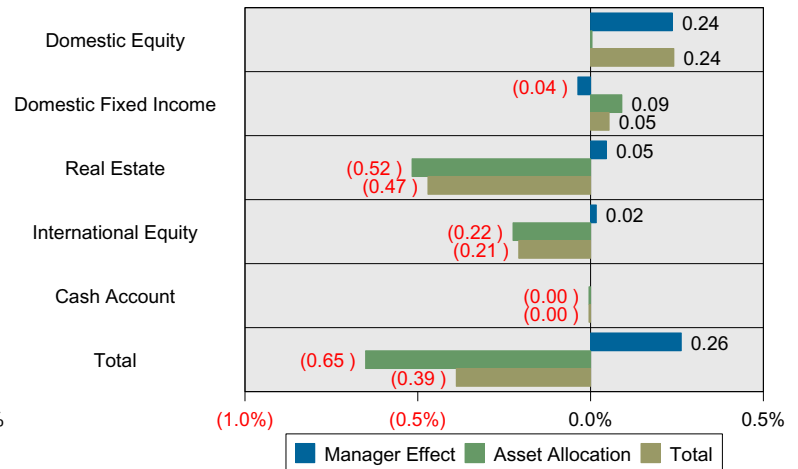
### Asset Class Under or Overweighting



### Actual vs Target Returns



### Relative Attribution by Asset Class



### Relative Attribution Effects for Quarter ended December 31, 2022

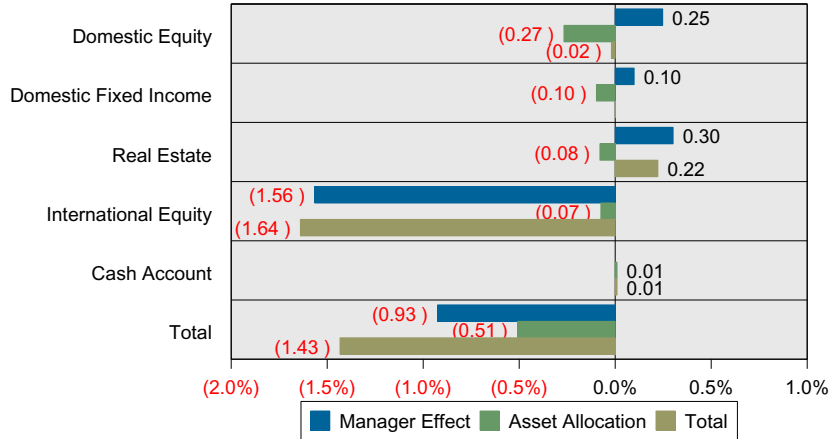
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	38%	38%	8.48%	7.87%	0.24%	0.00%	0.24%
Domestic Fixed Income	25%	27%	1.73%	1.87%	(0.04%)	0.09%	0.05%
Real Estate	14%	10%	(4.77%)	(5.08%)	0.05%	(0.52%)	(0.47%)
International Equity	22%	25%	14.36%	14.28%	0.02%	(0.22%)	(0.21%)
Cash Account	0%	0%	0.88%	0.88%	0.00%	(0.00%)	(0.00%)
<b>Total</b>			<b>6.17%</b>	<b>6.56%</b>	<b>+ 0.26%</b>	<b>+ (0.65%)</b>	<b>(0.39%)</b>

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI xUS, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

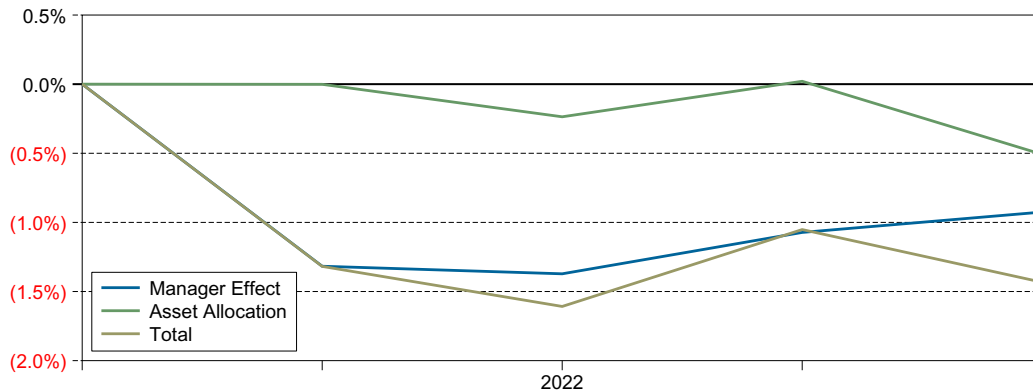
## Cumulative Total Fund Relative Attribution - December 31, 2022

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

### One Year Relative Attribution Effects



### Cumulative Relative Attribution Effects



### One Year Relative Attribution Effects

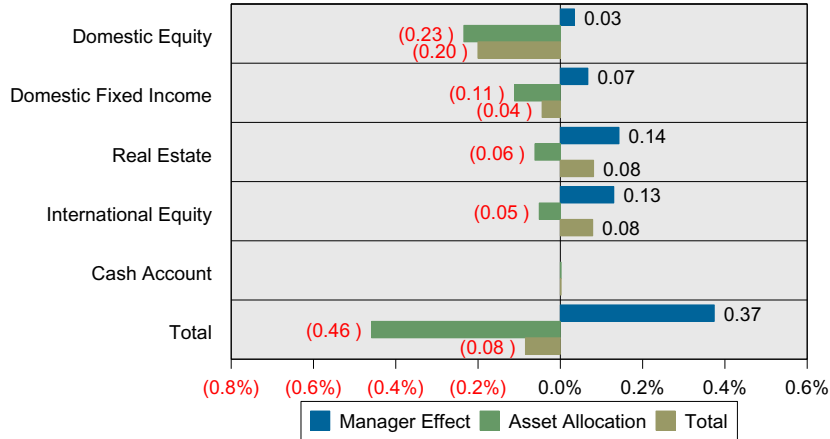
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	40%	38%	(17.08%)	(17.69%)	0.25%	(0.27%)	(0.02%)
Domestic Fixed Income	24%	27%	(12.58%)	(13.01%)	0.10%	(0.10%)	0.00%
Real Estate	12%	10%	10.62%	7.56%	0.30%	(0.08%)	0.22%
International Equity	24%	25%	(22.17%)	(16.00%)	(1.56%)	(0.07%)	(1.64%)
Cash Account	0%	0%	1.54%	1.54%	0.00%	0.01%	0.01%
<b>Total</b>			<b>(14.69%)</b>	<b>(13.26%)</b>	<b>(0.93%)</b>	<b>(0.51%)</b>	<b>(1.43%)</b>

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI xUS, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

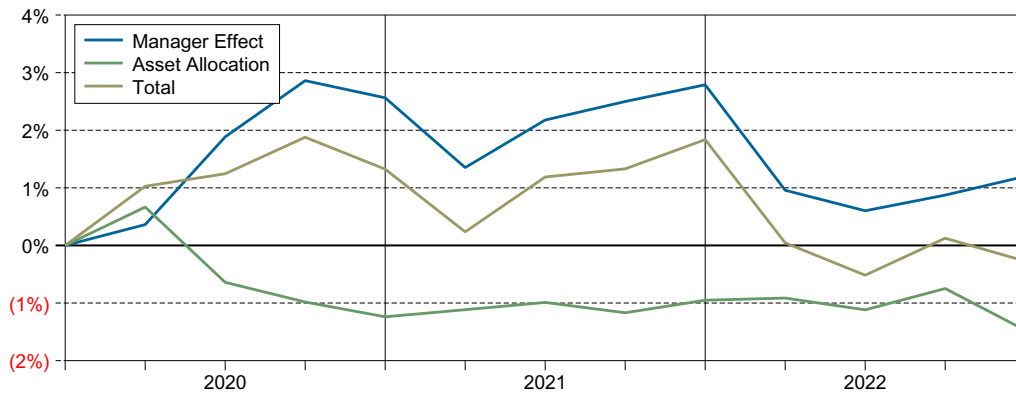
## Cumulative Total Fund Relative Attribution - December 31, 2022

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

### Three Year Annualized Relative Attribution Effects



### Cumulative Relative Attribution Effects



### Three Year Annualized Relative Attribution Effects

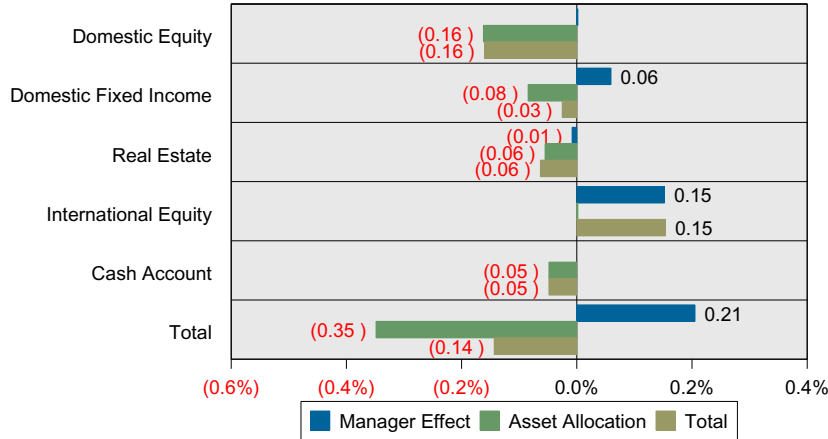
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	39%	38%	7.17%	7.05%	0.03%	(0.23%)	(0.20%)
Domestic Fixed Income	25%	27%	(2.44%)	(2.71%)	0.07%	(0.11%)	(0.04%)
Real Estate	10%	10%	11.27%	9.72%	0.14%	(0.06%)	0.08%
International Equity	25%	25%	0.79%	0.07%	0.13%	(0.05%)	0.08%
Cash Account	1%	0%	0.63%	0.63%	0.00%	0.00%	0.00%
<b>Total</b>			<b>3.58%</b>	<b>3.66%</b>	<b>+ 0.37%</b>	<b>(0.46%)</b>	<b>(0.08%)</b>

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI xUS, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

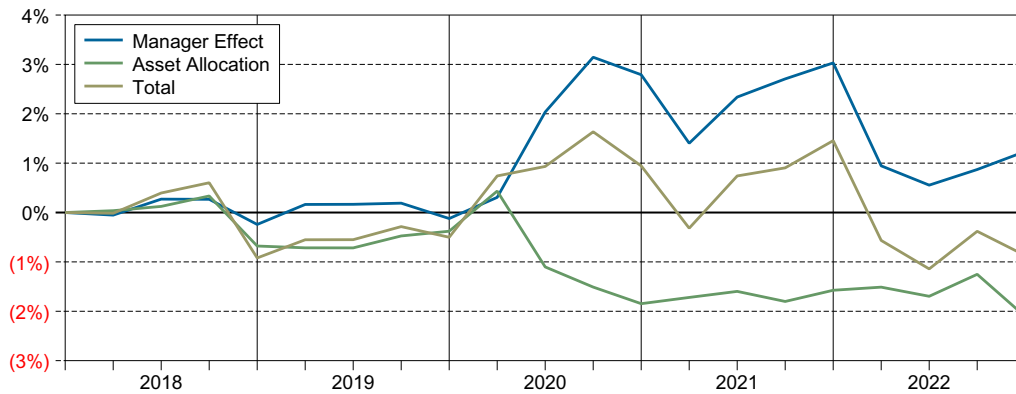
## Cumulative Total Fund Relative Attribution - December 31, 2022

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

### Five Year Annualized Relative Attribution Effects



### Cumulative Relative Attribution Effects



### Five Year Annualized Relative Attribution Effects

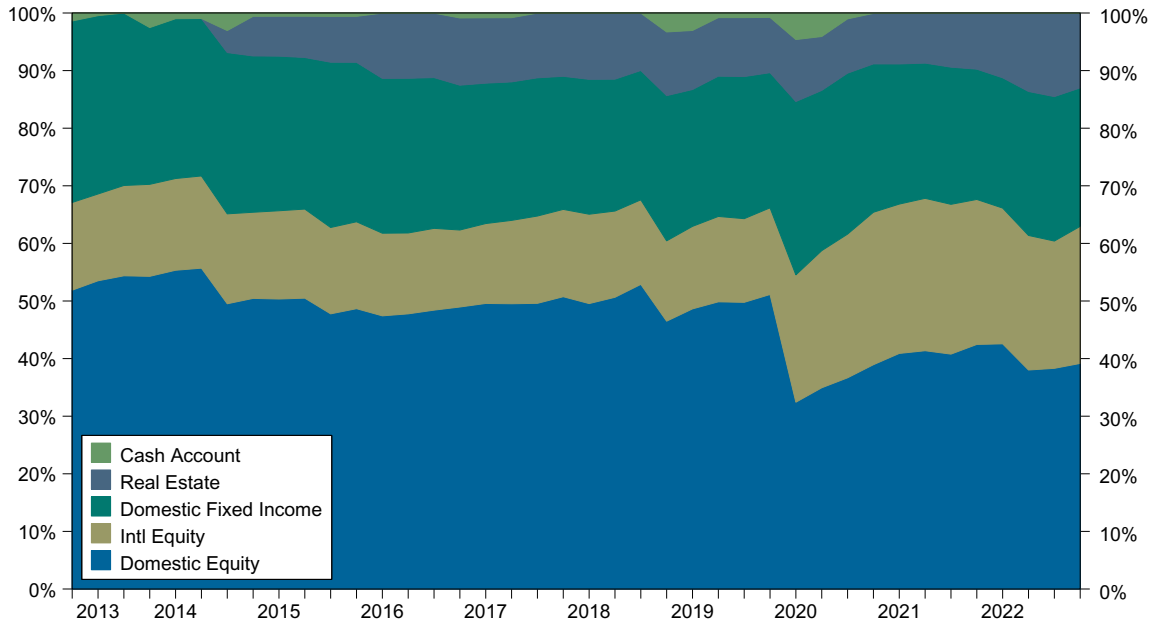
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	43%	40%	8.31%	8.27%	0.00%	(0.16%)	(0.16%)
Domestic Fixed Income	25%	27%	0.27%	0.02%	0.06%	(0.08%)	(0.03%)
Real Estate	10%	10%	8.25%	8.31%	(0.01%)	(0.06%)	(0.06%)
International Equity	21%	23%	1.78%	0.88%	0.15%	0.00%	0.15%
Cash Account	1%	0%	1.14%	1.14%	0.00%	(0.05%)	(0.05%)
<b>Total</b>			<b>4.88%</b>	<b>5.03%</b>	<b>+ 0.21%</b>	<b>(0.35%)</b>	<b>(0.14%)</b>

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI xUS, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

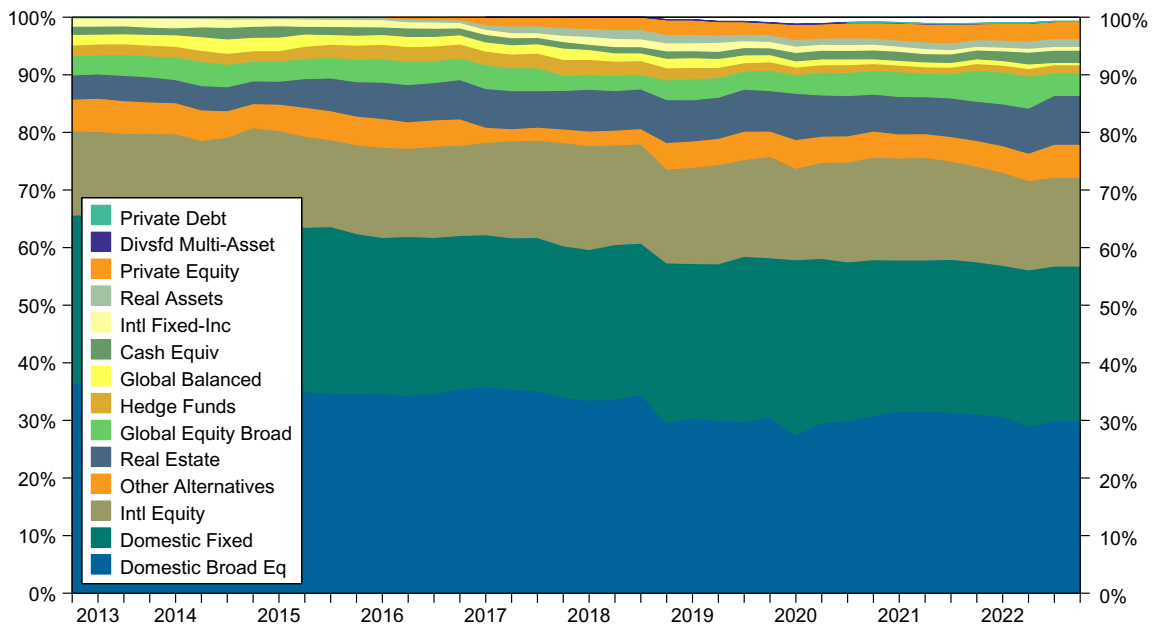
## Actual Historical Asset Allocation

The Historical asset allocation for a fund is by far the largest factor explaining its performance. The charts below show the fund's historical actual asset allocation, and the historical asset allocation of the average fund in the Callan Public Fund Sponsor Database.

### Actual Historical Asset Allocation



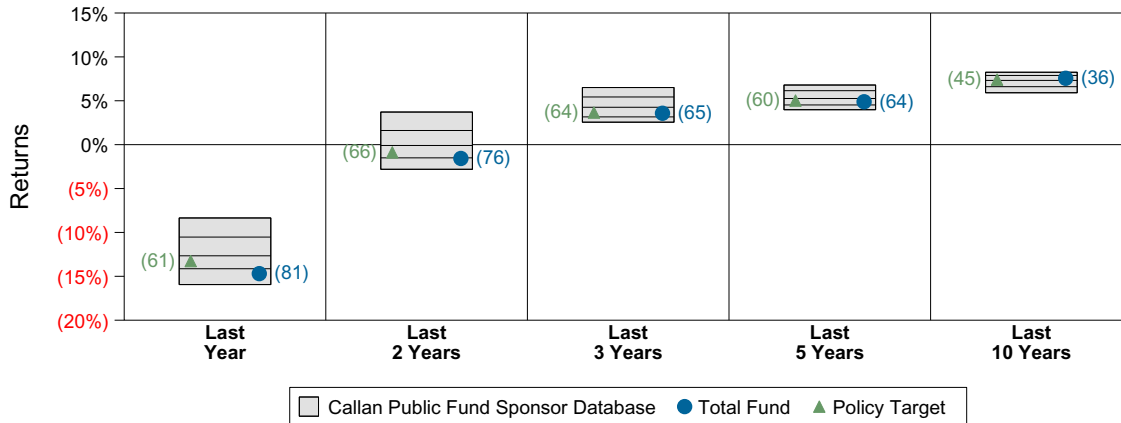
### Average Callan Public Fund Sponsor Database Historical Asset Allocation



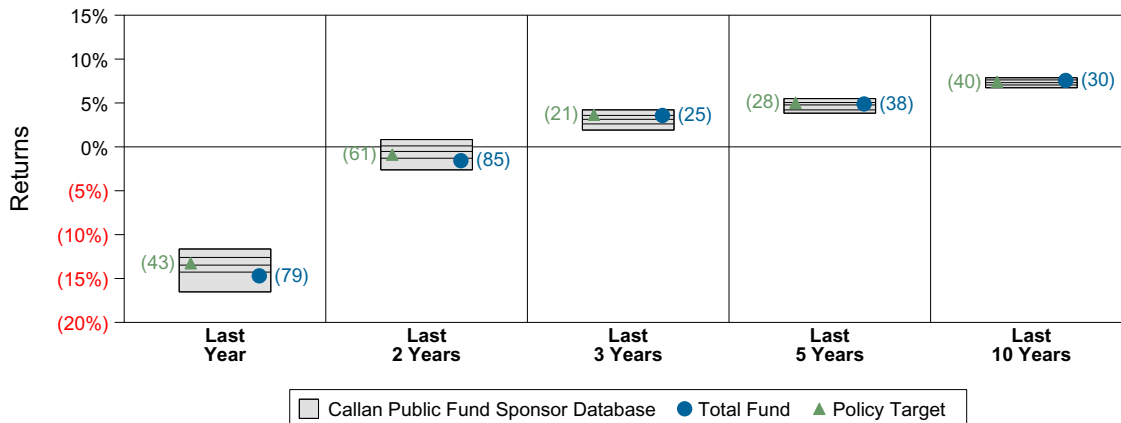
## Total Fund Ranking

The first two charts show the ranking of the Total Fund's performance relative to that of the Callan Public Fund Sponsor Database for periods ended December 31, 2022. The first chart is a standard unadjusted ranking. In the second chart each fund in the database is adjusted to have the same historical asset allocation as that of the Total Fund. The final chart shows the history of the one year ranking of the Total Fund versus the Callan Public Fund Sponsor Database, both on an unadjusted and asset allocation adjusted basis.

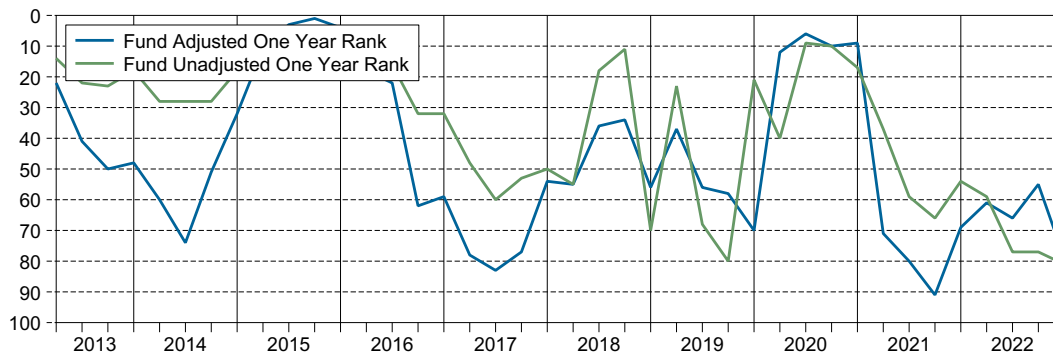
### Callan Public Fund Sponsor Database



### Asset Allocation Adjusted Ranking



### Rolling One Year Ranking vs Callan Public Fund Sponsor Database

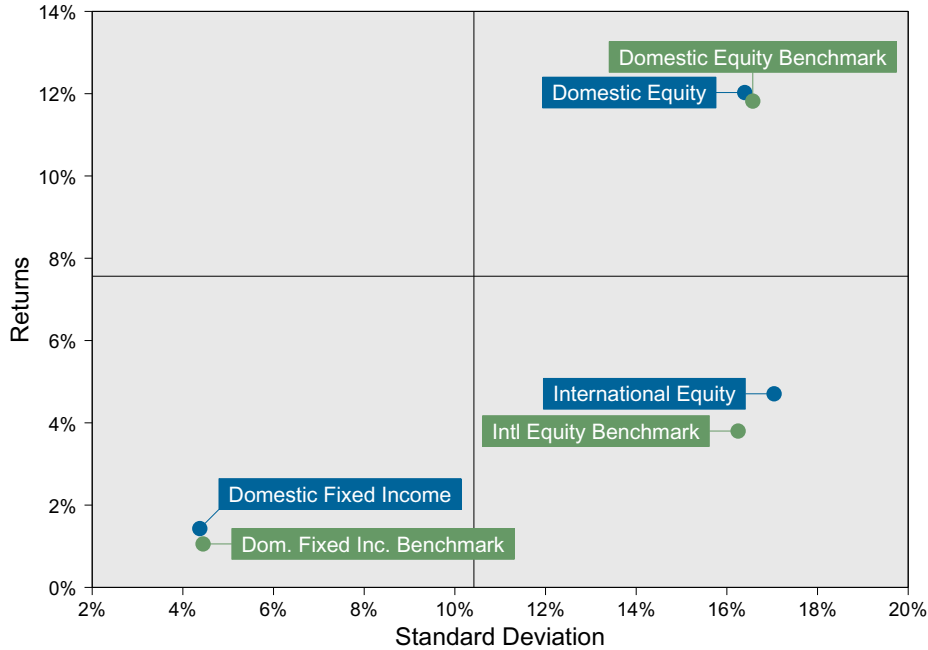


\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI xUS, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

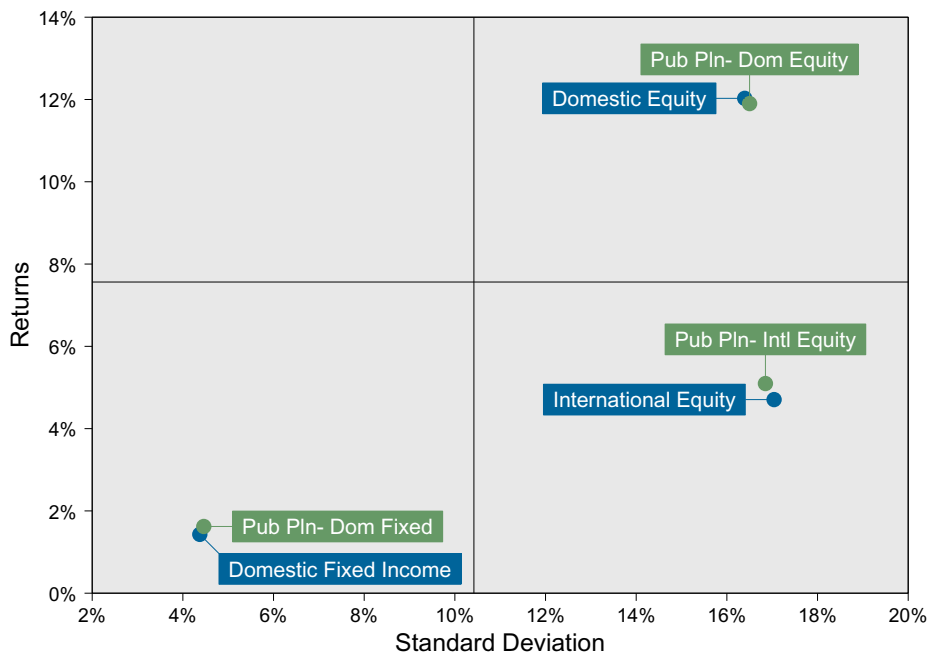
## Asset Class Risk and Return

The charts below show the ten year annualized risk and return for each asset class component of the Total Fund. The first graph contrasts these values with those of the appropriate index for each asset class. The second chart contrasts them with the risk and return of the median portfolio in each of the appropriate CAI comparative databases. In each case, the crosshairs on the chart represent the return and risk of the Total Fund.

### Ten Year Annualized Risk vs Return Asset Classes vs Benchmark Indices



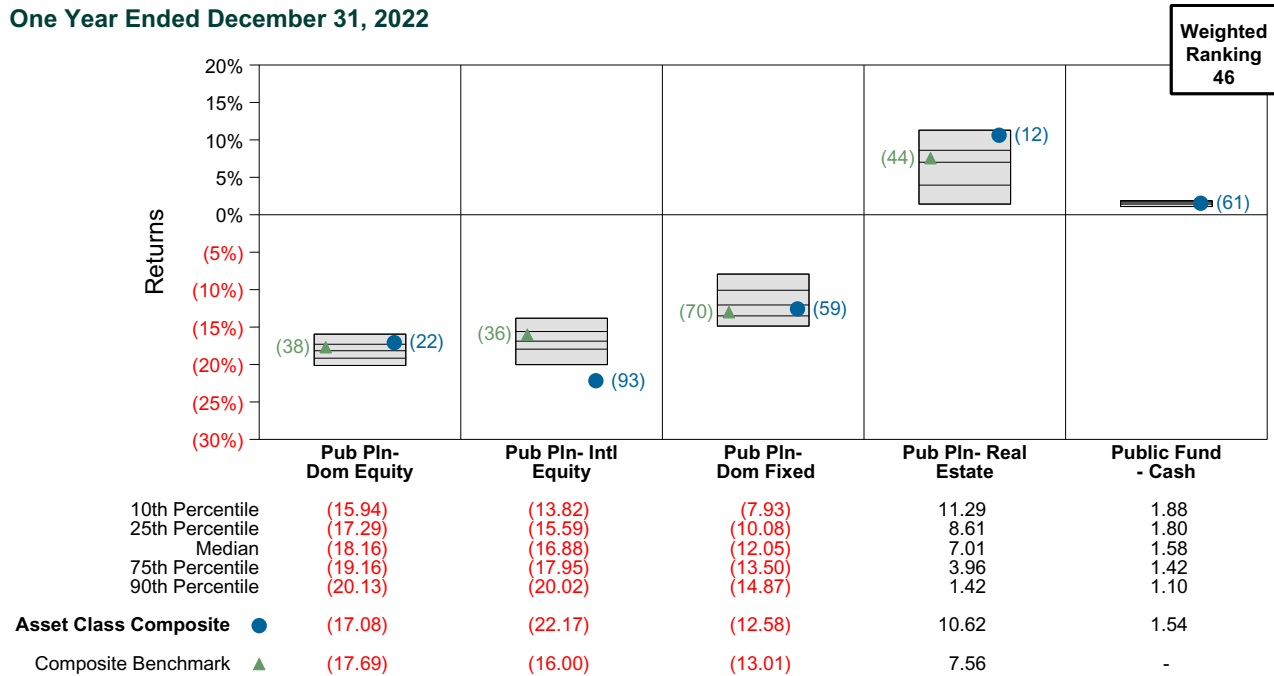
### Ten Year Annualized Risk vs Return Asset Classes vs Asset Class Median



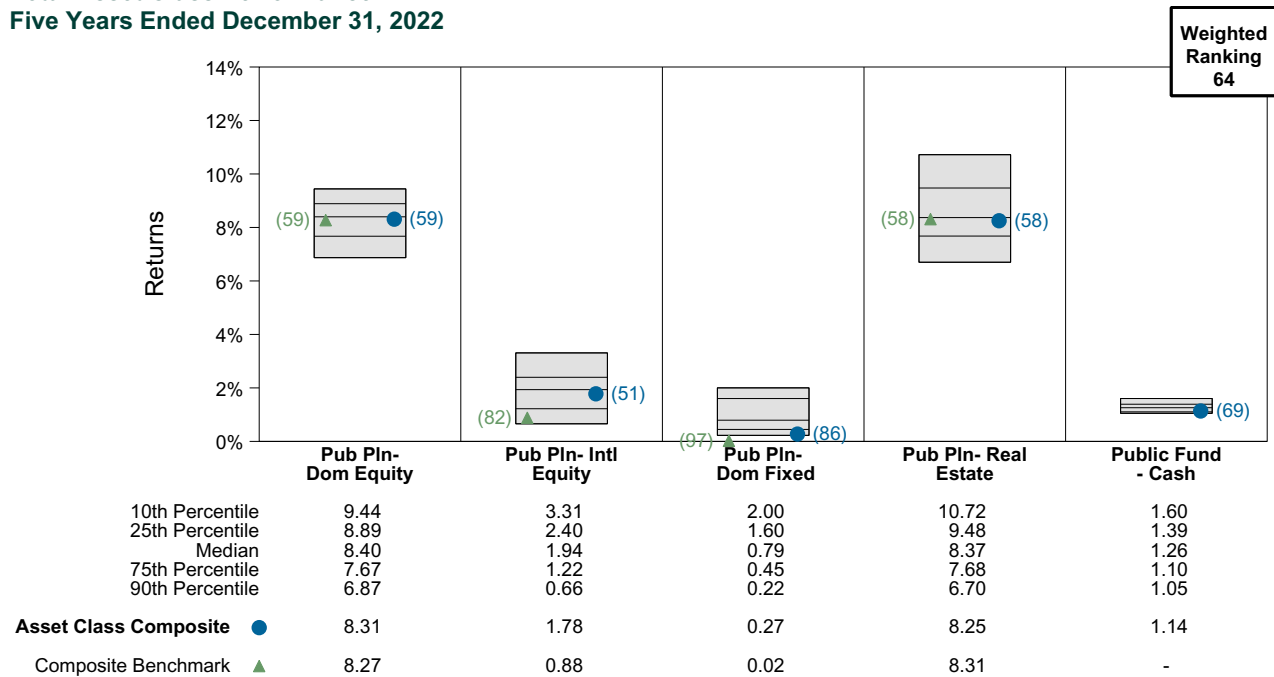
## Asset Class Rankings

The charts below show the rankings of each asset class component of the Total Fund relative to appropriate comparative databases. In the upper right corner of each graph is the weighted average of the rankings across the different asset classes. The weights of the fund's actual asset allocation are used to make this calculation. The weighted average ranking can be viewed as a measure of the fund's overall success in picking managers and structuring asset classes.

### Total Asset Class Performance One Year Ended December 31, 2022



### Total Asset Class Performance Five Years Ended December 31, 2022



\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI xUS, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

## Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of December 31, 2022, with the distribution as of September 30, 2022.

### Asset Distribution Across Investment Managers

	December 31, 2022					September 30, 2022		
	Market Value	Weight	(min)	Target	(max)	Market Value	Weight	Target
<b>Domestic Equity</b>	<b>\$83,500,462</b>	<b>39.16%</b>	<b>30.00%</b>	<b>38.00%</b>	<b>44.00%</b>	<b>\$77,002,821</b>	<b>38.31%</b>	<b>38.00%</b>
Emerald Advisers, Inc.	6,709,907	3.15%	2.00%	3.00%	4.00%	6,306,232	3.14%	3.00%
Ceredex Value Advisors	7,156,506	3.36%	2.00%	3.00%	4.00%	6,285,309	3.13%	3.00%
SSgA S&P 500 Index	57,221,494	26.84%	22.00%	26.00%	30.00%	53,203,391	26.47%	26.00%
SSgA S&P 400 Index	12,412,554	5.82%	4.00%	6.00%	6.00%	11,207,889	5.58%	6.00%
<b>International Equity</b>	<b>\$50,747,945</b>	<b>23.80%</b>	<b>21.00%</b>	<b>25.00%</b>	<b>29.00%</b>	<b>\$44,407,673</b>	<b>22.09%</b>	<b>25.00%</b>
Morgan Stanley Int'l Equity	20,911,108	9.81%	8.75%	10.00%	10.75%	17,701,919	8.81%	10.00%
Causeway Emerging Markets	4,787,710	2.25%	2.00%	2.50%	4.50%	4,461,169	2.22%	2.50%
William Blair & Company	25,049,127	11.75%	10.50%	12.50%	12.50%	22,244,585	11.07%	12.50%
<b>Domestic Fixed Income</b>	<b>\$51,242,786</b>	<b>24.03%</b>	<b>22.00%</b>	<b>27.00%</b>	<b>32.00%</b>	<b>\$50,409,976</b>	<b>25.08%</b>	<b>27.00%</b>
Richmond Capital Management	51,242,786	24.03%	22.00%	27.00%	32.00%	50,409,976	25.08%	27.00%
<b>Real Estate</b>	<b>\$27,555,551</b>	<b>12.92%</b>	<b>5.00%</b>	<b>10.00%</b>	<b>12.00%</b>	<b>\$29,008,920</b>	<b>14.43%</b>	<b>10.00%</b>
Heitman	27,555,551	12.92%	5.00%	10.00%	12.00%	29,008,920	14.43%	10.00%
<b>Cash Account</b>	<b>\$164,652</b>	<b>0.08%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.00%</b>	<b>\$163,224</b>	<b>0.08%</b>	<b>0.00%</b>
<b>Total Fund</b>	<b>\$213,211,396</b>	<b>100.0%</b>		<b>100.0%</b>		<b>\$200,992,614</b>	<b>100.0%</b>	<b>100.0%</b>

## Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of December 31, 2022, with the distribution as of September 30, 2022. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

### Asset Distribution Across Investment Managers

	December 31, 2022			Inv. Return	September 30, 2022	
	Market Value	Weight	Net New Inv.		Market Value	Weight
<b>Domestic Equity</b>	<b>\$83,500,462</b>	<b>39.16%</b>	<b>\$(36,289)</b>	<b>\$6,533,930</b>	<b>\$77,002,821</b>	<b>38.31%</b>
Emerald Advisers, Inc.	6,709,907	3.15%	(13,066)	416,742	6,306,232	3.14%
Ceredex Value Advisors	7,156,506	3.36%	(14,130)	885,327	6,285,309	3.13%
SSgA S&P 500 Index	57,221,494	26.84%	(6,674)	4,024,777	53,203,391	26.47%
SSgA S&P 400 Index	12,412,554	5.82%	(2,419)	1,207,085	11,207,889	5.58%
<b>International Equity</b>	<b>\$50,747,945</b>	<b>23.80%</b>	<b>\$(35,622)</b>	<b>\$6,375,893</b>	<b>\$44,407,673</b>	<b>22.09%</b>
Morgan Stanley Int'l Equity	20,911,108	9.81%	(35,622)	3,244,810	17,701,919	8.81%
Causeway Emerging Markets	4,787,710	2.25%	0	326,541	4,461,169	2.22%
William Blair & Company	25,049,127	11.75%	0	2,804,543	22,244,585	11.07%
<b>Domestic Fixed Income</b>	<b>\$51,242,786</b>	<b>24.03%</b>	<b>\$(36,394)</b>	<b>\$869,204</b>	<b>\$50,409,976</b>	<b>25.08%</b>
Richmond Capital	51,242,786	24.03%	(36,394)	869,204	50,409,976	25.08%
<b>Real Estate</b>	<b>\$27,555,551</b>	<b>12.92%</b>	<b>\$(70,940)</b>	<b>\$(1,382,429)</b>	<b>\$29,008,920</b>	<b>14.43%</b>
Heitman	27,555,551	12.92%	(70,940)	(1,382,429)	29,008,920	14.43%
<b>Cash Account</b>	<b>\$164,652</b>	<b>0.08%</b>	<b>\$0</b>	<b>\$1,428</b>	<b>\$163,224</b>	<b>0.08%</b>
<b>Total Fund</b>	<b>\$213,211,396</b>	<b>100.0%</b>	<b>\$(179,245)</b>	<b>\$12,398,027</b>	<b>\$200,992,614</b>	<b>100.0%</b>

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods ended December 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns and Rankings for Periods Ended December 31, 2022

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years					
<b>Domestic Equity</b>	<b>8.48%</b>	<b>14</b>	<b>(17.08%)</b>	<b>22</b>	<b>7.17%</b>	<b>42</b>	<b>8.31%</b>	<b>59</b>	<b>10.89%</b>	<b>39</b>
Domestic Equity Benchmark	7.87%	39	(17.69%)	38	7.05%	47	8.27%	59	10.77%	47
Pub Pln- Dom Equity	7.62%		(18.16%)		7.00%		8.40%		10.74%	
Emerald Advisers, Inc.	6.61%	18	(23.77%)	23	3.35%	64	5.16%	87	9.13%	78
Russell 2000 Growth Index	4.13%	45	(26.36%)	45	0.65%	90	3.51%	95	7.09%	95
Callan Small Cap Growth	3.89%		(27.01%)		4.94%		8.44%		10.67%	
Ceredex Value Advisors	14.09%	11	(8.38%)	33	6.03%	61	4.60%	74	8.95%	57
Russell 2000 Index	6.23%	99	(20.44%)	96	3.10%	91	4.13%	84	7.90%	81
Russell 2000 Value Index	8.42%	91	(14.48%)	83	4.70%	77	4.13%	84	8.23%	77
Callan Small Cap Value	10.92%		(10.56%)		7.24%		5.28%		9.23%	
SSgA S&P 500 Index	7.56%	57	(18.11%)	61	7.64%	65	9.42%	44	11.49%	38
Standard & Poor's 500	7.56%	57	(18.11%)	61	7.66%	63	9.42%	43	11.48%	38
Callan Large Cap Core	7.71%		(17.42%)		7.96%		9.24%		11.08%	
SSgA S&P 400 Index	10.77%	35	(13.08%)	46	7.24%	42	6.73%	69	9.96%	51
S&P Mid Cap 400 Index	10.78%	35	(13.06%)	46	7.23%	42	6.71%	69	9.94%	51
Callan Mid Capitalization	9.62%		(14.05%)		6.64%		7.35%		10.05%	
<b>International Equity</b>	<b>14.36%</b>	<b>71</b>	<b>(22.17%)</b>	<b>93</b>	<b>0.79%</b>	<b>58</b>	<b>1.78%</b>	<b>51</b>	<b>4.71%</b>	<b>88</b>
International Equity Benchmark	14.28%	71	(16.00%)	36	0.07%	75	0.88%	82	4.80%	86
Pub Pln- Intl Equity	15.14%		(16.88%)		1.14%		1.94%		5.55%	
Morgan Stanley Int'l Equity	18.34%	17	(13.12%)	22	1.00%	54	1.78%	58	4.57%	61
MSCI EAFE Index	17.34%	40	(14.45%)	41	0.87%	63	1.54%	65	4.53%	64
Callan NonUS Dev Core Eq	17.09%		(14.85%)		1.57%		2.24%		4.91%	
William Blair & Company(3)	12.61%	89	(28.28%)	90	1.29%	39	2.31%	26	5.11%	33
MSCI ACWI x US (Net)	14.28%	73	(16.00%)	55	0.07%	67	0.88%	66	4.80%	44
Callan Non US Equity MFs	17.05%		(15.77%)		0.84%		1.33%		4.36%	
Causeway Emerging Markets(3)	7.32%	93	(23.02%)	45	(3.86%)	62	-	-	-	-
MSCI EM	9.70%	59	(20.09%)	19	(2.69%)	34	(1.39%)	26	5.17%	35
Callan Emerging Equity MF	10.36%		(23.36%)		(3.53%)		(1.89%)		4.58%	
<b>Domestic Fixed Income</b>	<b>1.73%</b>	<b>73</b>	<b>(12.58%)</b>	<b>59</b>	<b>(2.44%)</b>	<b>87</b>	<b>0.27%</b>	<b>86</b>	<b>1.18%</b>	<b>89</b>
Domestic Fixed Income Benchmark	1.87%	61	(13.01%)	70	(2.71%)	95	0.02%	97	0.89%	99
Blmbg Aggregate Index	1.87%	61	(13.01%)	70	(2.71%)	95	0.02%	97	0.89%	99
Pub Pln- Dom Fixed	1.98%		(12.05%)		(1.44%)		0.79%		1.66%	
Richmond Capital Management	1.73%	66	(12.58%)	33	(2.44%)	78	0.27%	81	1.18%	83
Blended Benchmark(2)	1.87%	47	(13.01%)	59	(2.71%)	96	0.02%	98	0.89%	98
Callan Core Bond FI	1.87%		(12.90%)		(2.16%)		0.48%		1.40%	
<b>Real Estate</b>	<b>(4.77%)</b>	<b>73</b>	<b>10.62%</b>	<b>12</b>	<b>11.27%</b>	<b>24</b>	<b>8.25%</b>	<b>58</b>	<b>7.99%</b>	<b>62</b>
Real Estate Benchmark	(5.08%)	83	7.56%	44	9.72%	36	8.31%	58	8.12%	55
Pub Pln- Real Estate	(3.50%)		7.01%		8.97%		8.37%		8.43%	
Heitman(3)	(5.01%)	74	9.50%	44	10.12%	36	7.53%	76	7.47%	70
NFI-ODCE Equal Weight Net	(5.08%)	75	7.56%	68	9.72%	44	8.31%	33	8.12%	40
Callan OE Core Cmngld RE	1.21%		8.33%		9.11%		8.11%		7.77%	
<b>Total Fund</b>	<b>6.17%</b>	<b>37</b>	<b>(14.69%)</b>	<b>81</b>	<b>3.58%</b>	<b>65</b>	<b>4.88%</b>	<b>64</b>	<b>6.82%</b>	<b>57</b>
Total Fund Benchmark(1)	6.56%	25	(13.26%)	61	3.66%	64	5.03%	60	7.01%	50
CPI + 5%	1.22%	100	11.46%	1	9.92%	1	8.79%	1	8.30%	9
Callan Public Fund Spr DB	5.72%		(12.66%)		4.26%		5.26%		6.98%	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net),

10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

(3) Returns are reported net of fees

Note: Fourth quarter performance is currently being reviewed by Richmond and Truist due to a differential in performance calculations.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods ended December 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns and Rankings for Periods Ended December 31, 2022

	Last 10 Years		Last 15 Years		Last 20 Years		Last 32-1/4 Years	
<b>Domestic Equity</b>	<b>12.03%</b>	<b>35</b>	<b>8.94%</b>	<b>14</b>	<b>10.28%</b>	<b>28</b>	<b>9.99%</b>	<b>59</b>
Domestic Equity Benchmark	11.82%	55	8.64%	35	9.93%	47	10.66%	28
Pub Pln- Dom Equity	11.90%		8.50%		9.88%		10.12%	
Emerald Advisers, Inc.	12.08%	44	9.88%	41	-		-	
Russell 2000 Growth Index	9.20%	95	7.26%	93	9.50%	92	8.53%	98
Callan Small Cap Growth	11.86%		9.61%		11.83%		12.78%	
Ceredex Value Advisors	9.32%	78	8.69%	53	11.26%	32	-	
Russell 2000 Index	9.01%	86	7.16%	96	9.36%	94	10.02%	97
Russell 2000 Value Index	8.48%	96	6.81%	97	8.99%	97	11.04%	96
Callan Small Cap Value	10.27%		8.73%		10.74%		13.27%	
SSgA S&P 500 Index	12.59%	53	8.84%	60	9.84%	75	-	
Standard & Poor's 500	12.56%	54	8.81%	62	9.80%	78	10.39%	80
Callan Large Cap Core	12.68%		9.00%		10.25%		11.09%	
SSgA S&P 400 Index	10.80%	58	8.89%	51	10.68%	74	-	
S&P Mid Cap 400 Index	10.78%	59	8.87%	52	10.66%	74	12.47%	65
Callan Mid Capitalization	11.10%		8.93%		11.30%		12.88%	
<b>International Equity</b>	<b>4.71%</b>	<b>64</b>	<b>2.61%</b>	<b>50</b>	<b>7.18%</b>	<b>53</b>	<b>-</b>	
International Equity Benchmark	3.80%	95	1.52%	93	6.73%	82	5.69%	99
Pub Pln- Intl Equity	5.10%		2.64%		7.20%		6.67%	
Morgan Stanley Int'l Equity	4.80%	81	3.10%	35	6.91%	75	-	
MSCI EAFE Index	4.67%	83	1.81%	91	6.43%	100	5.49%	88
Callan NonUS Dev Core Eq	5.49%		2.91%		7.15%		6.50%	
William Blair & Company(3)	5.08%	26	2.50%	45	-		-	
MSCI ACWI x US (Net)	3.80%	72	1.52%	73	6.73%	49	-	
Callan Non US Equity MFs	4.55%		2.37%		6.71%		6.42%	
<b>Domestic Fixed Income</b>	<b>1.43%</b>	<b>71</b>	<b>3.31%</b>	<b>53</b>	<b>3.57%</b>	<b>62</b>	<b>5.56%</b>	<b>54</b>
Domestic Fixed Income Benchmark	1.06%	96	2.66%	93	3.10%	90	5.10%	99
Blmbg Aggregate Index	1.06%	96	2.66%	93	3.10%	90	5.10%	99
Pub Pln- Dom Fixed	1.62%		3.32%		3.68%		5.61%	
Richmond Capital Management	1.43%	65	3.31%	54	3.57%	63	5.68%	30
Blended Benchmark(2)	1.06%	98	2.70%	95	3.13%	96	5.16%	97
Callan Core Bond FI	1.52%		3.35%		3.69%		5.56%	
<b>Total Fund</b>	<b>7.56%</b>	<b>36</b>	<b>6.40%</b>	<b>18</b>	<b>7.85%</b>	<b>29</b>	<b>8.42%</b>	<b>52</b>
Total Fund Benchmark(1)	7.41%	45	6.15%	32	7.61%	40	8.48%	42
CPI + 5%	7.60%	34	7.34%	1	7.51%	48	7.53%	96
Callan Public Fund Spr DB	7.32%		5.89%		7.46%		8.43%	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

(3) Returns are reported net of fees.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods ended December 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns and Rankings for Periods Ended December 31, 2022

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
<b>NET OF FEE RETURNS</b>					
<b>Domestic Equity</b>	<b>8.44%</b>	<b>(17.23%)</b>	<b>6.98%</b>	<b>8.11%</b>	<b>10.69%</b>
Emerald Advisers, Inc.	6.40%	(24.40%)	2.51%	4.28%	8.21%
Russell 2000 Growth Index	4.13%	(26.36%)	0.65%	3.51%	7.09%
Ceredex Value Advisors	13.86%	(9.19%)	5.11%	3.68%	7.98%
Russell 2000 Index	6.23%	(20.44%)	3.10%	4.13%	7.90%
Russell 2000 Value Index	8.42%	(14.48%)	4.70%	4.13%	8.23%
SSgA S&P 500 Index	7.55%	(18.15%)	7.59%	9.37%	11.44%
Standard & Poor's 500	7.56%	(18.11%)	7.66%	9.42%	11.48%
SSgA S&P 400 Index	10.75%	(13.16%)	7.15%	6.64%	9.87%
S&P Mid Cap 400 Index	10.78%	(13.06%)	7.23%	6.71%	9.94%
<b>International Equity</b>	<b>14.28%</b>	<b>(22.40%)</b>	<b>0.50%</b>	<b>1.46%</b>	<b>4.36%</b>
Morgan Stanley Int'l Equity	18.13%	(13.78%)	0.25%	1.02%	3.77%
MSCI EAFE Index	17.34%	(14.45%)	0.87%	1.54%	4.53%
William Blair & Company(2)	12.61%	(28.28%)	1.29%	2.31%	5.11%
MSCI ACWI x US (Net)	14.28%	(16.00%)	0.07%	0.88%	4.80%
Causeway Emerging Markets(2)	7.32%	(23.02%)	(3.86%)	-	-
MSCI EM	9.70%	(20.09%)	(2.69%)	(1.39%)	5.17%
<b>Domestic Fixed Income</b>					
Richmond Capital Management	1.65%	(12.82%)	(2.68%)	0.00%	0.90%
Blended Benchmark(1)	1.87%	(13.01%)	(2.71%)	0.02%	0.89%
<b>Real Estate</b>					
Heitman(2)	(5.01%)	9.50%	10.12%	7.53%	7.47%
NFI-ODCE Equal Weight Net	(5.08%)	7.56%	9.72%	8.31%	8.12%
<b>Total Fund</b>	<b>6.08%</b>	<b>(14.99%)</b>	<b>3.25%</b>	<b>4.59%</b>	<b>6.54%</b>

(1) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

(2) Returns are reported net of fees.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods ended December 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns and Rankings for Periods Ended December 31, 2022

	Last 10 Years	Last 15 Years	Last 20 Years	Last 23-1/4 Years
<b>NET OF FEE RETURNS</b>				
<b>Domestic Equity</b>	<b>11.83%</b>	<b>8.77%</b>	<b>10.11%</b>	<b>7.46%</b>
Emerald Advisers, Inc.	11.17%	8.97%	-	-
Russell 2000 Growth Index	9.20%	7.26%	9.50%	6.17%
Ceredex Value Advisors	8.52%	8.04%	10.61%	-
Russell 2000 Index	9.01%	7.16%	9.36%	7.70%
Russell 2000 Value Index	8.48%	6.81%	8.99%	8.76%
SSgA S&P 500 Index	12.54%	8.80%	9.80%	-
Standard & Poor's 500	12.56%	8.81%	9.80%	6.83%
SSgA S&P 400 Index	10.71%	8.80%	10.60%	-
S&P Mid Cap 400 Index	10.78%	8.87%	10.66%	9.84%
<b>International Equity</b>	<b>4.33%</b>	<b>2.23%</b>	<b>6.81%</b>	<b>-</b>
Morgan Stanley Int'l Equity	3.95%	2.24%	6.08%	-
MSCI EAFE Index	4.67%	1.81%	6.43%	3.66%
William Blair & Company(2)	5.08%	2.50%	-	-
MSCI ACWI x US (Net)	3.80%	1.52%	6.73%	-
<b>Domestic Fixed Income</b>				
Richmond Capital Management	1.14%	3.01%	3.28%	-
Blended Benchmark(1)	1.06%	2.70%	3.13%	3.99%
<b>Real Estate</b>				
NFI-ODCE Equal Weight Net	9.46%	5.38%	7.40%	7.41%
<b>Total Fund</b>	<b>7.29%</b>	<b>6.14%</b>	<b>7.60%</b>	<b>5.74%</b>

(1) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

(2) Returns are reported net of fees.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	2022		2021		2020		2019		2018	
<b>Domestic Equity</b>	<b>(17.08%)</b>	<b>22</b>	<b>25.75%</b>	<b>51</b>	<b>18.03%</b>	<b>62</b>	<b>29.65%</b>	<b>66</b>	<b>(6.60%)</b>	<b>69</b>
Domestic Equity Benchmark	(17.69%)	38	26.01%	46	18.28%	60	29.70%	65	(6.48%)	65
Pub Pln- Dom Equity	(18.16%)		25.80%		18.70%		30.26%		(5.84%)	
Emerald Advisers, Inc.	(23.77%)	23	4.92%	77	38.01%	69	30.64%	48	(10.81%)	92
Russell 2000 Growth Index	(26.36%)	45	2.83%	80	34.63%	73	28.48%	54	(9.31%)	84
Callan Small Cap Growth	(27.01%)		10.91%		44.48%		30.25%		(2.91%)	
Ceredex Value Advisors	(8.38%)	33	27.79%	67	1.82%	59	18.48%	90	(11.34%)	15
Russell 2000 Index	(20.44%)	96	14.82%	98	19.96%	3	25.52%	41	(11.01%)	14
Russell 2000 Value Index	(14.48%)	83	28.27%	64	4.63%	37	22.39%	64	(12.86%)	23
Callan Small Cap Value	(10.56%)		31.82%		2.88%		24.31%		(14.79%)	
SSgA S&P 500 Index	(18.11%)	61	28.67%	53	18.36%	53	31.50%	39	(4.36%)	31
Standard & Poor's 500	(18.11%)	61	28.71%	53	18.40%	53	31.49%	39	(4.38%)	32
Callan Large Cap Core	(17.42%)		28.98%		19.19%		30.50%		(5.41%)	
SSgA S&P 400 Index	(13.08%)	46	24.78%	54	13.71%	53	26.33%	77	(11.10%)	56
S&P 400 Mid Cap Index	(13.06%)	46	24.76%	54	13.66%	53	26.20%	78	(11.08%)	56
Callan Mid Capitalization	(14.05%)		25.38%		16.17%		31.00%		(10.60%)	
<b>International Equity</b>	<b>(22.17%)</b>	<b>93</b>	<b>6.74%</b>	<b>64</b>	<b>23.23%</b>	<b>8</b>	<b>25.99%</b>	<b>12</b>	<b>(15.33%)</b>	<b>72</b>
International Equity Benchmark	(16.00%)	36	7.82%	55	10.65%	73	21.51%	76	(14.20%)	52
Pub Pln- Intl Equity	(16.88%)		8.41%		13.09%		22.93%		(14.04%)	
Morgan Stanley Int'l Equity	(13.12%)	22	5.28%	97	12.65%	27	21.63%	68	(12.86%)	23
MSCI EAFE Index	(14.45%)	41	11.26%	60	7.82%	61	22.01%	59	(13.79%)	32
Callan NonUS Dev Core Eq	(14.85%)		13.11%		8.50%		22.77%		(15.19%)	
William Blair & Company(3)	(28.28%)	90	9.39%	51	32.47%	5	30.75%	5	(17.50%)	74
MSCI ACWI x US (Net)	(16.00%)	55	7.82%	69	10.65%	53	21.51%	67	(14.20%)	33
Callan Non US Equity MFs	(15.77%)		9.47%		11.12%		22.83%		(15.04%)	
Causeway Emerging Markets(3)	(23.02%)	45	(1.30%)	46	16.94%	56	-	-	-	
MSCI EM	(20.09%)	19	(2.54%)	53	18.31%	51	18.44%	77	(14.57%)	23
Callan Emerging Equity MF	(23.36%)		(1.88%)		18.66%		22.31%		(16.91%)	
<b>Domestic Fixed Income</b>	<b>(12.58%)</b>	<b>59</b>	<b>(1.49%)</b>	<b>89</b>	<b>7.83%</b>	<b>61</b>	<b>8.77%</b>	<b>56</b>	<b>0.36%</b>	<b>38</b>
Domestic Fixed Income Benchmark	(13.01%)	70	(1.54%)	91	7.51%	66	8.72%	58	0.01%	57
Blmbg Aggregate Index	(13.01%)	70	(1.54%)	91	7.51%	66	8.72%	58	0.01%	57
Pub Pln- Dom Fixed	(12.05%)		(0.70%)		8.40%		8.97%		0.11%	
Richmond Capital Management	(12.58%)	33	(1.49%)	83	7.83%	86	8.77%	81	0.36%	25
Blended Benchmark(2)	(13.01%)	59	(1.54%)	88	7.51%	93	8.72%	82	0.01%	62
Callan Core Bond FI	(12.90%)		(1.04%)		8.70%		9.17%		0.11%	
<b>Real Estate</b>	<b>10.62%</b>	<b>12</b>	<b>24.89%</b>	<b>15</b>	<b>(0.29%)</b>	<b>74</b>	<b>1.43%</b>	<b>96</b>	<b>6.39%</b>	<b>80</b>
Real Estate Benchmark	7.56%	44	21.88%	47	0.75%	47	5.18%	75	7.30%	66
Pub Pln- Real Estate	7.01%		21.69%		0.55%		6.76%		7.94%	
Heitman(3)	9.50%	44	23.60%	39	(1.33%)	88	1.17%	95	6.39%	76
NFI-ODCE Equal Weight Net	7.56%	68	21.88%	47	0.75%	62	5.18%	74	7.30%	43
Callan OE Core Cmngld RE	8.33%		21.46%		1.45%		6.41%		7.21%	
<b>Total Fund</b>	<b>(14.69%)</b>	<b>81</b>	<b>13.56%</b>	<b>54</b>	<b>14.70%</b>	<b>17</b>	<b>20.00%</b>	<b>21</b>	<b>(4.81%)</b>	<b>70</b>
Total Fund Benchmark(1)	(13.26%)	61	13.27%	59	13.37%	29	19.38%	26	(3.89%)	51
CPI + 5%	11.46%	1	12.04%	80	6.36%	98	7.29%	100	6.91%	1
Callan Public Fund Spr DB	(12.66%)		13.88%		12.09%		18.01%		(3.84%)	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

(3) Returns are reported net of fees.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	2017		2016		2015		2014		2013	
<b>Domestic Equity</b>	<b>20.70%</b>	<b>46</b>	<b>14.61%</b>	<b>20</b>	<b>0.82%</b>	<b>28</b>	<b>11.57%</b>	<b>42</b>	<b>34.24%</b>	<b>53</b>
Domestic Equity Benchmark	19.85%	66	14.77%	15	(0.05%)	58	11.86%	28	33.54%	65
Pub Pln- Dom Equity	20.51%		12.86%		0.19%		11.37%		34.37%	
Emerald Advisers, Inc.	29.11%	27	10.97%	36	4.66%	12	7.68%	24	50.59%	35
Russell 2000 Growth Index	22.17%	72	11.32%	36	(1.38%)	49	5.60%	33	43.30%	73
Callan Small Cap Growth	26.16%		8.62%		(1.54%)		3.52%		46.98%	
Ceredex Value Advisors	11.12%	33	30.95%	26	(4.47%)	58	3.03%	88	35.87%	76
Russell 2000 Index	14.65%	11	21.31%	92	(4.41%)	58	4.89%	73	38.82%	52
Russell 2000 Value Index	7.84%	63	31.74%	13	(7.47%)	82	4.22%	84	34.52%	80
Callan Small Cap Value	9.18%		27.88%		(3.68%)		5.81%		39.10%	
SSgA S&P 500 Index	21.86%	48	12.03%	21	1.46%	48	13.72%	48	32.44%	77
Standard & Poor's 500	21.83%	49	11.96%	21	1.38%	51	13.69%	48	32.39%	77
Callan Large Cap Core	21.72%		10.42%		1.40%		13.63%		34.49%	
SSgA S&P 400 Index	16.22%	70	20.73%	14	(2.15%)	65	9.75%	51	33.67%	76
S&P 400 Mid Cap Index	16.24%	70	20.74%	14	(2.18%)	65	9.77%	51	33.50%	77
Callan Mid Capitalization	19.58%		12.23%		(0.80%)		9.88%		35.84%	
<b>International Equity</b>	<b>28.22%</b>	<b>62</b>	<b>(1.46%)</b>	<b>95</b>	<b>0.15%</b>	<b>7</b>	<b>(3.84%)</b>	<b>66</b>	<b>19.19%</b>	<b>39</b>
International Equity Benchmark	27.19%	78	4.50%	41	(5.66%)	68	(3.87%)	66	15.29%	69
Pub Pln- Intl Equity	29.02%		4.07%		(3.78%)		(3.19%)		17.86%	
Morgan Stanley Int'l Equity	26.28%	50	(0.82%)	77	1.17%	48	(5.13%)	63	21.72%	77
MSCI EAFE Index	25.03%	61	1.00%	47	(0.81%)	76	(4.90%)	59	22.78%	66
Callan NonUS Dev Core Eq	26.32%		0.89%		1.08%		(4.41%)		24.76%	
William Blair & Company(3)	29.53%	32	(2.40%)	77	0.09%	48	(2.66%)	24	18.90%	74
MSCI ACWI x US (Net)	27.19%	47	4.50%	15	(5.66%)	93	(3.87%)	32	15.29%	87
Callan Non US Equity MFs	26.90%		0.23%		0.02%		(5.48%)		21.05%	
<b>Domestic Fixed Income</b>	<b>3.82%</b>	<b>68</b>	<b>3.15%</b>	<b>69</b>	<b>1.17%</b>	<b>13</b>	<b>6.48%</b>	<b>20</b>	<b>(1.44%)</b>	<b>63</b>
Domestic Fixed Income Benchmark	3.54%	77	2.65%	77	0.55%	37	5.97%	37	(2.02%)	77
Blmbg Aggregate Index	3.54%	77	2.65%	77	0.55%	37	5.97%	37	(2.02%)	77
Pub Pln- Dom Fixed	4.49%		4.16%		0.28%		5.57%		(1.02%)	
Richmond Capital Management	3.82%	67	3.15%	49	1.17%	24	6.48%	33	(1.44%)	45
Blended Benchmark(2)	3.54%	88	2.65%	87	0.55%	71	5.97%	71	(2.00%)	83
Callan Core Bond FI	3.96%		3.13%		0.84%		6.19%		(1.48%)	
<b>Real Estate</b>	<b>5.88%</b>	<b>87</b>	<b>8.83%</b>	<b>51</b>	<b>14.68%</b>	<b>23</b>	-	-	-	-
Real Estate Benchmark	6.92%	74	8.36%	59	14.18%	28	-	-	-	-
Pub Pln- Real Estate	7.91%		8.83%		12.54%		13.14%		12.24%	
Heitman(3)	5.88%	79	8.83%	45	14.68%	37	-	-	-	-
NFI-ODCE Equal Weight Net	6.92%	46	8.36%	54	14.18%	51	11.42%	61	12.36%	51
Callan OE Core Cmngld RE	6.71%		8.67%		14.21%		11.99%		12.66%	
<b>Total Fund</b>	<b>15.56%</b>	<b>50</b>	<b>8.21%</b>	<b>32</b>	<b>1.82%</b>	<b>6</b>	<b>7.45%</b>	<b>18</b>	<b>19.40%</b>	<b>18</b>
Total Fund Benchmark(1)	15.02%	57	9.29%	9	0.78%	26	7.41%	19	17.57%	33
CPI + 5%	7.11%	98	7.08%	70	5.73%	1	5.76%	57	6.50%	96
Callan Public Fund Spr DB	15.55%		7.69%		(0.02%)		6.07%		15.78%	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

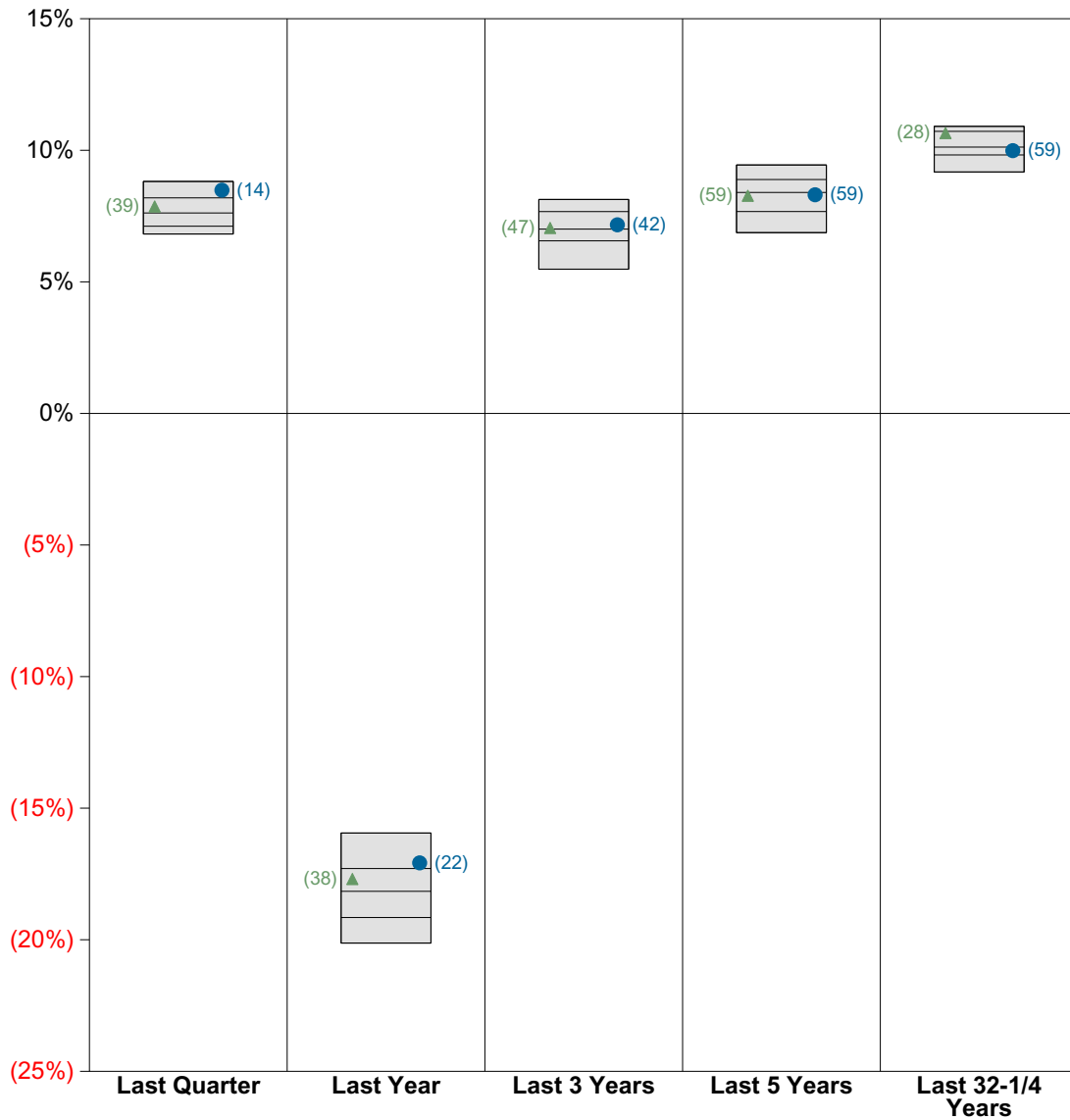
(3) Returns are reported net of fees.



**City of Fort Pierce  
Performance vs Public Fund - Domestic Equity  
Periods Ended December 31, 2022**

**Return Ranking**

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.

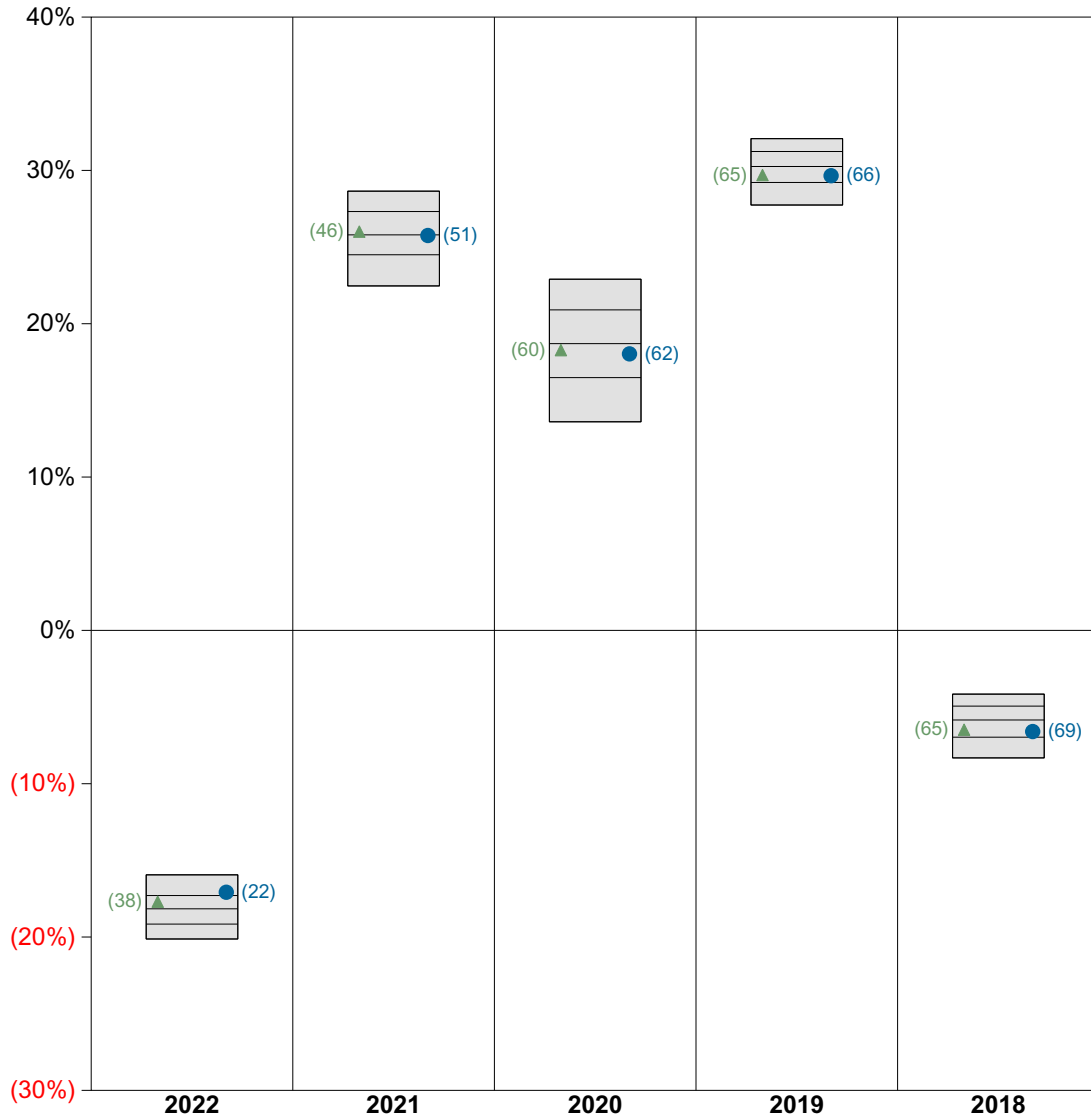


10th Percentile	8.82	(15.94)	8.13	9.44	10.91
25th Percentile	8.19	(17.29)	7.67	8.89	10.72
Median	7.62	(18.16)	7.00	8.40	10.12
75th Percentile	7.11	(19.16)	6.56	7.67	9.82
90th Percentile	6.82	(20.13)	5.48	6.87	9.18
<b>Equity Composite</b> ●	8.48	(17.08)	7.17	8.31	9.99
Domestic Equity Benchmark ▲	7.87	(17.69)	7.05	8.27	10.66

# City of Fort Pierce Performance vs Public Fund - Domestic Equity Recent Periods

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	2022	2021	2020	2019	2018
10th Percentile	(15.94)	28.65	22.90	32.07	(4.16)
25th Percentile	(17.29)	27.32	20.90	31.23	(4.94)
Median	(18.16)	25.80	18.70	30.26	(5.84)
75th Percentile	(19.16)	24.50	16.48	29.21	(6.97)
90th Percentile	(20.13)	22.47	13.60	27.74	(8.32)
<b>Equity Composite</b> ●	(17.08)	25.75	18.03	29.65	(6.60)
Domestic Equity Benchmark ▲	(17.69)	26.01	18.28	29.70	(6.48)

# Emerald Advisers, Inc. Period Ended December 31, 2022

## Investment Philosophy

Emerald is dedicated to fundamental, bottom-up research designed to identify unrecognized, under-researched and undervalued growth companies.

## Quarterly Summary and Highlights

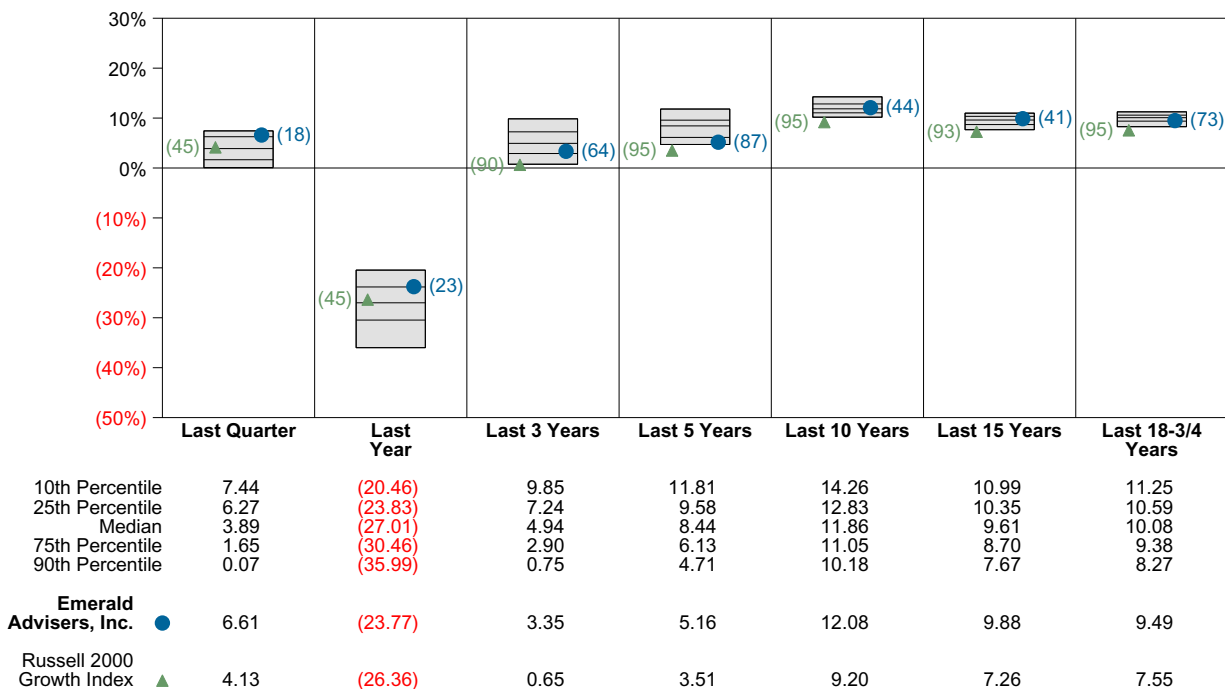
- Emerald Advisers, Inc.'s portfolio posted a 6.61% return for the quarter placing it in the 18 percentile of the Callan Small Cap Growth group for the quarter and in the 23 percentile for the last year.
- Emerald Advisers, Inc.'s portfolio outperformed the Russell 2000 Growth Index by 2.47% for the quarter and outperformed the Russell 2000 Growth Index for the year by 2.59%.

## Quarterly Asset Growth

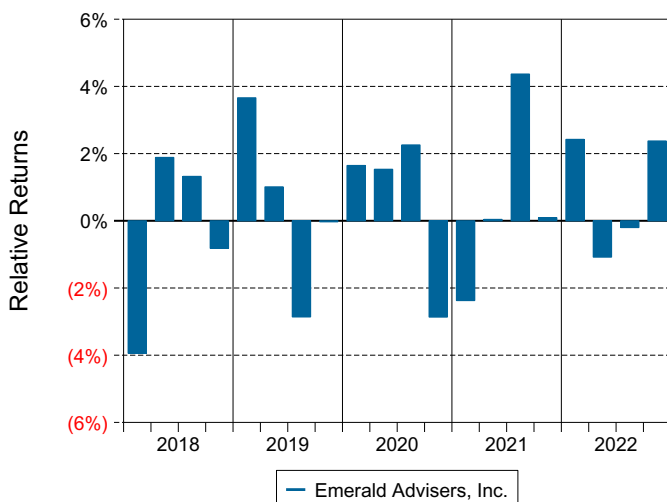
Beginning Market Value	\$6,306,232
Net New Investment	\$-13,066
Investment Gains/(Losses)	\$416,742
Ending Market Value	\$6,709,907

**Percent Cash: 0.0%**

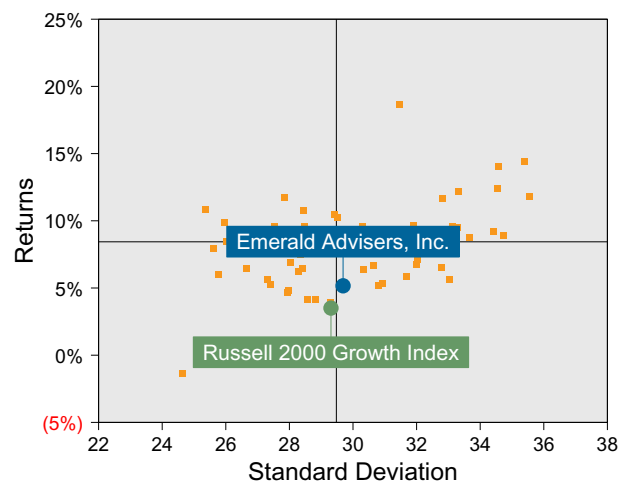
## Performance vs Callan Small Cap Growth (Gross)



## Relative Return vs Russell 2000 Growth Index



## Callan Small Cap Growth (Gross) Annualized Five Year Risk vs Return



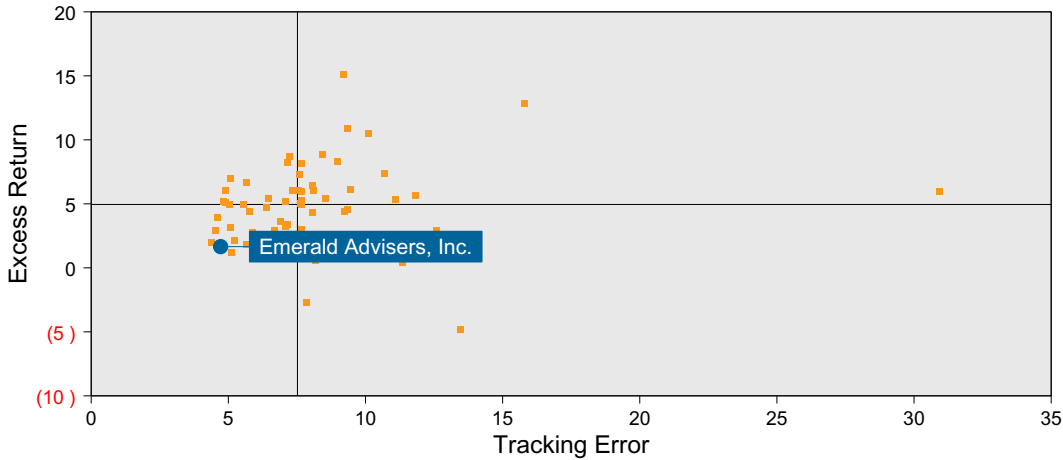


# Emerald Advisers, Inc. Risk Analysis Summary

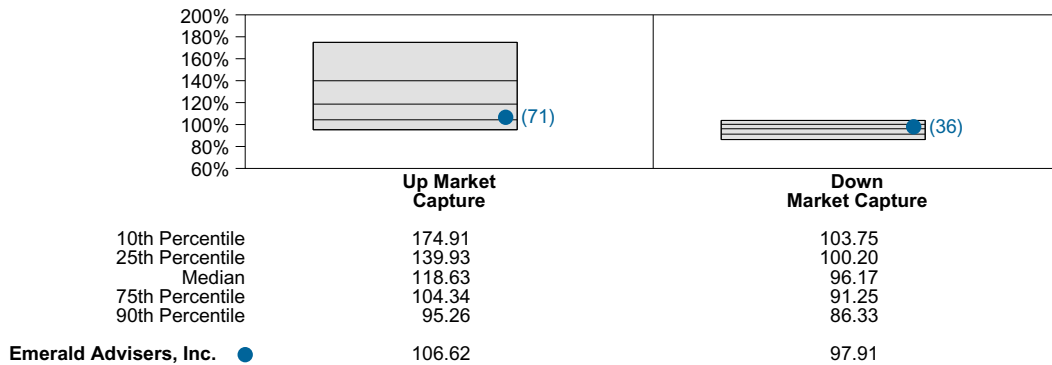
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

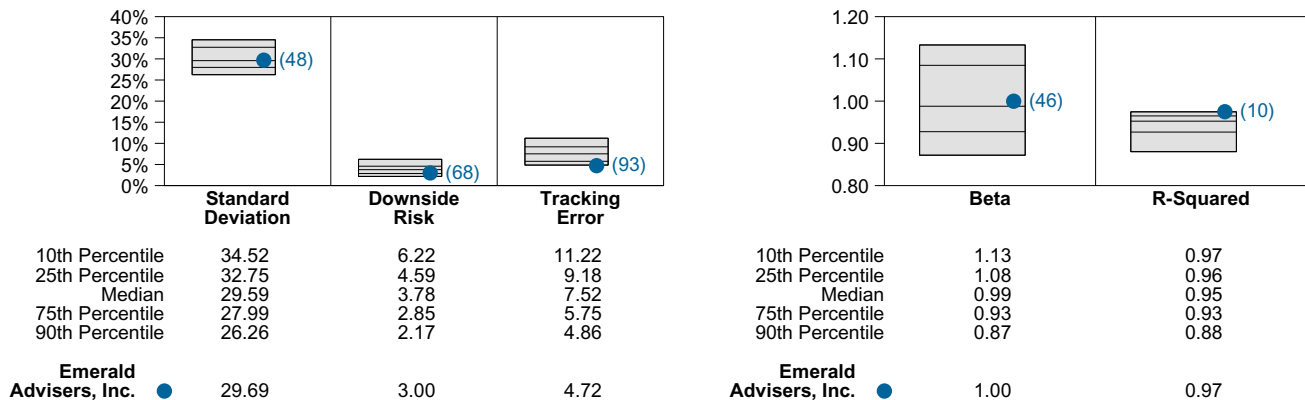
### Risk Analysis vs Callan Small Cap Growth (Gross) Five Years Ended December 31, 2022



### Market Capture vs Russell 2000 Growth Index Rankings Against Callan Small Cap Growth (Gross) Five Years Ended December 31, 2022



### Risk Statistics Rankings vs Russell 2000 Growth Index Rankings Against Callan Small Cap Growth (Gross) Five Years Ended December 31, 2022



# Emerald Advisers, Inc. Equity Characteristics Analysis Summary

## Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Growth as of December 31, 2022

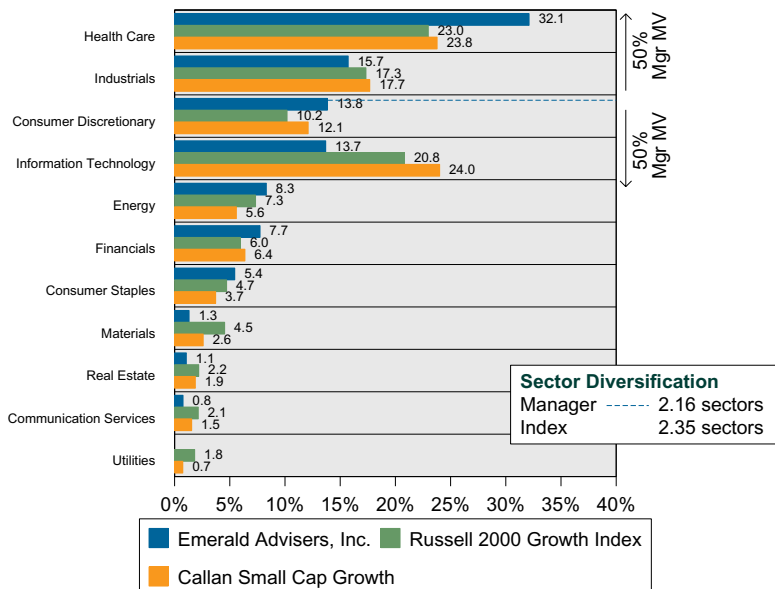


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Dividend Yield	MSCI Combined Z-Score
10th Percentile	4.87	46.45	3.90	0.63	0.85
25th Percentile	4.28	31.44	3.59	0.53	0.73
Median	3.85	25.10	3.13	0.43	0.60
75th Percentile	3.06	21.27	2.85	0.32	0.49
90th Percentile	2.20	15.92	2.38	0.19	0.40
<b>Emerald Advisers, Inc.</b>	2.59	33.09	3.09	0.52	0.64
Russell 2000 Growth Index	2.76	24.57	3.28	0.76	0.48

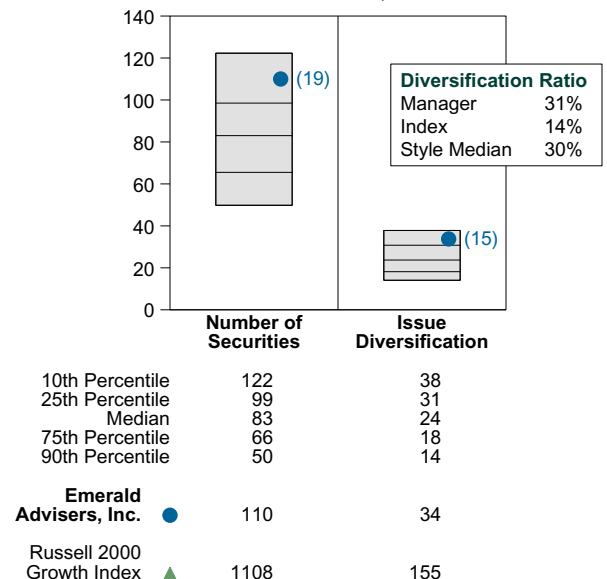
## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

### Sector Allocation December 31, 2022



### Diversification December 31, 2022



## **Emerald Advisers, Inc.** **Top 10 Portfolio Holdings Characteristics** **as of December 31, 2022**

### **10 Largest Holdings**

<b>Stock</b>	<b>Sector</b>	<b>Ending Market Value</b>	<b>Percent of Portfolio</b>	<b>Qtrly Return</b>	<b>Market Capital</b>	<b>Price/Forecasted Earnings Ratio</b>	<b>Dividend Yield</b>	<b>Forecasted Growth in Earnings</b>
Simply Good Foods Co Com	Consumer Staples	\$136,033	2.0%	19.72%	3.87	22.88	0.00%	8.32%
Super Micro Computer Inc	Information Technology	\$134,069	2.0%	26.37%	4.34	8.66	0.00%	57.68%
Ma Com Technology Solutions	Information Technology	\$127,409	1.9%	11.74%	4.45	20.13	0.00%	49.01%
Merit Medical Systems	Health Care	\$121,678	1.8%	21.70%	4.02	24.96	0.00%	11.00%
Churchill Downs Inc	Consumer Discretionary	\$119,247	1.8%	12.90%	7.91	23.57	0.34%	28.53%
Nv5 Hldgs Inc	Industrials	\$117,765	1.7%	17.07%	2.06	21.96	0.00%	14.50%
Transmedics Group Inc	Health Care	\$115,355	1.7%	14.86%	1.97	(57.31)	0.00%	-
Cactus Inc Cl A	Energy	\$114,995	1.7%	34.58%	3.05	20.60	0.88%	57.70%
Replimune Group Inc	Health Care	\$109,507	1.6%	6.30%	1.50	(9.08)	0.00%	-
Planet Fitness Inc Cl A	Consumer Discretionary	\$108,114	1.6%	13.56%	6.57	38.22	0.00%	(2.23)%

### **10 Best Performers**

<b>Stock</b>	<b>Sector</b>	<b>Ending Market Value</b>	<b>Percent of Portfolio</b>	<b>Qtrly Return</b>	<b>Market Capital</b>	<b>Price/Forecasted Earnings Ratio</b>	<b>Dividend Yield</b>	<b>Forecasted Growth in Earnings</b>
Madrigal Pharmaceuticals Inc Com	Health Care	\$13,061	0.2%	346.61%	4.98	(16.68)	0.00%	-
Prometheus Biosciences	Health Care	\$59,620	0.9%	86.41%	5.10	(30.23)	0.00%	-
Altra Indl Motion Corp	Industrials	\$45,828	0.7%	78.88%	3.89	18.12	0.60%	8.82%
Profrac Holding Corp Cl A	Energy	\$87,948	1.3%	44.05%	1.36	4.87	0.00%	-
Bjs Restaurants Inc	Consumer Discretionary	\$53,551	0.8%	37.69%	0.62	32.69	0.00%	(41.69)%
Tetra Technologies Inc Del	Energy	\$36,427	0.5%	37.60%	0.45	11.34	0.00%	(28.73)%
Matador Res Co	Energy	\$73,095	1.1%	35.83%	6.76	6.19	0.70%	57.35%
Cactus Inc Cl A	Energy	\$114,995	1.7%	34.58%	3.05	20.60	0.88%	57.70%
Aris Water Solution Inc Cl A	Industrials	\$48,619	0.7%	33.46%	0.38	8.84	2.50%	-
Iveric Bio Inc	Health Care	\$54,874	0.8%	33.33%	2.87	(14.23)	0.00%	-

### **10 Worst Performers**

<b>Stock</b>	<b>Sector</b>	<b>Ending Market Value</b>	<b>Percent of Portfolio</b>	<b>Qtrly Return</b>	<b>Market Capital</b>	<b>Price/Forecasted Earnings Ratio</b>	<b>Dividend Yield</b>	<b>Forecasted Growth in Earnings</b>
Babcock & Wilcox Enterpris I	Industrials	\$32,156	0.5%	(26.71)%	0.51	30.05	0.00%	-
Blueprint Medicines Corp	Health Care	\$57,523	0.9%	(21.22)%	2.62	(4.59)	0.00%	-
Ocular Therapeutix Inc	Health Care	\$9,161	0.1%	(13.01)%	0.22	(3.42)	0.00%	-
Neogenomics Inc	Health Care	\$68,265	1.0%	(11.67)%	1.17	(17.60)	0.00%	58.93%
Cytokinetics Inc	Health Care	\$73,220	1.1%	(9.48)%	4.34	(9.61)	0.00%	-
Ameresco Inc Cl A	Industrials	\$58,283	0.9%	(9.03)%	1.94	30.12	0.00%	29.74%
Trinet Group Inc	Industrials	\$88,140	1.3%	(8.76)%	4.22	12.97	0.00%	25.05%
Hannon Armstrong Sust Infr C	Financials	\$20,170	0.3%	(8.06)%	2.57	13.17	5.18%	10.85%
Insmed Inc Com Par \$.01	Health Care	\$63,297	0.9%	(7.26)%	2.71	(5.05)	0.00%	-
Petco Health & Wellness Co Inc Cl A	Consumer Discretionary	\$41,143	0.6%	(5.65)%	2.16	12.93	0.00%	-

# Ceredex Value Advisors Period Ended December 31, 2022

## Investment Philosophy

Ceredex Value Advisors seeks to provide long-term capital appreciation and income by investing primarily in U.S. companies with market capitalization less than \$3 billion, and which managers believe are undervalued in the market place at the time of purchase.

## Quarterly Summary and Highlights

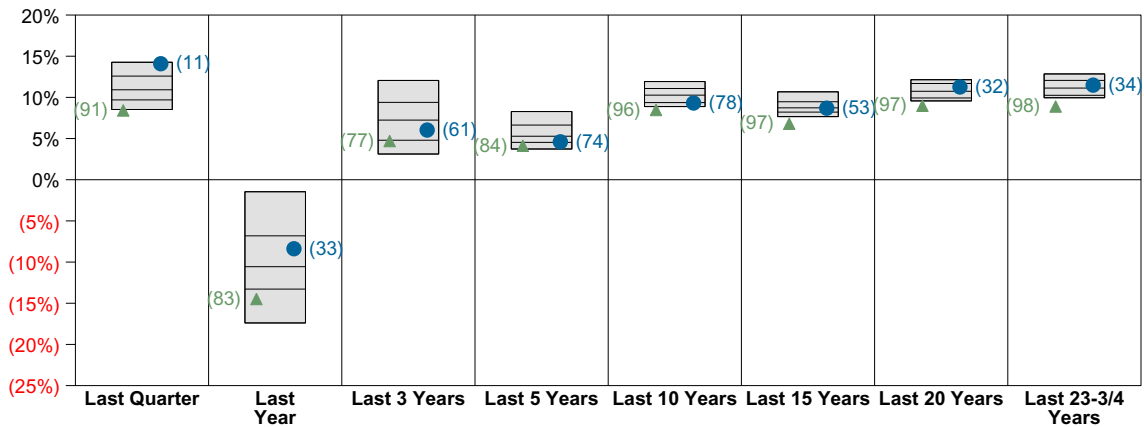
- Ceredex Value Advisors's portfolio posted a 14.09% return for the quarter placing it in the 11 percentile of the Callan Small Cap Value group for the quarter and in the 33 percentile for the last year.
- Ceredex Value Advisors's portfolio outperformed the Russell 2000 Value Index by 5.67% for the quarter and outperformed the Russell 2000 Value Index for the year by 6.10%.

## Quarterly Asset Growth

Beginning Market Value	\$6,285,309
Net New Investment	\$-14,130
Investment Gains/(Losses)	\$885,327
Ending Market Value	\$7,156,506

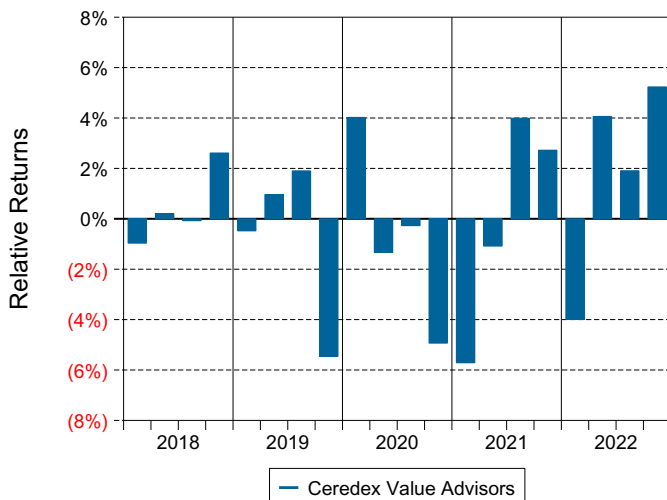
**Percent Cash: 0.0%**

## Performance vs Callan Small Cap Value (Gross)

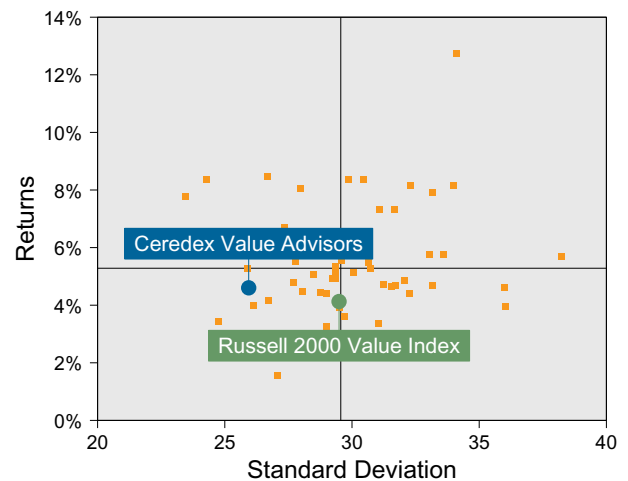


10th Percentile	14.26	(1.46)	12.05	8.28	11.92	10.68	12.15	12.85
25th Percentile	12.59	(6.81)	9.39	6.64	11.08	9.47	11.69	12.06
Median	10.92	(10.56)	7.24	5.28	10.27	8.73	10.74	11.13
75th Percentile	9.70	(13.28)	4.80	4.54	9.37	8.21	9.93	10.25
90th Percentile	8.53	(17.39)	3.12	3.73	8.89	7.66	9.57	9.96
<b>Ceredex Value Advisors</b>	<b>● 14.09</b>	<b>(8.38)</b>	<b>6.03</b>	<b>4.60</b>	<b>9.32</b>	<b>8.69</b>	<b>11.26</b>	<b>11.49</b>
Russell 2000 Value Index	▲ 8.42	(14.48)	4.70	4.13	8.48	6.81	8.99	8.89

## Relative Return vs Russell 2000 Value Index



## Callan Small Cap Value (Gross) Annualized Five Year Risk vs Return

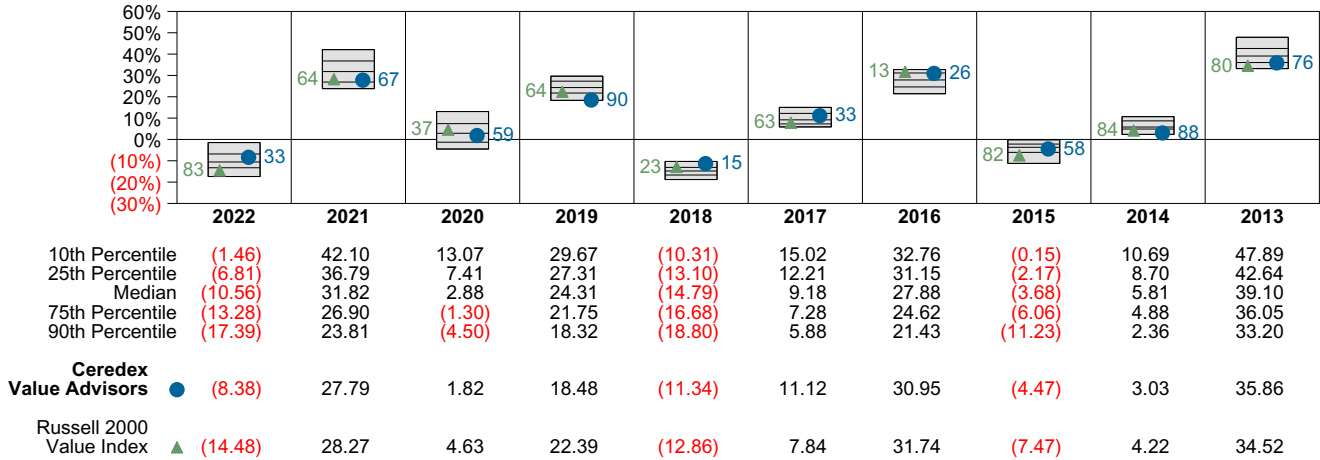


# Ceredex Value Advisors Return Analysis Summary

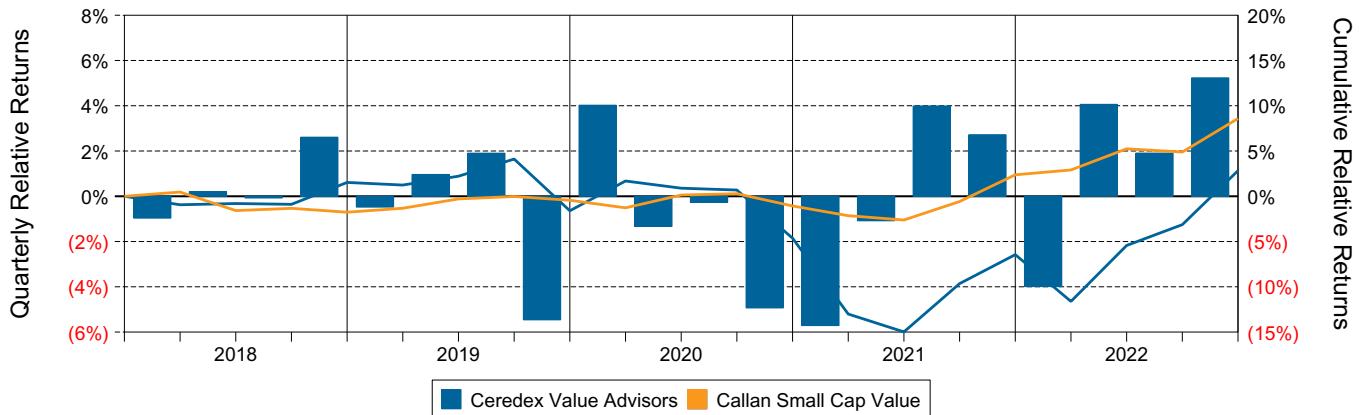
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

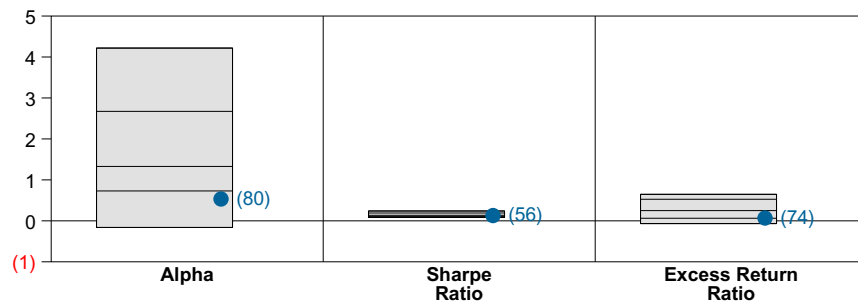
### Performance vs Callan Small Cap Value (Gross)



### Cumulative and Quarterly Relative Returns vs Russell 2000 Value Index



### Risk Adjusted Return Measures vs Russell 2000 Value Index Rankings Against Callan Small Cap Value (Gross) Five Years Ended December 31, 2022



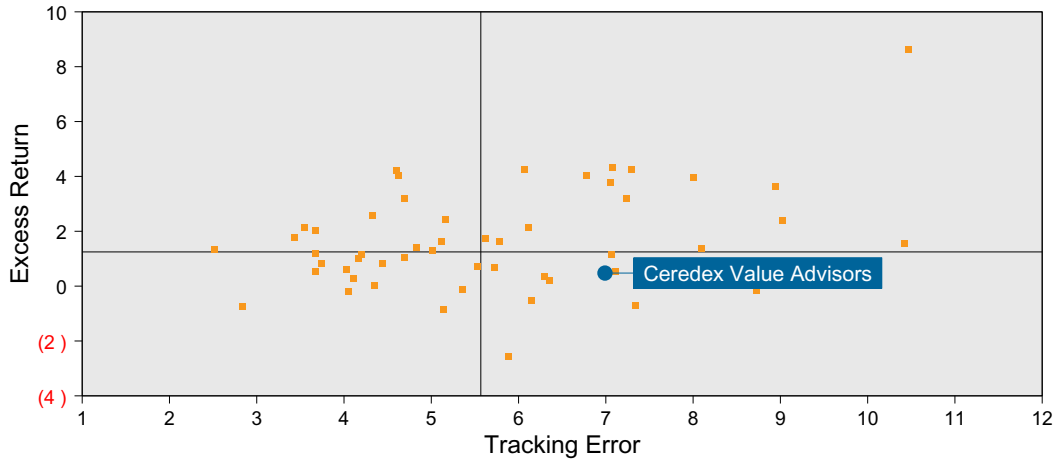
10th Percentile	4.22	0.24	0.65
25th Percentile	2.67	0.19	0.53
Median	1.33	0.14	0.25
75th Percentile	0.73	0.11	0.06
90th Percentile	(0.16)	0.08	(0.07)
<b>Ceredex Value Advisors</b>	<b>0.53</b>	<b>0.13</b>	<b>0.07</b>

# Ceredex Value Advisors Risk Analysis Summary

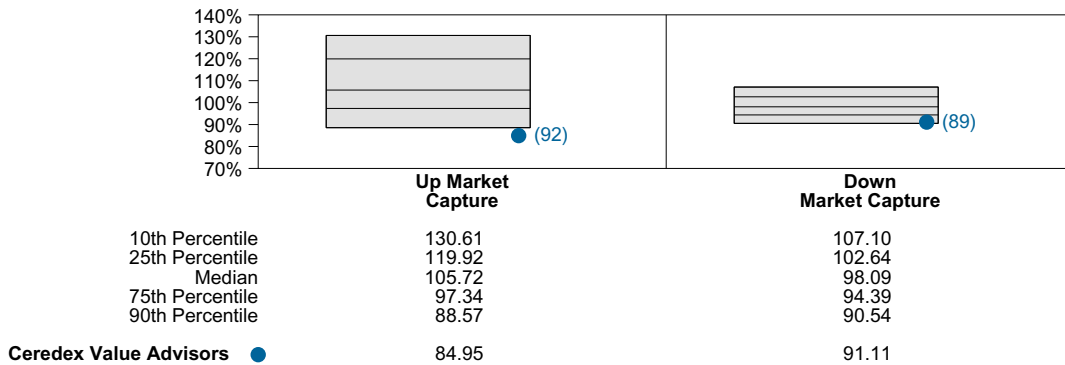
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

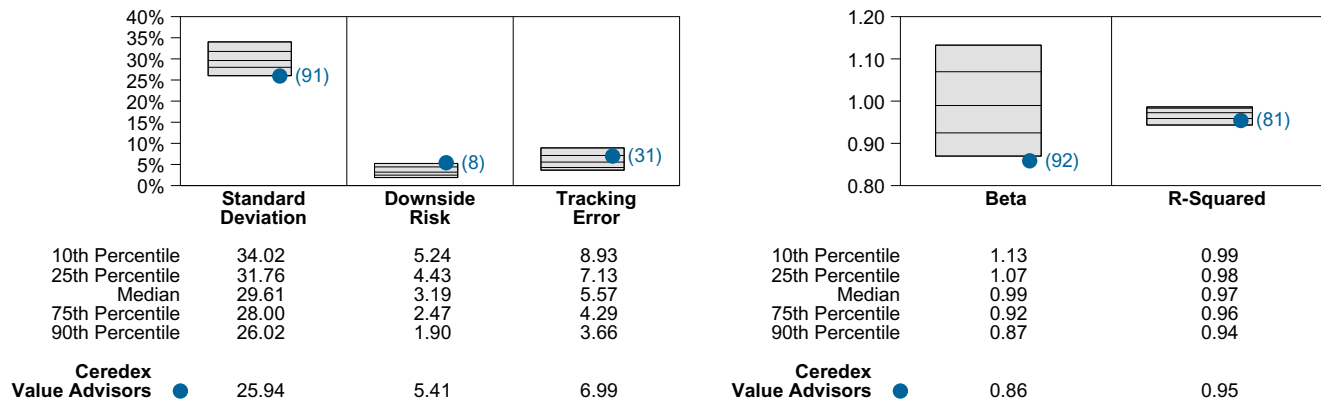
### Risk Analysis vs Callan Small Cap Value (Gross) Five Years Ended December 31, 2022



### Market Capture vs Russell 2000 Value Index Rankings Against Callan Small Cap Value (Gross) Five Years Ended December 31, 2022



### Risk Statistics Rankings vs Russell 2000 Value Index Rankings Against Callan Small Cap Value (Gross) Five Years Ended December 31, 2022

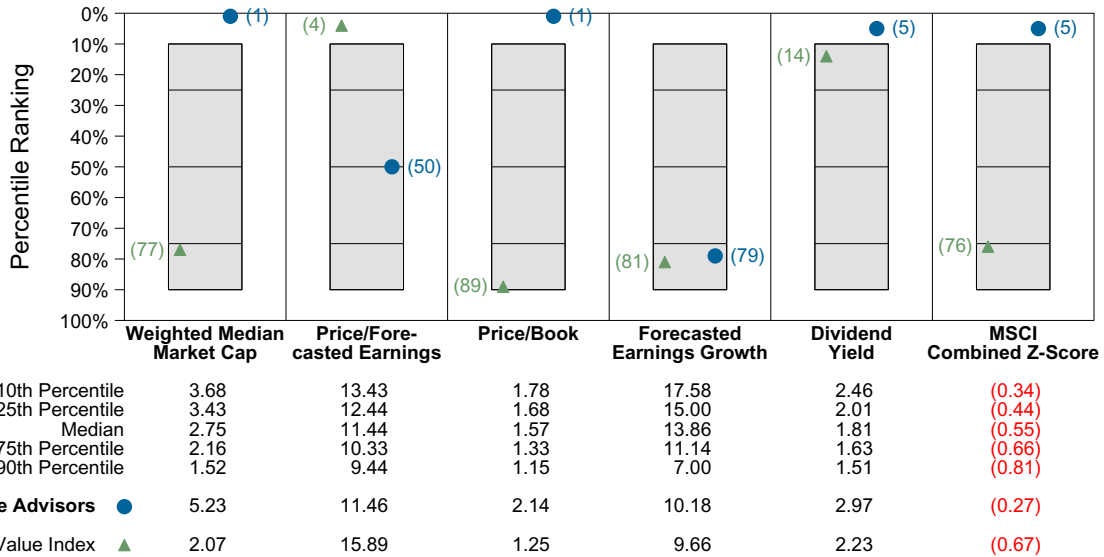


# Ceredex Value Advisors Equity Characteristics Analysis Summary

## Portfolio Characteristics

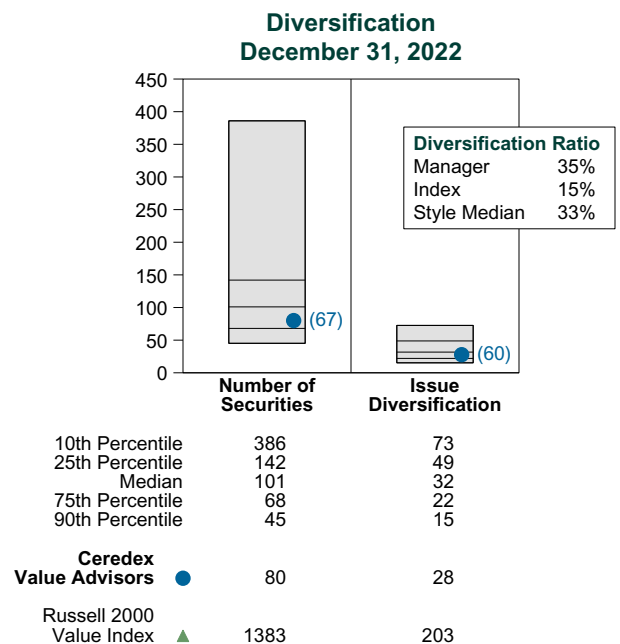
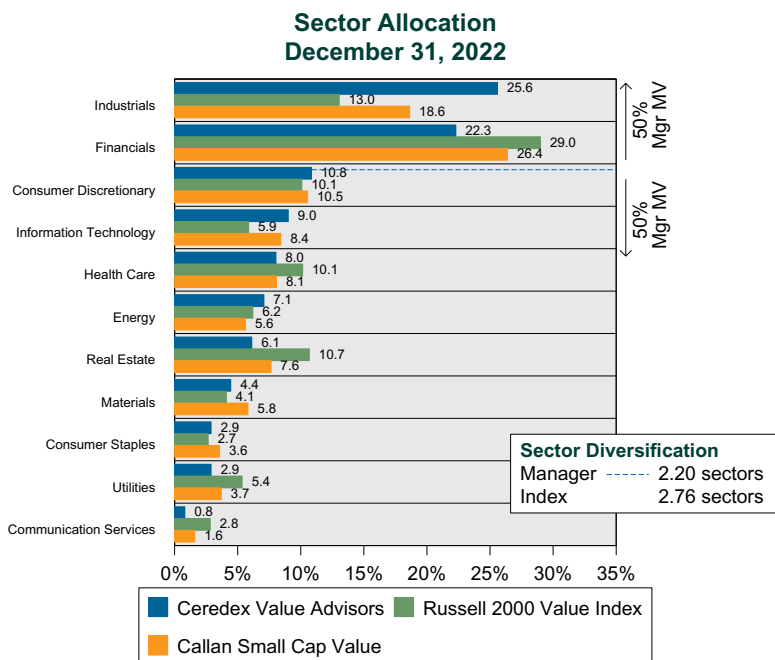
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Value as of December 31, 2022



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



## Ceredex Value Advisors Top 10 Portfolio Holdings Characteristics as of December 31, 2022

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Perrigo Co	Health Care	\$231,812	3.2%	(3.63)%	4.59	12.26	3.05%	(20.25)%
Ovintiv Inc	Energy	\$173,732	2.4%	11.53%	12.59	3.62	1.97%	36.59%
Academy Sports & Outdoors In	Consumer Discretionary	\$162,874	2.3%	24.74%	4.11	6.54	0.57%	-
First Ctzn Bancshares Inc N Cl A	Financials	\$151,672	2.1%	(4.81)%	11.37	7.87	0.40%	6.87%
Stantec Inc	Industrials	\$148,614	2.1%	9.67%	5.30	18.98	1.11%	13.77%
Ritchie Bros Auctioneers	Industrials	\$144,575	2.0%	(6.36)%	6.41	23.20	1.87%	22.68%
Power Integrations Inc	Information Technology	\$144,157	2.0%	11.77%	4.10	26.78	1.00%	2.88%
Dolby Laboratories Inc	Information Technology	\$134,026	1.9%	8.68%	4.19	20.38	1.53%	16.00%
Emcor Group Inc	Industrials	\$133,299	1.9%	28.41%	7.06	16.23	0.41%	13.31%
Agco Corp	Industrials	\$124,821	1.7%	44.49%	10.35	10.38	0.69%	9.20%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Championx Corporation	Energy	\$92,768	1.3%	48.64%	5.78	15.78	1.03%	52.80%
Agco Corp	Industrials	\$124,821	1.7%	44.49%	10.35	10.38	0.69%	9.20%
Tempur Pedic Intl Inc	Consumer Discretionary	\$61,588	0.9%	42.66%	5.87	12.73	1.17%	3.00%
Aaon Inc Com Par \$0.004	Industrials	\$52,724	0.7%	40.22%	4.01	30.86	0.64%	11.84%
Matthews Intl Corp Cl A	Industrials	\$33,484	0.5%	36.83%	0.92	10.01	3.02%	(4.82)%
Rli Corp	Financials	\$52,508	0.7%	35.52%	5.96	29.08	0.79%	23.97%
Energizer Hldgs Inc New Com	Consumer Staples	\$104,005	1.5%	34.66%	2.40	10.47	3.58%	3.80%
Evercore Inc	Financials	\$43,632	0.6%	33.47%	4.24	10.49	2.64%	21.64%
Toro Co	Industrials	\$113,200	1.6%	31.71%	11.77	22.51	1.20%	16.00%
Nov Inc	Energy	\$73,115	1.0%	29.43%	8.21	18.09	0.96%	(28.78)%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Algonquin Pwr Utils Corp	Utilities	\$65,200	0.9%	(38.67)%	4.39	9.55	8.20%	3.90%
Armstrong World Inds Inc New	Industrials	\$96,026	1.3%	(13.13)%	3.13	12.65	1.48%	12.58%
Lemaitre Vascular Inc	Health Care	\$23,010	0.3%	(8.95)%	1.01	38.77	1.09%	2.60%
Ritchie Bros Auctioneers	Industrials	\$144,575	2.0%	(6.36)%	6.41	23.20	1.87%	22.68%
Comerica	Financials	\$73,535	1.0%	(5.00)%	8.75	6.64	4.07%	4.39%
First Ctzn Bancshares Inc N Cl A	Financials	\$151,672	2.1%	(4.81)%	11.37	7.87	0.40%	6.87%
Perrigo Co	Health Care	\$231,812	3.2%	(3.63)%	4.59	12.26	3.05%	(20.25)%
First Inst Bancsystem Inc Com Cl A	Financials	\$108,220	1.5%	(3.22)%	4.04	9.07	4.86%	3.37%
Physicians Rlty Tr	Real Estate	\$70,903	1.0%	(2.30)%	3.30	66.99	6.36%	13.11%
National Instrs Corp	Information Technology	\$81,180	1.1%	(1.49)%	4.82	15.27	3.04%	(6.43)%

# SSgA S&P 500 Index Period Ended December 31, 2022

## Investment Philosophy

State Street's S&P 500 Index Fund seeks to replicate the total return of the S&P 500 Index.

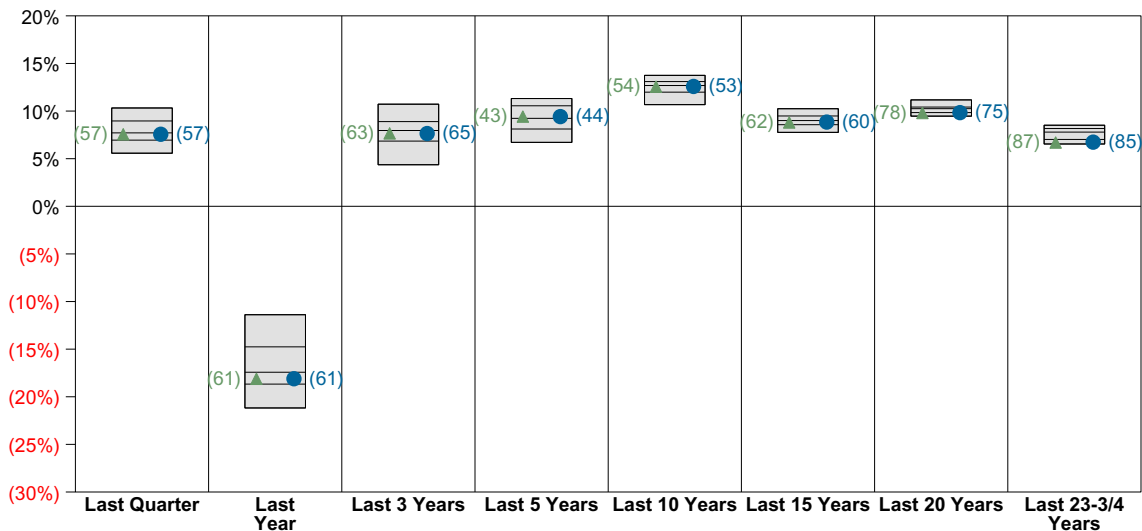
## Quarterly Summary and Highlights

- SSgA S&P 500 Index's portfolio posted a 7.56% return for the quarter placing it in the 57 percentile of the Callan Large Cap Core group for the quarter and in the 61 percentile for the last year.
- SSgA S&P 500 Index's portfolio outperformed the S&P 500 Index by 0.00% for the quarter and outperformed the S&P 500 Index for the year by 0.00%.

## Quarterly Asset Growth

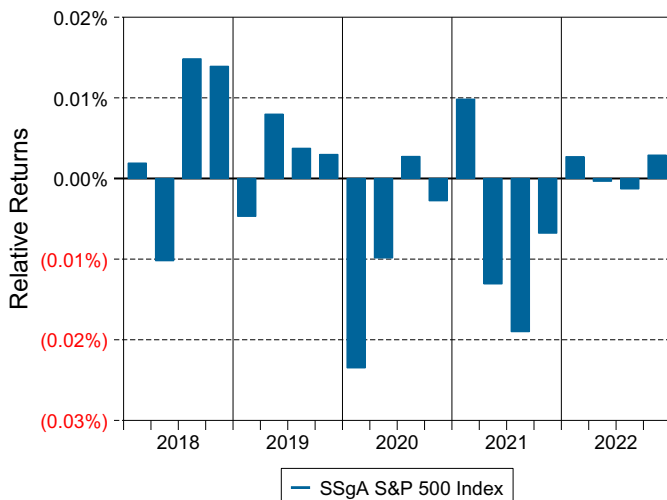
Beginning Market Value	\$53,203,391
Net New Investment	\$-6,674
Investment Gains/(Losses)	\$4,024,777
Ending Market Value	\$57,221,494

## Performance vs Callan Large Cap Core (Gross)

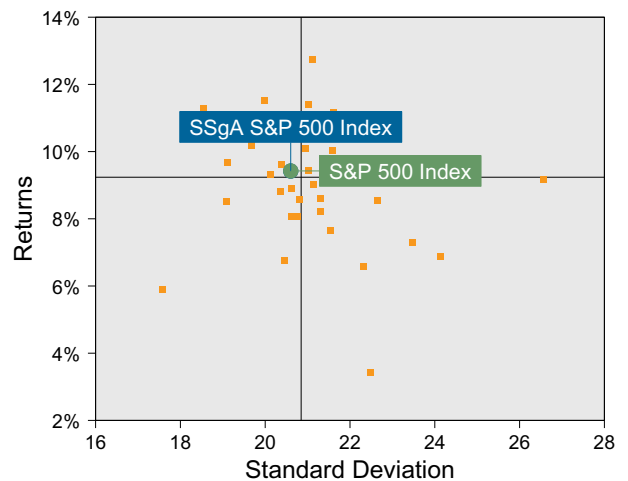


10th Percentile	10.33	(11.38)	10.72	11.32	13.75	10.25	11.17	8.51
25th Percentile	8.96	(14.76)	8.89	10.56	13.10	9.49	10.42	8.17
Median	7.71	(17.42)	7.96	9.24	12.68	9.00	10.25	7.79
75th Percentile	6.95	(18.67)	6.85	8.12	11.99	8.57	9.84	7.02
90th Percentile	5.58	(21.18)	4.36	6.71	10.68	7.76	9.47	6.54
<b>SSgA S&amp;P 500 Index</b>	● 7.56	(18.11)	7.64	9.42	12.59	8.84	9.84	6.74
S&P 500 Index	▲ 7.56	(18.11)	7.66	9.42	12.56	8.81	9.80	6.70

## Relative Return vs S&P 500 Index



## Callan Large Cap Core (Gross) Annualized Five Year Risk vs Return

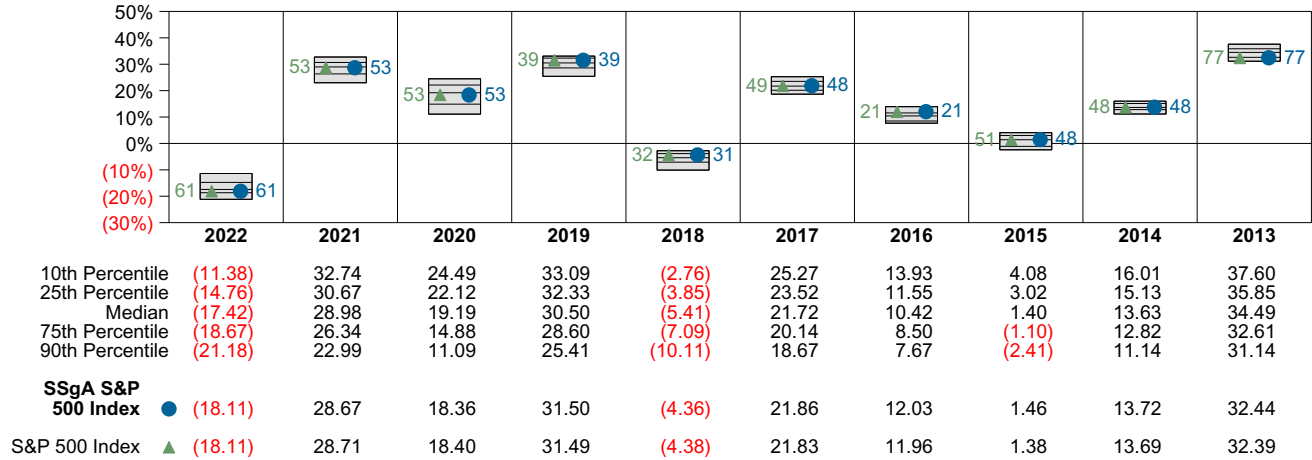


# SSgA S&P 500 Index Return Analysis Summary

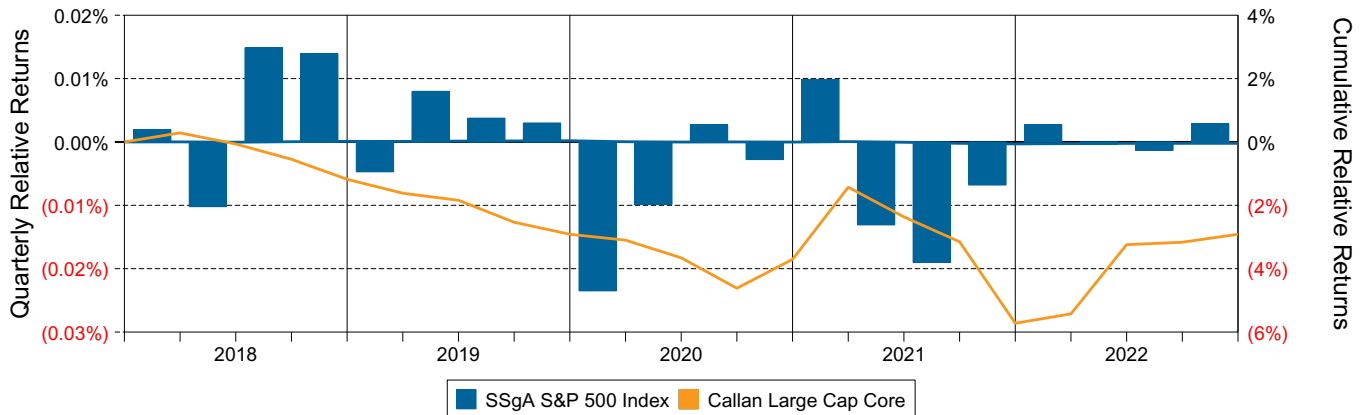
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

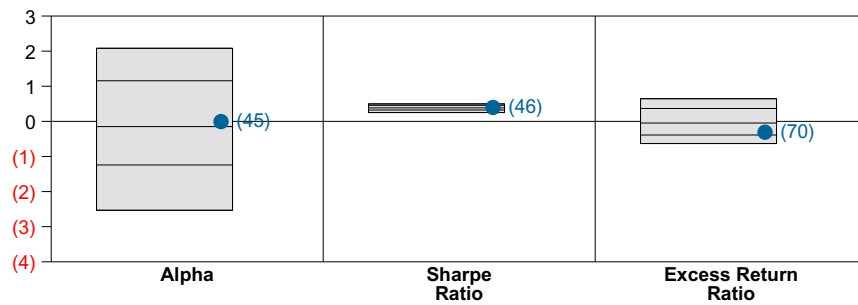
### Performance vs Callan Large Cap Core (Gross)



### Cumulative and Quarterly Relative Returns vs S&P 500 Index



### Risk Adjusted Return Measures vs S&P 500 Index Rankings Against Callan Large Cap Core (Gross) Five Years Ended December 31, 2022



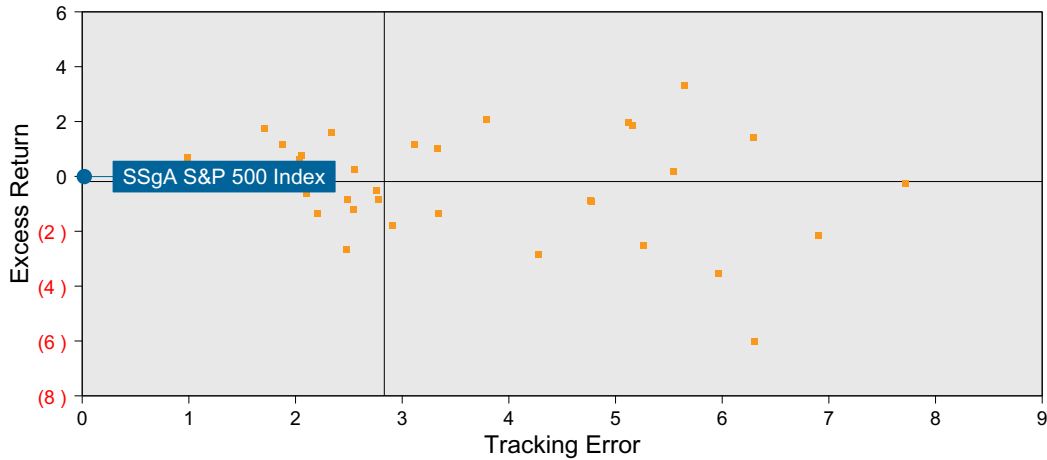
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.08	0.50	0.65
25th Percentile	1.16	0.46	0.37
Median	(0.15)	0.38	(0.05)
75th Percentile	(1.24)	0.32	(0.39)
90th Percentile	(2.53)	0.25	(0.63)
<b>SSgA S&amp;P 500 Index</b>	● (0.01)	0.40	(0.31)

# SSgA S&P 500 Index Risk Analysis Summary

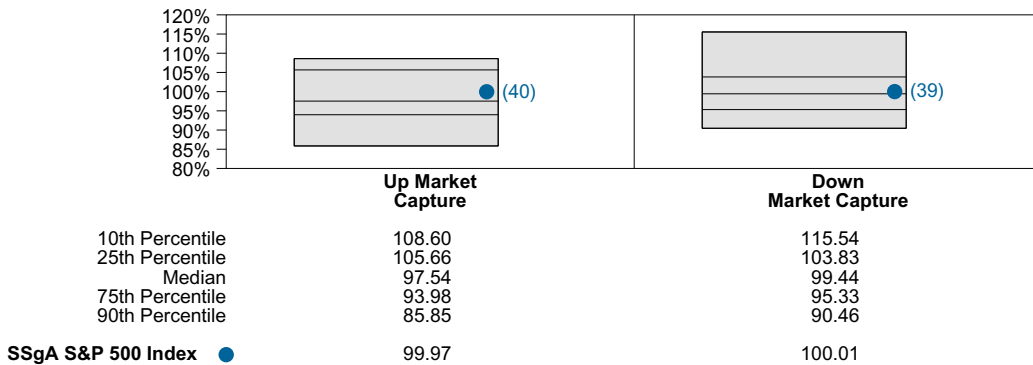
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

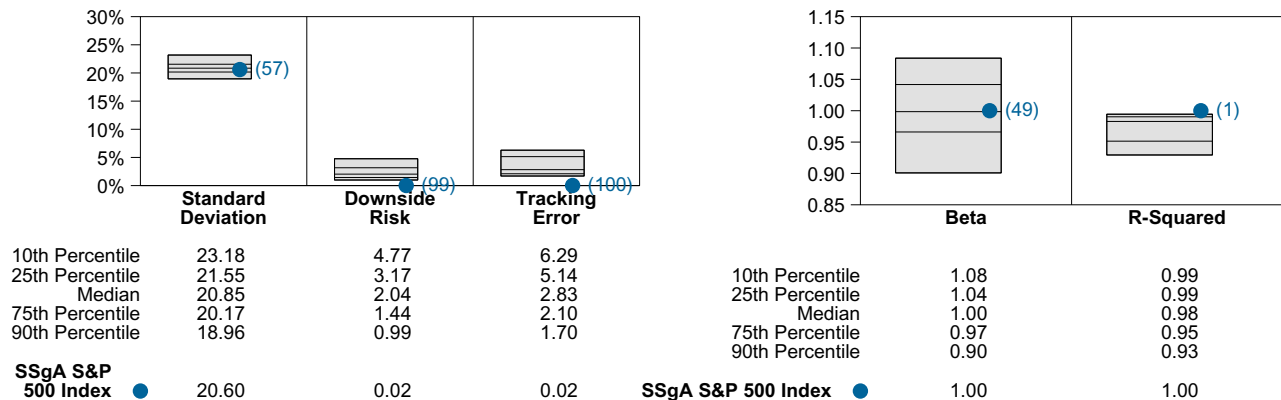
### Risk Analysis vs Callan Large Cap Core (Gross) Five Years Ended December 31, 2022



### Market Capture vs S&P 500 Index Rankings Against Callan Large Cap Core (Gross) Five Years Ended December 31, 2022



### Risk Statistics Rankings vs S&P 500 Index Rankings Against Callan Large Cap Core (Gross) Five Years Ended December 31, 2022

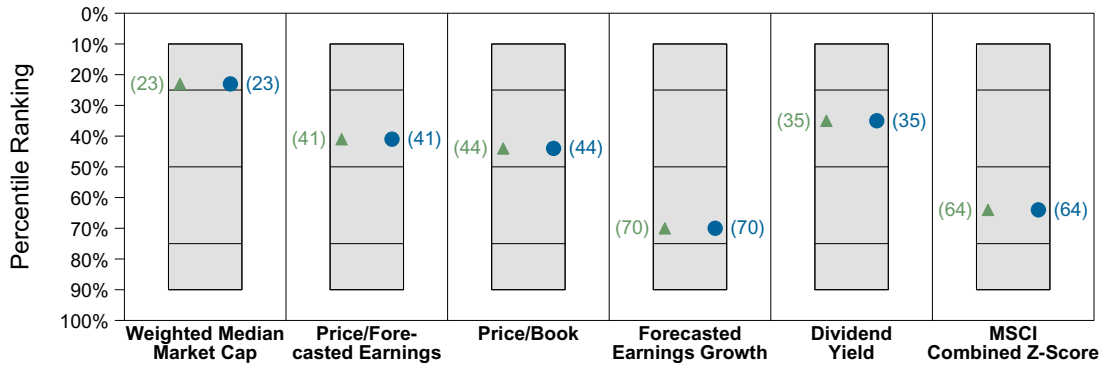


# SSgA S&P 500 Index Equity Characteristics Analysis Summary

## Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Large Cap Core as of December 31, 2022

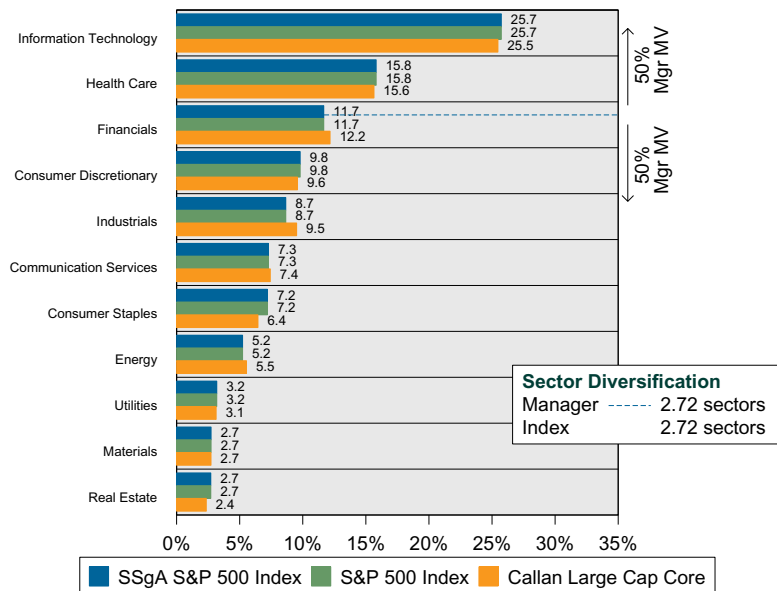


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	183.52	18.48	4.13	13.19	1.95	0.30
25th Percentile	148.15	17.24	3.90	12.35	1.82	0.17
Median	116.65	16.33	3.45	11.32	1.57	0.07
75th Percentile	92.00	14.53	3.00	9.87	1.39	(0.20)
90th Percentile	49.99	13.52	2.68	7.70	1.22	(0.33)
<b>SSgA S&amp;P 500 Index</b> ●	149.08	16.91	3.48	10.03	1.77	(0.02)
S&P 500 Index ▲	149.08	16.91	3.48	10.03	1.77	(0.02)

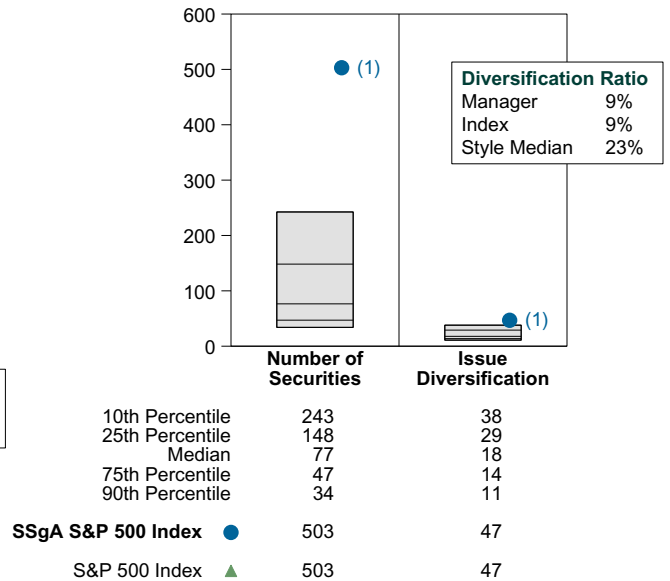
## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

### Sector Allocation December 31, 2022



### Diversification December 31, 2022



## SSgA S&P 500 Index Top 10 Portfolio Holdings Characteristics as of December 31, 2022

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Apple Inc	Information Technology	\$3,456,707	6.0%	(5.83)%	2066.94	20.48	0.71%	8.54%
Microsoft Corp	Information Technology	\$3,184,780	5.6%	3.26%	1787.73	23.13	1.13%	12.50%
Amazon.Com	Consumer Discretionary	\$1,325,604	2.3%	(25.66)%	856.94	51.16	0.00%	26.00%
Berkshire Hathaway Inc Del Cl B New	Financials	\$989,707	1.7%	15.68%	401.92	20.19	0.00%	14.40%
Alphabet Inc Cl A	Communication Services	\$937,317	1.6%	(8.09)%	527.00	16.97	0.00%	8.95%
Unitedhealth Group	Health Care	\$883,269	1.5%	5.30%	495.37	21.25	1.24%	14.09%
Alphabet Inc Cl C	Communication Services	\$835,029	1.5%	(7.72)%	540.01	16.99	0.00%	8.95%
Johnson & Johnson	Health Care	\$822,563	1.4%	8.83%	461.85	17.02	2.56%	3.60%
Exxon Mobil Corp	Energy	\$808,527	1.4%	27.35%	454.22	9.86	3.30%	25.42%
JPMorgan Chase & Co	Financials	\$700,482	1.2%	29.49%	393.34	10.43	2.98%	(1.33)%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Halliburton Co	Energy	\$63,649	0.1%	60.38%	35.73	13.41	1.22%	52.95%
Universal Hlth Svcs Inc Cl B	Health Care	\$15,308	0.0%	60.02%	9.04	13.02	0.57%	2.92%
Boeing Co	Industrials	\$189,400	0.3%	57.33%	113.53	80.17	0.00%	(31.46)%
Moderna Inc	Health Care	\$105,477	0.2%	51.90%	69.01	40.05	0.00%	(49.65)%
Schlumberger	Energy	\$134,841	0.2%	49.43%	75.81	17.88	1.31%	44.40%
Caterpillar	Industrials	\$221,519	0.4%	46.92%	124.67	15.78	2.00%	12.91%
Baker Hughes A Ge Co Cl A	Energy	\$52,305	0.1%	41.81%	29.57	17.81	2.57%	46.05%
Intuitive Surgical Inc	Health Care	\$166,780	0.3%	41.57%	93.77	48.60	0.00%	8.27%
Nike Inc Cl B	Consumer Discretionary	\$263,547	0.5%	41.20%	147.40	32.20	1.16%	7.44%
Dexcom Inc	Health Care	\$77,645	0.1%	40.60%	43.74	104.95	0.00%	32.90%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Tesla Mtrs Inc	Consumer Discretionary	\$587,787	1.0%	(53.56)%	388.97	22.89	0.00%	39.91%
Generac Hldgs Inc	Industrials	\$11,255	0.0%	(43.49)%	6.38	14.07	0.00%	0.43%
Catalent Inc	Health Care	\$13,969	0.0%	(37.80)%	8.10	12.99	0.00%	8.90%
Svb Finl Group	Financials	\$23,276	0.0%	(31.46)%	13.60	10.61	0.00%	8.00%
Lincoln National Corp	Financials	\$8,131	0.0%	(29.38)%	5.20	3.40	5.86%	8.20%
Centurylink Inc	Communication Services	\$8,863	0.0%	(28.30)%	5.40	6.93	0.00%	(16.75)%
Amazon.Com	Consumer Discretionary	\$1,325,604	2.3%	(25.66)%	856.94	51.16	0.00%	26.00%
Signature Bk New York N Y	Financials	\$12,949	0.0%	(23.41)%	7.25	6.23	1.94%	21.32%
Albemarle Corp	Materials	\$45,358	0.1%	(17.86)%	25.41	7.66	0.73%	77.17%
Warner Bros Discovery Inc	Communication Services	\$37,371	0.1%	(17.57)%	23.02	91.15	0.00%	(5.23)%

# SSgA S&P 400 Index Period Ended December 31, 2022

## Investment Philosophy

The objective of State Street's S&P MidCap 400 Index is to seek an investment return that approximates as closely as practicable, before expenses, the performance of its benchmark index over the long term.

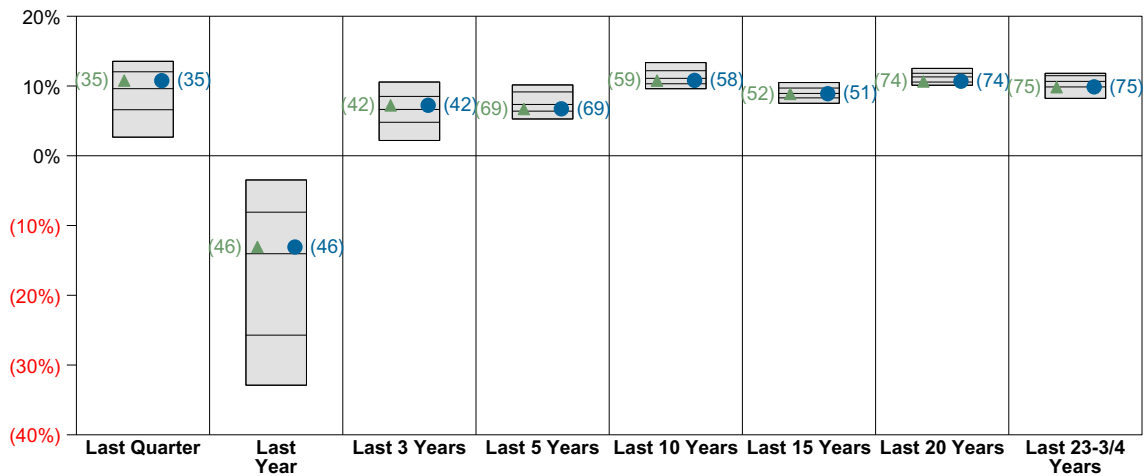
## Quarterly Summary and Highlights

- SSgA S&P 400 Index's portfolio posted a 10.77% return for the quarter placing it in the 35 percentile of the Callan Mid Capitalization group for the quarter and in the 46 percentile for the last year.
- SSgA S&P 400 Index's portfolio underperformed the S&P Mid Cap 400 Index by 0.02% for the quarter and underperformed the S&P Mid Cap 400 Index for the year by 0.02%.

## Quarterly Asset Growth

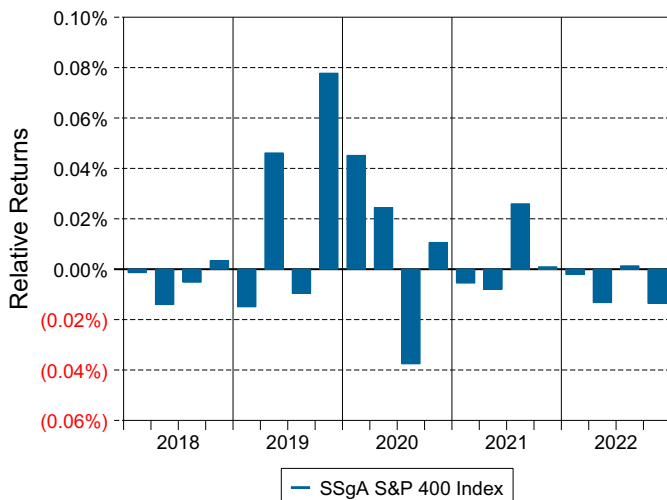
Beginning Market Value	\$11,207,889
Net New Investment	\$-2,419
Investment Gains/(Losses)	\$1,207,085
Ending Market Value	\$12,412,554

## Performance vs Callan Mid Capitalization (Gross)

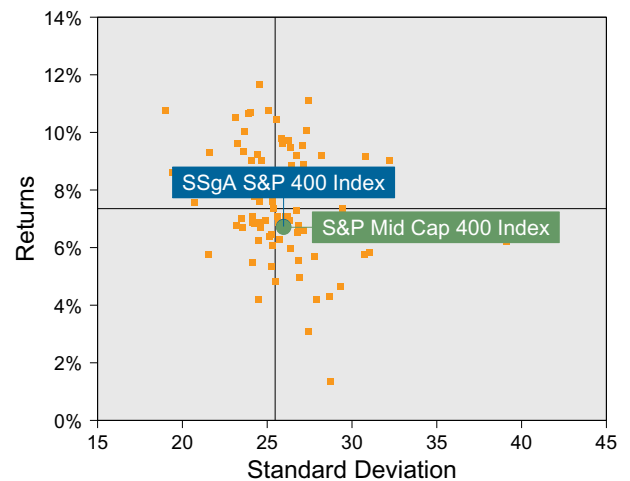


10th Percentile	13.54	(3.47)	10.57	10.15	13.36	10.50	12.52	11.82
25th Percentile	12.04	(8.09)	8.51	9.15	12.19	9.70	11.82	11.48
Median	9.62	(14.05)	6.64	7.35	11.10	8.93	11.30	10.66
75th Percentile	6.60	(25.72)	4.80	6.40	10.32	8.30	10.57	9.87
90th Percentile	2.66	(32.89)	2.19	5.27	9.61	7.52	10.11	8.23
<b>SSgA S&amp;P 400 Index</b>	<b>● 10.77</b>	<b>(13.08)</b>	<b>7.24</b>	<b>6.73</b>	<b>10.80</b>	<b>8.89</b>	<b>10.68</b>	<b>9.87</b>
S&P Mid Cap 400 Index	▲ 10.78	(13.06)	7.23	6.71	10.78	8.87	10.66	9.83

## Relative Return vs S&P Mid Cap 400 Index



## Callan Mid Capitalization (Gross) Annualized Five Year Risk vs Return

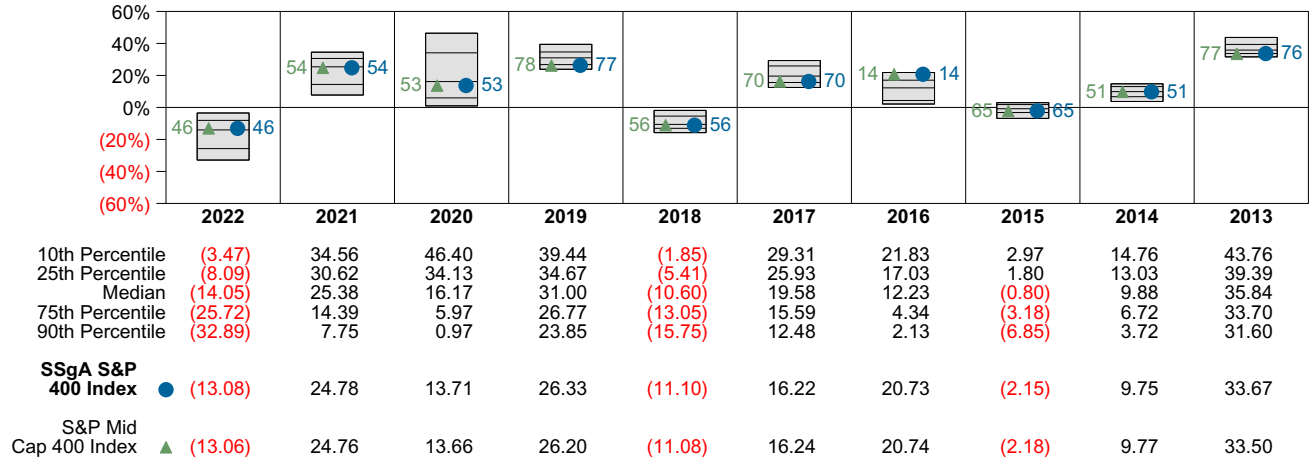


# SSgA S&P 400 Index Return Analysis Summary

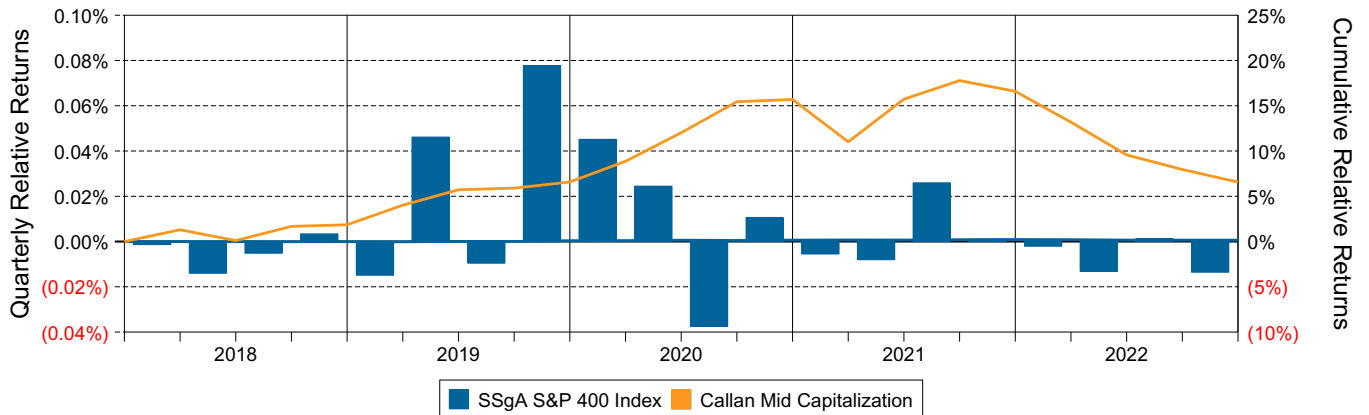
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

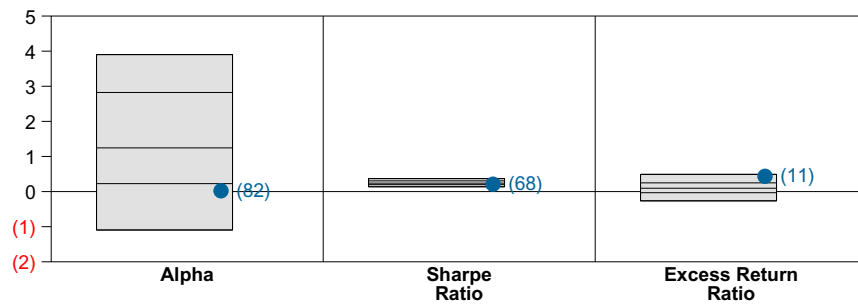
### Performance vs Callan Mid Capitalization (Gross)



### Cumulative and Quarterly Relative Returns vs S&P Mid Cap 400 Index



### Risk Adjusted Return Measures vs S&P Mid Cap 400 Index Rankings Against Callan Mid Capitalization (Gross) Five Years Ended December 31, 2022



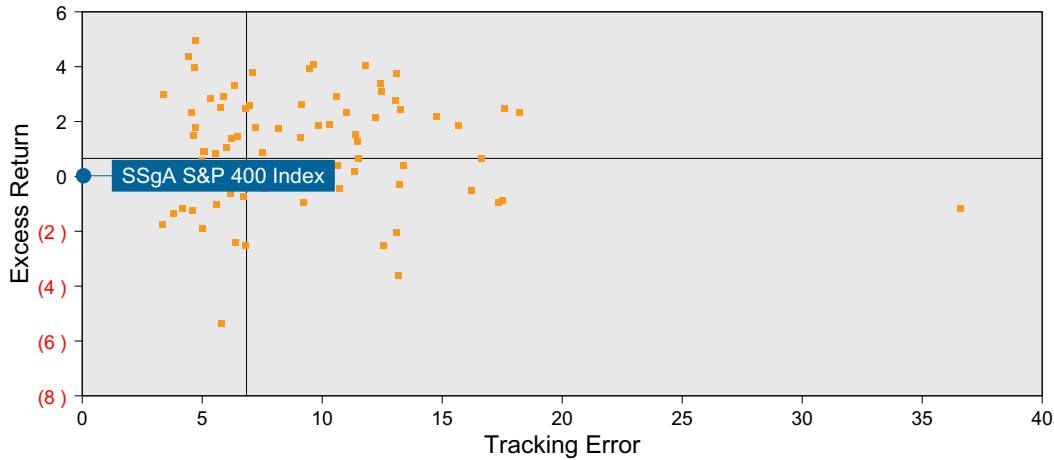
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	3.90	0.37	0.49
25th Percentile	2.82	0.31	0.25
Median	1.25	0.24	0.10
75th Percentile	0.23	0.20	(0.03)
90th Percentile	(1.09)	0.14	(0.26)
<b>SSgA S&amp;P 400 Index</b>	<b>0.02</b>	<b>0.21</b>	<b>0.44</b>

# SSgA S&P 400 Index Risk Analysis Summary

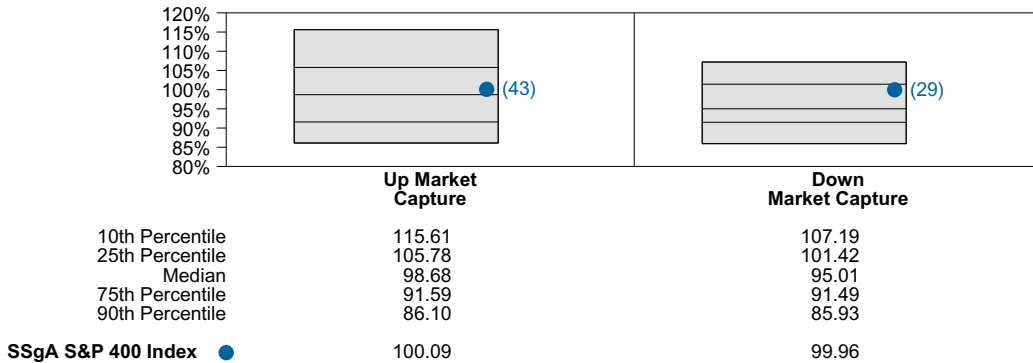
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

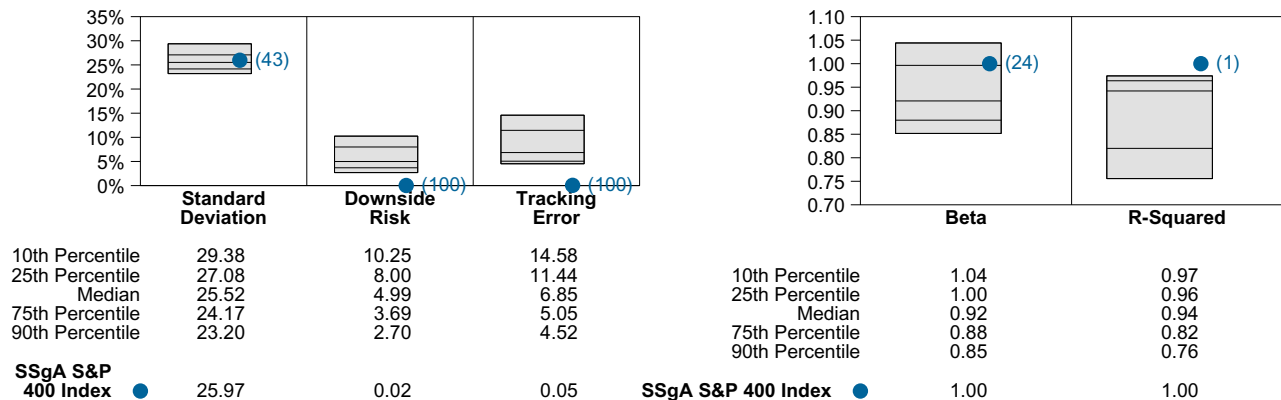
### Risk Analysis vs Callan Mid Capitalization (Gross) Five Years Ended December 31, 2022



### Market Capture vs S&P 400 Mid Cap Index Rankings Against Callan Mid Capitalization (Gross) Five Years Ended December 31, 2022



### Risk Statistics Rankings vs S&P 400 Mid Cap Index Rankings Against Callan Mid Capitalization (Gross) Five Years Ended December 31, 2022

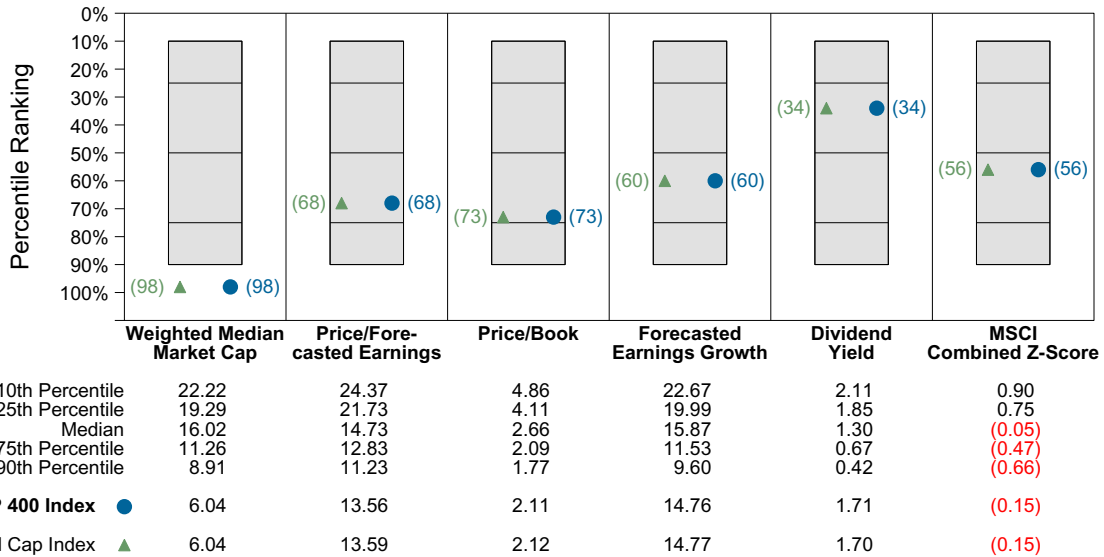


# SSgA S&P 400 Index Equity Characteristics Analysis Summary

## Portfolio Characteristics

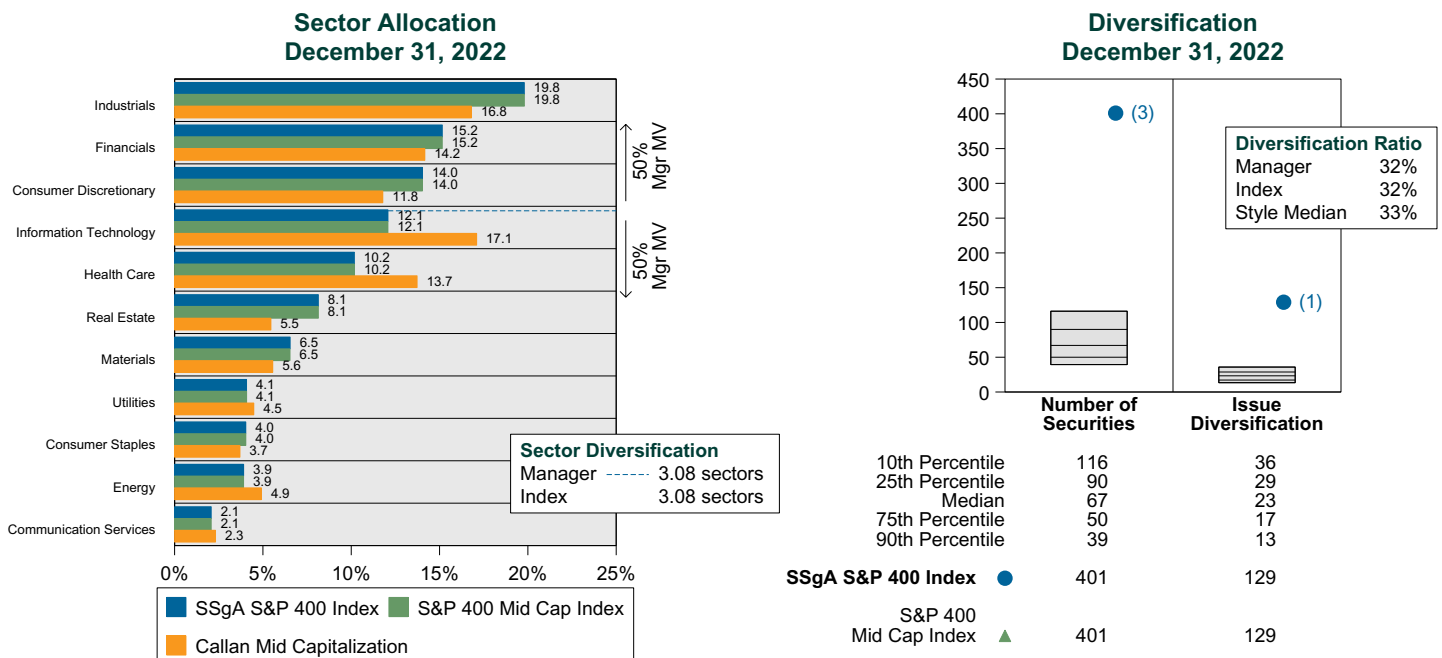
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Mid Capitalization as of December 31, 2022



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



## SSgA S&P 400 Index Top 10 Portfolio Holdings Characteristics as of December 31, 2022

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Fair Isaac Corp	Information Technology	\$90,635	0.7%	45.28%	14.95	29.29	0.00%	14.20%
First Horizon Natl Corp	Financials	\$79,523	0.6%	7.64%	13.15	12.49	2.45%	6.56%
United Therapeutics Corp	Health Care	\$76,556	0.6%	32.82%	12.67	14.24	0.00%	(6.93)%
Hubbell Inc	Industrials	\$76,248	0.6%	5.71%	12.60	21.13	1.91%	8.92%
Rpm Intl Inc	Materials	\$76,083	0.6%	17.52%	12.58	19.79	1.72%	20.99%
Carlisle Cos	Industrials	\$73,764	0.6%	(15.71)%	12.19	11.08	1.27%	26.49%
Reliance Steel & Aluminum Co	Materials	\$71,800	0.6%	16.57%	11.88	10.51	1.73%	38.56%
Aecom	Industrials	\$71,728	0.6%	24.47%	11.78	22.12	0.85%	15.15%
Toro Co	Industrials	\$71,541	0.6%	31.71%	11.77	22.51	1.20%	16.00%
Neurocrine Biosciences Inc	Health Care	\$69,473	0.6%	12.46%	11.48	32.43	0.00%	20.79%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Crocs Inc	Consumer Discretionary	\$40,234	0.3%	57.92%	6.70	10.13	0.00%	123.43%
Pvh Corp	Consumer Discretionary	\$28,072	0.2%	57.66%	4.47	7.91	0.21%	(0.40)%
Under Armour Inc Cl A	Consumer Discretionary	\$11,862	0.1%	52.79%	1.92	17.28	0.00%	3.11%
Under Armour Inc Cl C	Consumer Discretionary	\$10,815	0.1%	49.68%	2.04	-	0.00%	(3.65)%
Capri Holdings Limited Shs	Consumer Discretionary	\$44,367	0.4%	49.12%	7.38	8.04	0.00%	9.45%
Super Micro Computer Inc	Information Technology	\$22,830	0.2%	49.08%	4.34	8.66	0.00%	57.68%
Championx Corporation	Energy	\$35,161	0.3%	48.64%	5.78	15.78	1.03%	52.80%
Fair Isaac Corp	Information Technology	\$90,635	0.7%	45.28%	14.95	29.29	0.00%	14.20%
Yeti Hldgs Inc	Consumer Discretionary	\$21,794	0.2%	44.84%	3.56	14.58	0.00%	5.88%
Agco Corp	Industrials	\$51,650	0.4%	44.49%	10.35	10.38	0.69%	9.20%

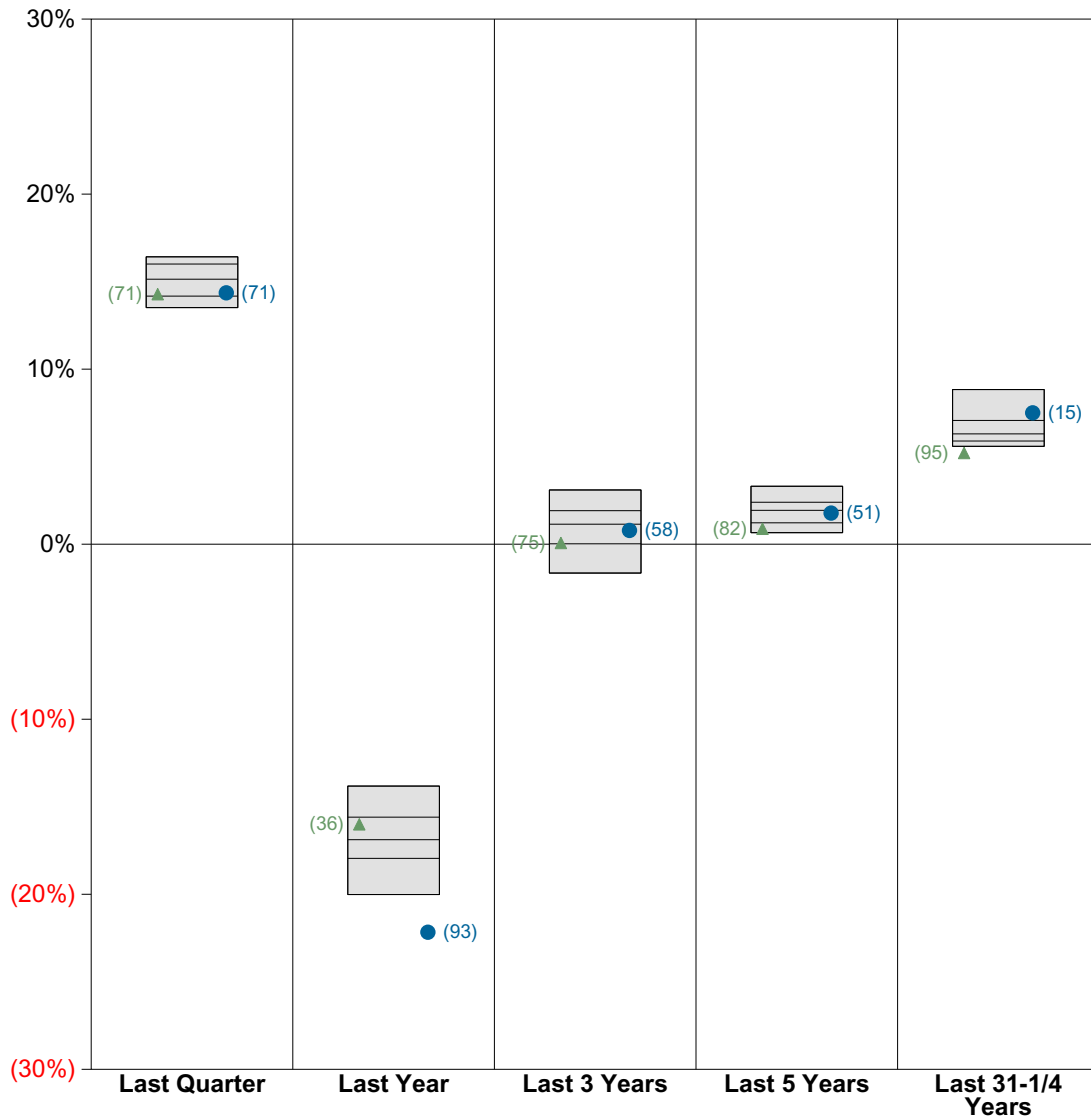
### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Omniceil Inc	Health Care	\$13,556	0.1%	(42.07)%	2.25	29.09	0.00%	14.20%
R1 Rcm Inc	Health Care	\$9,140	0.1%	(40.91)%	4.56	37.63	0.00%	17.30%
Chart Inds Inc	Industrials	\$29,156	0.2%	(37.49)%	4.22	15.31	0.00%	51.90%
Wolfspeed Inc	Information Technology	\$52,077	0.4%	(33.20)%	8.58	182.65	0.00%	(16.31)%
Staar Surgical Co Com Par \$0.01	Health Care	\$14,151	0.1%	(31.20)%	2.34	47.78	0.00%	65.28%
Lantheus Hldgs Inc	Health Care	\$21,464	0.2%	(27.54)%	3.51	12.66	0.00%	5.69%
Gamestop Corp New Cl A	Consumer Discretionary	\$28,451	0.2%	(26.54)%	5.62	(25.18)	0.00%	(15.71)%
Shockwave Med Inc	Health Care	\$45,193	0.4%	(26.06)%	7.43	55.05	0.00%	-
Lumentum Holdings	Information Technology	\$21,517	0.2%	(23.92)%	3.56	9.36	0.00%	14.25%
Syneos Health Inc Cl A	Health Care	\$23,081	0.2%	(22.21)%	3.77	9.19	0.00%	5.22%

# City of Fort Pierce Performance vs Public Fund - International Equity Periods Ended December 31, 2022

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - International Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - International Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 31-1/4 Years
10th Percentile	16.42	(13.82)	3.10	3.31	8.84
25th Percentile	16.00	(15.59)	1.92	2.40	7.07
Median	15.14	(16.88)	1.14	1.94	6.30
75th Percentile	14.17	(17.95)	0.02	1.22	5.89
90th Percentile	13.52	(20.02)	(1.65)	0.66	5.59
<b>Int'l Equity Composite</b> ●	14.36	(22.17)	0.79	1.78	7.50
Intl Equity Benchmark ▲	14.28	(16.00)	0.07	0.88	5.21

# City of Fort Pierce Performance vs Public Fund - International Equity Recent Periods

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - International Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - International Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	2022	2021	2020	2019	2018
10th Percentile	(13.82)	13.19	22.05	26.65	(10.32)
25th Percentile	(15.59)	11.05	16.71	24.59	(13.04)
Median	(16.88)	8.41	13.09	22.93	(14.04)
75th Percentile	(17.95)	6.08	10.34	21.59	(15.49)
90th Percentile	(20.02)	2.51	7.96	19.26	(17.20)
<b>Int'l Equity Composite</b> ●	<b>(22.17)</b>	6.74	23.23	25.99	<b>(15.33)</b>
Intl Equity Benchmark ▲	<b>(16.00)</b>	7.82	10.65	21.51	<b>(14.20)</b>

# Morgan Stanley Int'l Equity Period Ended December 31, 2022

## Investment Philosophy

Morgan Stanley constructs diversified portfolios of approximately 80 - 100 securities. Country and sector weightings are a residual of its bottom-up stock selection process. Cash is limited to a maximum of 10% of the portfolio, although is typically frictional at 3-5%. MS uses a team approach, and its research process begins with a valuation screening of the MSCI EAFE investment universe. Securities that meet the initial valuation criteria (cash flow or asset-based) then undergo detailed fundamental analysis to identify the stock's long term fair value. These stocks are then subjected to fundamental analysis and an emphasis is placed on company visits. Turnover is fairly low with a typical security holding period of three to five years.

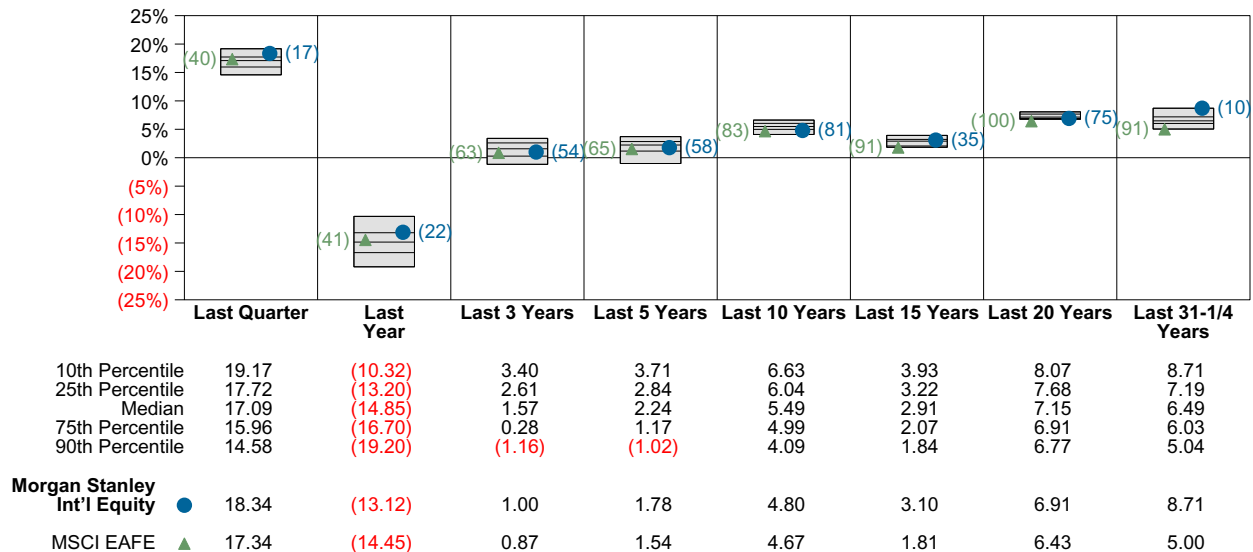
## Quarterly Summary and Highlights

- Morgan Stanley Int'l Equity's portfolio posted a 18.34% return for the quarter placing it in the 17 percentile of the Callan Non-US Developed Core Equity group for the quarter and in the 22 percentile for the last year.
- Morgan Stanley Int'l Equity's portfolio outperformed the MSCI EAFE by 1.00% for the quarter and outperformed the MSCI EAFE for the year by 1.33%.

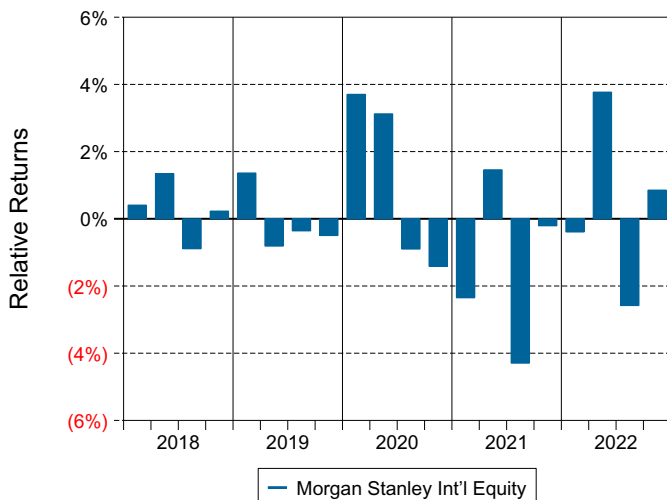
## Quarterly Asset Growth

Beginning Market Value	\$17,701,919
Net New Investment	\$-35,622
Investment Gains/(Losses)	\$3,244,810
Ending Market Value	\$20,911,108

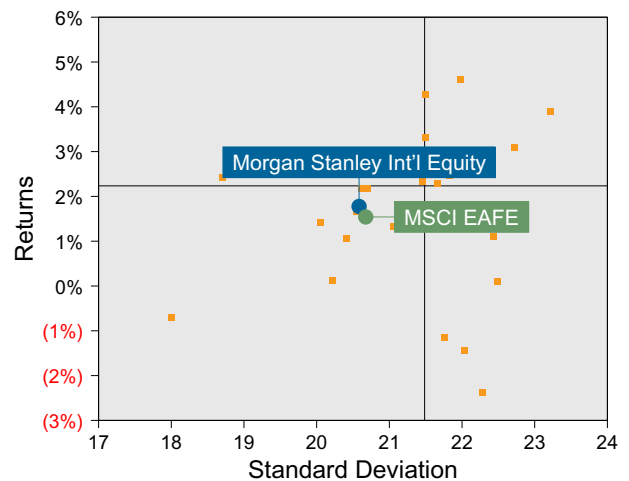
## Performance vs Callan Non-US Developed Core Equity (Gross)



## Relative Return vs MSCI EAFE



## Callan Non-US Developed Core Equity (Gross) Annualized Five Year Risk vs Return

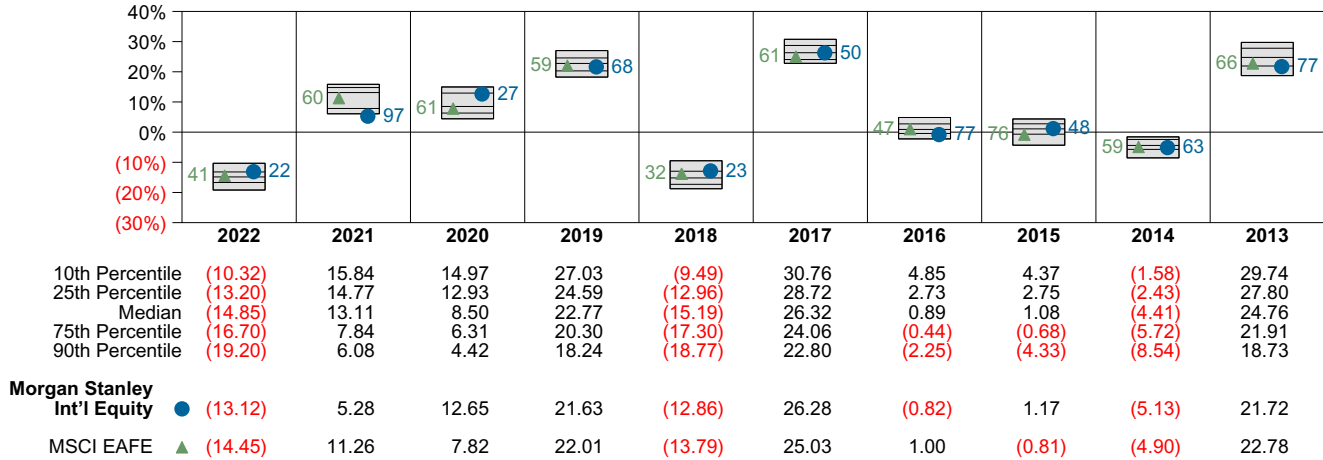


# Morgan Stanley Int'l Equity Return Analysis Summary

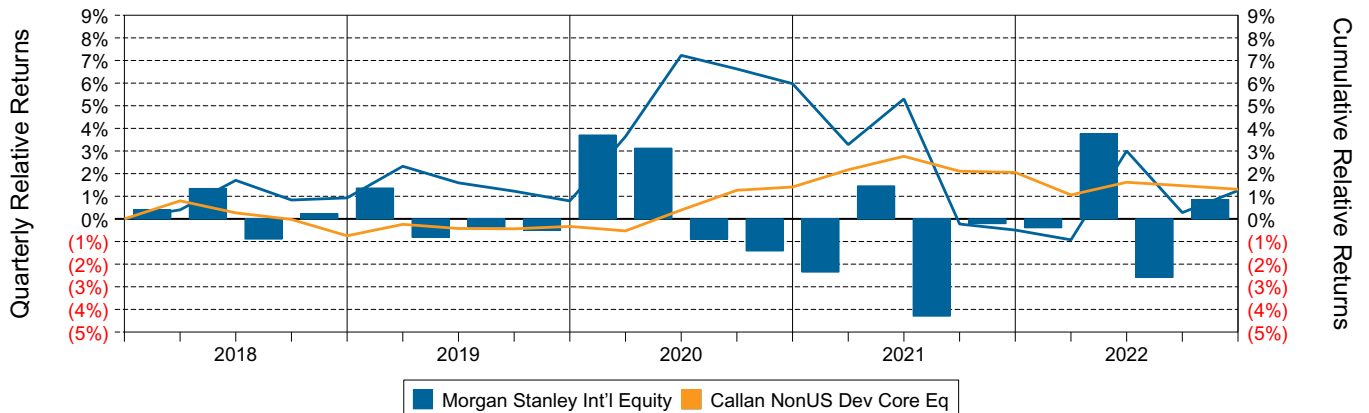
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

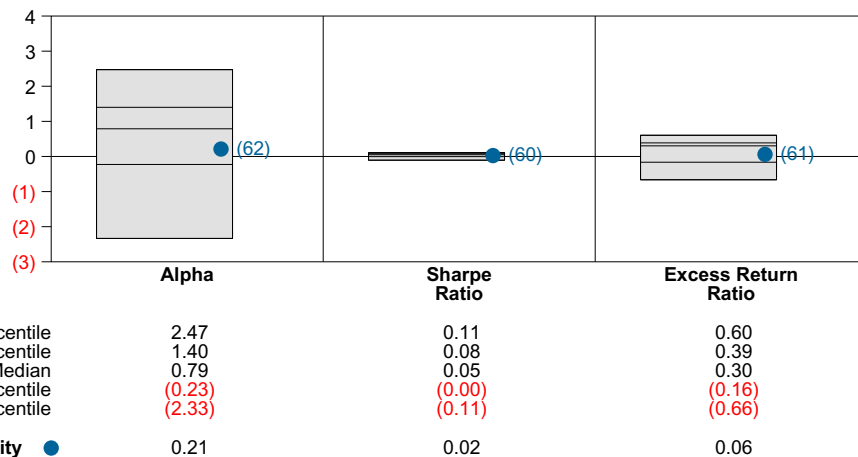
### Performance vs Callan Non-US Developed Core Equity (Gross)



### Cumulative and Quarterly Relative Returns vs MSCI EAFE



### Risk Adjusted Return Measures vs MSCI EAFE Rankings Against Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2022

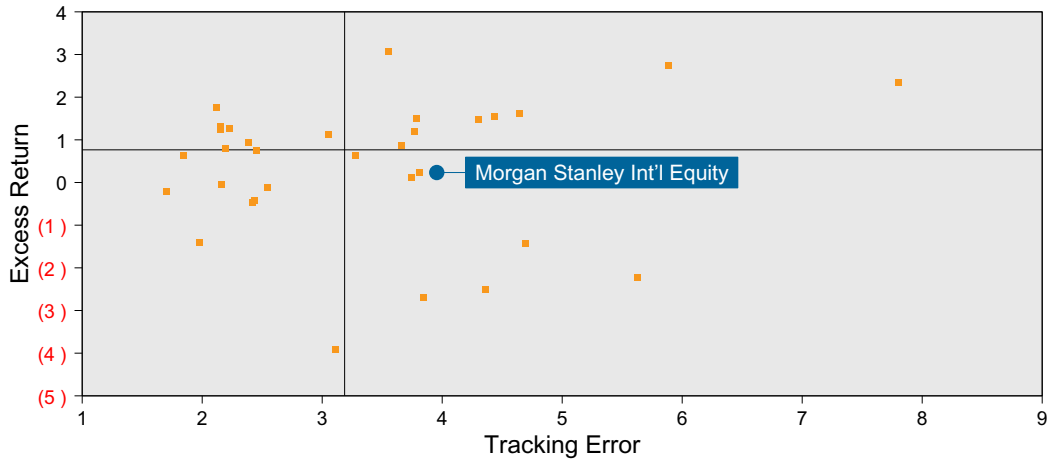


# Morgan Stanley Int'l Equity Risk Analysis Summary

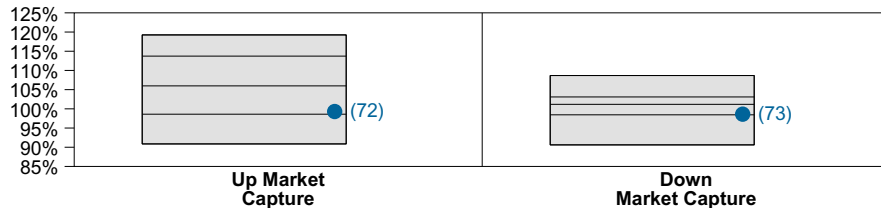
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

### Risk Analysis vs Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2022

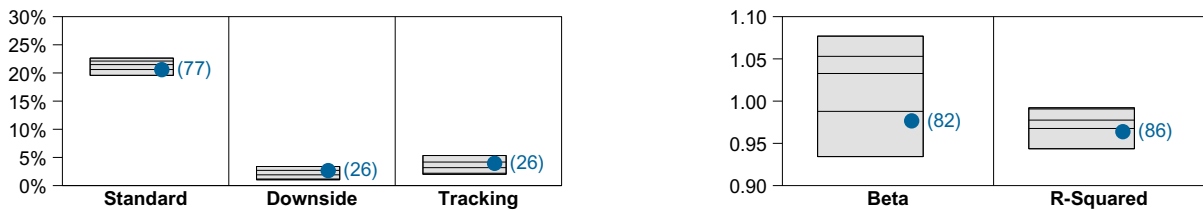


### Market Capture vs MSCI EAFE (Net) Rankings Against Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2022



	Up Market Capture	Down Market Capture
10th Percentile	119.25	108.68
25th Percentile	113.73	103.10
Median	105.98	101.18
75th Percentile	98.60	98.44
90th Percentile	90.86	90.61
<b>Morgan Stanley Int'l Equity</b>	<b>99.30</b>	<b>98.61</b>

### Risk Statistics Rankings vs MSCI EAFE (Net) Rankings Against Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2022



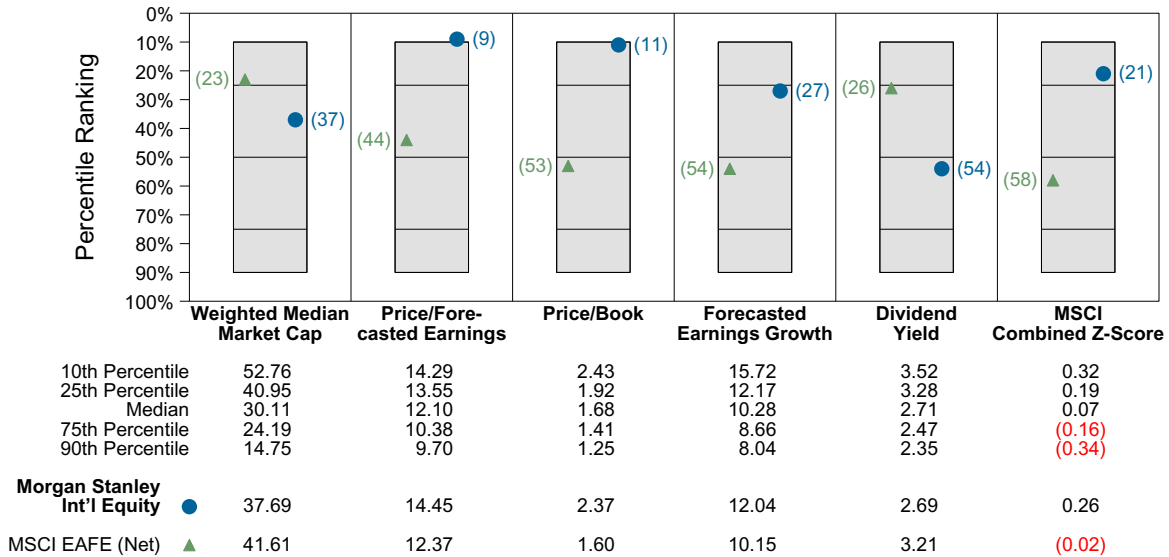
	Standard Deviation	Downside Risk	Tracking Error	Beta	R-Squared
10th Percentile	22.64	3.39	5.34	1.08	0.99
25th Percentile	22.11	2.70	4.18	1.05	0.99
Median	21.49	1.91	3.19	1.03	0.98
75th Percentile	20.61	1.17	2.20	0.99	0.97
90th Percentile	19.57	1.04	2.01	0.93	0.94
<b>Morgan Stanley Int'l Equity</b>	<b>20.58</b>	<b>2.66</b>	<b>3.95</b>	<b>0.98</b>	<b>0.96</b>

# Morgan Stanley Int'l Equity Equity Characteristics Analysis Summary

## Portfolio Characteristics

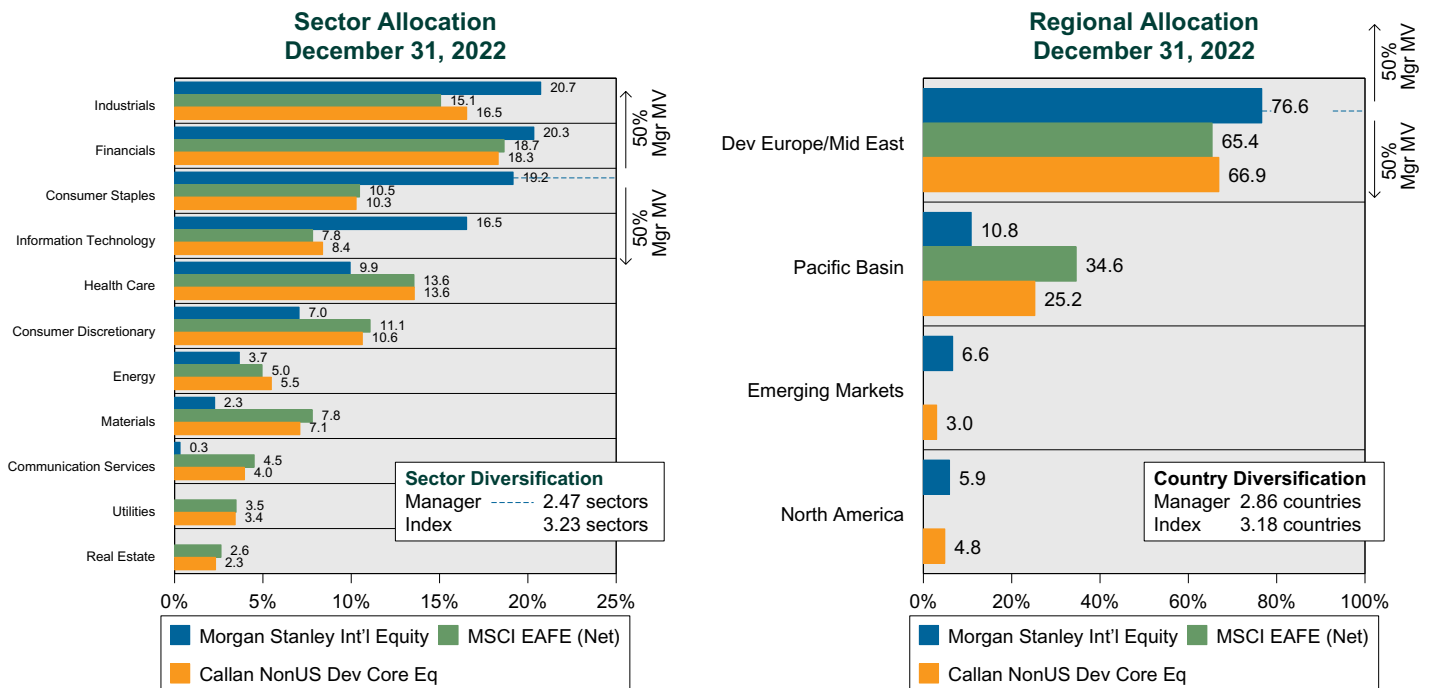
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Non-US Developed Core Equity as of December 31, 2022



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.



## Morgan Stanley Int'l Equity Top 10 Portfolio Holdings Characteristics as of December 31, 2022

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Sap Se Shs	Information Technology	\$668,266	3.2%	24.96%	126.34	17.57	2.02%	(1.10)%
Prudential	Financials	\$597,556	2.9%	37.07%	37.29	11.15	1.28%	9.59%
Reckitt Benckiser Group Plc	Consumer Staples	\$587,468	2.8%	4.22%	49.54	16.49	3.03%	9.81%
Shell Plc Shs A	Energy	\$579,427	2.8%	18.19%	197.83	5.84	3.04%	23.46%
Constellation Software Inc Com	Information Technology	\$575,742	2.8%	11.74%	33.06	27.75	0.26%	19.14%
Safran Sa	Industrials	\$532,725	2.5%	37.46%	53.31	22.98	0.43%	52.30%
Heineken Nv	Consumer Staples	\$501,647	2.4%	7.23%	54.02	16.82	1.66%	19.32%
Associated British Foods	Consumer Staples	\$484,554	2.3%	16.16%	14.93	12.68	2.77%	9.10%
Lvmh Moet Hennessy Lou Vuitt Ord	Consumer Discretionary	\$474,882	2.3%	28.93%	365.18	21.55	1.76%	14.50%
Barrick Gold Corp	Materials	\$474,369	2.3%	12.64%	30.26	21.97	3.49%	(18.92)%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Shiseido Co Ltd Ord	Consumer Staples	\$452,126	2.2%	45.11%	19.62	43.71	0.85%	31.50%
Minth Group Ltd Shs	Consumer Discretionary	\$139,824	0.7%	44.56%	3.15	10.71	2.98%	10.17%
Mtu Aero Engines I	Industrials	\$462,789	2.2%	44.03%	11.59	20.15	1.03%	23.20%
Infineon Technologies Ag Namens Akt	Information Technology	\$289,502	1.4%	42.67%	39.71	13.19	1.12%	11.65%
Safran Sa	Industrials	\$532,725	2.5%	37.46%	53.31	22.98	0.43%	52.30%
Prudential	Financials	\$597,556	2.9%	37.07%	37.29	11.15	1.28%	9.59%
Kbc Group Sa NV Shs	Financials	\$313,139	1.5%	35.58%	26.73	9.65	10.02%	6.20%
Hiscox Ltd Shs Par Value 6	Financials	\$269,497	1.3%	33.05%	4.54	9.60	2.58%	51.50%
Aia Group Ltd Com Par Usd 1	Financials	\$389,092	1.9%	32.68%	131.02	17.57	1.71%	5.55%
Mowi Asa Shs New	Consumer Staples	\$91,383	0.4%	32.20%	8.78	13.55	4.06%	15.80%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
St James S Place Cap Plc New Ord	Financials	\$236,815	1.1%	(7.94)%	7.17	15.30	5.11%	27.03%
Fresenius Se & Co Kgaa Shs New	Health Care	\$103,519	0.5%	(6.03)%	12.73	8.04	3.52%	2.95%
Kirin Hldgs Company Ltd Shs	Consumer Staples	\$328,564	1.6%	(5.84)%	13.93	13.38	3.23%	34.01%
Teleperformance Shs	Industrials	\$279,130	1.3%	(4.68)%	14.05	14.07	1.48%	16.88%
Aristocrat Leisure Ltd Ord	Consumer Discretionary	\$171,481	0.8%	(1.54)%	13.61	15.98	1.70%	14.36%
Roche Hldgs Ag Basel Div Rts Ctf	Health Care	\$344,959	1.6%	(0.95)%	220.60	13.90	3.20%	6.30%
Worldline	Information Technology	\$343,251	1.6%	(0.48)%	10.97	14.24	0.00%	7.50%
Tourmaline Oil	Energy	\$187,157	0.9%	0.84%	17.07	6.10	1.46%	6.00%
Sk Hynix Inc Shs	Information Technology	\$264,476	1.3%	2.49%	43.18	(55.17)	1.71%	0.39%
Fanuc Ltd Shs	Industrials	\$141,597	0.7%	3.51%	30.35	23.02	2.54%	5.48%

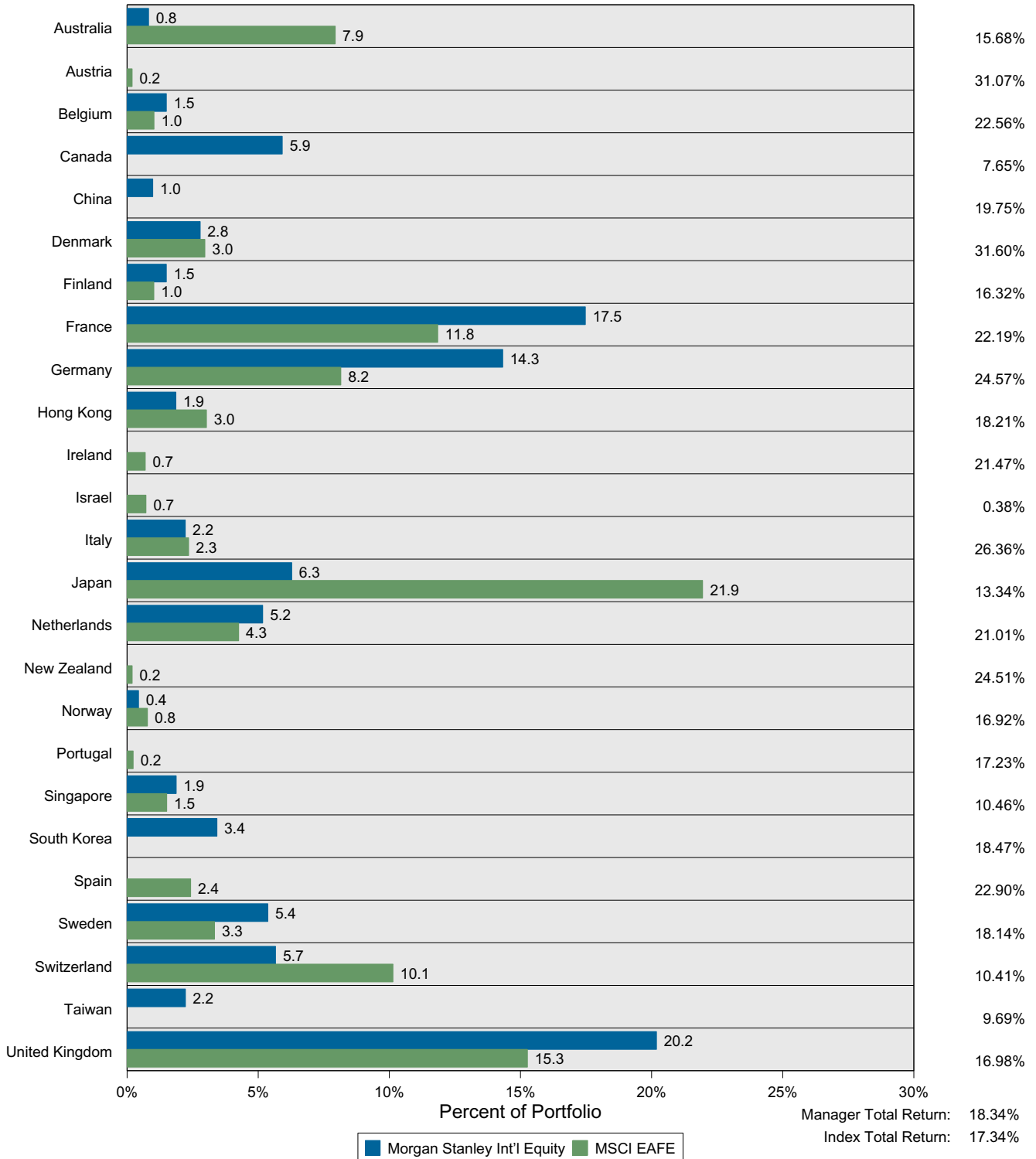
## Country Allocation Morgan Stanley Int'l Equity VS MSCI EAFE (Net)

### Country Allocation

The chart below contrasts the portfolio's country allocation with that of the index as of December 31, 2022. This chart is useful because large deviations in country allocation relative to the index are often good predictors of tracking error in the subsequent quarter. To the extent that the portfolio allocation is similar to the index, the portfolio should experience more "index-like" performance. In order to illustrate the performance effect on the portfolio and index of these country allocations, the individual index country returns are also shown.

### Country Weights as of December 31, 2022

### Index Rtns



# William Blair & Company

## Period Ended December 31, 2022

### Investment Philosophy

William Blair & Company LLC (William Blair) is a stable, 100% employee-owned firm offering portfolios across asset classes with the majority within public equities. Although there is a top-down element to its process, William Blair's International Growth strategy has historically added value mostly from bottom-up stock selection. The team's investment philosophy is conservative and long-term oriented. William Blair believes that this philosophy can be combined with strategic flexibility to manage geographic exposure, capitalization, sector allocation, and relative growth and valuation. Industry sector allocation and country selection are the next most important investment criteria; the strategy will generally invest anywhere from 10-35% of its assets in emerging markets. Long-term investment performance is strong versus international equity peers and the MSCI ACWI ex-US IMI Index benchmark.

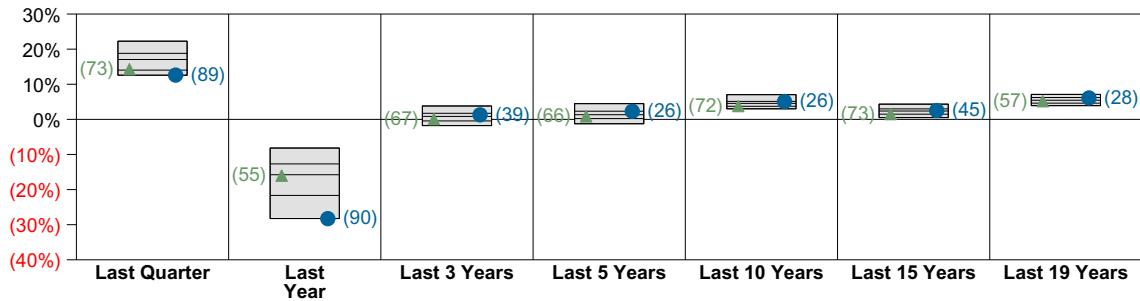
### Quarterly Summary and Highlights

- William Blair & Company's portfolio posted a 12.61% return for the quarter placing it in the 89 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 90 percentile for the last year.
- William Blair & Company's portfolio underperformed the MSCI ACWI xUS by 1.68% for the quarter and underperformed the MSCI ACWI xUS for the year by 12.28%.

### Quarterly Asset Growth

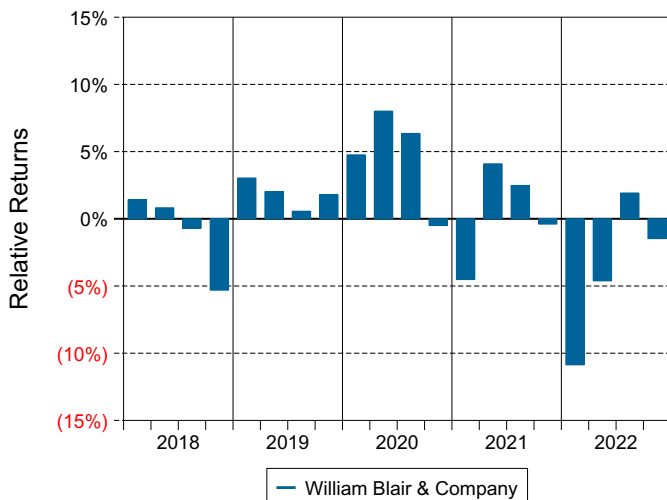
Beginning Market Value	\$22,244,585
Net New Investment	\$0
Investment Gains/(Losses)	\$2,804,543
Ending Market Value	\$25,049,127

### Performance vs Callan Non US Equity Mutual Funds (Institutional Net)

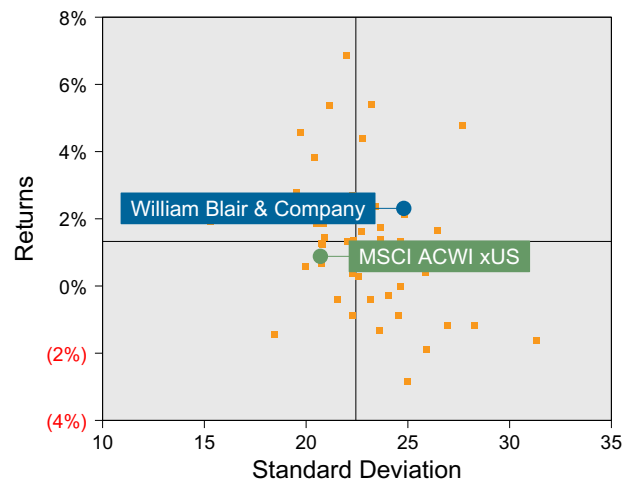


10th Percentile	22.27	(8.17)	3.81	4.48	7.04	4.33	7.11
25th Percentile	18.81	(12.68)	1.73	2.32	5.12	2.98	6.22
Median	17.05	(15.77)	0.84	1.33	4.55	2.37	5.44
75th Percentile	14.03	(21.67)	(0.44)	0.22	3.73	1.48	4.62
90th Percentile	12.58	(28.25)	(1.77)	(1.24)	3.00	0.51	3.91
<b>William Blair &amp; Company</b>	● 12.61	(28.28)	1.29	2.31	5.08	2.50	6.09
MSCI ACWI xUS	▲ 14.28	(16.00)	0.07	0.88	3.80	1.52	5.18

### Relative Return vs MSCI ACWI xUS



### Callan Non US Equity Mutual Funds (Institutional Net) Annualized Five Year Risk vs Return

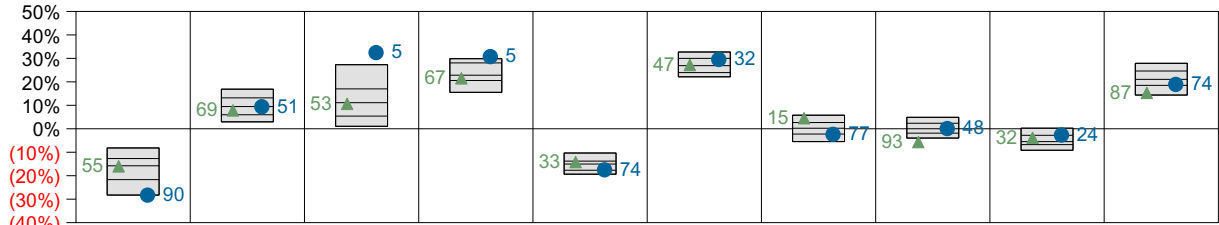


# William Blair & Company Return Analysis Summary

## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

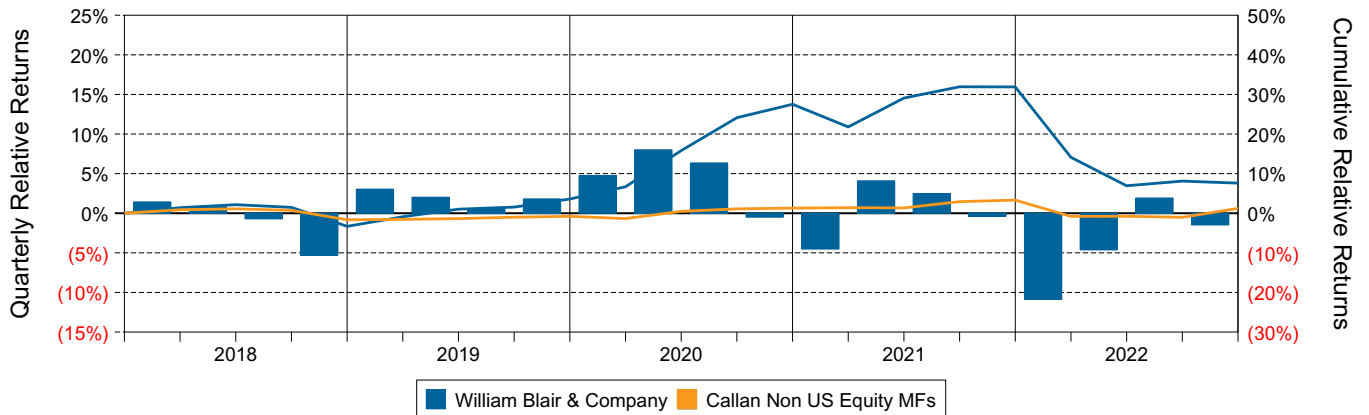
### Performance vs Callan Non US Equity Mutual Funds (Institutional Net)



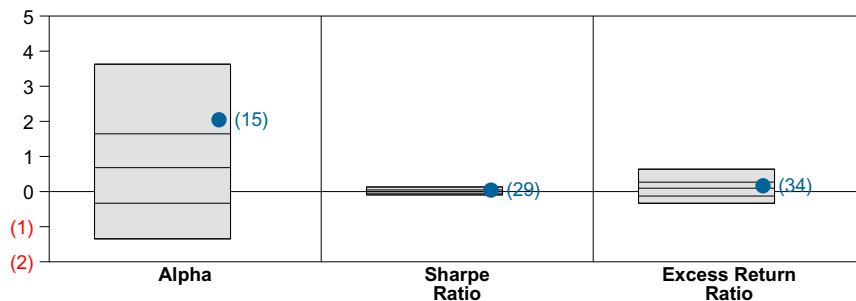
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
10th Percentile	(8.17)	16.88	27.31	29.86	(10.33)	32.71	5.78	4.89	0.25	27.89
25th Percentile	(12.68)	13.17	17.00	28.07	(13.79)	30.00	2.66	2.35	(2.78)	24.61
Median	(15.77)	9.47	11.12	22.83	(15.04)	26.90	0.23	0.02	(5.48)	21.05
75th Percentile	(21.67)	5.98	5.40	20.57	(17.67)	23.95	(2.25)	(1.86)	(6.75)	18.50
90th Percentile	(28.25)	2.94	1.05	15.53	(19.35)	22.13	(5.47)	(3.96)	(9.16)	14.36

	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
<b>William Blair &amp; Company</b>	● (28.28)	9.39	32.47	30.75	(17.50)	29.53	(2.40)	0.09	(2.66)	18.90
MSCI ACWI xUS	▲ (16.00)	7.82	10.65	21.51	(14.20)	27.19	4.50	(5.66)	(3.87)	15.29

### Cumulative and Quarterly Relative Returns vs MSCI ACWI xUS



### Risk Adjusted Return Measures vs MSCI ACWI xUS Rankings Against Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2022



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	3.63	0.13	0.64
25th Percentile	1.65	0.05	0.27
Median	0.68	0.00	0.10
75th Percentile	(0.33)	(0.05)	(0.13)
90th Percentile	(1.35)	(0.09)	(0.33)
<b>William Blair &amp; Company</b>	● 2.05	0.04	0.16

# William Blair & Company Risk Analysis Summary

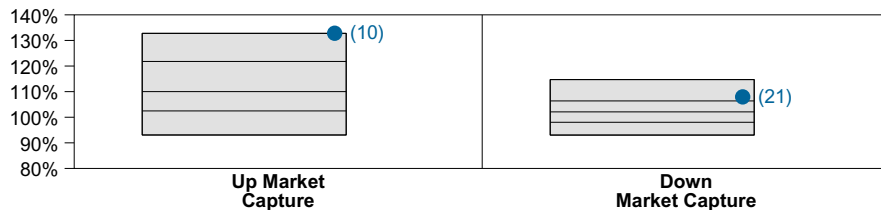
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

### Risk Analysis vs Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2022

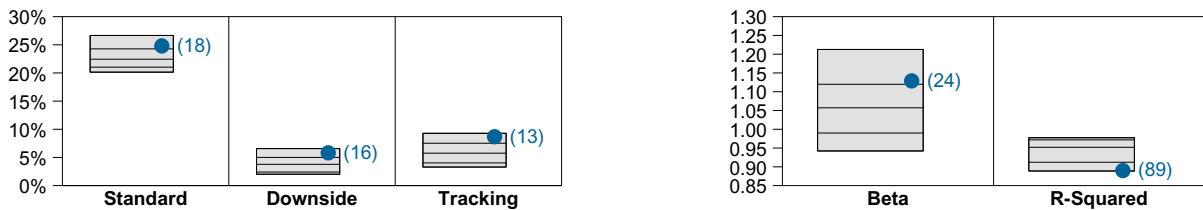


### Market Capture vs MSCI ACWI xUS (Net) Rankings Against Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2022



	Up Market Capture	Down Market Capture
10th Percentile	132.77	114.71
25th Percentile	121.80	106.38
Median	110.01	102.10
75th Percentile	102.47	98.03
90th Percentile	93.06	93.04
<b>William Blair &amp; Company</b>	<b>132.81</b>	<b>107.95</b>

### Risk Statistics Rankings vs MSCI ACWI xUS (Net) Rankings Against Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2022



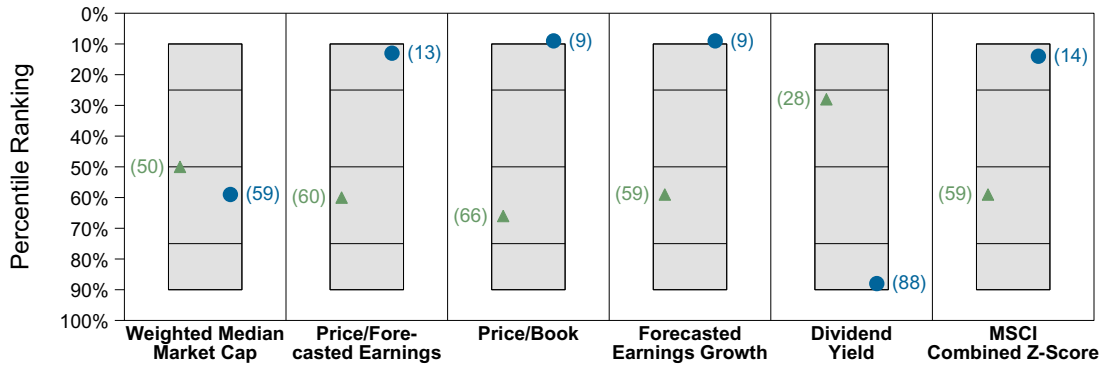
	Standard Deviation	Downside Risk	Tracking Error	Beta	R-Squared
10th Percentile	26.66	6.57	9.29	1.21	0.98
25th Percentile	24.28	5.01	7.52	1.12	0.97
Median	22.44	3.78	5.76	1.06	0.95
75th Percentile	21.03	2.40	4.03	0.99	0.91
90th Percentile	20.14	2.02	3.29	0.94	0.89
<b>William Blair &amp; Company</b>	<b>24.80</b>	<b>5.81</b>	<b>8.67</b>	<b>1.13</b>	<b>0.89</b>

# William Blair & Company Equity Characteristics Analysis Summary

## Portfolio Characteristics

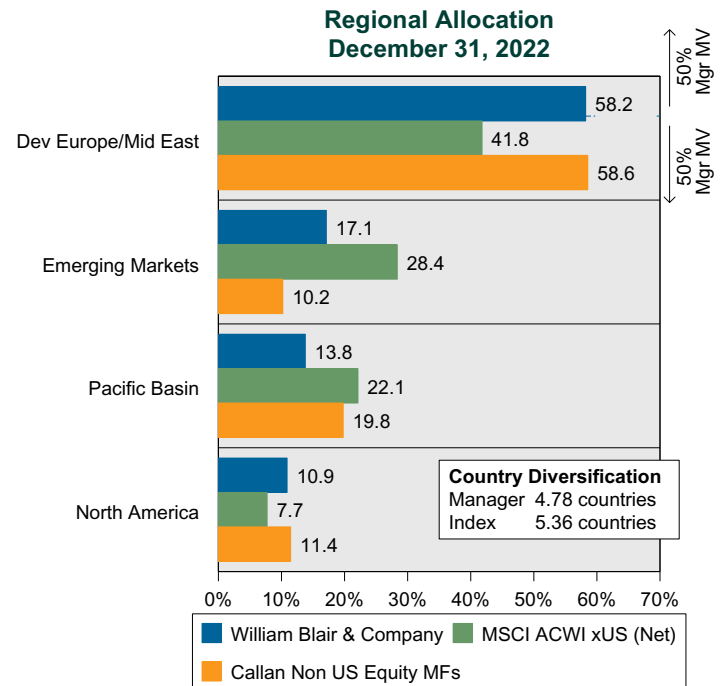
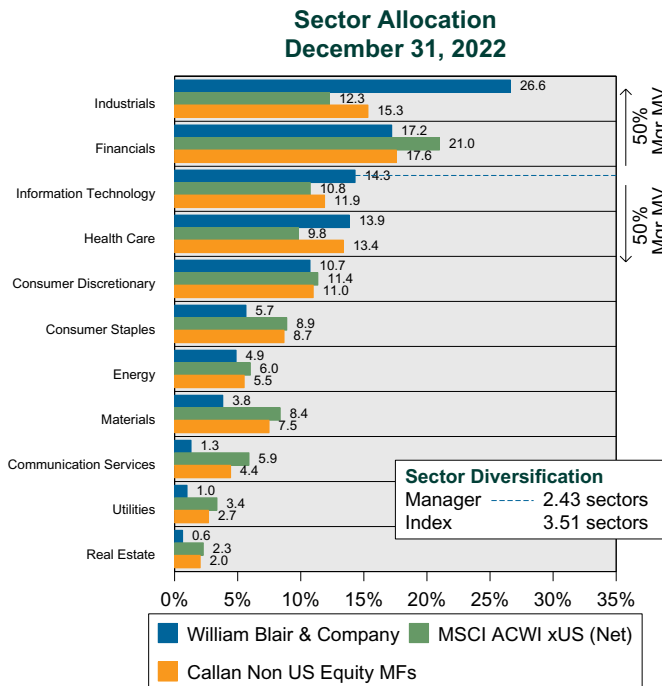
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of December 31, 2022



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.



## William Blair & Company Top 10 Portfolio Holdings Characteristics as of December 31, 2022

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Novo-Nordisk A S Adr	Health Care	\$476,291	1.9%	47.18%	234.58	30.63	1.19%	19.10%
Zurich Financial Svc Ord	Financials	\$411,088	1.6%	20.63%	71.93	11.85	4.97%	9.70%
Astrazeneca Plc Ord	Health Care	\$405,400	1.6%	24.27%	209.10	18.15	1.87%	15.64%
Thales	Industrials	\$405,311	1.6%	14.21%	27.17	15.23	2.23%	12.20%
Compass Group Plc Ord	Consumer Discretionary	\$400,144	1.6%	18.08%	40.45	21.85	1.64%	19.34%
Reliance Industries Ltd Shs Demateri	Energy	\$377,960	1.5%	5.34%	202.30	20.97	0.31%	18.90%
Airbus Se Shs	Industrials	\$359,684	1.4%	34.70%	93.39	17.74	1.35%	22.30%
Aia Group Ltd Com Par Usd 1	Financials	\$351,642	1.4%	32.68%	131.02	17.57	1.71%	5.55%
Icon	Health Care	\$350,819	1.4%	14.13%	15.86	15.67	0.00%	13.81%
Lvmh Moet Hennessy Lou Vuitt Ord	Consumer Discretionary	\$342,364	1.4%	28.93%	365.18	21.55	1.76%	14.50%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Rentokil Initial	Industrials	\$205,982	0.8%	463.60%	15.40	21.07	1.32%	15.83%
Autostore Holdings Ltd	Information Technology	\$51,914	0.2%	64.99%	6.24	29.84	0.00%	-
Metso Outotec	Industrials	\$58,741	0.2%	62.73%	8.50	14.61	2.29%	48.83%
Rotork Plc Ord	Industrials	\$114,822	0.5%	52.03%	3.17	22.10	2.10%	10.00%
Brunello Cucinelli Eur100	Consumer Discretionary	\$81,168	0.3%	50.41%	5.01	51.25	0.61%	11.89%
Novo-Nordisk A S Adr	Health Care	\$476,291	1.9%	47.18%	234.58	30.63	1.19%	19.10%
Mtu Aero Engines I	Industrials	\$315,652	1.3%	44.03%	11.59	20.15	1.03%	23.20%
Infineon Technologies Ag Namens Akt	Information Technology	\$291,646	1.2%	42.67%	39.71	13.19	1.12%	11.65%
Safran Sa	Industrials	\$302,365	1.2%	37.46%	53.31	22.98	0.43%	52.30%
Kbc Group Sa NV Shs	Financials	\$320,618	1.3%	35.58%	26.73	9.65	10.02%	6.20%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Benefit One	Industrials	\$37,741	0.2%	(60.99)%	2.33	34.55	1.86%	18.32%
Globant S A	Information Technology	\$69,591	0.3%	(20.37)%	7.05	27.76	0.00%	29.25%
Locaweb	Information Technology	\$29,342	0.1%	(20.10)%	0.79	31.67	0.45%	92.12%
Havells India	Industrials	\$58,036	0.2%	(19.79)%	8.33	46.18	0.68%	23.30%
Crompton Greaves Con Ele	Consumer Discretionary	\$46,267	0.2%	(19.68)%	2.59	30.60	0.74%	14.35%
Pt Telekomunikasi Indo Perse Shs Ser	Communication Services	\$137,562	0.5%	(18.07)%	23.86	13.33	4.00%	4.34%
Voltas	Industrials	\$45,401	0.2%	(13.23)%	3.20	39.15	0.69%	20.00%
Kingspan Group Plc Ord	Industrials	\$106,537	0.4%	(13.15)%	9.81	16.23	1.02%	3.90%
Siegfried Namen	Health Care	\$59,486	0.2%	(11.20)%	2.94	19.14	0.00%	12.21%
Mercadolibre Inc	Consumer Discretionary	\$95,137	0.4%	(9.44)%	42.56	60.17	0.00%	134.70%

# Country Allocation

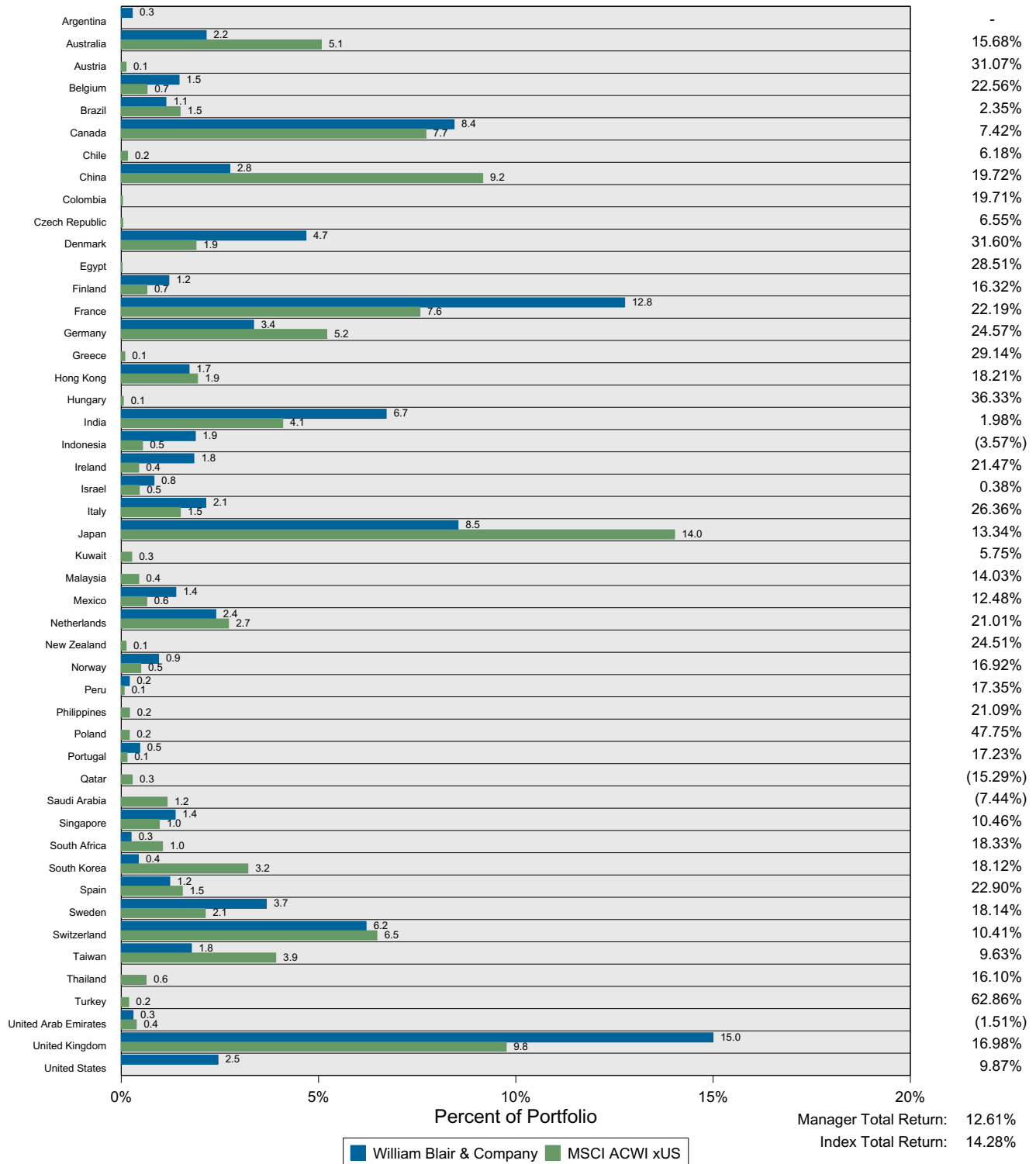
## William Blair & Company VS MSCI ACWI xUS (Net)

### Country Allocation

The chart below contrasts the portfolio's country allocation with that of the index as of December 31, 2022. This chart is useful because large deviations in country allocation relative to the index are often good predictors of tracking error in the subsequent quarter. To the extent that the portfolio allocation is similar to the index, the portfolio should experience more "index-like" performance. In order to illustrate the performance effect on the portfolio and index of these country allocations, the individual index country returns are also shown.

Country Weights as of December 31, 2022

Index Rtns



# Causeway Emerging Markets Period Ended December 31, 2022

## Investment Philosophy

Causeway believes that value, growth, momentum and top-down investment approaches work best in combination in emerging markets. Through its quantitative process, Causeway examines all these factors and dynamically positions its portfolio to optimize return and control risk. The portfolio usually consists of 110-150 stocks. The typical characteristic of a portfolio is that it will be cheaper than the benchmark on a number of valuation ratios but will have greater earnings growth expectations. The fund's inception date is 8/13/2019.

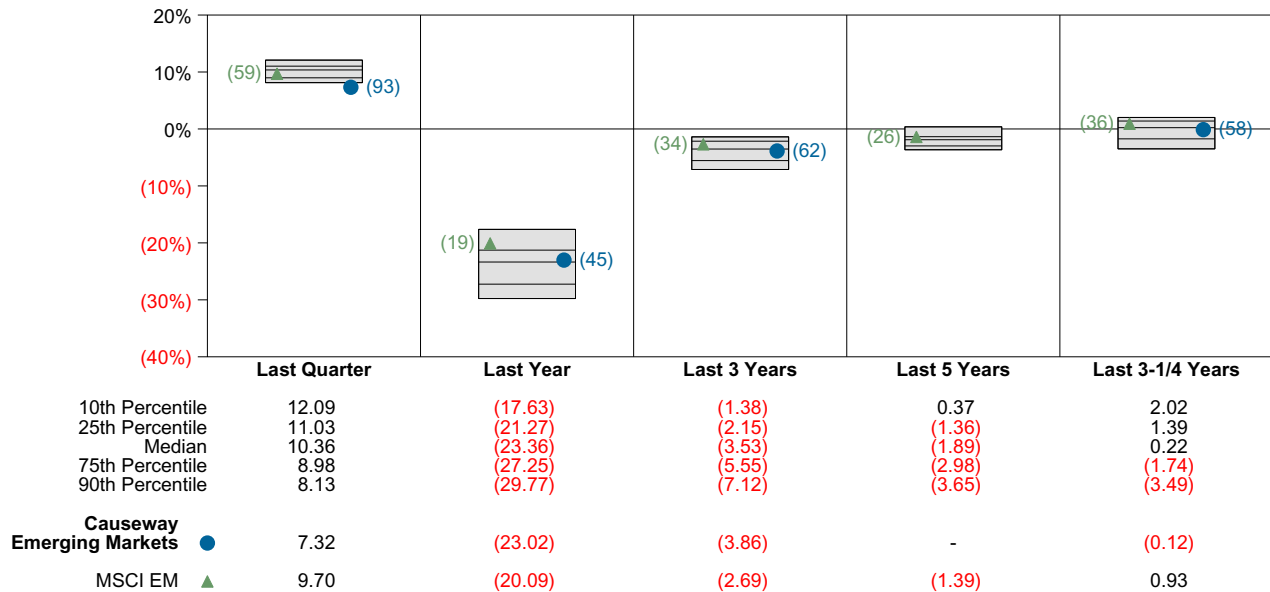
## Quarterly Summary and Highlights

- Causeway Emerging Markets's portfolio posted a 7.32% return for the quarter placing it in the 93 percentile of the Callan Emerging Markets Equity Mut Funds group for the quarter and in the 45 percentile for the last year.
- Causeway Emerging Markets's portfolio underperformed the MSCI EM by 2.38% for the quarter and underperformed the MSCI EM for the year by 2.93%.

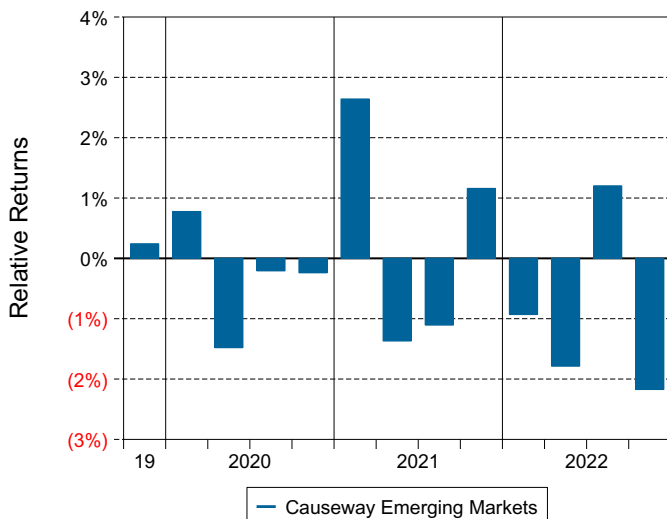
## Quarterly Asset Growth

Beginning Market Value	\$4,461,169
Net New Investment	\$0
Investment Gains/(Losses)	\$326,541
Ending Market Value	\$4,787,710

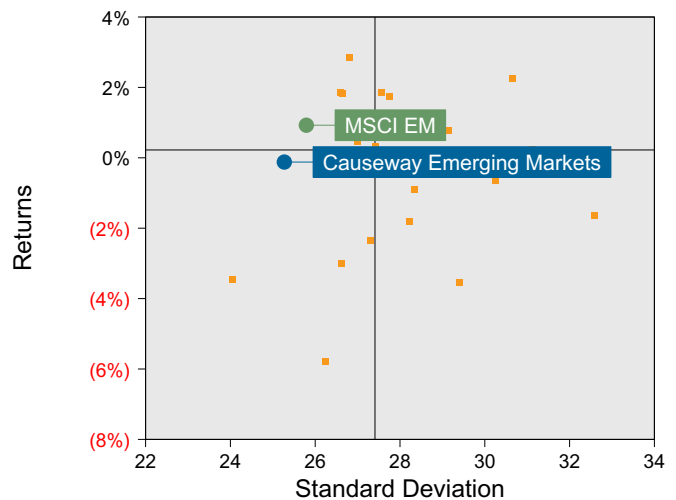
## Performance vs Callan Emerging Markets Equity Mut Funds (Institutional Net)



## Relative Return vs MSCI EM



## Callan Emerging Markets Equity Mut Funds (Institutional Net) Annualized Three and One-Quarter Year Risk vs Return

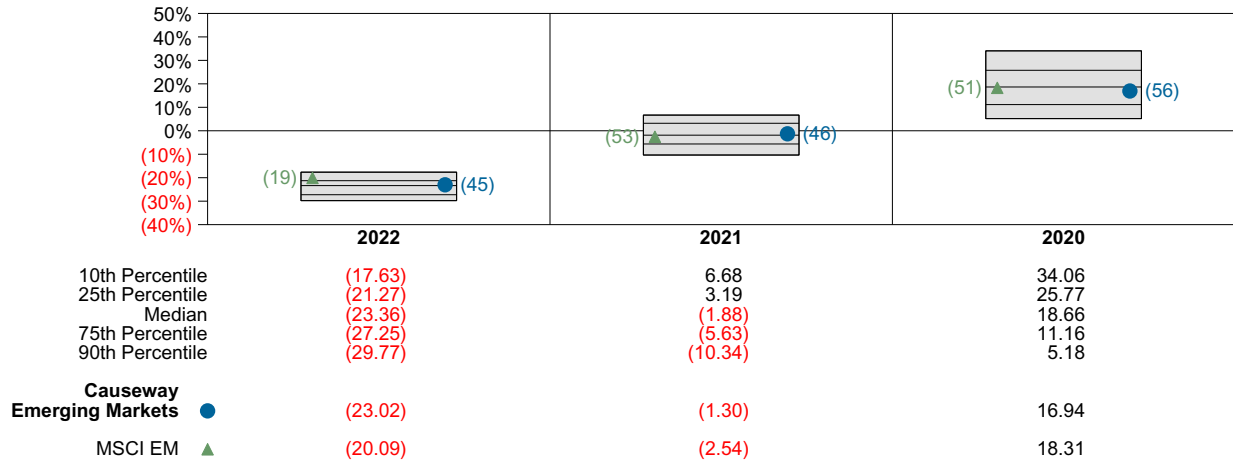


# Causeway Emerging Markets Return Analysis Summary

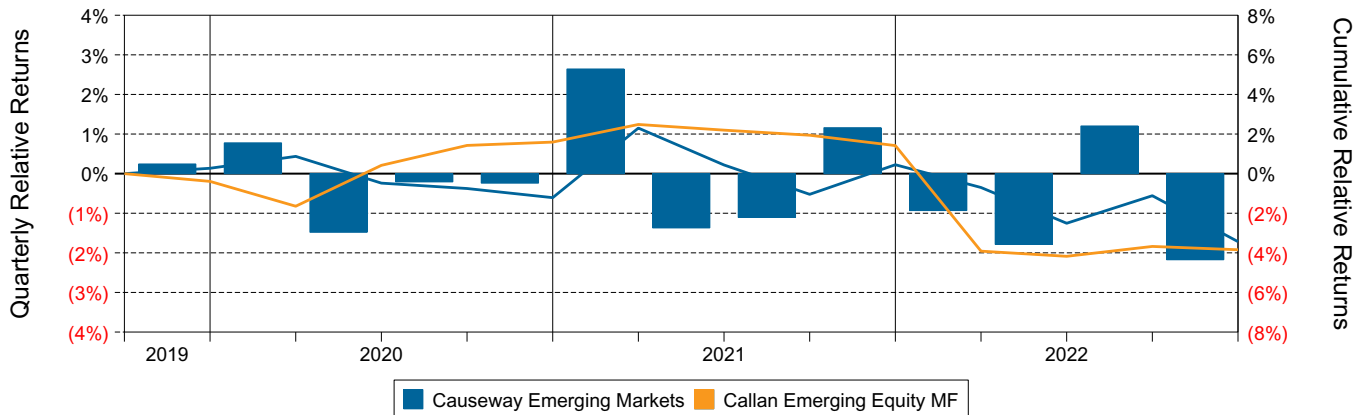
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

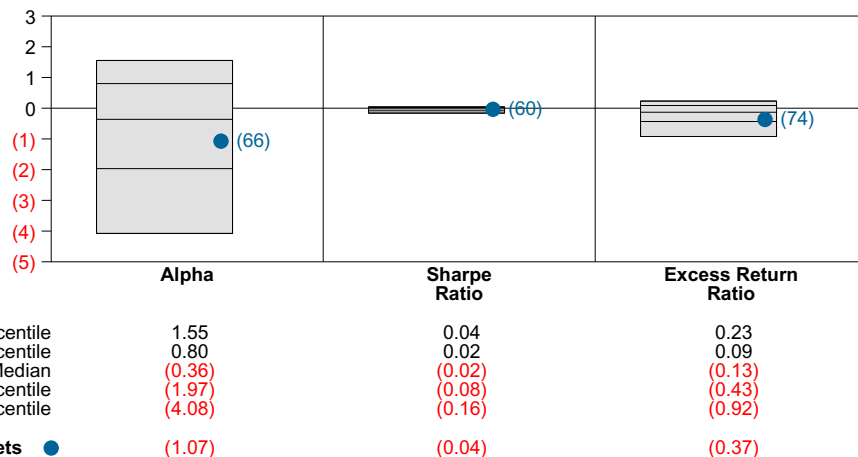
### Performance vs Callan Emerging Markets Equity Mut Funds (Institutional Net)



### Cumulative and Quarterly Relative Returns vs MSCI EM



### Risk Adjusted Return Measures vs MSCI EM Rankings Against Callan Emerging Markets Equity Mut Funds (Institutional Net) Three and One-Quarter Years Ended December 31, 2022

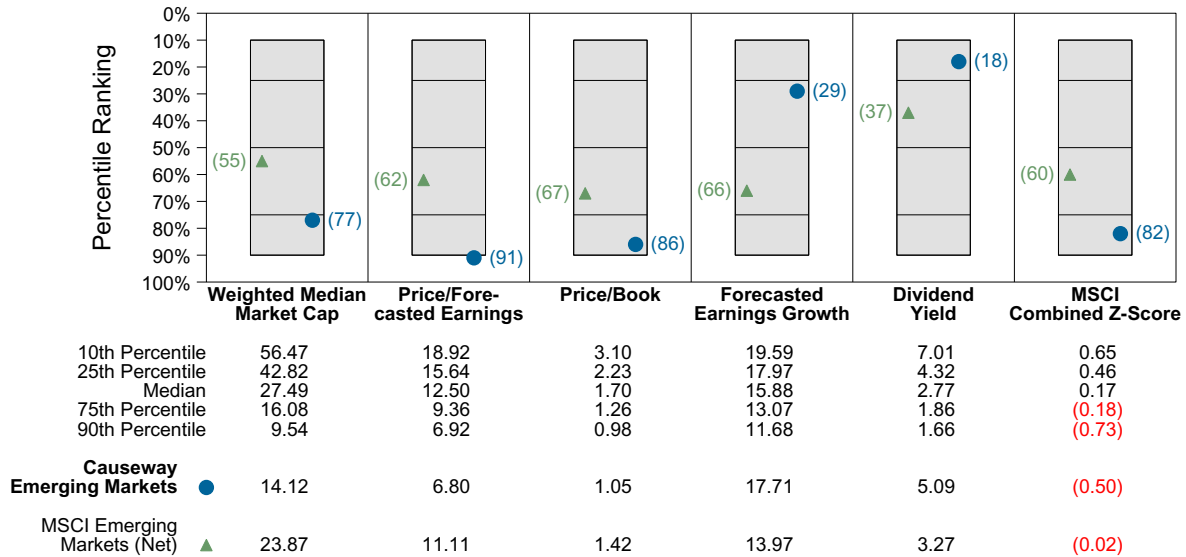


# Causeway Emerging Markets Equity Characteristics Analysis Summary

## Portfolio Characteristics

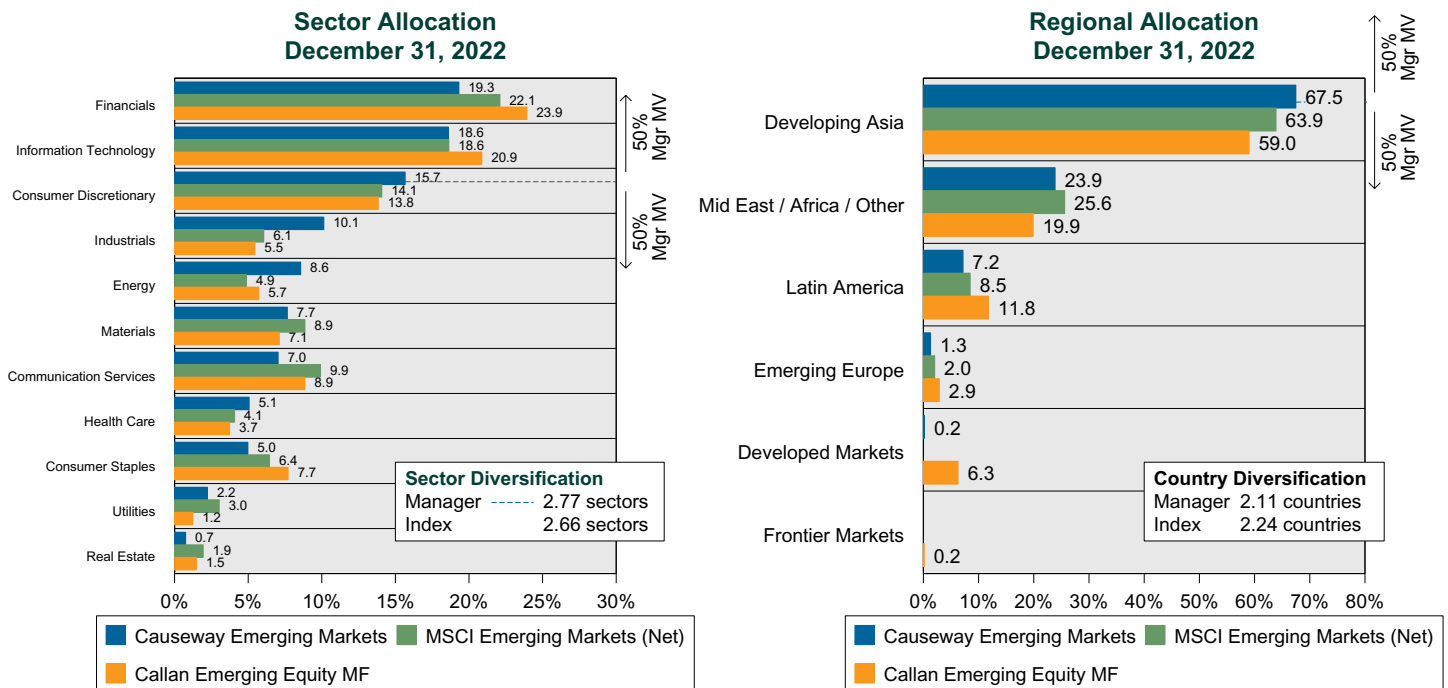
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Emerging Markets Equity Mut Funds as of December 31, 2022



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.



## Causeway Emerging Markets Top 10 Portfolio Holdings Characteristics as of December 31, 2022

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Taiwan Semiconductor Mfg Co Ltd Spon	Information Technology	\$315,648	6.6%	14.36%	378.38	12.17	2.45%	20.84%
Alibaba Group Hldg Ltd Sponsored Ads	Consumer Discretionary	\$171,022	3.6%	16.66%	233.22	10.33	0.00%	2.59%
Tencent Holdings Limited Shs Par Hkd	Communication Services	\$165,746	3.5%	32.08%	409.48	20.55	0.48%	10.10%
Samsung Electronics Co Ltd Ord	Information Technology	\$156,803	3.3%	4.87%	261.07	14.84	2.61%	(5.00)%
China Construction Bank Shs H	Financials	\$151,063	3.2%	26.74%	150.63	3.28	9.14%	5.16%
Hon Hai Precision Inds Ltd Ord	Information Technology	\$82,889	1.7%	2.18%	45.06	8.76	5.21%	8.32%
Banco Do Brasil Sa Bb Brasil Shs	Financials	\$76,725	1.6%	(4.43)%	18.85	3.13	11.96%	16.03%
Jd Com Inc Spon Adr Ci A	Consumer Discretionary	\$76,687	1.6%	18.23%	89.13	16.90	0.00%	32.96%
Pinduoduo Inc Sponsored Ads	Consumer Discretionary	\$71,464	1.5%	38.06%	103.11	19.16	0.00%	-
Kia Motors Corp Shs	Consumer Discretionary	\$68,258	1.4%	0.76%	19.01	3.82	5.06%	7.84%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Tencent Music Entmt Group Spon Ads	Communication Services	\$53,650	1.1%	116.02%	6.93	18.65	0.00%	(1.87)%
Turk Hava Yollari Ao Shs	Industrials	\$40,246	0.8%	97.65%	10.39	6.45	0.00%	6.70%
Koc Holding	Industrials	\$22,155	0.5%	82.58%	11.34	4.16	1.08%	59.83%
Vipshop Hldgs Ltd Sponsored Adr	Consumer Discretionary	\$40,113	0.8%	71.83%	7.26	9.18	0.00%	13.22%
360 Finance Inc Ads	Financials	\$41,445	0.9%	69.74%	3.27	4.18	3.14%	28.21%
Posco Sponsored Adr	Materials	\$7,382	0.2%	69.52%	18.49	5.56	6.51%	(8.33)%
Greentown China Hldgs Ltd Shs	Real Estate	\$7,041	0.1%	61.68%	3.70	3.64	4.97%	6.22%
Hyundai Electric & Energy Syst	Industrials	\$8,894	0.2%	50.99%	1.21	11.67	0.00%	(13.76)%
Posco Shs	Materials	\$31,041	0.6%	49.62%	18.49	5.56	6.51%	(8.33)%
China National Bui	Materials	\$21,829	0.5%	48.93%	3.74	3.70	13.29%	1.58%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
United Tractors	Energy	\$14,584	0.3%	(25.45)%	6.25	5.64	6.61%	19.97%
Daqo New Energy Corp Spnsrd Adr New	Information Technology	\$33,639	0.7%	(22.94)%	2.88	1.90	0.00%	91.22%
Qatar Industries	Industrials	\$13,540	0.3%	(22.88)%	21.28	9.21	7.81%	20.53%
Bawan	Industrials	\$8,515	0.2%	(21.96)%	0.47	10.12	5.45%	-
Fertiglobe Company Pjsc	Materials	\$16,222	0.3%	(21.72)%	9.56	9.27	11.35%	-
Pt Astra International Tbk Shs New	Consumer Discretionary	\$14,072	0.3%	(21.29)%	14.82	8.41	4.95%	3.01%
National Commercial Bank	Financials	\$11,842	0.2%	(19.48)%	60.18	10.57	3.96%	0.91%
Page Industries	Consumer Discretionary	\$12,117	0.3%	(16.74)%	5.78	57.03	0.70%	9.63%
Saudi Int'l Petrochemical	Materials	\$12,699	0.3%	(15.21)%	6.62	8.14	9.57%	34.83%
Wuxi Lead Auto Equip Co.	Industrials	\$6,199	0.1%	(12.34)%	9.07	15.91	1.24%	49.20%

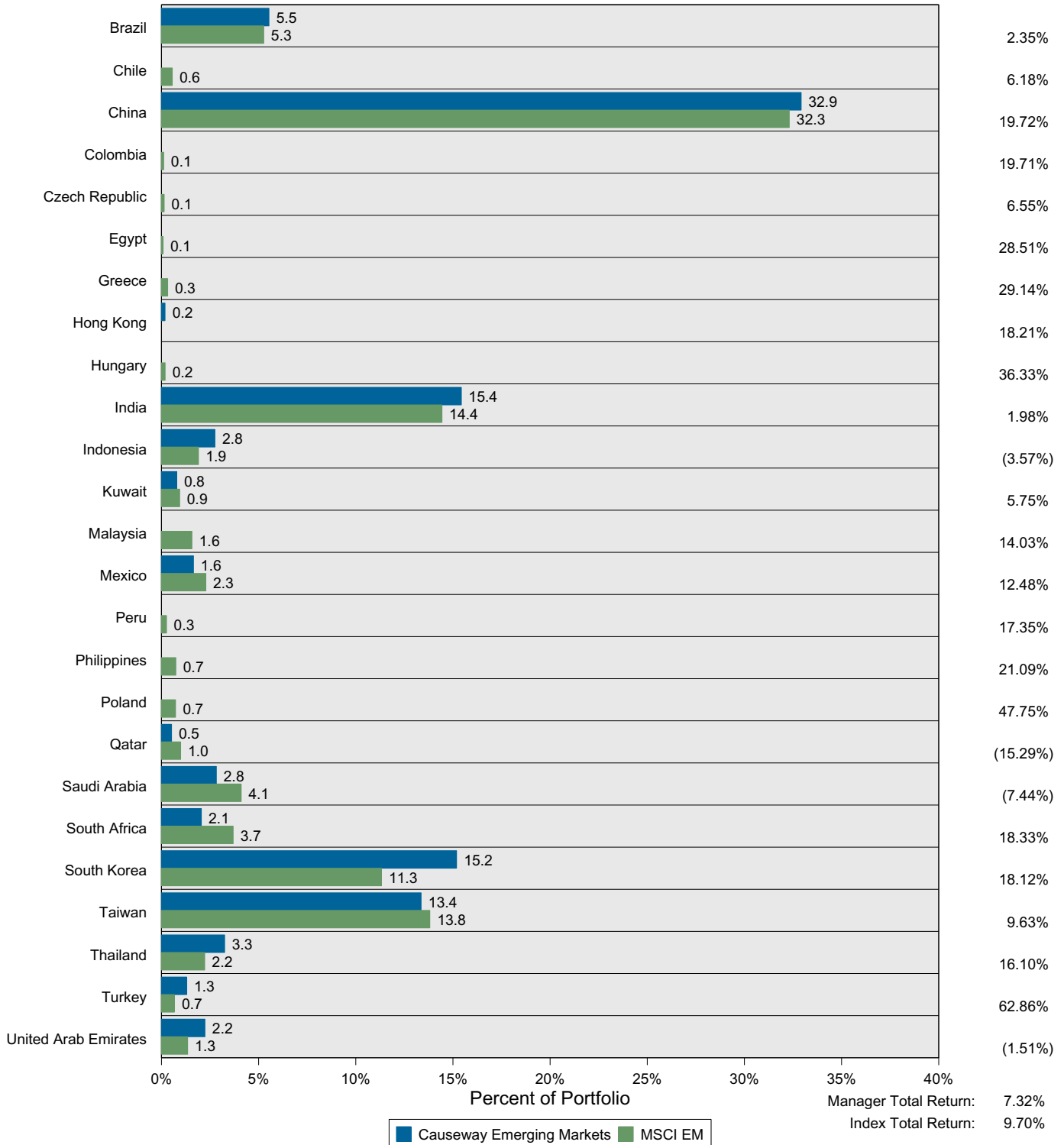
## Country Allocation Causeway Emerging Markets VS MSCI Emerging Markets (Net)

### Country Allocation

The chart below contrasts the portfolio's country allocation with that of the index as of December 31, 2022. This chart is useful because large deviations in country allocation relative to the index are often good predictors of tracking error in the subsequent quarter. To the extent that the portfolio allocation is similar to the index, the portfolio should experience more "index-like" performance. In order to illustrate the performance effect on the portfolio and index of these country allocations, the individual index country returns are also shown.

### Country Weights as of December 31, 2022

### Index Rtns



**City of Fort Pierce  
Performance vs Public Fund - Domestic Fixed  
Periods Ended December 31, 2022**

**Return Ranking**

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Fixed. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Fixed. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 32-1/4 Years
10th Percentile	2.76	(7.93)	0.24	2.00	7.56
25th Percentile	2.27	(10.08)	(0.53)	1.60	6.31
Median	1.98	(12.05)	(1.44)	0.79	5.61
75th Percentile	1.72	(13.50)	(2.26)	0.45	5.36
90th Percentile	1.36	(14.87)	(2.53)	0.22	5.29
<b>Domestic Fixed Income</b> ●	1.73	(12.58)	(2.44)	0.27	5.56
Domestic FI Benchmark ▲	1.87	(13.01)	(2.71)	0.02	5.10

# City of Fort Pierce Performance vs Public Fund - Domestic Fixed Recent Periods

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Fixed. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Fixed. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	2022	2021	2020	2019	2018
10th Percentile	(7.93)	2.36	10.70	10.95	1.21
25th Percentile	(10.08)	0.69	9.20	9.72	0.81
Median	(12.05)	(0.70)	8.40	8.97	0.11
75th Percentile	(13.50)	(1.21)	6.74	7.64	(0.36)
90th Percentile	(14.87)	(1.52)	6.14	6.66	(1.18)
<b>Domestic Fixed Income</b> ●	(12.58)	(1.49)	7.83	8.77	0.36
Domestic FI Benchmark ▲	(13.01)	(1.54)	7.51	8.72	0.01

# Richmond Capital Management Period Ended December 31, 2022

## Investment Philosophy

Richmond's investment philosophy is that superior returns can be achieved, over time, by focusing on value. They acknowledge that it is not always possible to predict short term movement in the financial markets. However, they believe that it is possible, through careful analysis and security selection, to choose securities which will provide superior returns over market cycles. Their search for value as always overlaid by a focus on yield (income). They believe that bond portfolios which are composed of undervalued securities and additional yield have a strong bias to provide superior returns over time. \* Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate Index thereafter.

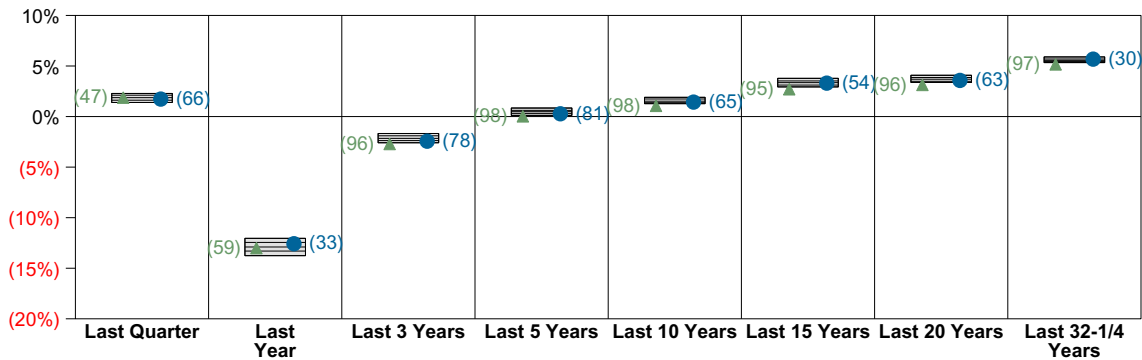
## Quarterly Summary and Highlights

- Richmond Capital Management's portfolio posted a 1.73% return for the quarter placing it in the 66 percentile of the Callan Core Bond Fixed Income group for the quarter and in the 33 percentile for the last year.
- Richmond Capital Management's portfolio underperformed the Blended Benchmark\* by 0.15% for the quarter and outperformed the Blended Benchmark\* for the year by 0.43%.

## Quarterly Asset Growth

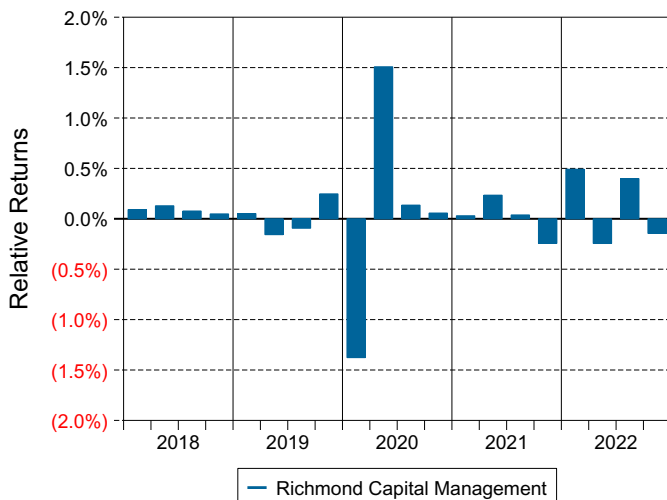
Beginning Market Value	\$50,409,976
Net New Investment	\$-36,394
Investment Gains/(Losses)	\$869,204
Ending Market Value	\$51,242,786

## Performance vs Callan Core Bond Fixed Income (Gross)

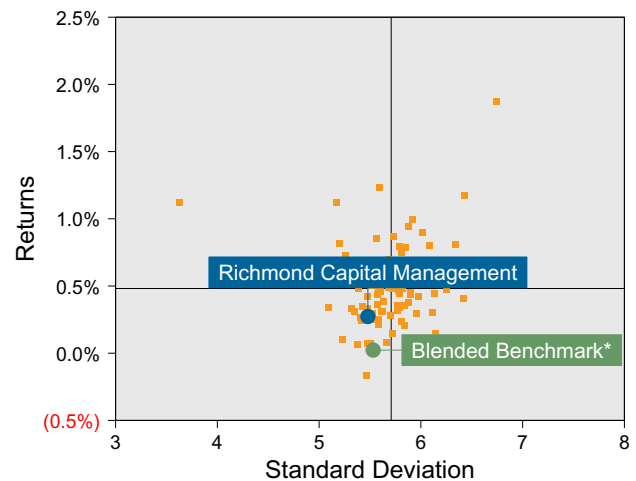


10th Percentile	2.28	(12.04)	(1.68)	0.84	1.90	3.78	4.08	5.90
25th Percentile	2.11	(12.45)	(1.90)	0.61	1.74	3.52	3.86	5.69
Median	1.87	(12.90)	(2.16)	0.48	1.52	3.35	3.69	5.56
75th Percentile	1.62	(13.30)	(2.38)	0.31	1.37	3.11	3.49	5.44
90th Percentile	1.39	(13.75)	(2.59)	0.12	1.28	2.93	3.38	5.34
<b>Richmond Capital Management</b>	<b>● 1.73</b>	<b>(12.58)</b>	<b>(2.44)</b>	<b>0.27</b>	<b>1.43</b>	<b>3.31</b>	<b>3.57</b>	<b>5.68</b>
<b>Blended Benchmark*</b>	<b>▲ 1.87</b>	<b>(13.01)</b>	<b>(2.71)</b>	<b>0.02</b>	<b>1.06</b>	<b>2.70</b>	<b>3.13</b>	<b>5.16</b>

## Relative Return vs Blended Benchmark\*



## Callan Core Bond Fixed Income (Gross) Annualized Five Year Risk vs Return

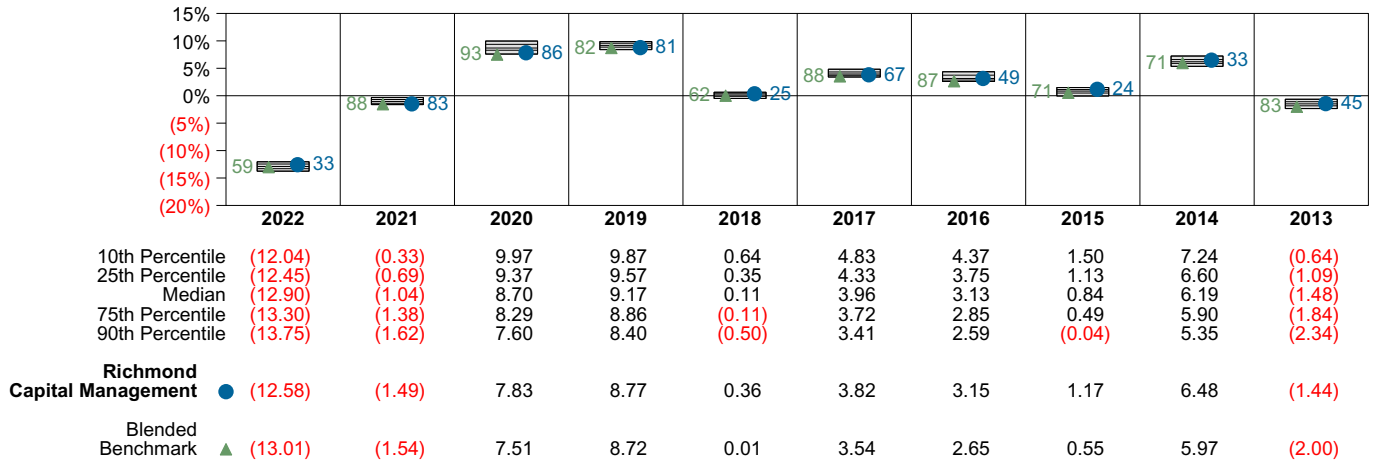


# Richmond Capital Management Return Analysis Summary

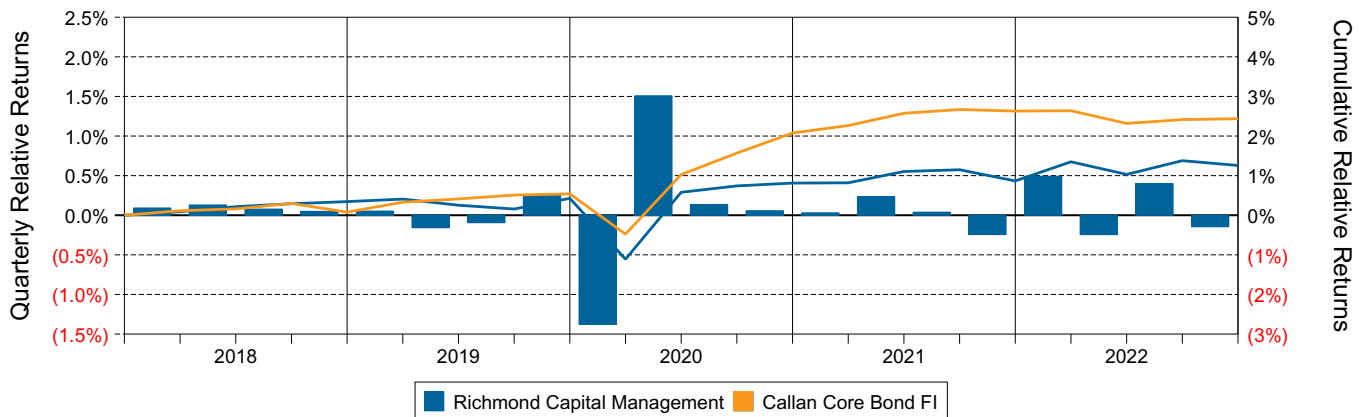
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

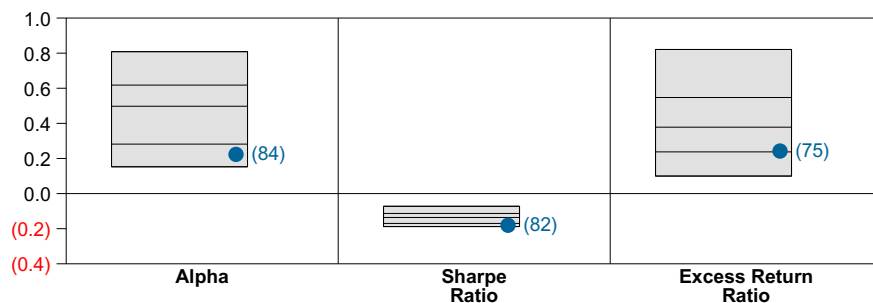
### Performance vs Callan Core Bond Fixed Income (Gross)



### Cumulative and Quarterly Relative Returns vs Blended Benchmark



### Risk Adjusted Return Measures vs Blended Benchmark Rankings Against Callan Core Bond Fixed Income (Gross) Five Years Ended December 31, 2022

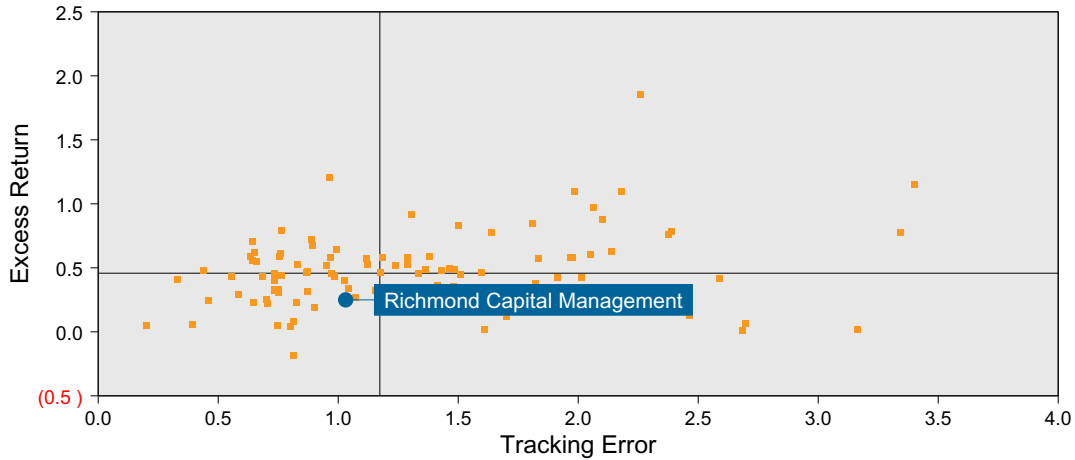


# Richmond Capital Management Risk Analysis Summary

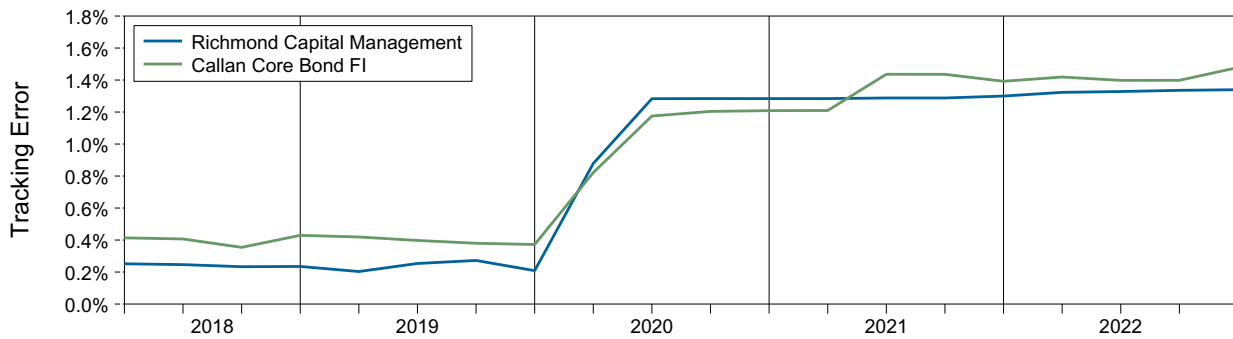
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows tracking error patterns versus the benchmark over time. The last two charts show the ranking of the manager's risk statistics versus the peer group.

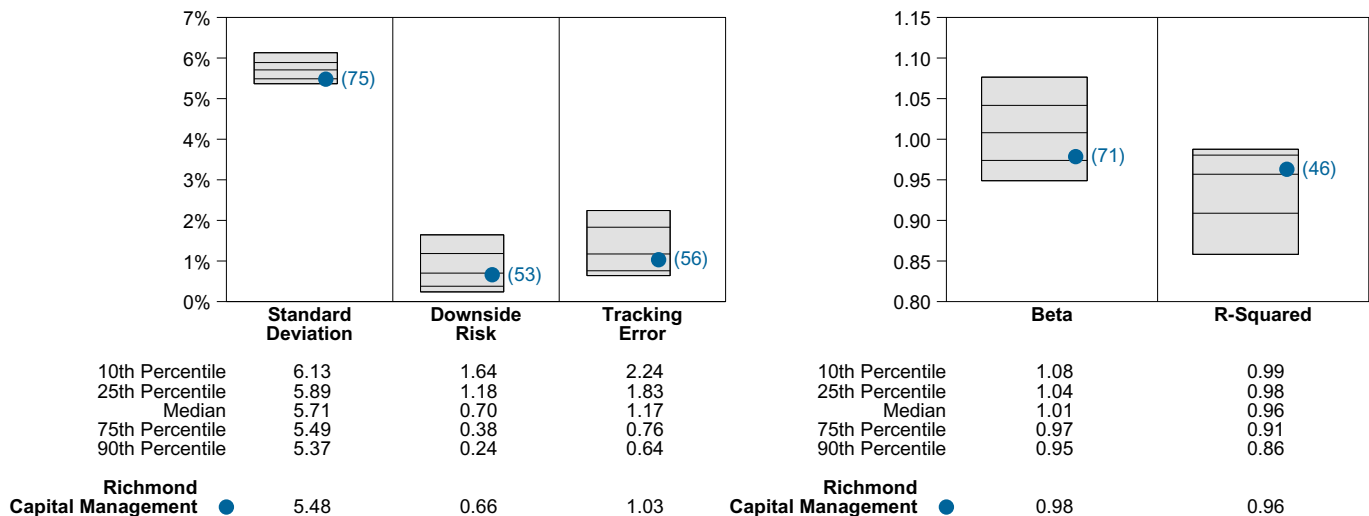
### Risk Analysis vs Callan Core Bond Fixed Income (Gross) Five Years Ended December 31, 2022



### Rolling 12 Quarter Tracking Error vs Blended Benchmark



### Risk Statistics Rankings vs Blended Benchmark Rankings Against Callan Core Bond Fixed Income (Gross) Five Years Ended December 31, 2022

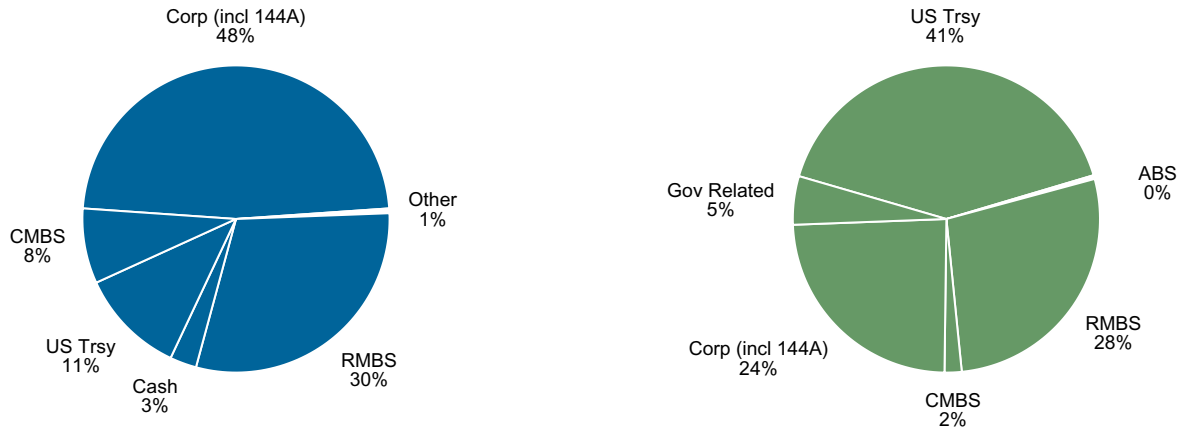


# Richmond Capital Management Portfolio Characteristics Summary As of December 31, 2022

## Portfolio Structure Comparison

The charts below compare the structure of the portfolio to that of the index from the three perspectives that have the greatest influence on return. The first chart compares the two portfolios across sectors. The second chart compares the duration distribution. The last chart compares the distribution across quality ratings.

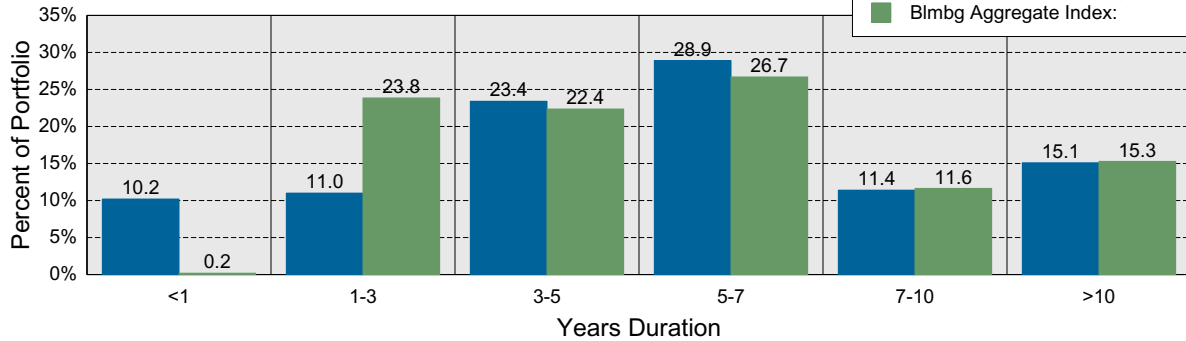
### Sector Allocation



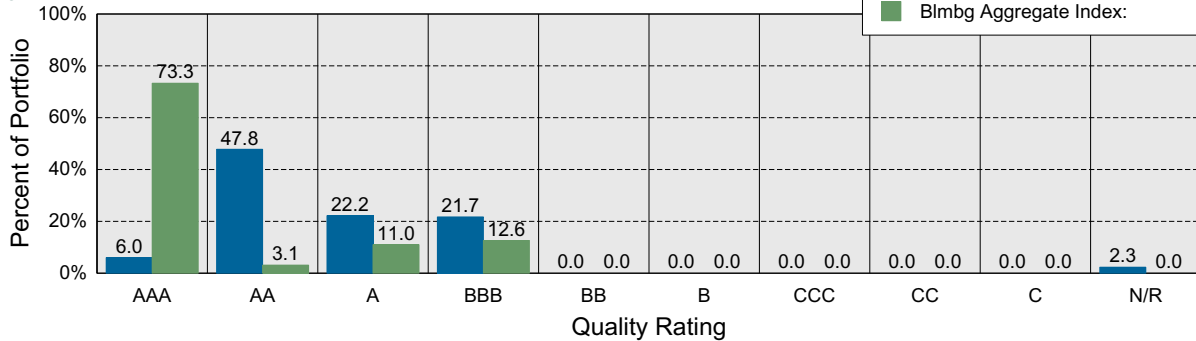
### Richmond Capital Management

### Blmbg Aggregate Index

#### Duration Distribution



#### Quality Distribution

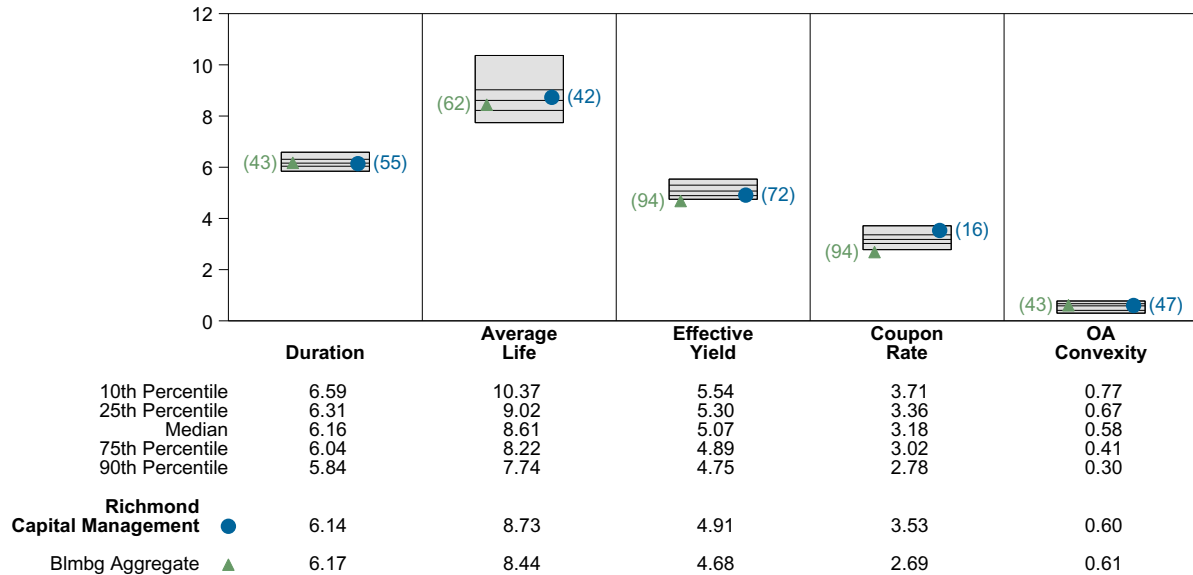


# Richmond Capital Management Bond Characteristics Analysis Summary

## Portfolio Characteristics

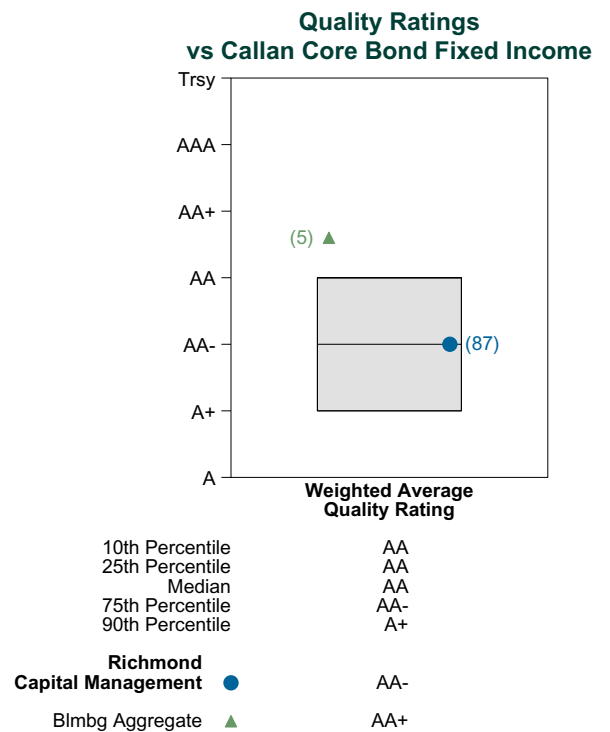
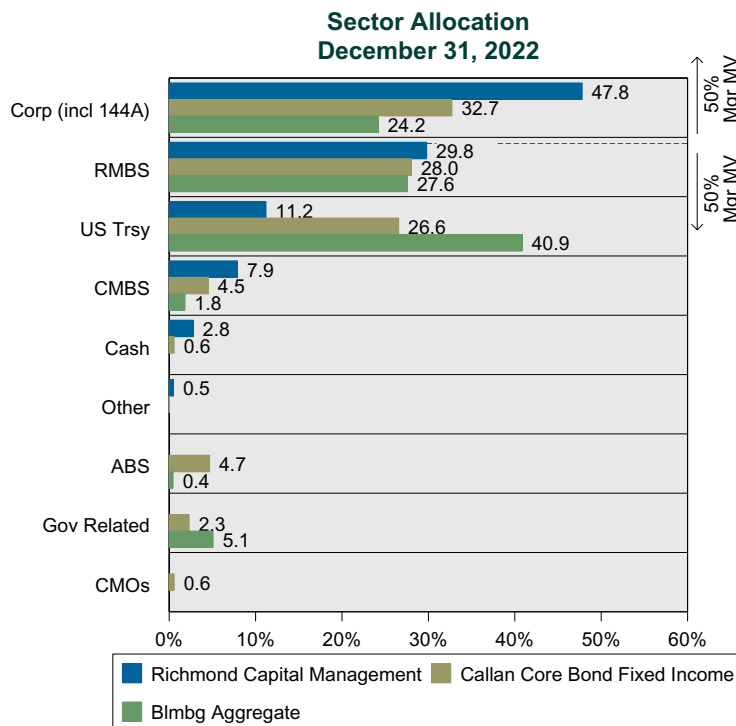
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Fixed Income Portfolio Characteristics Rankings Against Callan Core Bond Fixed Income as of December 31, 2022



## Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



# Heitman

## Period Ended December 31, 2022

### Investment Philosophy

Heitman America Real Estate Trust, L.P. is a Delaware limited partnership, organized as a perpetual-life, core open-ended commingled fund to invest in real estate assets. The Fund seeks to deliver to its investors a combination of current income return and moderate appreciation. In acquiring individual assets for HART, Heitman adheres to the following principles: Buy in major markets and build a portfolio that is diversified by property type, economic exposure and geography. Buy assets with strong site attributes, such as proximity to amenities, complementary land uses and transportation networks. Buy well-constructed assets with features that will continue to appeal to tenants over long periods of time.

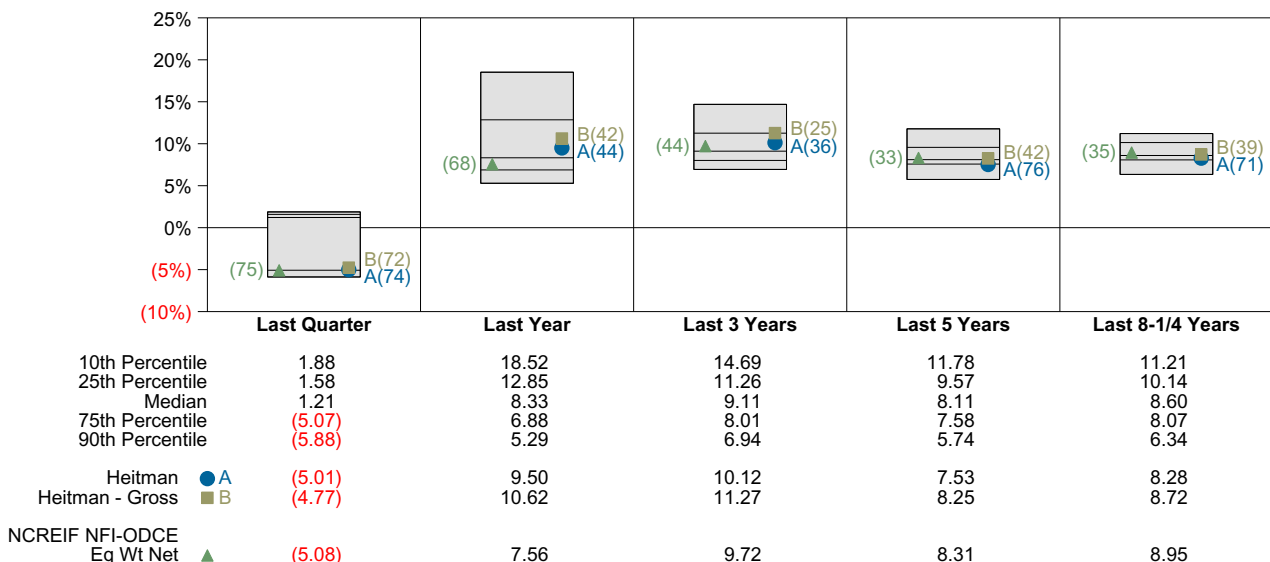
### Quarterly Summary and Highlights

- Heitman's portfolio posted a (5.01)% return for the quarter placing it in the 74 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 44 percentile for the last year.
- Heitman's portfolio outperformed the NCREIF NFI-ODCE Eq Wt Net by 0.07% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 1.94%.

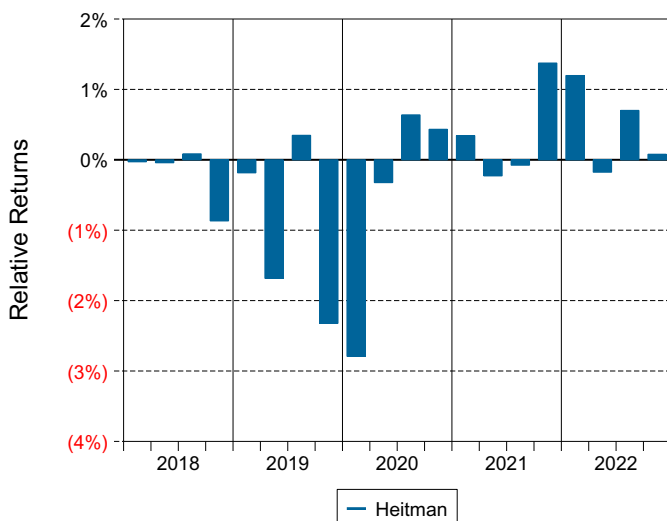
### Quarterly Asset Growth

Beginning Market Value	\$29,008,920
Net New Investment	\$0
Investment Gains/(Losses)	\$-1,453,369
Ending Market Value	\$27,555,551

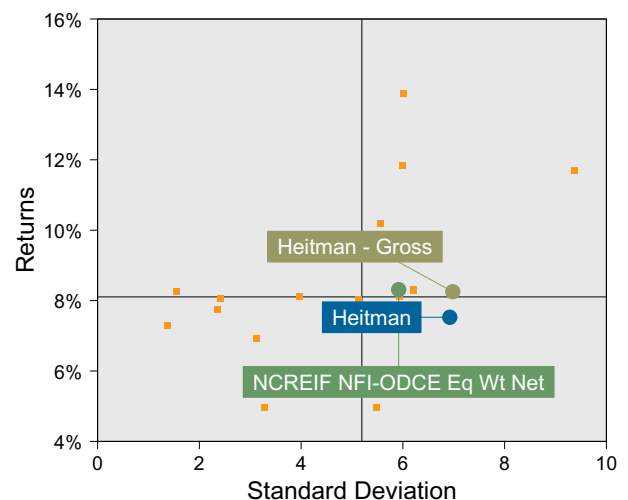
### Performance vs Callan Open End Core Cmmingled Real Est (Net)



### Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



### Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return

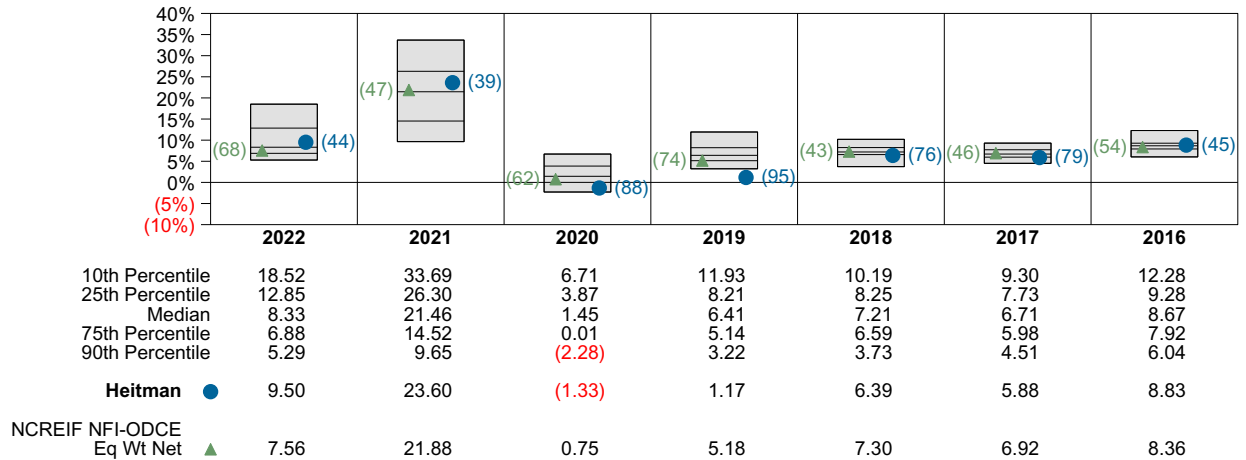


# Heitman Return Analysis Summary

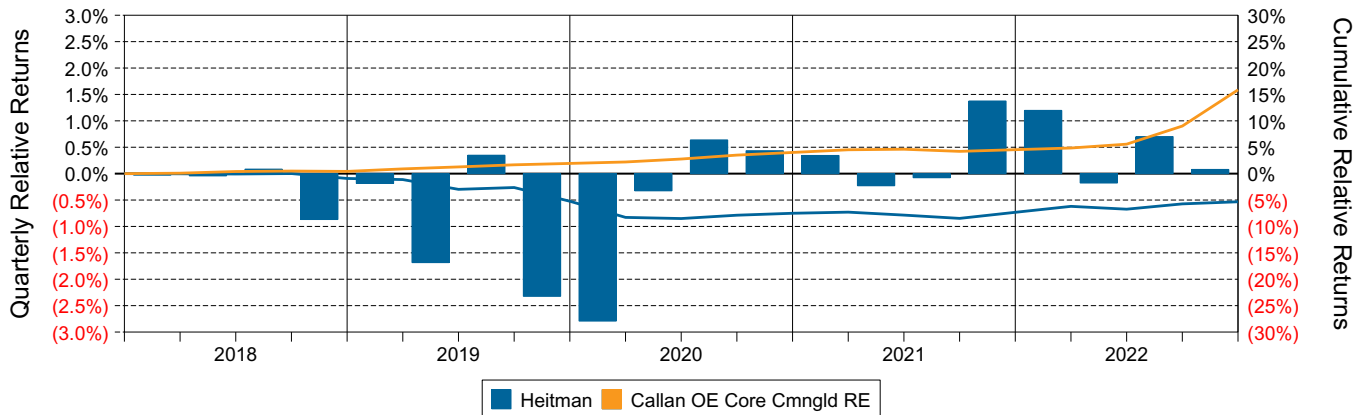
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

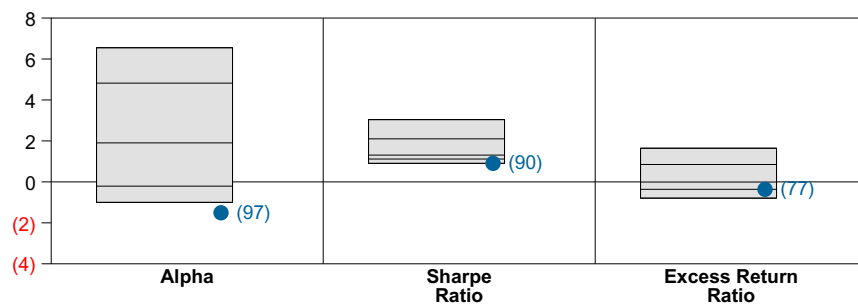
### Performance vs Callan Open End Core Cmmingled Real Est (Net)



### Cumulative and Quarterly Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



### Risk Adjusted Return Measures vs NCREIF NFI-ODCE Eq Wt Net Rankings Against Callan Open End Core Cmmingled Real Est (Net) Five Years Ended December 31, 2022

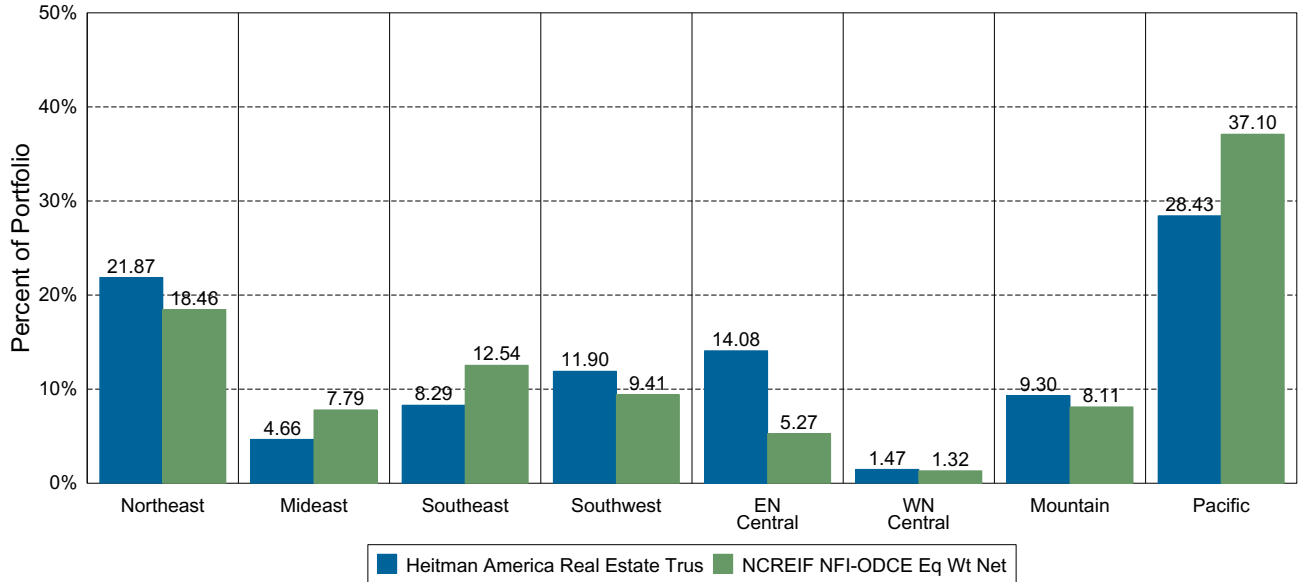


# Heitman America Real Estate Trust Diversification Analysis as of December 31, 2022

## Diversification Analysis

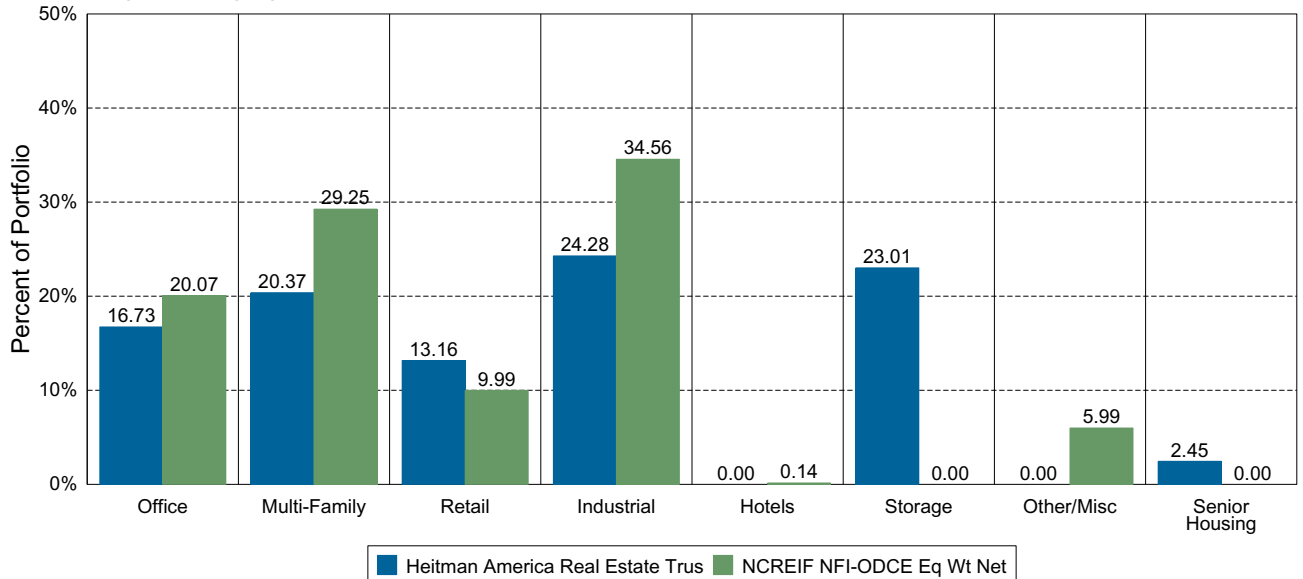
The following charts provide information on the diversification of the portfolio with regards to both Geographic Region and Property Type. Similar information is provided on the relevant market index for comparison.

### Diversification by Geographic Region as of December 31, 2022



Heitman America Real Estate Trust	21.87%	4.66%	8.29%	11.90%	14.08%	1.47%	9.30%	28.43%
NCREIF NFI-ODCE Eq Wt Net	18.46%	7.79%	12.54%	9.41%	5.27%	1.32%	8.11%	37.10%

### Diversification by Property Type as of December 31, 2022



Heitman America Real Estate Trust	16.73%	20.37%	13.16%	24.28%	0.00%	23.01%	0.00%	2.45%
NCREIF NFI-ODCE Eq Wt Net	20.07%	29.25%	9.99%	34.56%	0.14%	0.00%	5.99%	0.00%



---

## Equity Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**Russell 2000 Growth** contains those Russell 2000 securities with a greater than average growth orientation. Securities in this index tend to exhibit higher price-to-book and price-earning ratios, lower dividend yields and higher forecasted growth values than the Value universe.

**Russell 2000 Index** is composed of the 2000 smallest stocks in the Russell 3000 Index, representing approximately 11% of the U.S. equity market capitalization.

**Russell 2000 Value** contains those Russell 2000 securities with a less than average growth orientation. Securities in this index tend to exhibit lower price-to-book and price-earning ratios, higher dividend yields and lower forecasted growth values than the Growth universe.

**Standard & Poor's 500 Index** is designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries. The index is capitalization-weighted, with each stock weighted by its proportion of the total market value of all 500 issues. Thus, larger companies have a greater effect on the index.

**Standard & Poor's MidCap Index** is a composite of 400 medium-capitalization, domestic common stocks. Stocks in this index are not included in the Standard & Poor's 500 Index. The index is capitalization-weighted.

---

## International Equity Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**MSCI ACWI ex US Index** The MSCI ACWI ex US(All Country World Index) Index is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding the US. As of May 27, 2010 the MSCI ACWI consisted of 45 country indices comprising 24 developed and 21 emerging market country indices. The developed market country indices included are: Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Hong Kong, Ireland, Israel, Italy, Japan, Netherlands, New Zealand, Norway, Portugal, Singapore, Spain, Sweden, Switzerland, and the United Kingdom. The emerging market country indices included are: Brazil, Chile, China, Colombia, Czech Republic, Egypt, Hungary, India, Indonesia, Korea, Malaysia, Mexico, Morocco, Peru, Philippines, Poland, Russia, South Africa, Taiwan, Thailand, and Turkey.

**Morgan Stanley Capital International (MSCI) EAFE Index** is composed of approximately 1000 equity securities representing the stock exchanges of Europe, Australia, New Zealand and the Far East. The index is capitalization-weighted and is expressed in terms of U.S. dollars.

**Morgan Stanley Capital Intl (MSCI) Emerging Markets Free Index** is composed of about 549 equity securities representing the stock exchanges of 13 countries in Central Asia and the Far East, Latin America, Europe, and the Middle East. Only 20% of Korea's market capitalization is included in this index. The index is market capitalization-weighted and is expressed in terms of U.S. dollars.

---

## Fixed Income Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**90-Day U.S. Treasury Bills** provide a measure of riskless return. The rate of return is the average interest rate available on the beginning of each month for a Treasury Bill maturing in ninety days.

**Bloomberg Aggregate** is a combination of the Mortgage Backed Securities Index and the intermediate and long-term components of the Government/Credit Bond Index.

**Bloomberg Gov/Credit** is a composite of all publicly issued, fixed rate, non-convertible, domestic bonds. The issues are rated at least BBB, have a minimum outstanding principal of \$100 million for U.S. Government issues or \$50 million for other bonds, and have a maturity of at least one year. The index is capitalization-weighted.

---

## International Fixed Income Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**CitiGroup Non-U.S. Dollar World Government Bond Index** is composed of the CitiGroup World Government Bond Index excluding U.S. bonds. The index includes all fixed-rate government bonds in 10 countries having remaining maturities of one year or longer with amounts outstanding of at least the equivalent of US\$ 100 million. The index is capitalization-weighted and is expressed in terms of U.S. dollars.

---

## General Price Level Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**Consumer Price Index** is a measure of the average change in prices for a fixed market basket of goods and services. This market basket is based on the spending patterns of urban wage earners and clerical workers, who represent 40 percent of the total civilian population.

---

## Callan Databases

In order to provide comparative investment results for use in evaluating a fund's performance, Callan gathers rate of return data from investment managers. These data are then grouped by type of assets managed and by the type of investment manager. Except for mutual funds, the results are for tax-exempt fund assets. The databases, excluding mutual funds, represent investment managers who handle over 80% of all tax-exempt fund assets.

### Equity Funds

Equity funds concentrate their investments in common stocks and convertible securities. The funds included maintain well-diversified portfolios.

**Core International Equity Style** Managers whose portfolio holdings and characteristics are similar to that of the broader developed market as represented by the MSCI EAFE Index, with the objective of adding value over and above the index, typically from country, sector, or issue selection. The Core portfolio is broadly diversified and exhibits similar risk characteristics to the developed market as measured by low residual risk with Beta and R-Squared values close to 1.00 and combined growth and value z-score values close to 0. Exposure to emerging markets and smaller capitalization stocks is limited.

**Domestic Equity Database** - The Domestic Equity Database is a broad collection of actively managed separate account domestic equity products.

**International Emerging Markets Equity** - The International Emerging Market Equity Database consists of all separate account international equity products that concentrate on newly emerging second and third world countries in the regions of the Far East, Africa, Europe, and Central and South America.

### Fixed Income Funds

Fixed Income funds concentrate their investments in bonds, preferred stocks, and money market securities. The funds included maintain well-diversified portfolios.

**Domestic Fixed-Income Database** - The Domestic Fixed-Income Database is a broad collection of separate account domestic fixed-income products.

**International Non-U.S. Dollar Fixed-Income** - The International Non-U.S. Dollar Fixed-Income Database consists of all separate account international fixed-income funds that do not generally invest in U.S. fixed-income securities.

### Balanced Funds

Balanced funds diversify their investments among common stocks, bonds, preferred stocks and money market securities. The funds included maintain well-diversified equity and fixed income portfolios.

**Domestic Balanced Database** - The Domestic Balanced Database consists of all separate account domestic balanced funds.

---

## Common Stock Portfolio Characteristics

All Portfolio Characteristics are derived by first calculating the characteristics for each security, and then calculating the weighted average of these values for the portfolio.

**Dividend Yield** - The total amount of dividends paid out for a stock over the preceding twelve months divided by the closing price of a share of the common stock.

**Five Year Beta** - Beta measures the sensitivity of rates of return on a fund to general market movements. As such, the Beta for a portfolio is a reflection of the risk of the securities in the portfolio as compared to the broader market. This value is a composite of the individual Beta values within a portfolio. The Beta computation is based on the weighted average of the five year historical Betas of each security in a portfolio.

**Growth in Dividends** - This value represents a weighted average five year annual growth rate of dividends per common stock share. The rates of growth in dividends for trailing twelve month periods are calculated using the dividend-per-share values for each time period. The five-year growth in dividends figure is calculated for each security in a portfolio. From these individual values, a weighted average value is calculated for the portfolio. The number of shares in each time period is adjusted to reflect any splits, mergers, or other capital changes. In this case, dividends are ex-dividends, meaning that the dividend has been declared and a buyer of the stock after the ex-dividend date does not receive the dividend.

**Growth in Earnings** - This value represents a weighted average five year annual growth rate of earnings per common stock share. The rates of growth in earnings for trailing twelve month periods are calculated using the earnings-per-share values for each time period. The five-year growth in earnings figure is calculated for each security in a portfolio. From these individual values, a weighted average value is calculated for the portfolio. The number of shares in each time period is adjusted to reflect any splits, mergers, or other capital changes. In this case, the earnings per share is fully diluted and excludes extraordinary items and discontinued operations. Fully diluted earnings per share are earnings that are reduced, or diluted, by assuming the conversion of all securities that are convertible into equities.

**Issue Diversification** - A measure of portfolio concentration in individual issues (securities). This number represents how many different securities (names) comprise the most concentrated half of the portfolio assets (half of the assets are in how many names?). This measure is useful in evaluating the concentration/diversification of portfolios made up of many issues but concentrated in a small subset of those issues (e.g. 100 stocks with 50% of assets in 10 stocks, Issue Diversification = 10).

**Number of Securities** - This is a simple portfolio diversification measure representing the number of unique non-cash securities (names) currently held in the portfolio. This measure does not address potential concentration of assets within these securities (see Issue Concentration).

**Price/Book Value** - The Price to Book Value is a measure of value for a company. It is equal to the market value of all the shares of common stock divided by the book value of the company. The book value is the sum of capital surplus, common stock, and retained earnings.

**Price/Earnings Ratio** - The Price to Earnings Ratio (P/E) is a measure of value for a company. It is equal to the price of a share of common stock divided by the earnings per share for a twelve-month period.

**Return on Assets** - Return on Assets is a measure of a company's profitability, specifically relating profits to the total investments required to achieve the profits. It is equal to income divided by total assets. Income is after all expenses, including income taxes and minority interest, but before provision for dividends, extraordinary items, and discontinued operations. Total assets includes the sum of all current, non-current, and intangible assets.

---

## Common Stock Portfolio Characteristics

**Return on Equity** - Return on Equity is a measure of a company's profitability, specifically relating profits to the equity investment employed to achieve the profits. Return on Equity focuses on the returns accruing to the residual owners of a company, the equityholders. It is equal to income divided by total common equity. Income is after all expenses, including income taxes and minority interest, but before provision for dividends, extraordinary items, and discontinued operations. Common equity includes common stock outstanding, capital surplus, and retained earnings.

**Total Debt/Assets** - The Debt to Assets ratio is a measure of the level of total debt of a company as a portion of the assets of the company. It is equal to short-term and long-term debt divided by total assets. Total assets include the sum of all current, non-current, and intangible assets.

---

## Fixed Income Portfolio Characteristics

All Portfolio Characteristics are derived by first calculating the characteristics for each security, and then calculating the market value weighted average of these values for the portfolio.

**Allocation by Sector** - Sector allocation is one of the tools which managers often use to add value without impacting the duration of the portfolio. The sector weights exhibit can be used to contrast a portfolio's weights with those of the index to identify any significant sector bets.

**Average Coupon** - The average coupon is the market value weighted average coupon of all securities in the portfolio. The total portfolio coupon payments per year are divided by the total portfolio par value.

**Average Moody's Rating for Total Portfolio** - A measure of the credit quality as determined by the individual security ratings. The ratings for each security, from Moody's Investor Service, are compiled into a composite rating for the whole portfolio. Quality symbols range from Aaa+ (highest investment quality - lowest credit risk) to C (lowest investment quality - highest credit risk).

**Average Option Adjusted (Effective) Convexity** - Convexity is a measure of the portfolio's exposure to interest rate risk. It is a measure of how much the duration of the portfolio will change given a change in interest rates. Generally, securities with negative convexities are considered to be risky in that changes in interest rates will result in disadvantageous changes in duration. When a security's duration changes it indicates that the stream of expected future cash-flows has changed, generally having a significant impact on the value of the security. The option adjusted convexity for each security in the portfolio is calculated using models developed by Lehman Brothers and Salomon Brothers which determine the expected stream of cash-flows for the security based on various interest rate scenarios. Expected cash-flows take into account any put or call options embedded in the security, any expected sinking-fund paydowns or any expected mortgage principal prepayments.

**Average Option Adjusted (Effective) Duration** - Duration is one measure of the portfolio's exposure to interest rate risk. Generally, the higher a portfolio's duration, the more that its value will change in response to interest rate changes. The option adjusted duration for each security in the portfolio is calculated using models developed by Lehman Brothers and Salomon Brothers which determine the expected stream of cash-flows for the security based on various interest rate scenarios. Expected cash-flows take into account any put or call options embedded in the security, any expected sinking-fund paydowns or any expected mortgage principal prepayments.

**Average Price** - The average price is equal to the portfolio market value divided by the number of securities in the portfolio. Portfolios with an average price above par will tend to generate more current income than those with an average price below par.

**Average Years to Expected Maturity** - This is a measure of the market-value-weighted average of the years to expected maturity across all of the securities in the portfolio. Expected years to maturity takes into account any put or call options embedded in the security, any expected sinking-fund paydowns or any expected mortgage principal prepayments.

**Average Years to Stated Maturity** - The average years to stated maturity is the market value weighted average time to stated maturity for all securities in the portfolio. This measure does not take into account imbedded options, sinking fund paydowns, or prepayments.

**Current Yield** - The current yield is the current annual income generated by the total portfolio market value. It is equal to the total portfolio coupon payments per year divided by the current total portfolio market value.

---

## Fixed Income Portfolio Characteristics

**Duration Dispersion** - Duration dispersion is the market-value weighted standard deviation of the portfolio's individual security durations around the total portfolio duration. The higher the dispersion, the more variable the security durations relative to the total portfolio duration ("barbellness"), and the smaller the dispersion, the more concentrated the holdings' durations around the overall portfolio's ("bulletness"). The purpose of this statistic is to gauge the "bulletness" or "barbellness" of a portfolio relative to its total duration and to that of its benchmark index.

**Effective Yield** - The effective yield is the actual total annualized return that would be realized if all securities in the portfolio were held to their expected maturities. Effective yield is calculated as the internal rate of return, using the current market value and all expected future interest and principal cash flows. This measure incorporates sinking fund paydowns, expected mortgage principal prepayments, and the exercise of any "in-the-money" imbedded put or call options.

**Weighted Average Life** - The weighted average life of a security is the weighted average time to payment of all remaining principal. It is calculated by multiplying each expected future principal payment amount by the time left to the payment. This amount is then divided by the total amount of principal remaining. Weighted average life is commonly used as a measure of the investment life for pass-through security types for comparison to non-pass-through securities.



## Quarterly Highlights

The Callan Institute provides research to update clients on the latest industry trends and carefully structured educational programs to enhance the knowledge of industry professionals. Visit [www.callan.com/research-library](http://www.callan.com/research-library) to see all of our publications, and [www.callan.com/blog](http://www.callan.com/blog) to view our blog. For more information contact Barb Gerraty at 415-274-3093 / [institute@callan.com](mailto:institute@callan.com).

## New Research from Callan's Experts

**2022 ESG Survey** | Callan's 10th annual survey assesses the status of environmental, social, and governance (ESG) investing in the U.S. institutional investment market.

**Considering Currency: A Guide for Institutional Investors** | This guide to currency trends over time provides institutional investors with multiple ways to benchmark and analyze their portfolios.

**2022 Nuclear Decommissioning Funding Study** | Julia Moriarty offers key insights into the status of nuclear decommissioning funding to make peer comparisons more accurate and relevant.

## Blog Highlights

**What DC Plan Sponsors Should Know About Recent Litigation Trends** | Callan reviewed lawsuits filed against DC plans between January 2019 and August 2022, to provide an analysis of trends in litigation centered on the fiduciary duties outlined in ERISA.

**How Does Your Public DB Plan Measure Up?** | Most public DB plans saw sharp losses for the fiscal year ended 6/30/22. However, plan returns for fiscal year 2021 were the strongest in three decades.

**Index Selection Within TDF Benchmarks Can Make a Big Difference** | Most TDF providers build a custom benchmark for performance comparisons. While this approach is useful, it does not capture differences in glidepath design and asset allocation that are the major drivers of relative performance.

## Webinar Replays

**Callan's 2023-2032 Capital Markets Assumptions** | During this webinar, Jay Kloepfer, Kevin Machiz, and Adam Lozinski described our 2023-2032 Capital Markets Assumptions, discussed the process

and rationale behind these long-term assumptions, and explained the potential implications for strategic recommendations.

**Corporate Pension Hibernation** | Callan specialists explore why closed and frozen plans might wish to hibernate in the current market, thereby deferring the decision to fully terminate until the future.

**Research Cafe: ESG Interview Series** | During this interview, Tom Shingler of Callan discusses with Sara Rosner, director of environment research and engagement for AllianceBernstein's responsible investing team, carbon emissions and why they matter to investors.

## Quarterly Periodicals

**Private Equity Update, 3Q22** | A high-level summary of private equity activity in the quarter through all the investment stages

**Active vs. Passive Charts, 3Q22** | A comparison of active managers alongside relevant benchmarks over the long term

**Market Pulse, 3Q22** | A quarterly market reference guide covering trends in the U.S. economy, developments for institutional investors, and the latest data on the capital markets

**Capital Markets Review, 3Q22** | Analysis and a broad overview of the economy and public and private markets activity each quarter across a wide range of asset classes

**Hedge Fund Update, 3Q22** | Commentary on developments for hedge funds and multi-asset class (MAC) strategies

**Real Assets Update, 3Q22** | A summary of market activity for real assets and private real estate during the quarter

**Private Credit Update, 3Q22** | A review of performance and fundraising activity for private credit during the quarter

## Events

---

A complete list of all upcoming events can be found on our website: [callan.com/events-education](https://callan.com/events-education).

*Please mark your calendar and look forward to upcoming invitations:*

### 2023 National Conference

April 2-4, 2023 – Scottsdale, AZ

### 2023 June Workshops

June 27, 2023 – New York

June 29, 2023 – Chicago

For more information about events, please contact Barb Gerraty: 415-274-3093 / [gerraty@callan.com](mailto:gerraty@callan.com)

## Education: By the Numbers

---

**50+**

Unique pieces of research the Institute generates each year

**525**

Attendees (on average) of the Institute's annual National Conference

**3,700**

Total attendees of the "Callan College" since 1994

---

## Education

---

Founded in 1994, the "Callan College" offers educational sessions for industry professionals involved in the investment decision-making process.

### Introduction to Investments

March 1-2 – Chicago

May 23-25 – Virtual

This program familiarizes institutional investor trustees and staff and asset management advisers with basic investment theory, terminology, and practices. Our virtual session is held over three days with virtual modules of 2.5-3 hours, while the in-person session lasts one-and-a-half days. This course is designed for individuals with less than two years of experience with asset-management oversight and/or support responsibilities. Virtual tuition is \$950 per person and includes instruction and digital materials. In-person tuition is \$2,350 per person and includes instruction, all materials, breakfast and lunch on each day, and dinner on the first evening with the instructors.

Additional information including registration can be found at: [callan.com/events-education](https://callan.com/events-education)



"Research is the foundation of all we do at Callan, and sharing our best thinking with the investment community is our way of helping to foster dialogue to raise the bar across the industry."

Greg Allen, CEO and Chief Research Officer



**List of Callan’s Investment Manager Clients**

Confidential – For Callan Client Use Only

Callan takes its fiduciary and disclosure responsibilities to clients very seriously. We recognize that there are numerous potential conflicts of interest encountered in the investment consulting industry, and that it is our responsibility to manage those conflicts effectively and in the best interest of our clients. At Callan, we employ a robust process to identify, manage, monitor, and disclose potential conflicts on an ongoing basis.

The list below is an important component of our conflicts management and disclosure process. It identifies those investment managers that pay Callan fees for educational, consulting, software, database, or reporting products and services. We update the list quarterly because we believe that our fund sponsor clients should know the investment managers that do business with Callan, particularly those investment manager clients that the fund sponsor clients may be using or considering using. Please note that if an investment manager receives a product or service on a complimentary basis (e.g., attending an educational event), they are not included in the list below. Callan is committed to ensuring that we do not consider an investment manager’s business relationship with Callan, or lack thereof, in performing evaluations for or making suggestions or recommendations to its other clients. Please refer to Callan’s ADV Part 2A for a more detailed description of the services and products that Callan makes available to investment manager clients through our Institutional Consulting Group, Independent Adviser Group, and Fund Sponsor Consulting Group. Due to the complex corporate and organizational ownership structures of many investment management firms, parent and affiliate firm relationships are not indicated on our list.

Fund sponsor clients may request a copy of the most currently available list at any time. Fund sponsor clients may also request specific information regarding the fees paid to Callan by particular fund manager clients. Per company policy, information requests regarding fees are handled exclusively by Callan’s Compliance department.

Manager Name
abrdrn (Aberdeen Standard Investments)
Acadian Asset Management LLC
Adams Street Partners, LLC
AEGON USA Investment Management Inc.
AllianceBernstein
Allianz
Allspring Global Investments
American Century Investments
Amundi US, Inc.
Antares Capital LP
AQR Capital Management
Ares Management LLC
Ariel Investments, LLC
Aristotle Capital Management, LLC
Arrowmark Partners
ARS Investment Partners LLC
Atlanta Capital Management Co., LLC
AXA Investment Managers

Manager Name
Baillie Gifford International, LLC
Baird Advisors
Barings LLC
Baron Capital Management, Inc.
Barrow, Hanley, Mewhinney & Strauss, LLC
Belle Haven Investments
BentallGreenOak
BlackRock
Blackstone Group (The)
BNY Mellon Asset Management
Boston Partners
Brandes Investment Partners, L.P.
Brandywine Global Investment Management, LLC
Brookfield Asset Management Inc.
Brown Brothers Harriman & Company
Capital Group
Carillon Tower Advisers
Carlyle Group

**Manager Name**

CastleArk Management, LLC  
Chartwell Investment Partners  
ClearBridge Investments, LLC  
Clearlake Capital  
Cohen & Steers Capital Management, Inc.  
Columbia Threadneedle Investments North America  
Conestoga Capital Advisors  
Credit Suisse Asset Management, LLC  
Crescent Capital Group LP  
D.E. Shaw Investment Management, LLC  
DePrince, Race & Zollo, Inc.  
Diamond Hill Capital Management, Inc.  
Dimensional Fund Advisors L.P.  
Doubleline  
Duff & Phelps Investment Management Co.  
DWS  
EARNEST Partners, LLC  
Epoch Investment Partners, Inc.  
Fayez Sarofim & Company  
Federated Hermes, Inc.  
Fidelity Institutional Asset Management  
Fiera Capital Corporation  
First Hawaiian Bank Wealth Management Division  
First Sentier Investors  
Fisher Investments  
Franklin Templeton  
Fred Alger Management, LLC  
GAM (USA) Inc.  
GlobeFlex Capital, L.P.  
GoldenTree Asset Management, LP  
Goldman Sachs  
Golub Capital  
Guggenheim Investments  
GW&K Investment Management  
Harbor Capital Advisors  
HarbourVest Partners, LLC  
Hardman Johnston Global Advisors LLC  
Heitman LLC  
HPS Investment Partners, LLC  
Hotchkis & Wiley Capital Management, LLC

**Manager Name**

Impax Asset Management LLC  
Income Research + Management  
Insight Investment  
Intech Investment Management LLC  
Intercontinental Real Estate Corporation  
Invesco  
J.P. Morgan  
Janus  
Jennison Associates LLC  
J O Hambro Capital Management Limited  
Jobs Peak Advisors  
Johnson Asset Management  
KeyCorp  
Kohlberg Kravis Roberts & Co. (KKR)  
Lazard Asset Management  
LGIM America  
Lighthouse Investment Partners, LLC  
Lincoln National Corporation  
Longview Partners  
Loomis, Sayles & Company, L.P.  
Lord Abbett & Company  
LSV Asset Management  
MackKay Shields LLC  
Macquarie Asset Management  
Man Group  
Manning & Napier Advisors, LLC  
Manulife Investment Management  
Marathon Asset Management, L.P.  
McKinley Capital Management, LLC  
Mellon  
MetLife Investment Management  
MFS Investment Management  
MidFirst Bank  
MLC Asset Management  
Mondrian Investment Partners Limited  
Monroe Capital LLC  
Montag & Caldwell, LLC  
Morgan Stanley Investment Management  
MUFG Union Bank, N.A.  
Napier Park Global Capital

**Manager Name**

Natixis Investment Managers

Neuberger Berman

Newton Investment Management

Ninety One North America, Inc.

Northern Trust Asset Management

Nuveen

Oaktree Capital Management, L.P.

P/E Investments

Pacific Investment Management Company

Pantheon Ventures

Parametric Portfolio Associates LLC

Partners Group (USA) Inc.

Pathway Capital Management, LP

Peregrine Capital Management, LLC

PFM Asset Management LLC

PGIM Fixed Income

PGIM Quantitative Solutions LLC

Pictet Asset Management

PineBridge Investments

Polen Capital Management, LLC

Principal Asset (formerly Principal Global)

Pugh Capital Management Inc.

Putnam Investments, LLC

Pzena Investment Management, LLC

Raymond James Investment Management

RBC Global Asset Management

Regions Financial Corporation

Richard Bernstein Advisors LLC

Robeco Institutional Asset Management, US Inc.

**Manager Name**

Rothschild &amp; Co. Asset Management US

S&amp;P Dow Jones Indices

Schroder Investment Management North America Inc.

Segall Bryant &amp; Hamill

SLC Management

Smith Graham &amp; Co. Investment Advisors, L.P.

State Street Global Advisors

Strategic Global Advisors, LLC

Strategic Value Partners, LLC

T. Rowe Price Associates, Inc.

The TCW Group, Inc.

Thompson, Siegel &amp; Walmsley LLC

Thornburg Investment Management, Inc.

Tri-Star Trust Bank

UBS Asset Management

ULLICO Investment Advisors, Inc.

VanEck

Versus Capital Group

Victory Capital Management Inc.

Virtus Investment Partners, Inc.

Vontobel Asset Management

Voya

Walter Scott &amp; Partners Limited

WCM Investment Management

Wellington Management Company, LLP

Western Asset Management Company LLC

Westfield Capital Management Company, LP

Westwood Global Investments

William Blair &amp; Company LLC

## Important Disclosures

Information contained in this document may include confidential, trade secret and/or proprietary information of Callan and the client. It is incumbent upon the user to maintain such information in strict confidence. Neither this document nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose.

The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

Certain information herein has been compiled by Callan from a variety of sources believed to be reliable but for which Callan has not necessarily verified for accuracy or completeness. Information contained herein may not be current. Callan has no obligation to bring current the information contained herein. This content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The statements made herein may include forward-looking statement regarding future results. The forward-looking statement herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future result projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan disclaims any responsibility for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement or such product, service or entity by Callan. This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information. Any decision you make on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon you to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.



February 16, 2023

## City of Fort Pierce Retirement and Benefit System

Asset Liability Results

---

**Weston Lewis, CFA**  
Atlanta Fund Sponsor Consulting

**Paola J. Cardenales, MBA**  
Atlanta Fund Sponsor Consulting

**Ric Ford, FSA, CFA, EA, FCA, MAAA**  
Capital Markets Research

Important Disclosures regarding the use of this document are included at the end of this document. These disclosures are an integral part of this document and should be considered by the user.

---

## Executive Summary

- Our model starts at 9/30/2022 using actual assets and an estimated Accrued Actuarial Liability that reflects a CPI increase of ~7.75% for fiscal year end 2022. Despite the asset price decline since 9/30/2021, the System is projected to remain in an acceptable financial position as measured by both Actuarial and Market Value Funded Status
  - Estimated Actuarial Value of Assets / Actuarial Liability = 85% as of 9/30/2022
  - Estimated Market Value of Assets / Actuarial Liability = 75% as of 9/30/2022
- Using Callan's preliminary 2023 10-year Capital Market Assumptions, the policy portfolio is projected to return 6.9% annualized over the next 10 years
  - The 7.25% actuarial discount rate used by your actuary is usually based on a longer time period
  - Using Callan's 20-and 30-year return assumptions the policy portfolio is projected to return 7.1% and 7.4%, respectively
- The current asset allocation maintains a capital appreciation orientation by holding more higher return/risk assets than fixed income or absolute return. The target portfolio has 27% of its assets in fixed income. This risk posture remains reasonable and appropriate given expected future growth in liabilities and your long-term horizon
  - Modest changes to the current target portfolio, and their tradeoffs, are worthy of consideration
- Our analysis shows that liquidity needs are manageable

## Why Conduct an Asset and Liability Study?

- The cornerstone of a prudent process for pension plan trustees is a careful and thorough examination of their long-term strategic plan
- Explicitly acknowledge change and uncertainty in the capital markets
- Establish reasonable rate-of-return and risk expectations
- Incorporate material changes in strategic plan policies and demographics
  - *Funding policy, benefit formula, eligibility, early retirement, decrement tables*
- Reflect changes in regulations
  - *Public pension: GASB 67 and 68*
- Project and evaluate impact on assets, liabilities, and funded status
- Confirm an investment policy to meet return and risk objectives in relation to funding, accounting, and policy goals
- If no material changes have occurred, an asset allocation review should still be conducted every 3 – 5 years

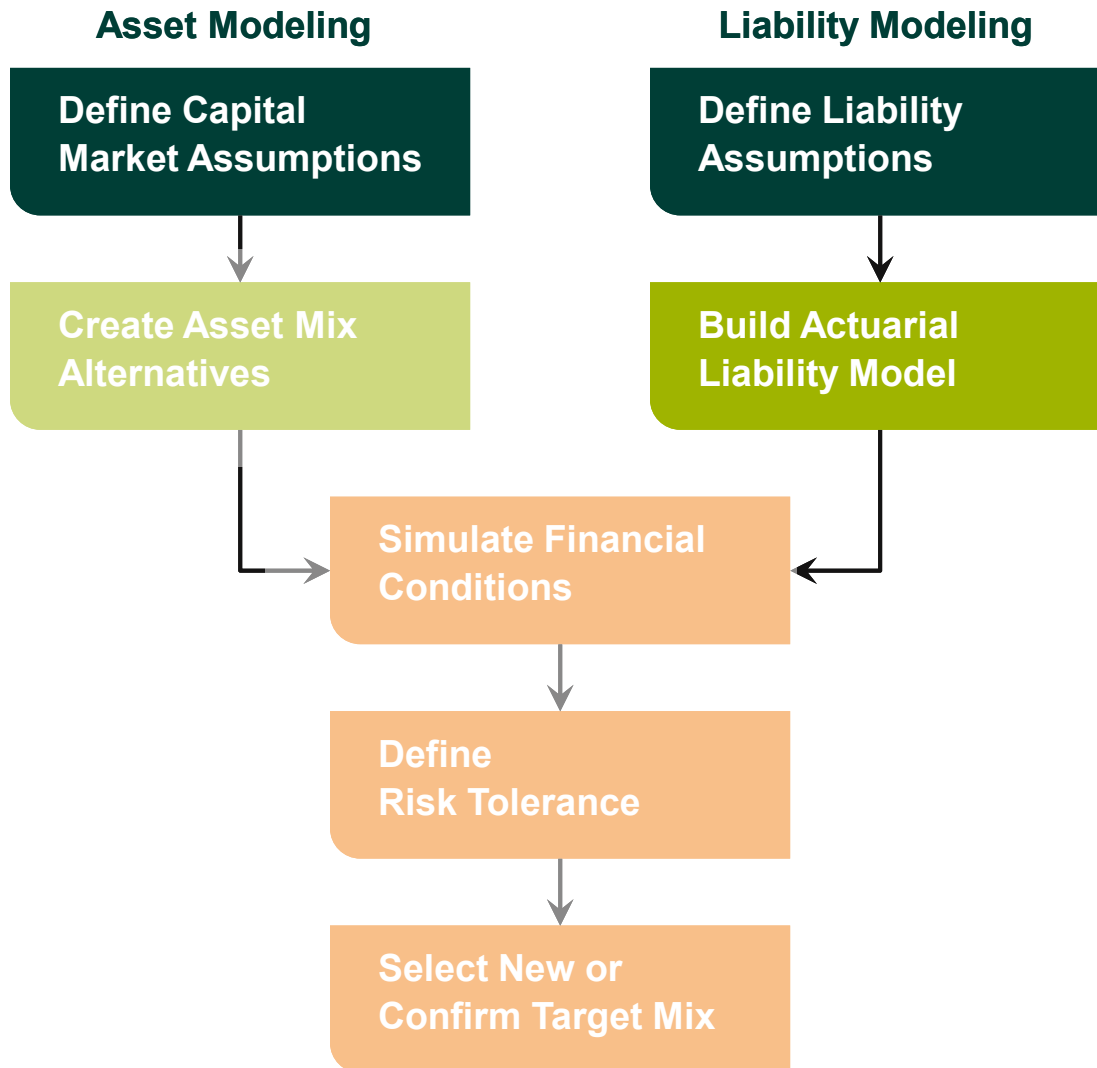
**The purpose of this project is to determine the appropriate asset allocation**

Callan

---

## Process Overview

# Callan Asset-Liability Modeling Process



Callan builds the liability model

- Uses data from plan actuary (GRS)
  - Matches accrued liability and normal cost to 2%
  - Is then scaled to match exactly

Liability Assumptions

- Funding Policy
  - Employer and employee contributions
- Benefit Policy
  - General, Utility Authority and Police Members
  - Future plan amendments are typically not modeled
- Demographics
  - Ratio of Active vs Retirees
  - Average age
  - Population growth
  - New hire profile
  - Salary increases
  - Mortality table – longevity risk management
  - Discount rate

# Defining Risk Tolerance and Decision-Making Criteria

## Factors Critical to Decision-Making

- The goal of this asset-liability project is to establish a long-term strategic asset allocation policy for the City of Fort Pierce. An appropriate asset allocation will depend on the investment objectives
  - *Secure and pay all benefit obligations when due*
  - *Ensure sufficient liquidity and adequate diversification are maintained to balance short-term and long-term needs and objectives*
  - *Provide ample portfolio growth as members accrue benefits*
- Asset allocation will vary by the unique circumstances of the Plan
  - *No “one-size-fits-all” solution exists*
- The asset-liability study will help quantify the impact that different strategies might have on relevant metrics

### Factors to consider:

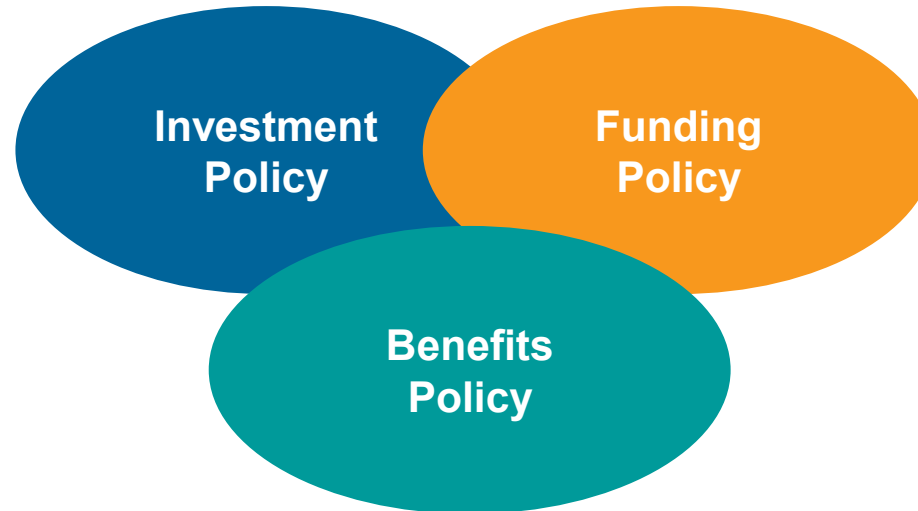
- Plan Size
- Liability characteristics
- Funded status
- Contribution policy
- Time horizon
- Liquidity needs
- Risk Tolerance

# The focus for today is on Investment Policy

Evaluate the interaction of three key policies to identify an appropriate investment policy

## Investment Policy

- 63% Equity
- 10% Real Estate
- 27% Fixed Income



## Funding Policy

- Employer contributions of \$6m+ per year trending higher over the forecast period
- Mandated Employee contributions
  - ▣ 5.16% General and Police
  - ▣ 6.16% FPUA
  - ▣ \$2m trending higher as wages rise

## Benefits Policy

- Total Service times 3.0% of Final Avg Salary
- Benefit is capped at 100% or 75% of pay depending upon hire date
- Benefit pmts of \$17m per year trending higher

$$\text{Contributions} + \text{Investment Earnings} = \text{Benefits Paid} + \text{Expenses}$$

---

# Why Make Capital Market Projections?

## Guiding objectives and process

---

### **Cornerstone of a prudent process is a long-term strategic investment plan**

- Capital market projections are key elements — set reasonable return and risk expectations for the appropriate time horizon
- Projections represent our best thinking regarding the long-term (10-year) outlook, recognizing our median projections represent the midpoint of a range, rather than a specific number
- Develop results that are readily defensible both for individual asset classes and for total portfolios
- Be conscious of the level of change suggested in strategic allocations for long-term investors: DB plan sponsors, foundations, endowments, trusts, DC participants, families and individuals
- Reflect common sense and recent market developments, within reason

### **Callan's forecasts are informed by current market conditions, but are not built directly from them**

- Balance recent, immediate performance and valuation against long-term equilibrium expectations

---

# How are Capital Market Projections Constructed?

## Guiding objectives and process

---

### **Underlying beliefs guide the development of the projections:**

- An initial bias toward long-run averages
- A conservative bias
- An awareness of risk premiums
- A presumption that markets are ultimately clear and rational

Reflect our beliefs that long-term equilibrium relationships between the capital markets and lasting trends in global economic growth are key drivers to setting capital market expectations

Long-term compensated risk premiums represent “beta”—exposure to each broad market, whether traditional or “exotic,” with limited dependence on successful realization of alpha

### **The projection process is built around several key building blocks:**

- Advanced modeling at the individual asset class level (e.g., a detailed bond model, an equity model)
- A path for interest rates and inflation
- A cohesive economic outlook
- A framework that encompasses Callan beliefs about the long-term operation and efficiencies of the capital markets

# Broad Asset Class Definitions

## Appropriate for Asset Allocation Policy Analysis

Investment policy study is focused on capital market risk and return

- Asset allocation policy is based on acceptable asset classes and acceptable level of investment uncertainty

An asset class is a group of securities or investment strategies that have similar financial characteristics; behave similarly in response to market conditions; and behave differently from the securities (or strategies) contained in other asset classes

Current asset classes are in the boxes below

Equity

US Equity  
Non-US Equity

Private Equity

Fixed Income

Core

Short Term  
Global Fixed Income  
Private Debt  
High Yield

Real Estate

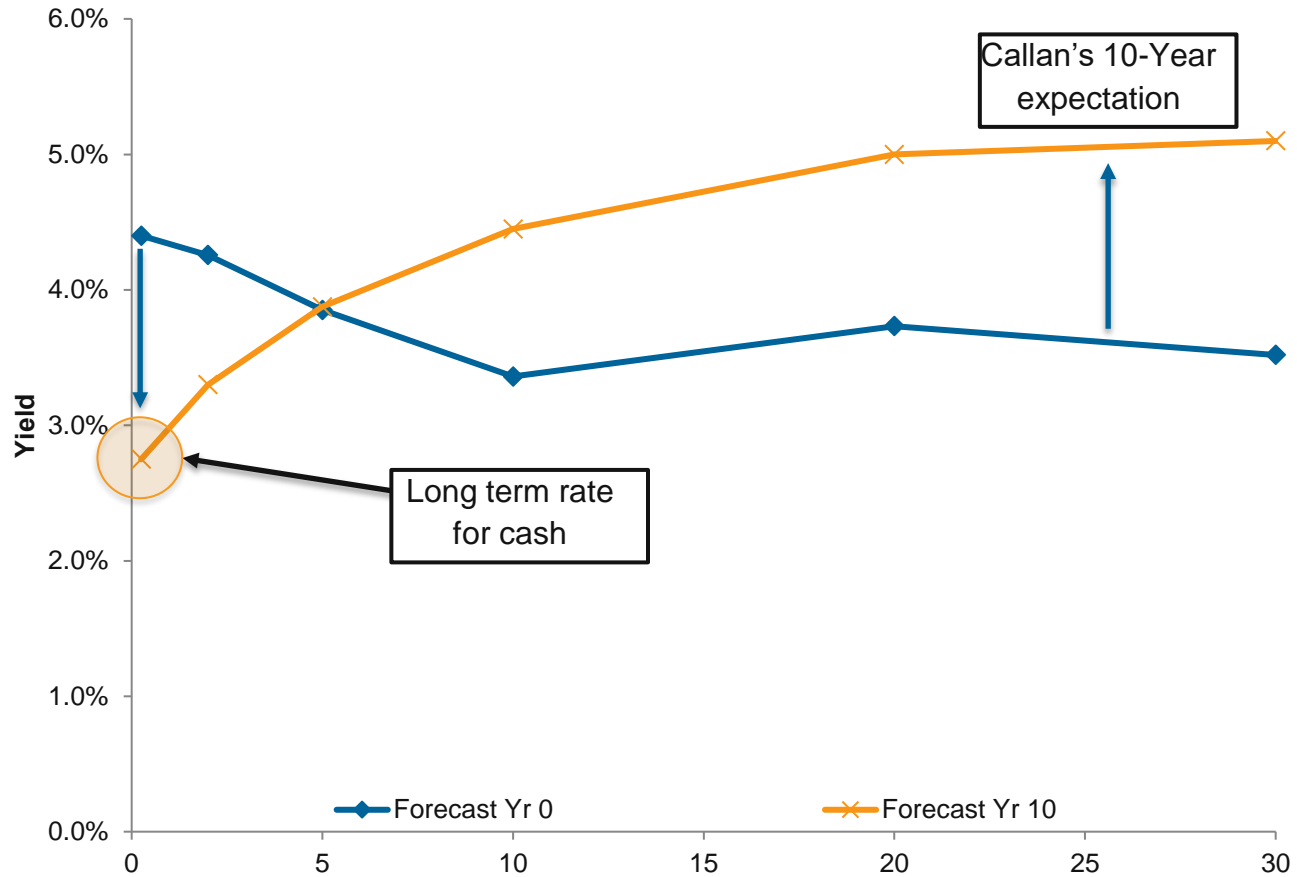
Private

Public (REITs)

Absolute Return

Hedge Funds  
Multi-Asset Class Strategies  
Liquid Alternatives

# Shape of Yield Curve at Different Points in Forecast Horizon



	3 Month	2 Year	5 Year	10 Year	20 Year	30 Year
<b>Forecast Year 0</b>	4.40	4.26	3.85	3.36	3.73	3.52
<b>Forecast Year 10 (Equilibrium Reached)</b>	2.75	3.30	3.88	4.45	5.00	5.10

**We forecast current rates to equilibrium rates that are ten-years in the future**

## Fixed Income Model: 10-Year Expected Returns

	10 Year Projections					2023 Expected Return	2022 Expected Return	Change vs 2022
	Income Return	+ Capital Gain/Loss	+ Credit Default	+ Roll Return	=			
<b>Cash</b>	<b>2.75%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>2.75%</b>	<b>1.20%</b>	<b>1.55%</b>
<b>Core Fixed Income</b>	<b>4.30%</b>	<b>-0.20%</b>	<b>-0.10%</b>	<b>0.25%</b>	<b>0.25%</b>	<b>4.25%</b>	<b>1.75%</b>	<b>2.50%</b>
Government	3.80%	-0.10%	0.00%	0.25%	0.25%	3.95%		
Securitized	4.00%	0.00%	0.00%	0.25%	0.25%	4.25%		
Credit	5.25%	-0.40%	-0.40%	0.25%	0.25%	4.70%		

**Our 10-year return assumption for Core Fixed Income is 4.25%**

# Equity Model: Building Block Development

Index	Current Dividend Yield*	Forecasts Dividend Yield	Net Buyback Yield	Inflation	Real Earnings Growth**	Valuation Adjustment	Total Geometric Return
S&P 500	1.88%	2.00%	0.50%	2.50%	2.25%	0.00%	7.25%
Russell 2500	1.65%	1.75%	0.00%	2.50%	3.20%	0.00%	7.45%
MSCI World ex USA	3.55%	3.75%	0.00%	1.75%	1.75%	0.00%	7.25%
MSCI Emerging Markets	3.63%	3.55%	-2.90%	3.00%	3.80%	0.00%	7.45%
Aggregate							4.25%
Cash							2.75%

Index	Forecast ERP Cash	Historical ERP Cash^	Delta ERP Cash	Forecast ERP Bonds	Historical ERP Bonds^^	Delta ERP Aggregate
S&P 500	4.50%	7.93%	-3.43%	3.00%	4.74%	-1.74%
Russell 2500	4.70%	7.79%	-3.09%	3.20%	4.61%	-1.41%

\* Index yields as of September 30, 2022

\*\* S&P 500 real earnings growth is forecast real GDP growth. R 2500 real earnings growth is 100 bps spread over S&P 500. Developed and emerging markets earnings growth in line with their respective GDP assumptions.

^ Return relative to 90-day T-Bills for 40 years ended September 30, 2022

^^ Return relative to the Bloomberg Aggregate for 40 years ended September 30, 2022

Source: Callan LLC

The equity risk premium when compared to cash is 4.50% (7.25% - 2.75%)

The difference between our domestic equity and aggregate return assumption is 3.00% (7.25% - 4.25%)

**Our 10-year return assumption for Public Equities is 7.25% to 7.45%**

# Core Real Estate

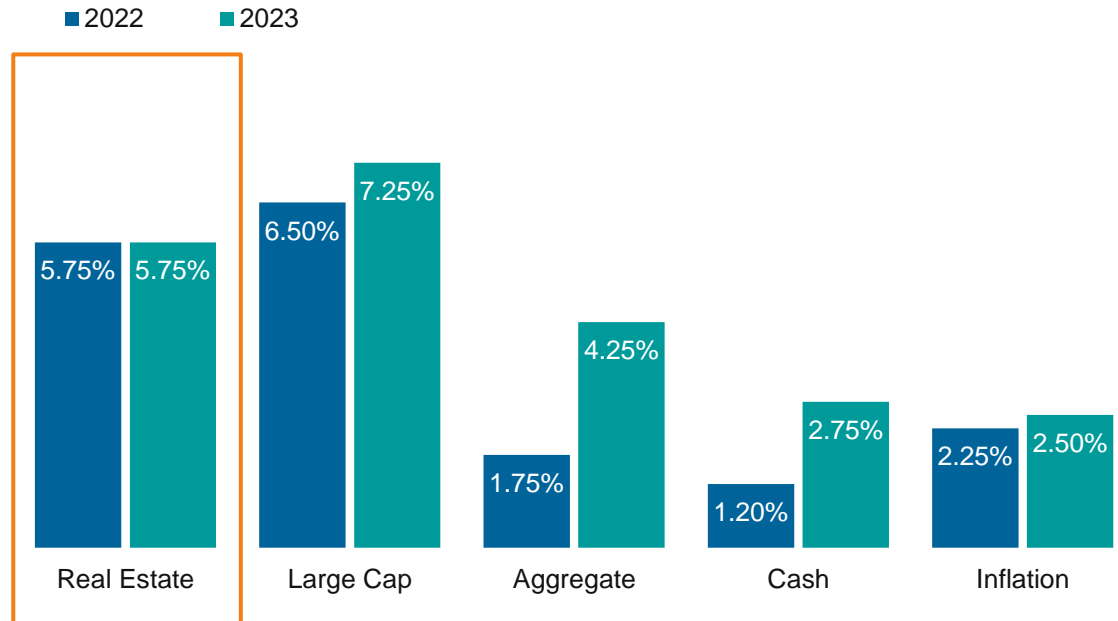
## Background

Real estate has characteristics of equity (ownership and appreciation) and bonds (income from rents). While both public equities and public fixed income saw meaningful increases in projected returns, we believe real estate valuations already reflect much of the potential forward-looking gains, as core real estate logged record appreciation in 2021 and 2022.

No change to the outlook for real estate returns compared to last year.

**2023 real estate return projection: 5.75%**

## Return Projections



**Our 10-year return assumption for Real Estate is 5.75%**

## 2023 Risk and Returns

Asset Class	Index	PROJECTED RETURN		PROJECTED RISK
		1-Year Arithmetic	10-Year Geometric*	Standard Deviation
<b>Equities</b>				
Large Cap U.S. Equity	S&P 500	8.60%	7.25%	17.75%
Small/Mid Cap U.S. Equity	Russell 2500	9.60%	7.45%	22.15%
Developed ex-U.S. Equity	MSCI World ex USA	9.00%	7.25%	20.15%
Emerging Market Equity	MSCI Emerging Markets	10.45%	7.45%	25.70%
<b>Fixed Income</b>				
Core U.S. Fixed	Bloomberg Barclays Aggregate	4.25%	4.25%	4.10%
<b>Alternatives</b>				
Core Real Estate	NCREIF ODCE	6.60%	5.75%	14.20%
<b>Cash Equivalents</b>	90-Day T-Bill	2.75%	2.75%	0.90%
<b>Inflation</b>	CPI-U		2.50%	1.60%

## 2023 Correlation Matrix

	Lg Cap	Sm/Mid	Dev ex-US	Emerge	Core Fix	Core RE	Inflation
Large Cap U.S. Equity	1.00						
Small/Mid Cap U.S. Equity	0.88	1.00					
Developed ex-U.S. Equity	0.73	0.79	1.00				
Emerging Market Equity	0.79	0.83	0.89	1.00			
Core U.S. Fixed	0.02	-0.02	0.00	-0.04	1.00		
Core Real Estate	0.44	0.42	0.42	0.41	0.14	1.00	
Inflation	-0.02	0.02	0.00	0.03	-0.23	0.20	1.00

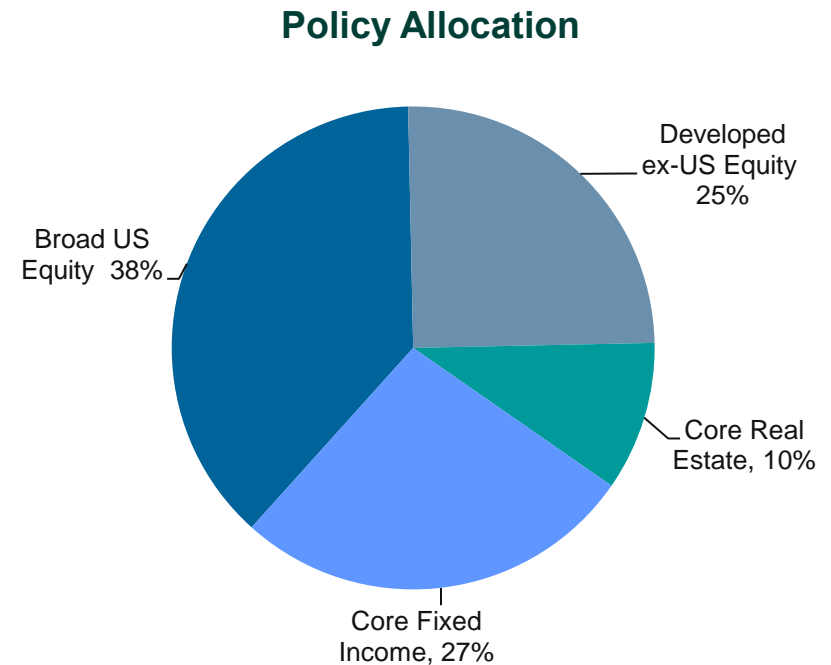
\* Geometric returns are derived from arithmetic returns and the associated risk (standard deviation).

## Policy Allocation

The policy allocation consists of 63% public equity, 10% core real estate, and 27% core fixed income

While the policy allocation is projected to return 6.9% over the next 10 years versus an actuarial discount rate of 7.25%, two key items should be noted:

- Callan's public market return projections do not incorporate active management premiums
  - Active management premiums accrue when investment firms selected by the Board outperform their passive benchmarks net-of-fees
    - *It is important to note, though, that investment firms will at times underperform their passive benchmarks*
  - The actuarial discount rate is typically set over a much longer, 20 to 30 years (or even longer) time frame



### 10-Year Return Assumption:

**Expected Geometric Return = 6.9%**

**Expected Standard Deviation = 12.3%**

**Callan Inflation Assumption = 2.50%**

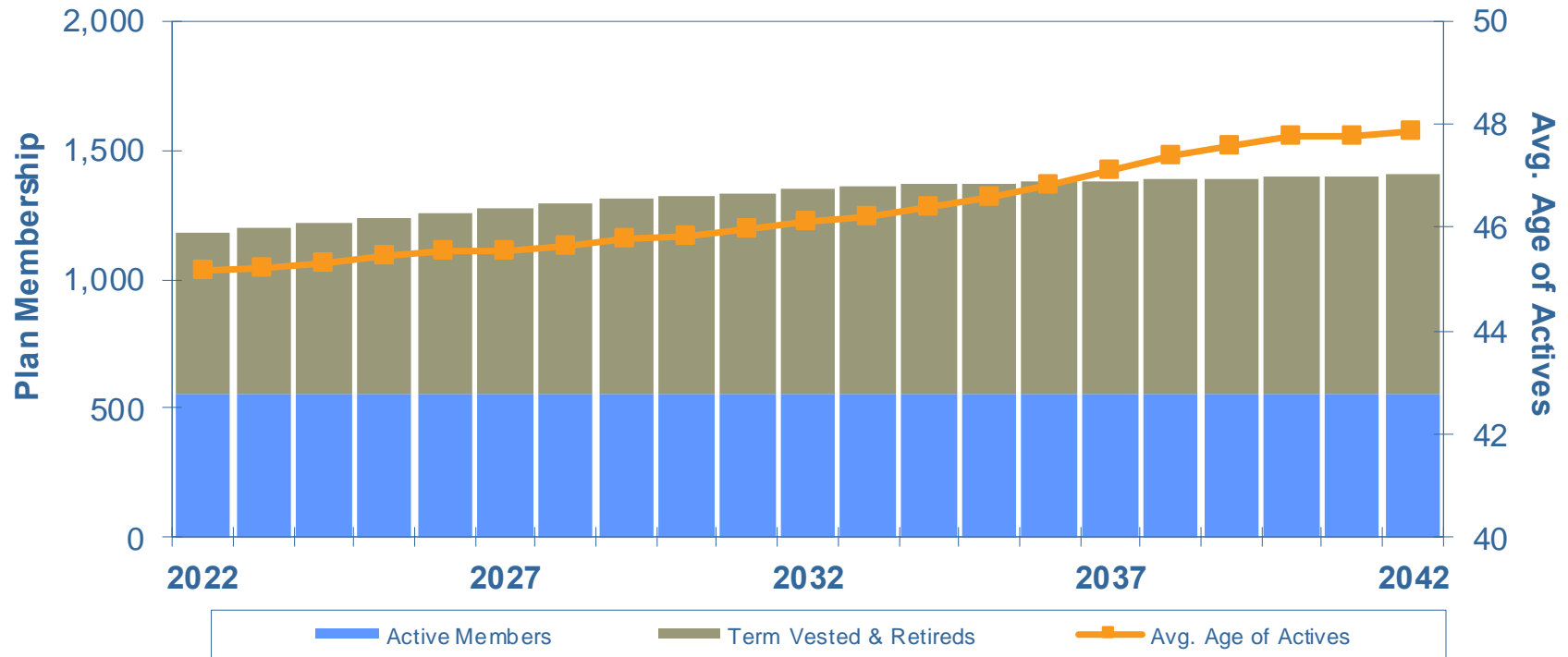
## Liability Modeling and Plan Assumptions

Metric (\$millions)	9/30/2020	9/30/2021	9/30/2022 (est.)
Actuarial Accrued Liability (AAL)	\$239.8	\$256.3	\$267.1
Market Value of Assets (MVA)	\$215.4	\$246.6	\$201.0
Actuarial Value of Assets (AVA)	\$216.6	\$229.5	\$227.6
Unfunded AAL (AAL - AVA)	\$23.2	\$26.8	\$39.5
Actuarial Funded Ratio (AVA/AL)	90.3%	89.5%	85.2%
Market Funded Ratio (MVA/AL)	89.6%	96.2%	75.2%

Key Actuarial Assumption	Actuary Assumption
Discount Rate	7.25%
Inflation	2.75%
Callan's Assumptions	
Policy Return	6.90%
Inflation	2.50%

- Liability model is based on the September 30, 2021, year end valuation census data and report
  - Assumed 0% workforce growth. Replace future exits (via retirement, death, disability and withdrawal) with new hires

# Participant Projection



Active members are held constant at 555 (0% growth)

- Future new hires replace exits due to retirement, death, disability, and withdrawal
- Active membership is constant (implies 0% workforce growth)

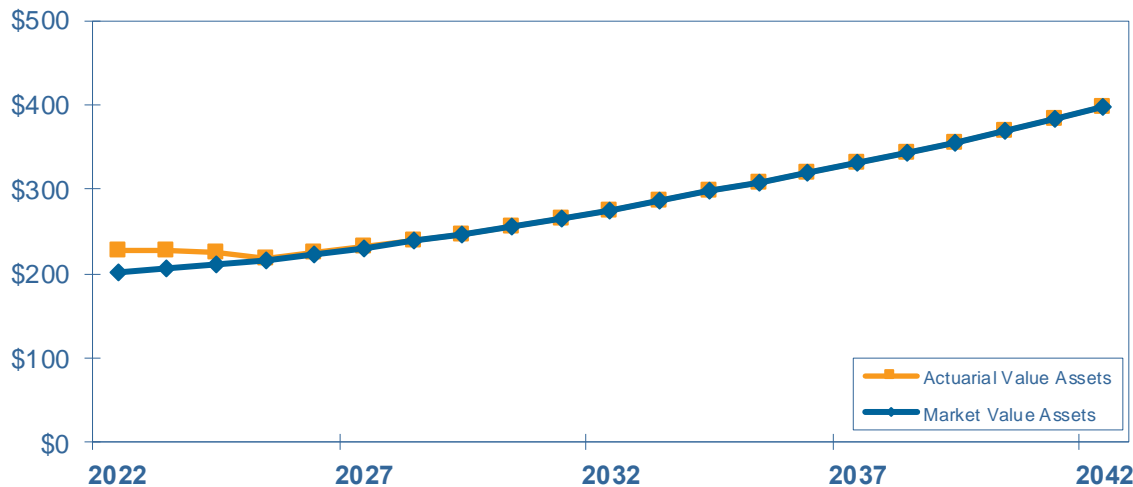
Average age of actives rises slightly from 45.2 to 47.8 over the forecast period

# Actuarial Liability and Assets



The chart at the top shows the forecast of the Accrued Liability

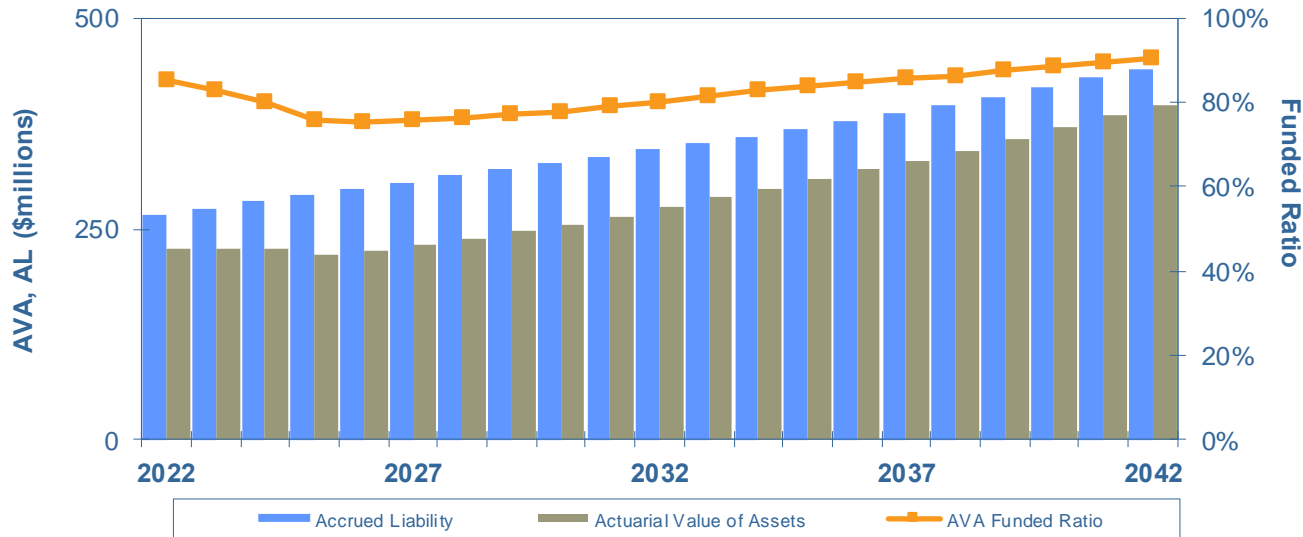
The liability is expected to grow steadily over the forecast period



The chart at the bottom shows the projection of the assets assuming the actuarial discount rate of 7.25%.

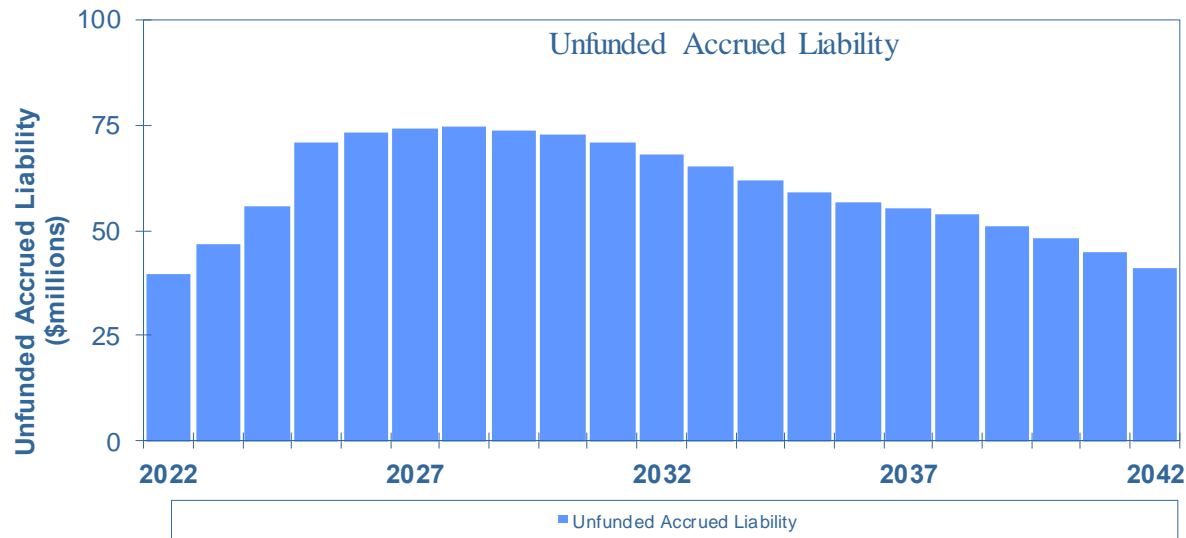
The Actuarial Value of Assets smooths gains and losses over a four-year period and converges to market value in this example

# Funded Status



Top chart assumes plan earns the 7.25% actuarial return, as well as 2.50% inflation (the assumptions used by your actuary)

After recognizing \$27m of deferred losses over the next four years, the funded status improves gradually during the next 20 years, reaching 91% by 2042



Bottom chart shows the Unfunded Actuarial Liability. The unfunded amount increases over the first four years of the forecast as the \$27 million of deferred asset losses are recognized

The unfunded liability is amortized over a level percent of member pay

# Contributions – Employer and Employee

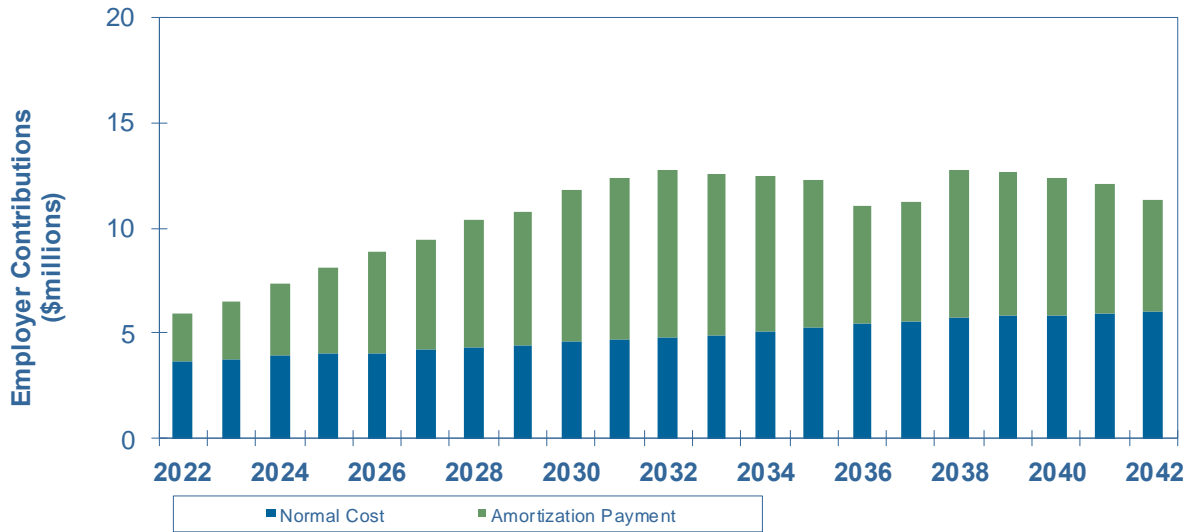


Chart at the top illustrates employer contributions equal to the “Normal Cost” with any excess being defined as an Amortization payment

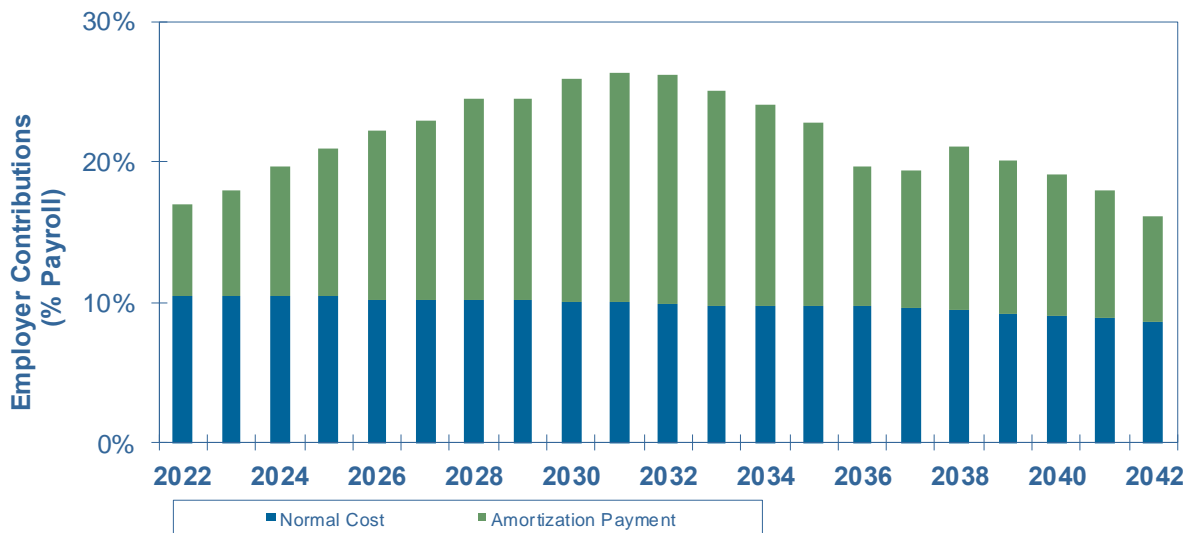
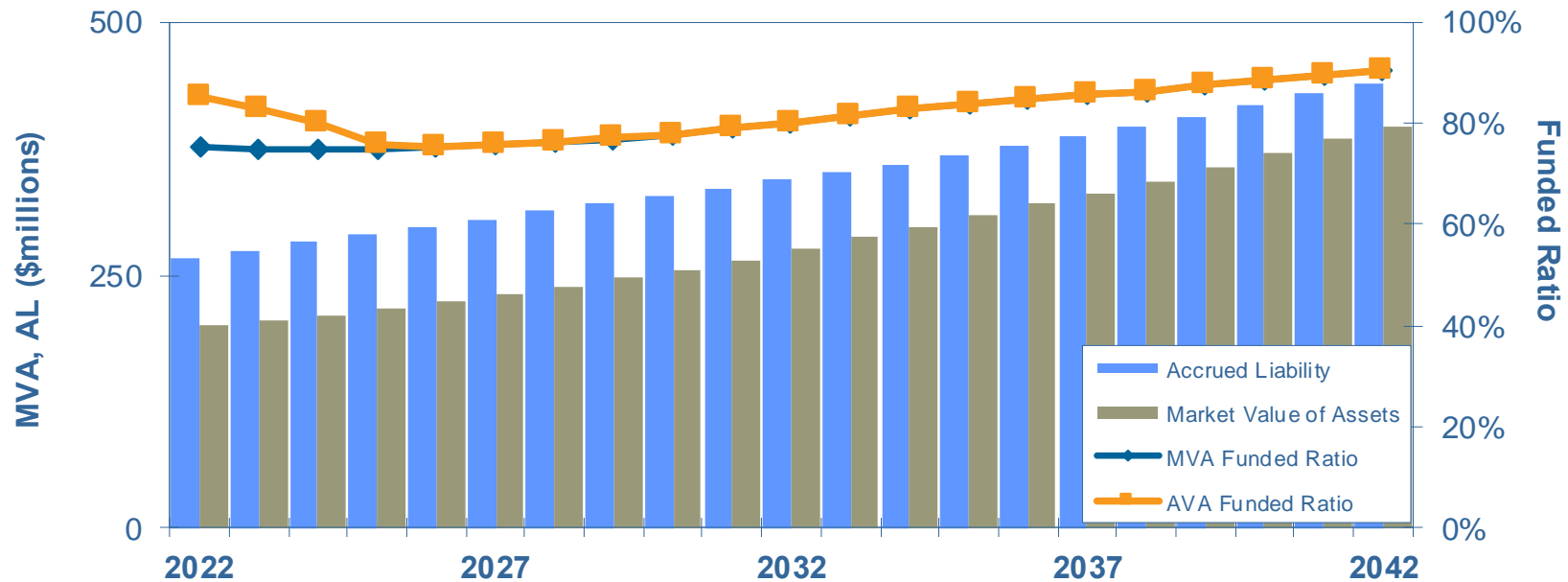


Chart at the bottom illustrates employer contributions starting at 4.7% of payroll in 2022 and rise to 11.8% by 2043

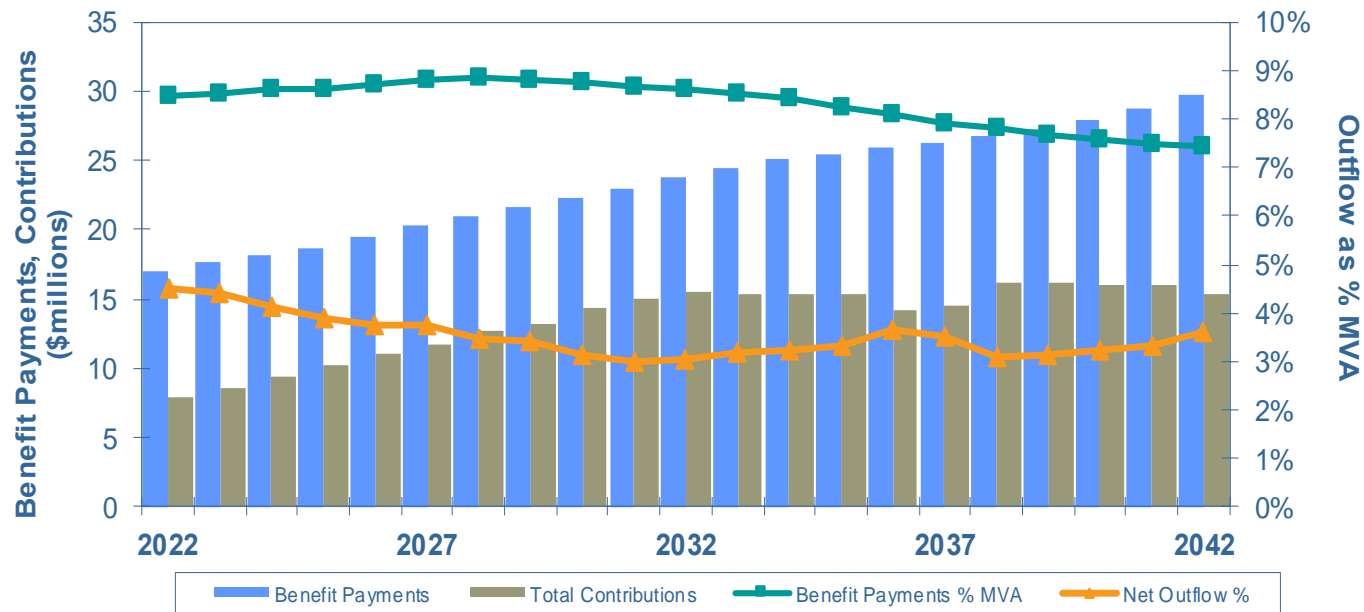
## Market Value Funded Status



Using the Market Value of Assets removes the smoothing effect on the assets and provides an economic view of the assets and liabilities

Because this deterministic forecast assumes the assets will earn the discount rate of 7.25% every year, the Market Value and Actuarial Value Funded Ratios converge after four years

# Liquidity Needs



Net Outflow Flow % = (Total Contributions – Benefit Payments – Expenses) / Market Value of Assets

It is a useful indicator of potential liquidity needs

Liquidity needs help define the appropriate time horizon for investments and shape the ability to commit to volatile and/or illiquid asset classes

A ratio below 5% is viewed as manageable and should not impact asset allocation

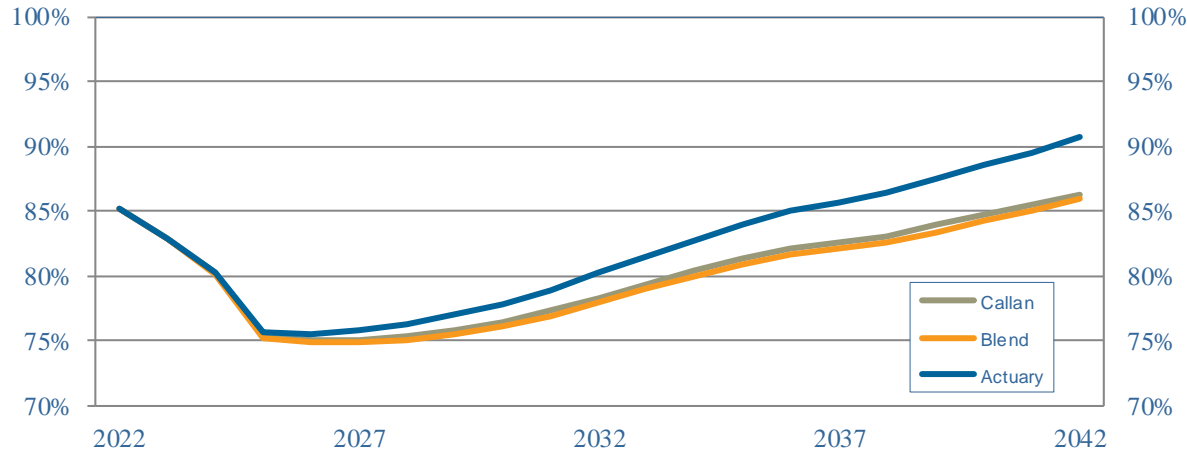
A ratio between 5% and 10% bears careful watch and could impact exposure to illiquid assets

Net cash flow is less than 5%, meaning benefit payments are in excess of contributions

Liquidity needs in this range are manageable and should not influence the asset allocation decision if planned contributions are made to the trust

# When the assumptions are different – Funded Status and Contributions

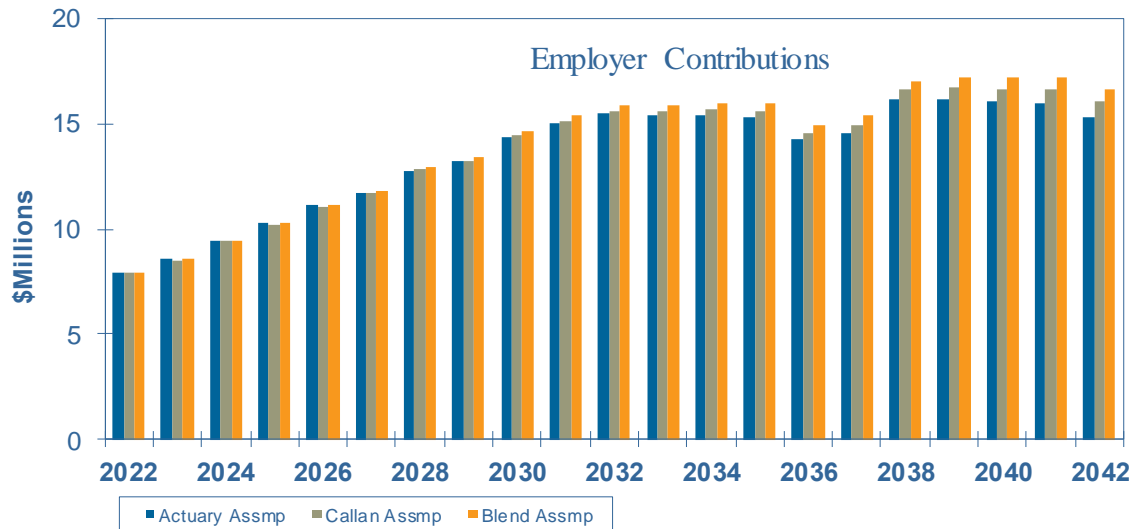
Market Value Funded Ratio



The return and inflation assumptions between Callan and the actuary (GRS) are slightly different

Top chart compares the market funded ratio using the assumption from Callan, the actuary, and a conservative blend (lower return of 6.9% and higher inflation of 2.75%)

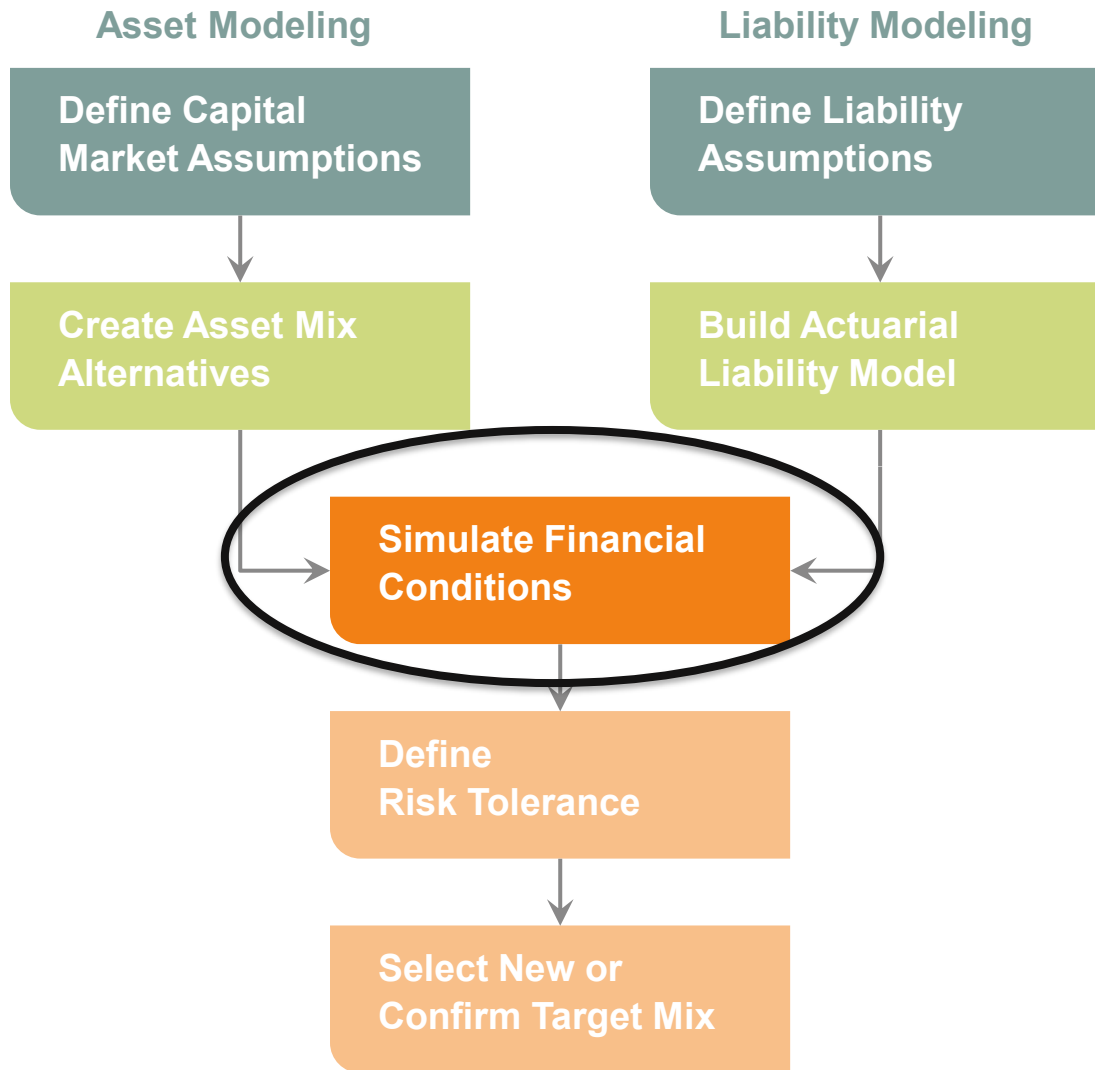
Employer Contributions



Bottom chart compares employer contributions for the three scenarios

Like the funded status, the results are basically the same but show the same characteristics as the funded ratio exhibit

# Callan Asset-Liability Modeling Process



Callan builds the liability model

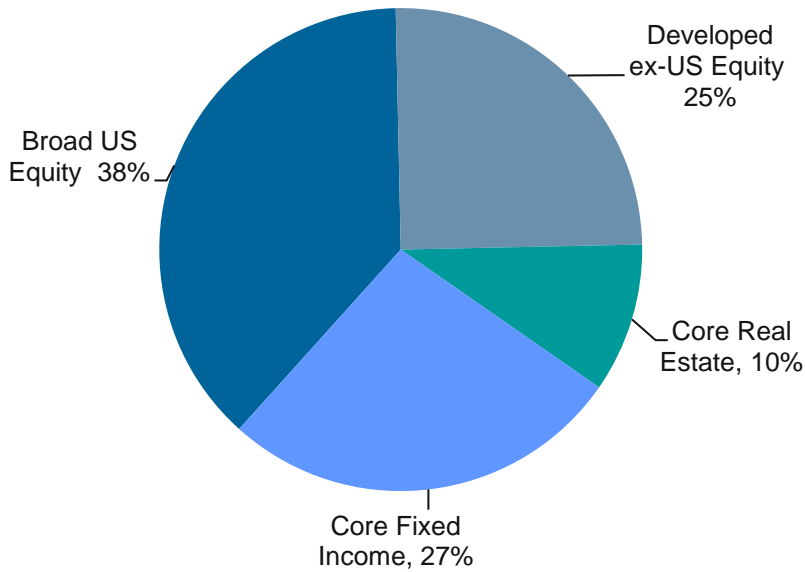
- Uses data from plan actuary (GRS)
  - Matches accrued liability and normal cost to 2%
  - Is then scaled to match exactly

Liability Assumptions

- Funding Policy
  - Employer and employee contributions
- Benefit Policy
  - General, Utility Authority and Police Members
  - Future plan amendments are typically not modeled
- Demographics
  - Ratio of Active vs Retirees
  - Average age
  - Population growth
  - New hire profile
  - Salary increases
  - Mortality table – longevity risk management
  - Discount rate

# Policy Allocation

Policy Allocation



**10-Year Return Assumption:**

**Expected Geometric Return = 6.9%**

**Expected Standard Deviation = 12.3%**

**Callan Inflation Assumption = 2.50%**

Asset Class	Policy (FI 27)
Broad US Equity	38.0%
Developed x-US Equity	25.0%
Core Real Estate	10.0%
Core Fixed Income	27.0%
<b>Total</b>	<b>100%</b>
Arithmetic Return	7.5%
Geometric Return - 10 Year Assumptions	6.9%
Standard Deviation	12.3%
Sharpe Ratio	0.3325
Geometric Return - 10 Year Assumptions	6.9%
Geometric Return - 20 Year Assumptions	7.1%
Geometric Return - 30 Year Assumptions	7.4%

# Developing Risk Tolerance Framework

Cone of uncertainty – stochastic projections

## Interpreting stochastic results

### 97.5th percentile

- ▶ Exceeds 97.5% of all forecasts
- ▶ Very optimistic outcome

### 75th percentile

- ▶ Exceeds 75% of all forecasts
- ▶ Optimistic outcome

### 50th percentile

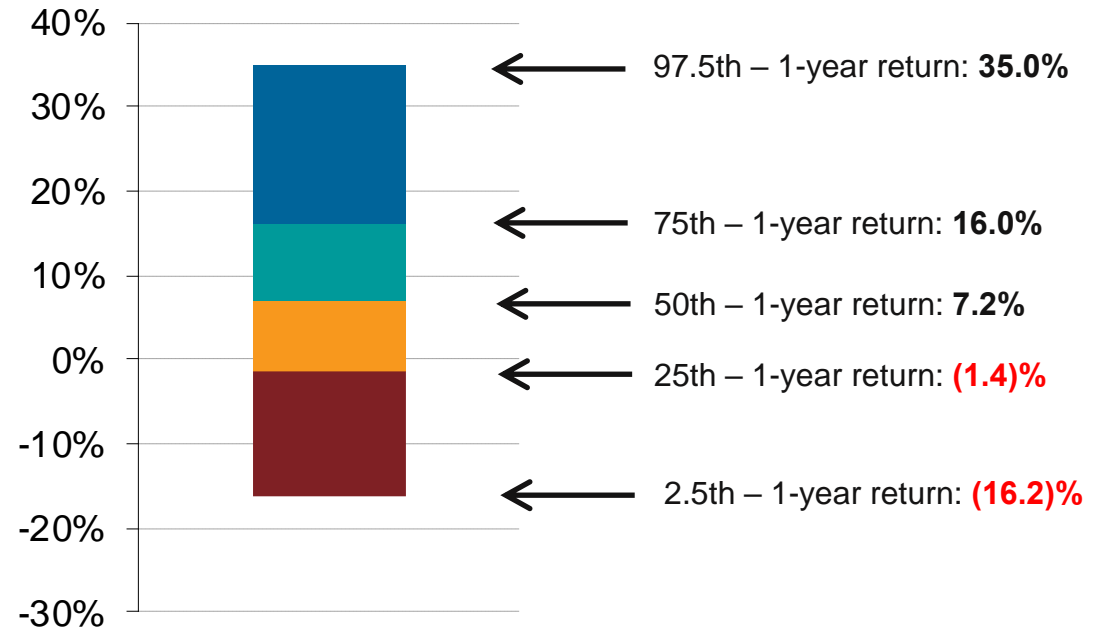
- ▶ Exceeds 50% of all forecasts
- ▶ Median outcome

### 25th percentile

- ▶ Exceeds 25% of all forecasts
- ▶ Pessimistic outcome

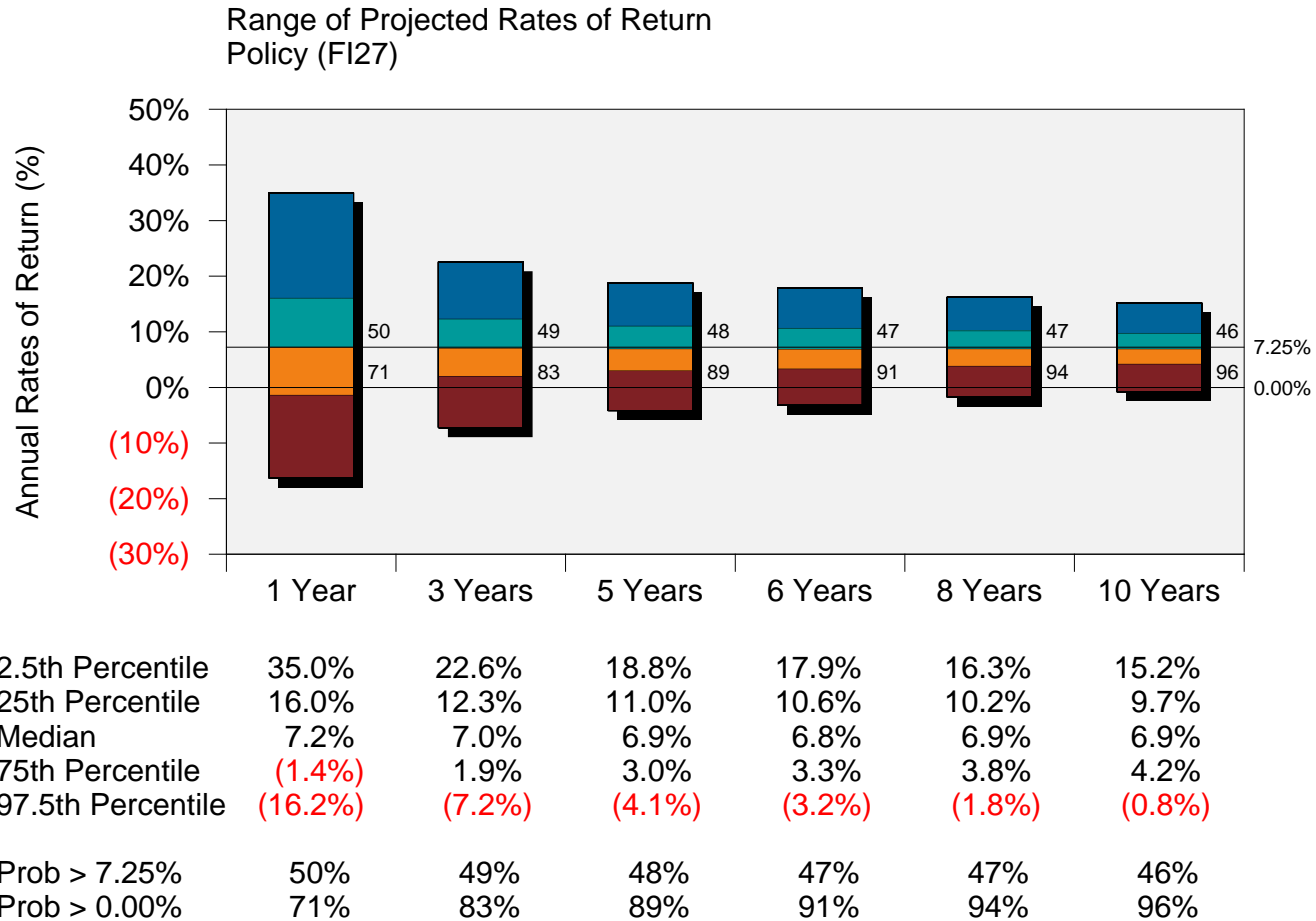
### 2.5th percentile

- ▶ Exceeds 2.5% of all forecasts
- ▶ Very pessimistic outcome



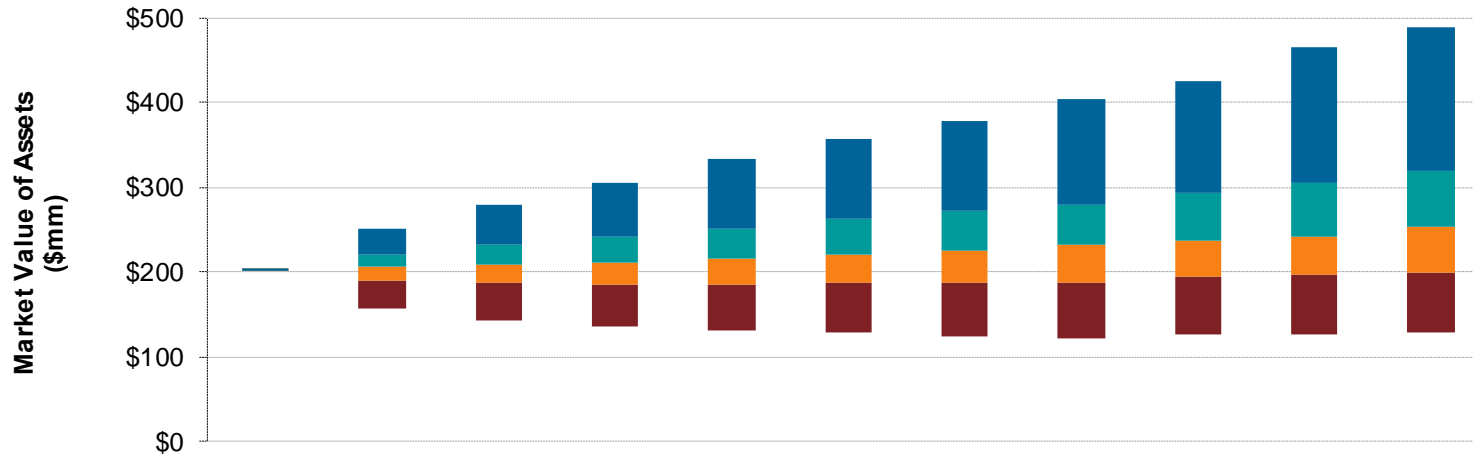
Percentile	Value
2.5th	35.0%
25th	16.0%
50th	7.2%
75th	-1.4%
97.5th	-16.2%
Range	51%

# Projected Rates of Return – Policy Allocation



- The return in any individual year is reflective of the results in Year 1
- Numbers next to the floating bars indicate the probabilities of achieving the 7.25% actuarial assumed rate of return and beating a return of 0.00%

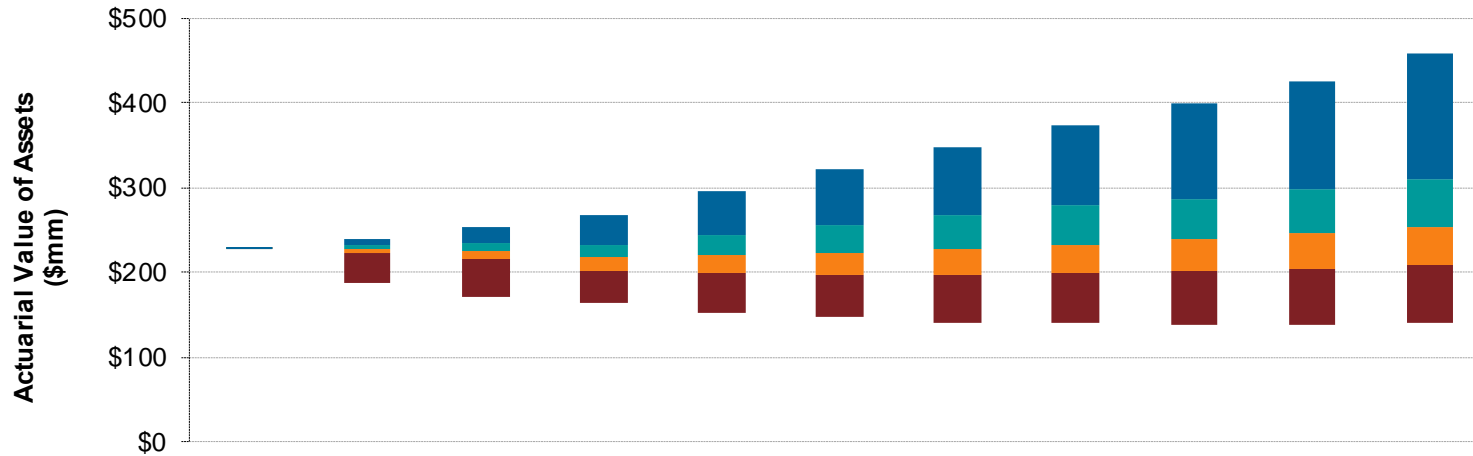
## Market Value of Assets – Policy Allocation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	5-Year Growth	10-Year Growth
<b>2.5th</b>	201	252	279	305	333	357	378	403	424	465	490	12.2%	9.3%
<b>25th</b>	201	221	232	242	251	262	273	280	292	306	318	5.5%	4.7%
<b>50th</b>	201	205	209	212	217	220	224	231	236	242	253	1.9%	2.3%
<b>75th</b>	201	190	187	184	186	187	187	188	193	196	199	-1.4%	-0.1%
<b>97.5th</b>	201	157	143	136	132	128	123	122	125	126	127	-8.6%	-4.5%
<b>Range</b>	0	95	136	169	202	229	255	281	299	339	362	20.8%	13.8%

- The median market value of asset value increases at a rate of 1.9%, and 2.3% per year over the 5- and 10-year forecast horizon period, respectively
- The bottom of the range is supported by increased contributions in poor market environments

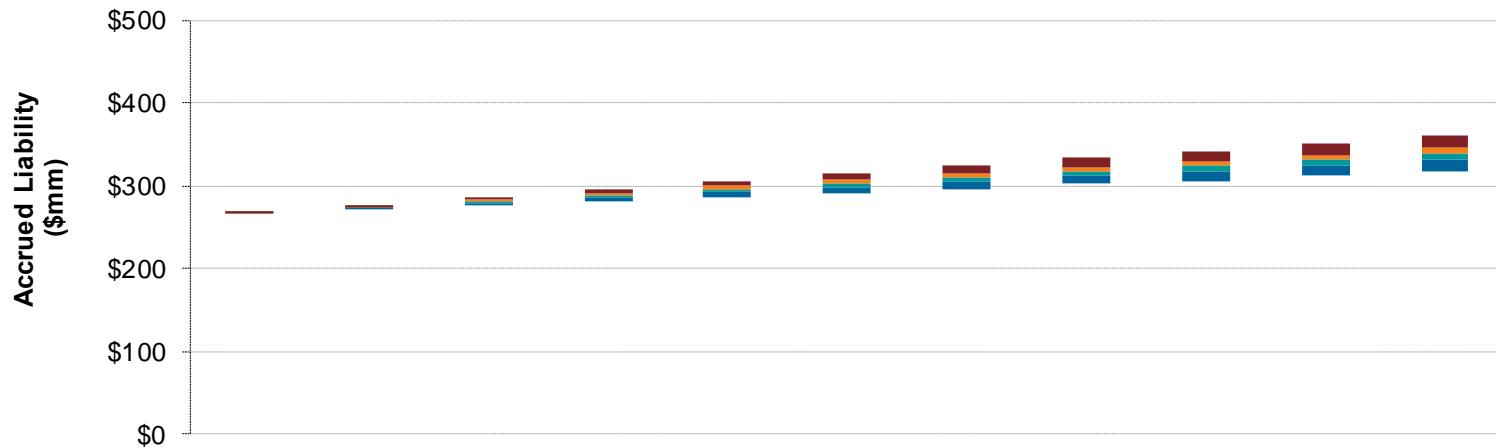
# Actuarial Value of Assets – Policy Allocation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	5-Year Growth	10-Year Growth
<b>2.5th</b>	228	239	253	267	295	322	347	373	399	425	459	7.2%	7.3%
<b>25th</b>	228	231	235	233	245	257	267	278	287	299	311	2.4%	3.2%
<b>50th</b>	228	228	225	217	221	223	228	233	238	246	254	-0.4%	1.1%
<b>75th</b>	228	224	216	201	198	197	197	200	201	203	208	-2.8%	-0.9%
<b>97.5th</b>	228	188	172	163	152	147	140	140	137	138	139	-8.4%	-4.8%
<b>Range</b>	0	51	81	104	143	175	207	233	262	287	320	15.6%	12.1%

- The median actuarial value of assets value increases by -0.4% and 1.1% per year, respectively, over the 5-, and 10-year forecast horizon
- The growth lags the market value primarily as of result of ~\$27m of deferred losses being recognized over the next four years

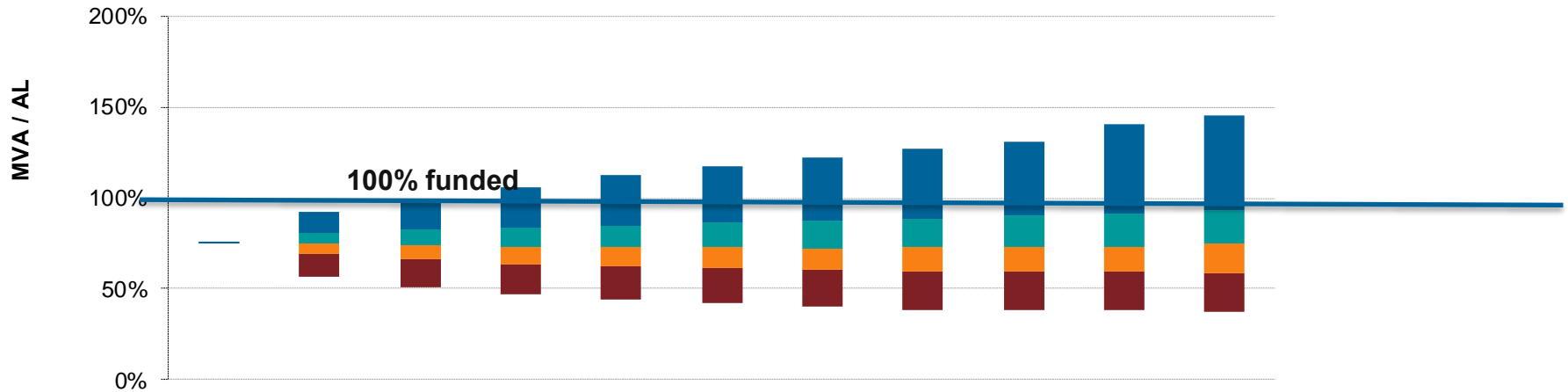
# Actuarial Liability - Simulation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	5-Year Growth	10-Year Growth
<b>97.5th</b>	\$267	\$277	\$287	\$296	\$306	\$316	\$324	\$334	\$342	\$351	\$361	3.4%	3.0%
75th	267	275	284	292	300	307	315	323	330	338	346	2.8%	2.6%
50th	267	274	282	289	297	303	310	317	324	331	338	2.6%	2.4%
25th	267	273	280	286	293	299	306	312	318	325	331	2.3%	2.2%
<b>2.5th</b>	267	272	277	281	287	292	297	302	307	312	318	1.8%	1.7%
Range	0	6	10	15	19	24	27	32	36	39	43	1.6%	1.3%

- The median actuarial liability increases 2.6% and 2.5%, respectively, per year over the 5-, and 10-year forecast horizons
- The Plan's liabilities are relatively stable unless the actuarial discount rate of 7.25% is changed

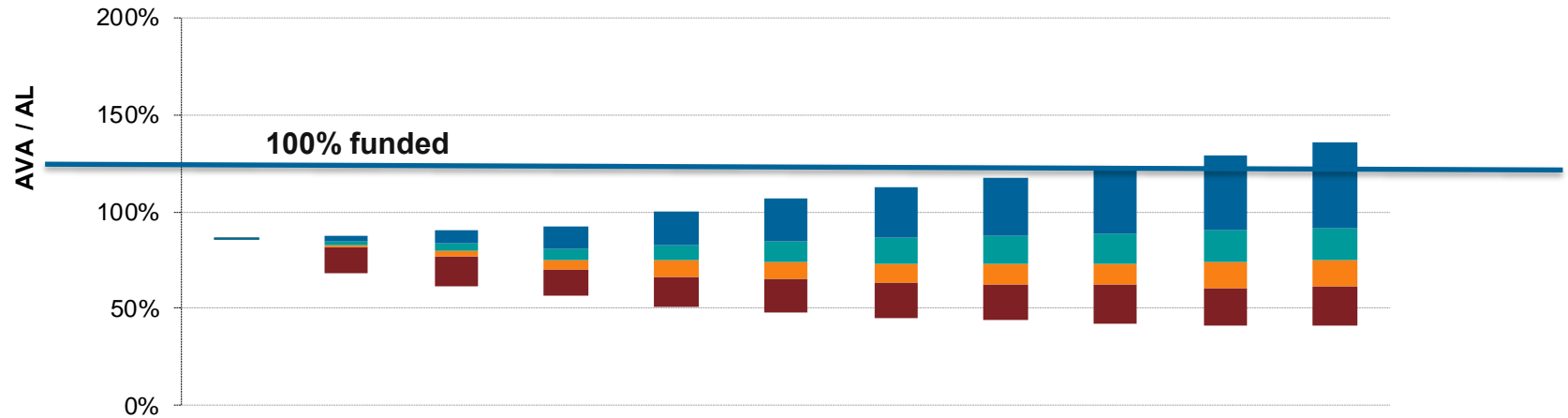
# Market Funded Ratios – Policy Allocation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<b>2.5th</b>	75%	92%	99%	105%	113%	118%	123%	127%	131%	140%	146%
<b>25th</b>	75%	81%	83%	84%	85%	86%	88%	89%	90%	92%	94%
<b>50th</b>	75%	75%	74%	73%	73%	73%	72%	73%	73%	73%	75%
<b>75th</b>	75%	69%	66%	64%	63%	62%	60%	59%	60%	59%	59%
<b>97.5th</b>	75%	57%	51%	47%	44%	43%	40%	39%	38%	38%	37%
<b>Range</b>	0%	35%	48%	58%	68%	75%	83%	88%	93%	102%	108%
Prob FR > 100%	0%	0%	2%	5%	8%	9%	12%	14%	17%	18%	19%

- By the end of the forecast period there is almost a 20% chance the plan will be fully funded

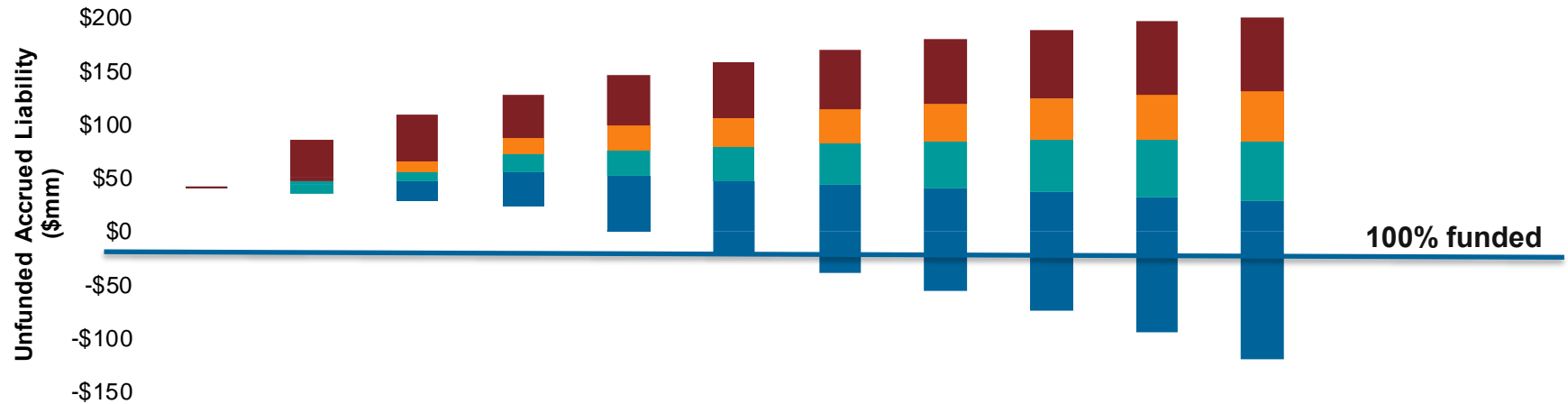
# Actuarial Funded Ratios – Policy Allocation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<b>2.5th</b>	85%	87%	90%	92%	100%	107%	113%	118%	123%	129%	136%
<b>25th</b>	85%	84%	83%	81%	83%	85%	86%	88%	89%	90%	92%
<b>50th</b>	85%	83%	80%	75%	75%	74%	73%	73%	73%	74%	75%
<b>75th</b>	85%	81%	77%	70%	67%	65%	63%	63%	62%	61%	61%
<b>97.5th</b>	85%	68%	61%	56%	51%	48%	45%	44%	42%	41%	41%
<b>Range</b>	0%	19%	29%	36%	49%	58%	68%	74%	80%	88%	95%
Prob FR > 100%	0%	0%	0%	0%	2%	6%	8%	11%	13%	15%	17%

- After recognizing ~\$27m of deferred losses over the next four years, the funded status stabilizes and through the end of the forecast period

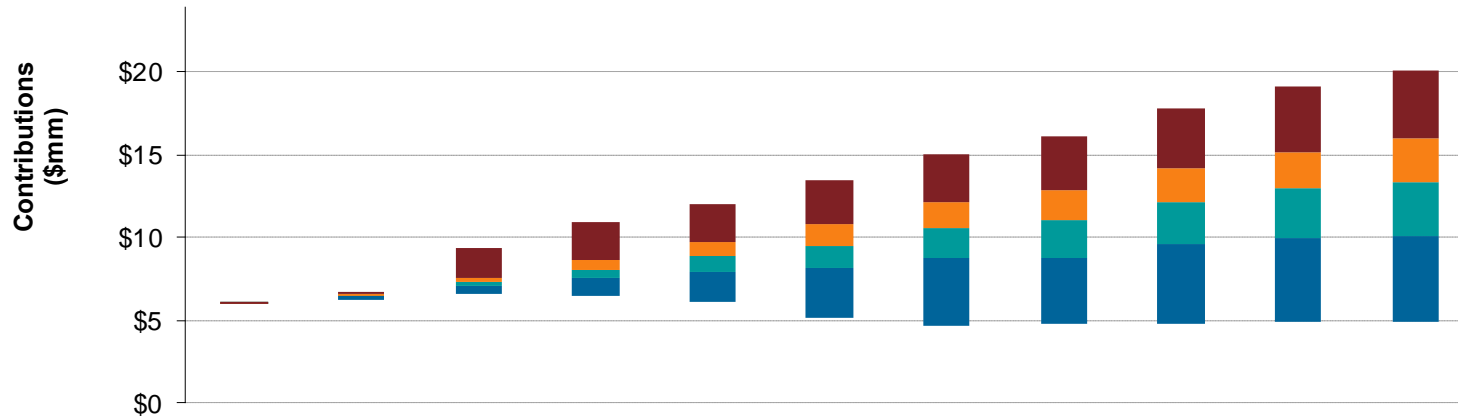
# Unfunded Actuarial Liability – Policy Allocation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<b>97.5th</b>	\$40	\$87	\$109	\$127	\$146	\$158	\$170	\$179	\$189	\$196	\$201
<b>75th</b>	40	51	66	87	99	106	114	119	124	129	132
<b>50th</b>	40	47	56	72	75	79	82	84	86	86	84
<b>25th</b>	40	43	47	56	51	47	43	40	37	32	28
<b>2.5th</b>	40	35	28	24	0	-21	-39	-56	-75	-95	-121
<b>Range</b>	0	52	81	104	146	178	210	235	264	291	322
Prob UAL < \$0	0%	0%	0%	0%	2%	6%	8%	11%	13%	15%	17%

- The unfunded actuarial liability initially rises relatively quickly as ~\$65 of deferred losses are recognized but then slowly increase at the median

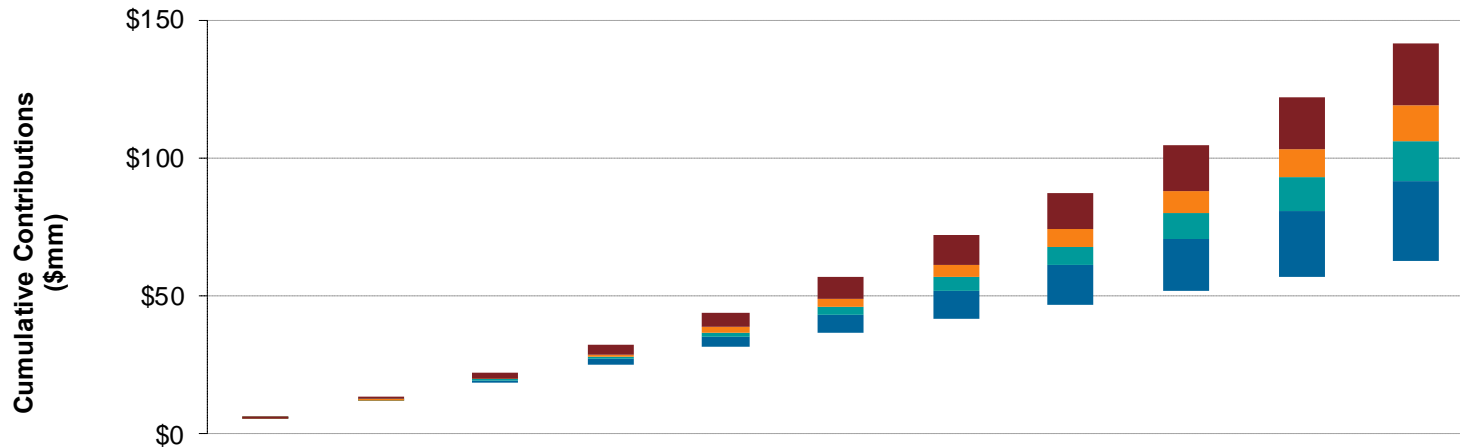
## Employer Contribution – Policy Allocation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<b>97.5th</b>	\$6.0	\$6.7	\$9.4	\$10.9	\$12.0	\$13.5	\$15.0	\$16.2	\$17.8	\$19.1	\$20.0
<b>75th</b>	\$6.0	\$6.6	\$7.6	\$8.6	\$9.7	\$10.8	\$12.1	\$12.9	\$14.2	\$15.2	\$16.0
<b>50th</b>	\$6.0	\$6.5	\$7.3	\$8.0	\$8.9	\$9.5	\$10.6	\$11.0	\$12.1	\$12.9	\$13.4
<b>25th</b>	\$6.0	\$6.4	\$7.0	\$7.5	\$8.0	\$8.1	\$8.8	\$8.8	\$9.6	\$10.0	\$10.1
<b>2.5th</b>	\$6.0	\$6.3	\$6.5	\$6.4	\$6.1	\$5.1	\$4.7	\$4.7	\$4.8	\$4.9	\$4.9
<b>Range</b>	\$0.0	\$0.4	\$2.9	\$4.5	\$5.8	\$8.4	\$10.3	\$11.4	\$13.0	\$14.2	\$15.1

- Contributions in dollar terms rise over the forecast as salaries and accrued benefit levels increase

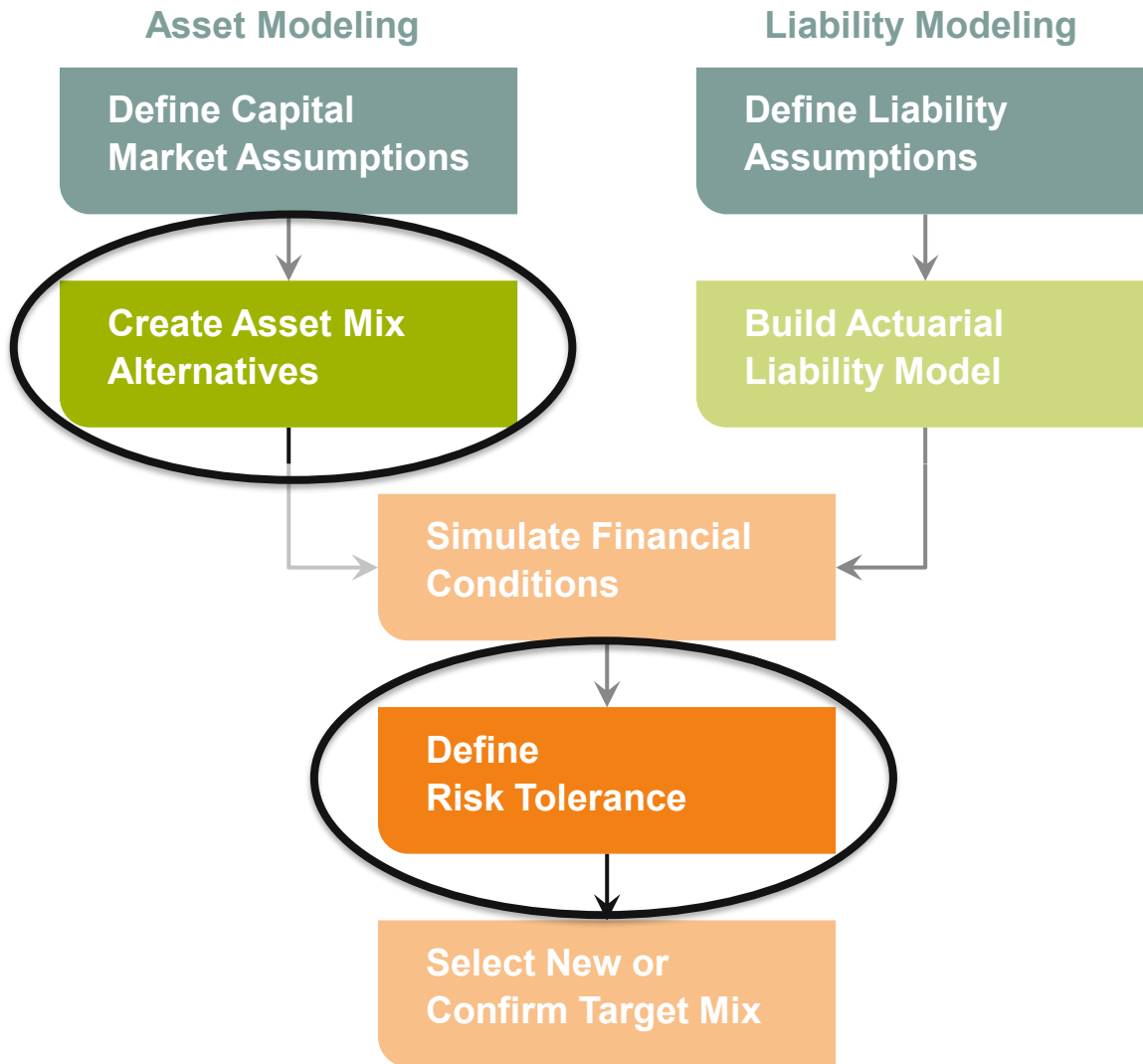
## Accumulated Employer Contributions – Policy Allocation



Percentile	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
97.5th	\$6	\$13	\$22	\$32	\$44	\$57	\$72	\$87	\$104	\$122	\$142
75th	\$6	\$13	\$20	\$29	\$39	\$49	\$61	\$74	\$88	\$103	\$119
50th	\$6	\$12	\$20	\$28	\$37	\$46	\$57	\$68	\$80	\$93	\$106
25th	\$6	\$12	\$19	\$27	\$35	\$43	\$52	\$61	\$71	\$81	\$91
2.5th	\$6	\$12	\$19	\$25	\$32	\$37	\$42	\$47	\$52	\$57	\$63
Range	\$0	\$0	\$3	\$7	\$12	\$20	\$30	\$40	\$53	\$65	\$79

- At the median, total contributions are expected to be ~\$106 million over the forecast period

# Callan Asset-Liability Modeling Process



Callan builds the liability model

- Uses data from plan actuary (GRS)
  - Matches accrued liability and normal cost to 2%
  - Is then scaled to match exactly

Liability Assumptions

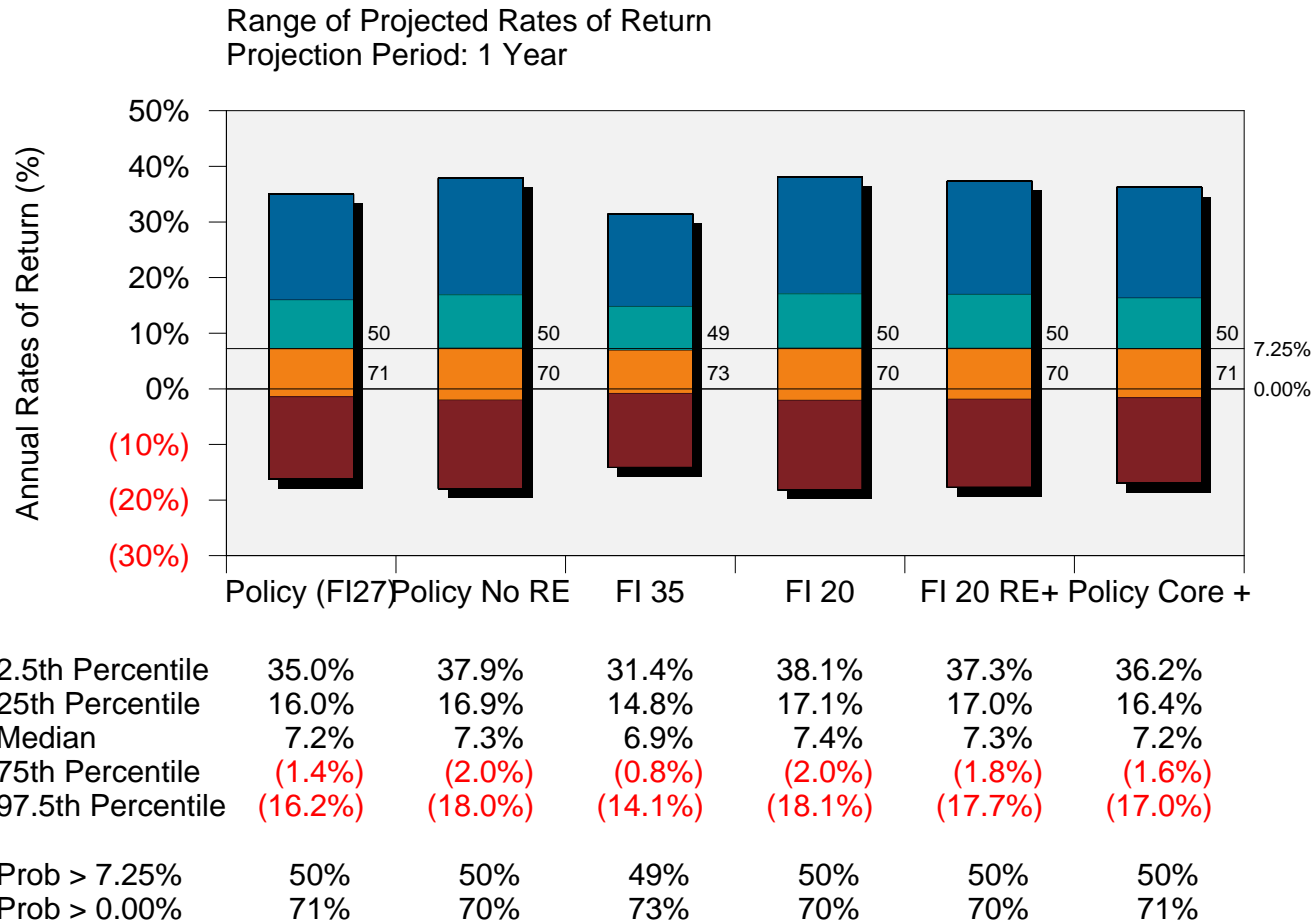
- Funding Policy
  - Employer and employee contributions
- Benefit Policy
  - General, Utility Authority and Police Members
  - Future plan amendments are typically not modeled
- Demographics
  - Ratio of Active vs Retirees
  - Average age
  - Population growth
  - New hire profile
  - Salary increases
  - Mortality table – longevity risk management
  - Discount rate

## Policy Asset Mix vs. Alternative Allocations

Asset Class	Policy (FI 27)	Policy: No RE	FI 35	FI 20	FI 20: RE+	Policy: Core +
Broad US Equity	38.0%	43.8%	33.7%	41.4%	40.0%	38.0%
Developed x-US Equity	25.0%	29.2%	22.4%	27.6%	26.7%	25.0%
Core Real Estate	10.0%	0.0%	8.9%	11.0%	13.3%	10.0%
Core Fixed Income	27.0%	27.0%	35.0%	20.0%	20.0%	27.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Arithmetic Return	7.5%	7.8%	7.2%	7.9%	7.8%	7.7%
Geometric Return - 10 Year Assumptions	6.9%	7.0%	6.6%	7.0%	7.0%	6.9%
Standard Deviation	12.3%	13.4%	11.1%	13.5%	13.2%	12.8%
Sharpe Ratio	0.3325	0.3129	0.3510	0.3166	0.3202	0.3274
Geometric Return - 10 Year Assumptions	6.9%	7.0%	6.6%	7.0%	7.0%	6.9%
Geometric Return - 20 Year Assumptions	7.2%	7.2%	6.9%	7.3%	7.3%	7.2%
Geometric Return - 30 Year Assumptions	7.4%	7.5%	7.2%	7.6%	7.6%	7.5%

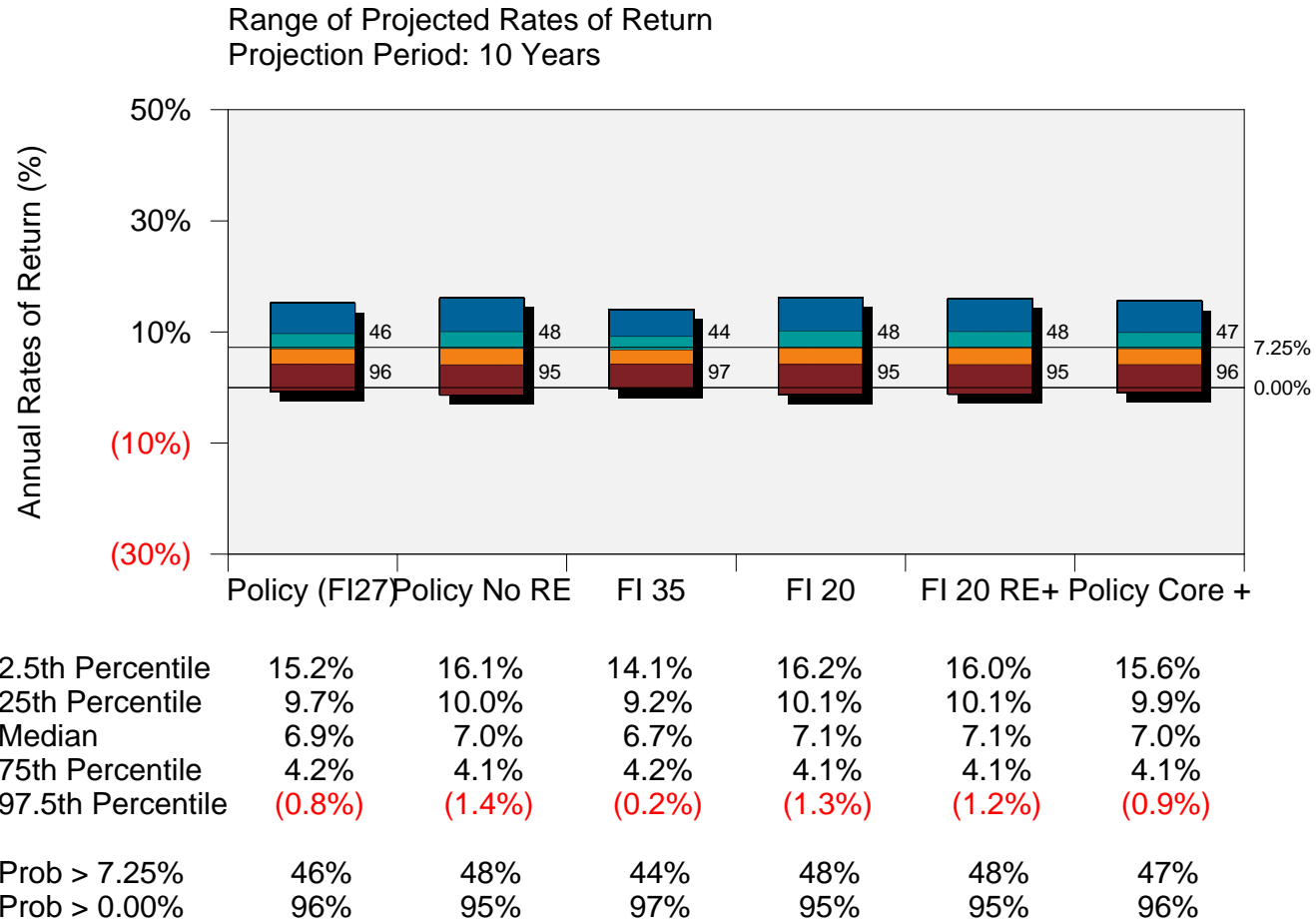
- Our longer-term assumptions increase the expected return by 20 to 50 bps depending upon timeframe when compared to our ten-year assumptions
- “Policy: Core +” utilizes “Core Plus” Fixed income that is comprised of 80% Core Fixed, 10% High Yield, and 10% Bank Loans

# Projected Rates of Return – One Year



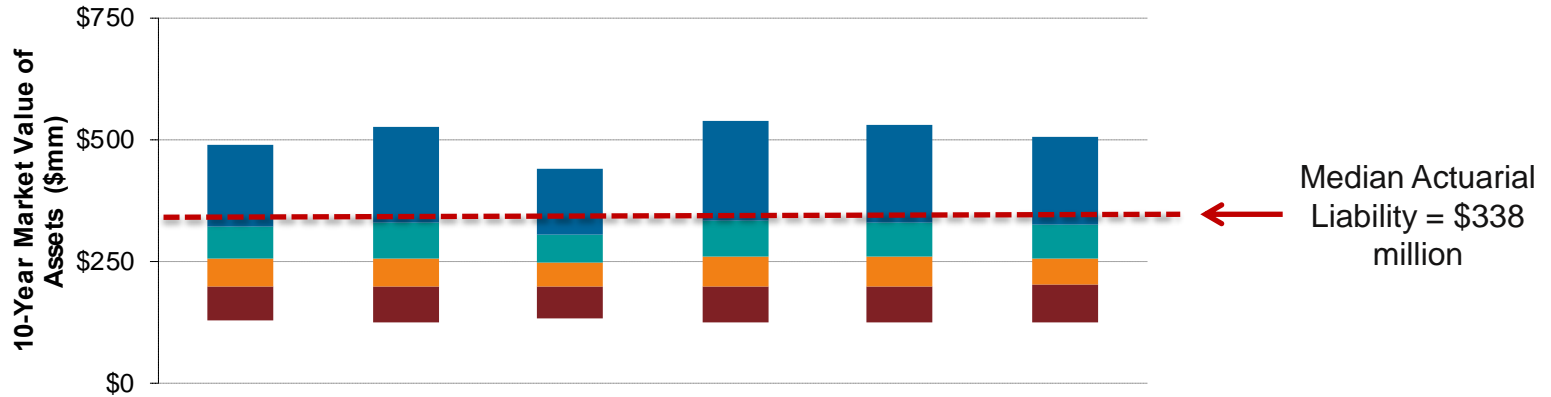
- Alternative mixes reflect the allocations depicted on the previous slide
- Numbers next to the floating bars indicate the probabilities of achieving the 7.25% actuarial assumed rate of return and 0.00%.

# Projected Rates of Return – Ten Years



- Alternative mixes reflect the allocations defined earlier
- Numbers next to the floating bars indicate the probabilities of achieving the 7.25% actuarial assumed rate of return and 0.00%

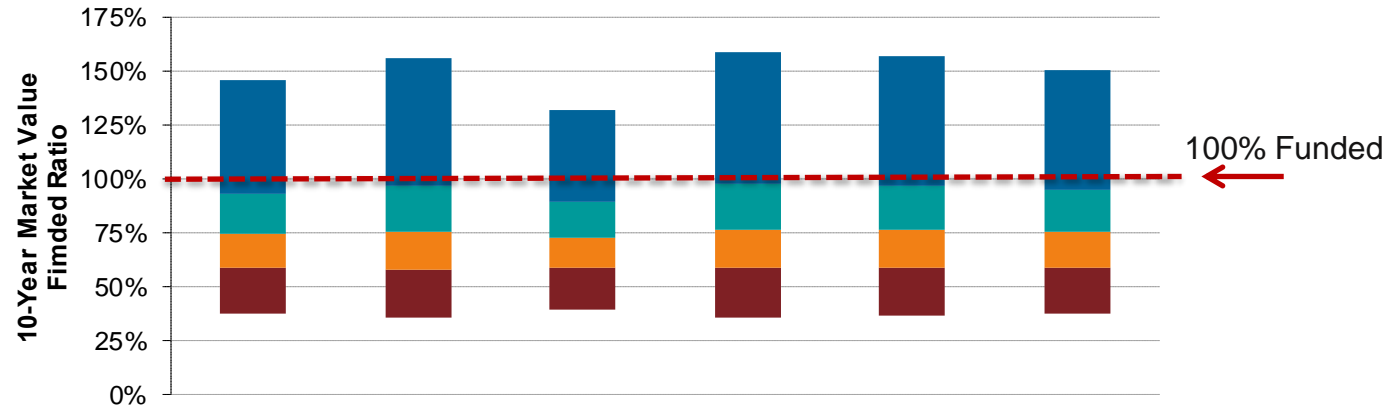
## Range of Market Value of Assets – End of Ten Years



Percentile	Policy (FI 27)	Policy No RE	FI 35	FI 20	FI 20 RE+	Policy Core +
97.5th	\$489	\$526	\$440	\$538	\$530	\$505
75th	\$318	\$329	\$303	\$332	\$329	\$323
50th	\$253	\$256	\$246	\$259	\$258	\$256
25th	\$199	\$197	\$200	\$198	\$198	\$200
2.5th	\$127	\$122	\$133	\$122	\$123	\$126
Range	\$362	\$404	\$307	\$416	\$407	\$380

- Estimated market value at 9/30/2022 = \$201 m
- Differences between the Policy and the alternatives are relatively small

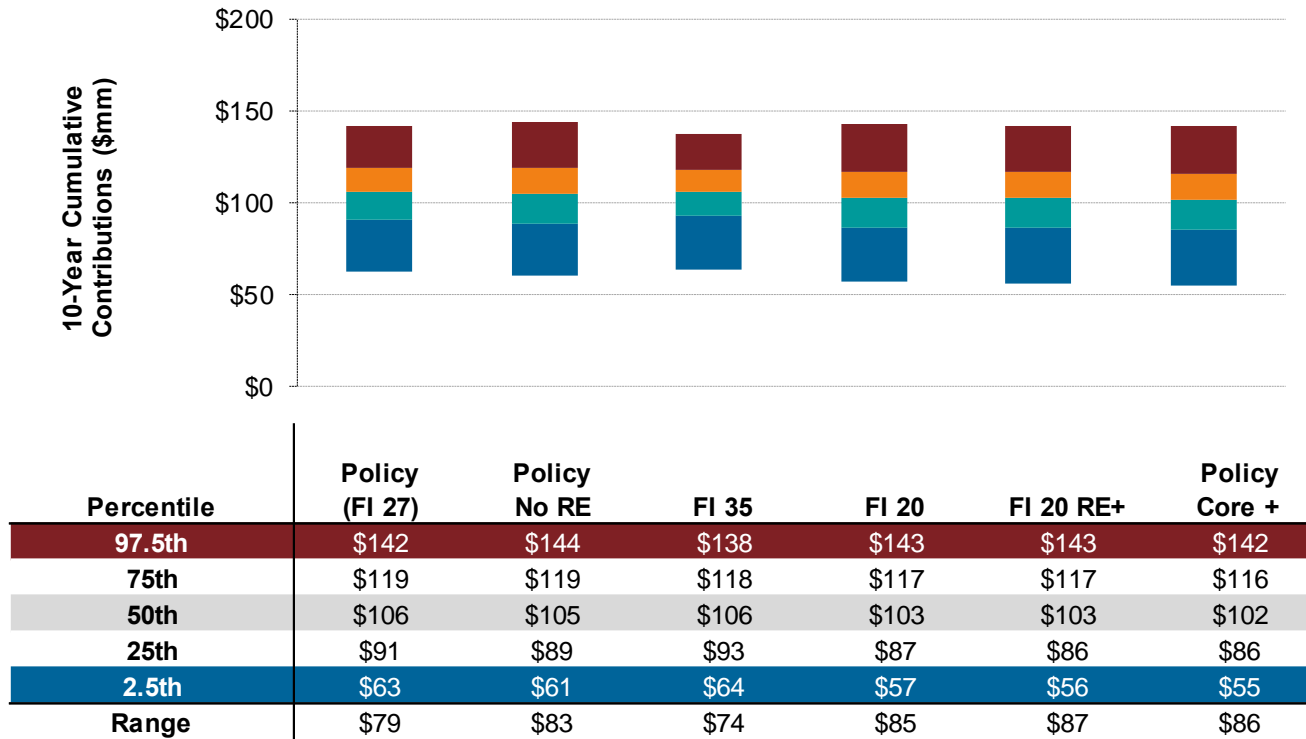
## Market Funded Status – Ten Years



Percentile	Policy (FI 27)	Policy No RE	FI 35	FI 20	FI 20 RE+	Policy Core +
2.5th	146%	156%	132%	159%	157%	151%
25th	94%	97%	89%	98%	97%	95%
50th	75%	76%	73%	76%	76%	76%
75th	59%	58%	59%	58%	59%	59%
97.5th	37%	36%	39%	36%	36%	37%
Range	108%	120%	93%	123%	121%	113%
Prob (FR > 100%)	19%	22%	14%	23%	22%	21%

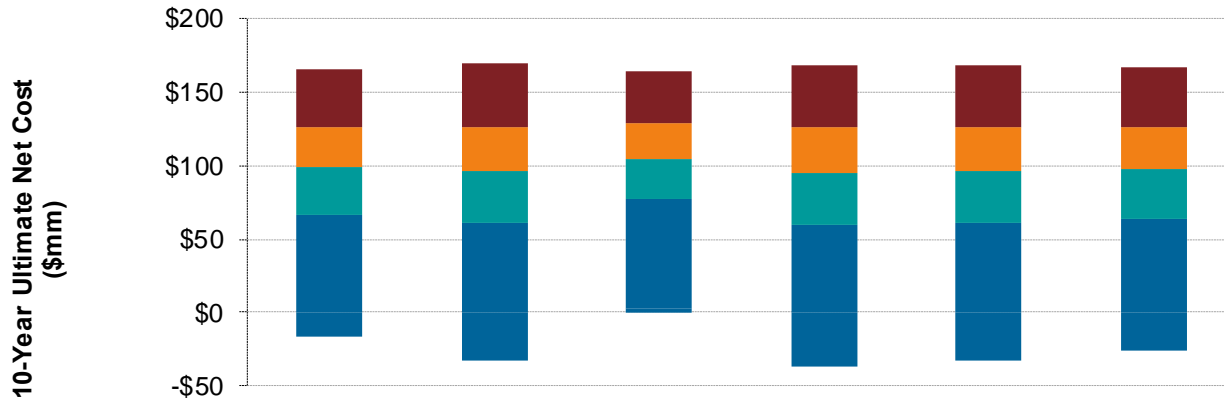
- Higher equity and real estate allocations provide a higher probability of the plan being fully funded
- Mixes with more fixed income are **expected** to result in lower funded status at the end of 10-years, but they are also expected to have a higher funded status in a worse-case scenario (97.5<sup>th</sup> percentile) and a smaller range

## Cumulative Contributions (\$) – Ten Years



- Differences between mixes are relatively small
- The median expectation is that the total amount contributed to the plan will be ~\$100m over the forecast period

# Ultimate Net Cost – Ten Years



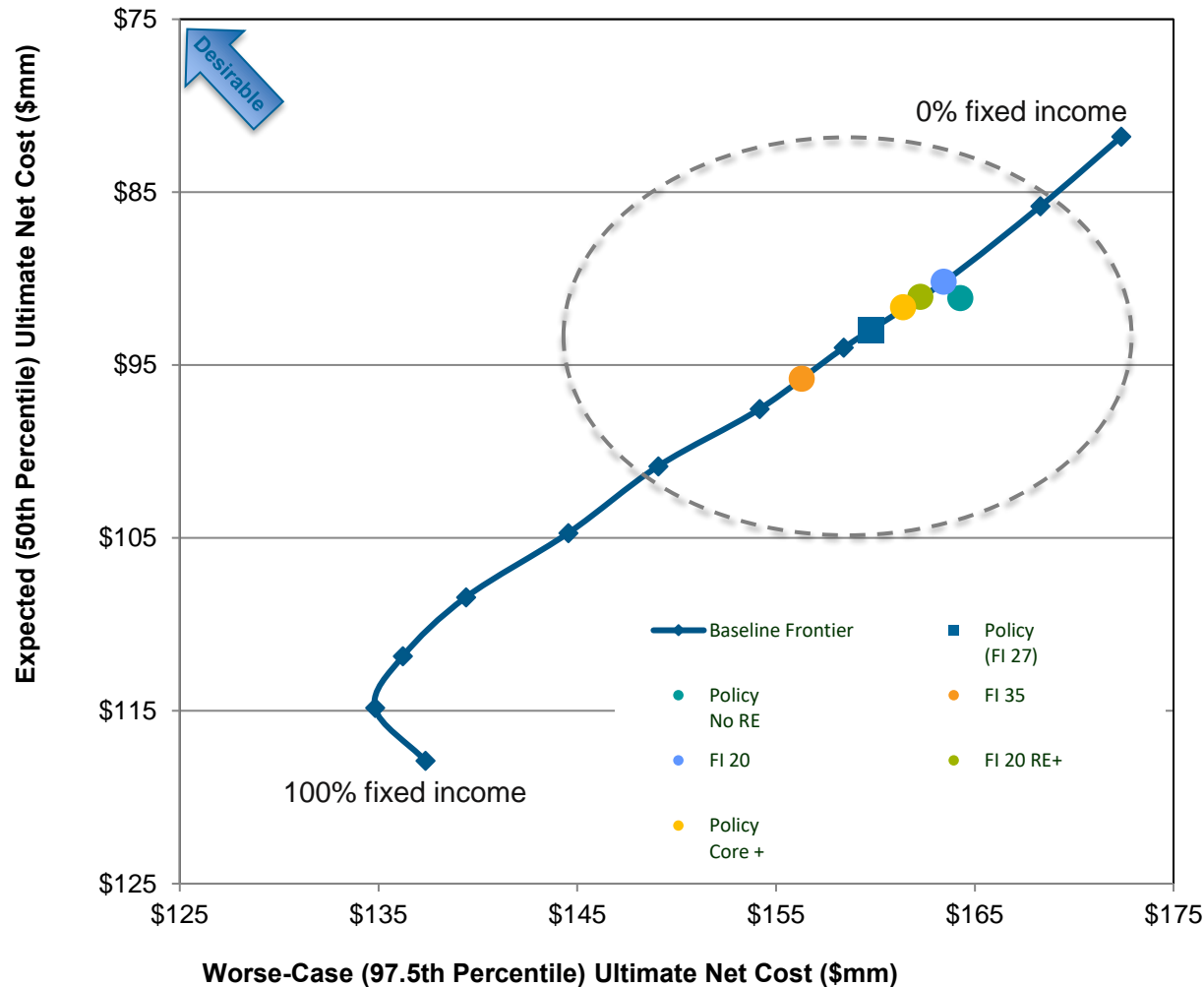
Percentile	Policy (FI 27)	Policy No RE	FI 35	FI 20	FI 20 RE+	Policy Core +
97.5th	\$165	\$170	\$162	\$169	\$168	\$167
75th	\$126	\$127	\$126	\$126	\$126	\$126
50th	\$98	\$97	\$101	\$96	\$97	\$97
25th	\$67	\$61	\$74	\$60	\$61	\$64
2.5th	-\$17	-\$33	\$3	-\$37	-\$33	-\$26
Range	\$182.3	\$202.6	\$159.1	\$206.4	\$200.4	\$193.2

We use these two data points to plot each allocation as a single point on the chart on the next page

- Ultimate Net Cost (UNC) = 10-Year Cumulative Contributions + Unfunded Actuarial Liability at the end of the forecast period
- UNC captures what is expected to be paid over 10 years plus what is owed at the end of the 10-year forecast period
- More aggressive mixes lower UNC in the expected case, but result in greater UNC in a worse case scenario

# Ultimate Net Cost (\$M): 10 Years

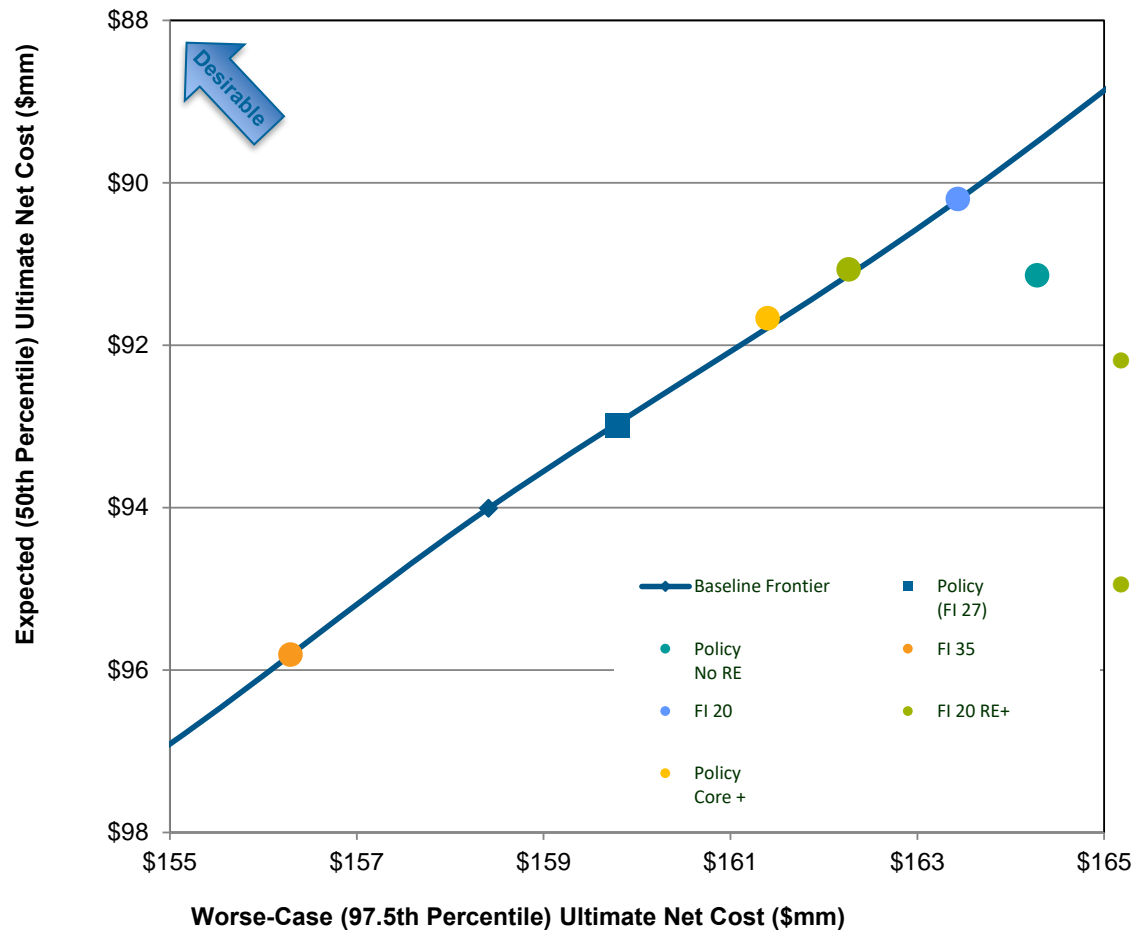
## Risk versus Reward: Ultimate Net Cost over 10 Years



- Ultimate net cost = Present value of contributions over 10 years plus any market value funded deficit that remains
  - “What you have paid over the forecast period”
  - plus
  - “What you still owe at the end of the forecast period”
- The solid line represents allocations from 100% fixed income to 0% fixed income
- For this metric:
  - Will make a comment once alternative mixes are modeled

# Ultimate Net Cost (\$M): 10 Years

**Risk versus Reward:  
Ultimate Net Cost over 10 Years**



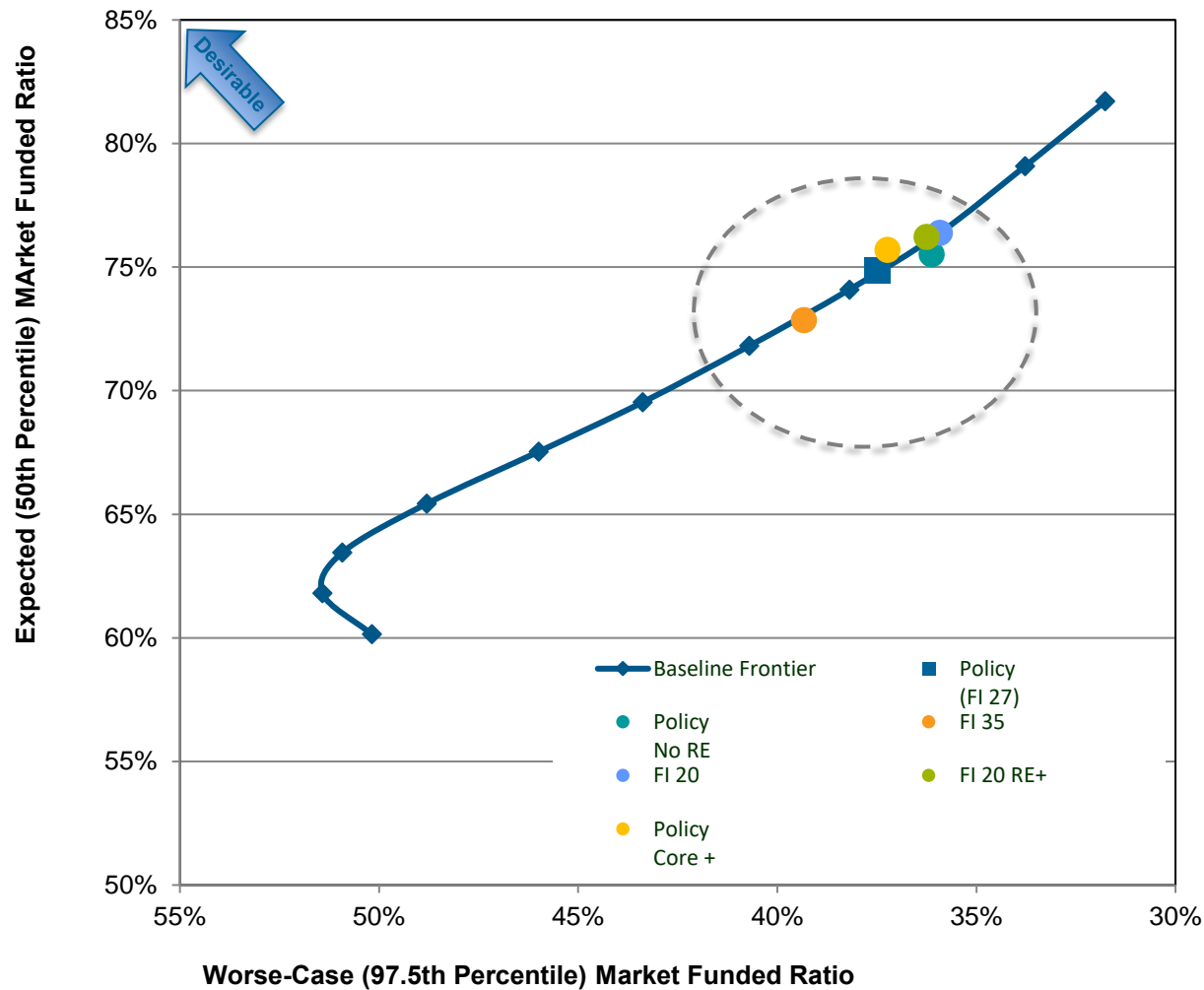
- Ultimate Net Cost (UNC) =
  - 10-year cumulative contributions (i.e., what you pay in)

**plus**

  - 1/1/2033 Unfunded Liability (i.e., what you owe at the end)
  - Think of it as what you paid over 10 years + what you owe at the end of 10 years
- The Target Policy mix as well as the other mixes are modeled and optimized based on Callan's 10-year capital market expectations
- The chart illustrates the value of investing in alternative investments.
  - The green line represents investing in public markets only while the orange line represents results when including alternatives
  - For any point along the green line, there is a mix using alternative investments (the orange line) that has higher return and lower risk

# Market Value Funded Ratio: 10 Years

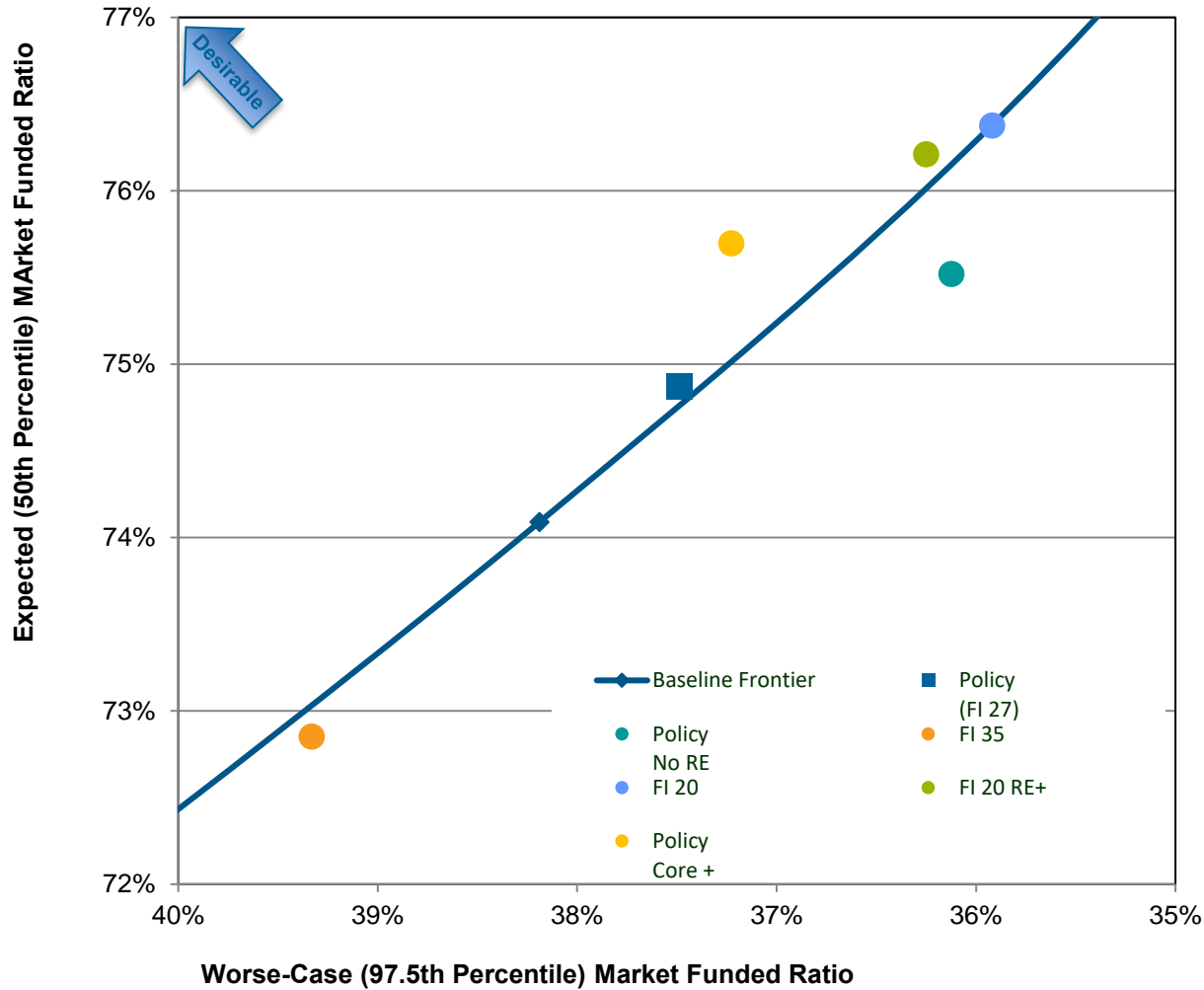
## Risk versus Reward: Market Funded Ratio at 10 Years



- Similar results exist when using the Market Funded Ratio as the metric

# Market Value Funded Ratio: 10 Years

## Risk versus Reward: Market Funded Ratio at 10 Years



- Not having an allocation to Real Estate is suboptimal

## Summary

Asset Class	Policy Targets to Consider		
	Policy (FI 27)	FI 20	Policy: Core +
Broad US Equity	38.0%	41.4%	38.0%
Developed x-US Equity	25.0%	27.6%	25.0%
Core Real Estate	10.0%	11.0%	10.0%
Core Fixed Income	27.0%	20.0%	27.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Arithmetic Return	7.5%	7.9%	7.7%
Geometric Return - 10 Year Assumptions	6.9%	7.0%	6.9%
Standard Deviation	12.3%	13.5%	12.8%
Sharpe Ratio	33.3%	31.7%	32.7%
Geometric Return - 10 Year Assumptions	6.9%	7.0%	6.9%
Geometric Return - 20 Year Assumptions	7.2%	7.3%	7.2%
Geometric Return - 30 Year Assumptions	7.4%	7.6%	7.5%

- Leaving the policy targets unchanged is appropriate
- The current target, with 27% in fixed income, remains reasonable and appropriate given the plan's expected future growth in liabilities, however increasing the amount to equities and real estate (above existing policy targets) would be acceptable
- If no change is made to the allocation in fixed income, investigating the appropriateness of changing the fixed income from "Core" to "Core Plus" would also be acceptable

---

## Callan's Ethics Policy

---

The success of our business depends on maintaining our unblemished record for providing clients with objective advice. Callan's approach has always been to acknowledge and then aggressively manage possible conflicts to ensure they never manifest in the advice we give clients. Our firm is vigilant about employing a highly systematized process that vets potential conflicts, maintains separation of business units, and ensures that we are being entirely transparent in all our relationships. We mitigate conflicts of interest by adhering to the following:

**Code of ethical responsibility:** Callan adheres to a firm-wide ethical code which each associate must review and acknowledge in writing every year. This code affirms for Callan employees that they must uphold their duty to our clients by adhering to specific policies and procedures. Any breach of this code can result in immediate termination.

**Compliance:** Our in-house compliance officer makes sure Callan is adhering to all industry standards and regulations, while also identifying risks and putting procedures in place to mitigate them. This officer reports directly to the board of directors to ensure that any employee and all compliance oversight have a separate and distinct line of reporting away from the internal manager and report structures.

**Separation of business units:** Each of Callan's business units maintains its own personnel, as well as its own profit-and-loss accounting system. Employee compensation is contained within each separate business unit. Clients from one business unit do not receive preferential treatment in another. This statement of fact is communicated to each client at the start of any relationship with Callan and reiterated in writing on an annual basis.

**Peer Review:** Every manager search or strategic planning project undertaken for a client is a collective effort involving the client, general consultant, a team of specialists, and ultimately a peer review committee. Callan's Manager Search Committee, composed of approximately a dozen senior consultants, verifies the accuracy, completeness and objectivity of all methods used in the manager screening process. For strategic planning services, the Client Policy Review Committee, which is comprised of approximately a dozen senior consultants, evaluates all reports before they are submitted to the client. This environment of complete transparency requires a thoroughly documented process that is free of unsupported personal opinions and biases.

**Disclosure:** Callan believes in being proactively transparent with respect to all business activities and relationships. We routinely furnish our fund sponsor clients with a complete list of all investment managers who have professional relationships with Callan. New clients receive this information at the outset of our relationship.

---

## Important Disclosures

---

Information contained in this document may include confidential, trade secret and/or proprietary information of Callan and the client. It is incumbent upon the user to maintain such information in strict confidence. Neither this document nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose.

The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

Certain information herein has been compiled by Callan from a variety of sources believed to be reliable but for which Callan has not necessarily verified for accuracy or completeness. Information contained herein may not be current. Callan has no obligation to bring current the information contained herein.

This content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The statements made herein may include forward-looking statement regarding future results. The forward-looking statements herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future results projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan disclaims any responsibility for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement or such product, service or entity by Callan.

This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information.

Any decision you make on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon you to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.



February 16, 2023

## City of Fort Pierce

Fourth Quarter Performance Review

---

### **Weston Lewis, CFA**

Atlanta Fund Sponsor Consulting

### **Paola J. Cardenales, MBA**

Atlanta Fund Sponsor Consulting

### **Ric Ford, FSA, EA, CFA, FCA, MAAA**

Capital Markets Research

---

# Agenda

---

Market Environment Update.....	2
Asset Allocation and Plan Review.....	7
2023 Capital Markets Assumptions and Asset Liability Modelling Results.....	12
Appendix.....	15

Callan

---

**Market Environment Update**

# Equity and Fixed Income Markets Down Together in 2022

Declines for both stocks and bonds for three straight quarters are extremely unusual

## Global equity markets down sharply in 2022 despite rebound in 4Q

- Similar impact across all equity market segments: developed, emerging, small cap

## Fixed income down with sharply higher inflation and interest rates

- Bloomberg Aggregate: -13% for the year, worst year ever for the index by a wide margin
- CPI-U: +6.5% for the year ended Dec. 2022
- ▶ Number of times stocks and bonds have been down together
  - 38 quarters in almost 100 years, about 10% of the quarters
  - But just twice on annual basis
- ▶ Inflation at highest rate in decades
- ▶ Economic data show growth hit ‘pause’
  - GDP rose 2.9% in 4Q22, after a 3.2% rise in 3Q, a 0.6% drop in 2Q, and a 1.6% decline in 1Q.

## Returns for Periods ended 12/31/22

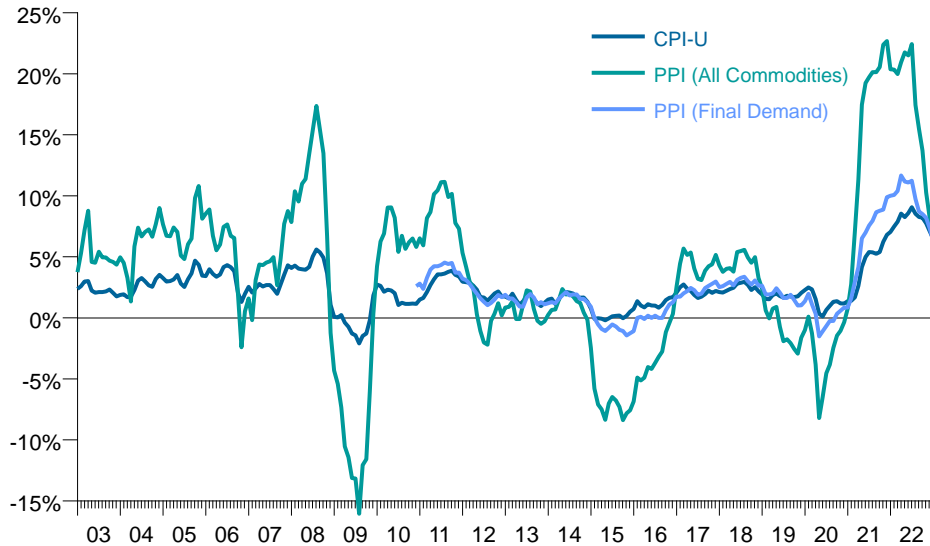
	Quarter	Year to Date	1 Year	5 Years	10 Years	25 Years
<b>U.S. Equity</b>						
Russell 3000	7.18	-19.21	-19.21	8.79	12.13	7.68
S&P 500	7.56	-18.11	-18.11	9.42	12.56	7.64
Russell 2000	6.23	-20.44	-20.44	4.13	9.01	7.13
<b>Global ex-U.S. Equity</b>						
MSCI World ex USA	16.18	-14.29	-14.29	1.79	4.59	4.65
MSCI Emerging Markets	9.70	-20.09	-20.09	-1.39	1.44	--
MSCI ACWI ex USA Small Cap	13.31	-19.97	-19.97	0.67	5.24	6.87
<b>Fixed Income</b>						
Bloomberg Aggregate	1.87	-13.01	-13.01	0.02	1.06	3.97
90-day T-Bill	0.84	1.46	1.46	1.26	0.76	1.91
Bloomberg Long Gov/Credit	2.61	-27.09	-27.09	-1.21	1.57	5.38
Bloomberg Global Agg ex-US	6.81	-18.70	-18.70	-3.07	-1.64	2.71
<b>Real Estate</b>						
NCREIF Property	-3.50	5.53	5.53	7.46	8.82	9.04
FTSE Nareit Equity	5.24	-24.37	-24.37	3.68	6.53	7.87
<b>Alternatives</b>						
CS Hedge Fund Index	0.92	1.06	1.06	4.25	4.24	5.81
Cambridge Private Equity*	-1.84	-3.77	-3.77	16.84	15.31	14.31
Bloomberg Commodity	2.22	16.09	16.09	6.44	-1.28	1.87
Gold Spot Price	9.22	-0.13	-0.13	6.88	0.86	7.64
<b>Inflation - CPI-U</b>	0.00	6.45	6.45	3.78	2.60	2.47

\*Cambridge PE data through 09/30/22.

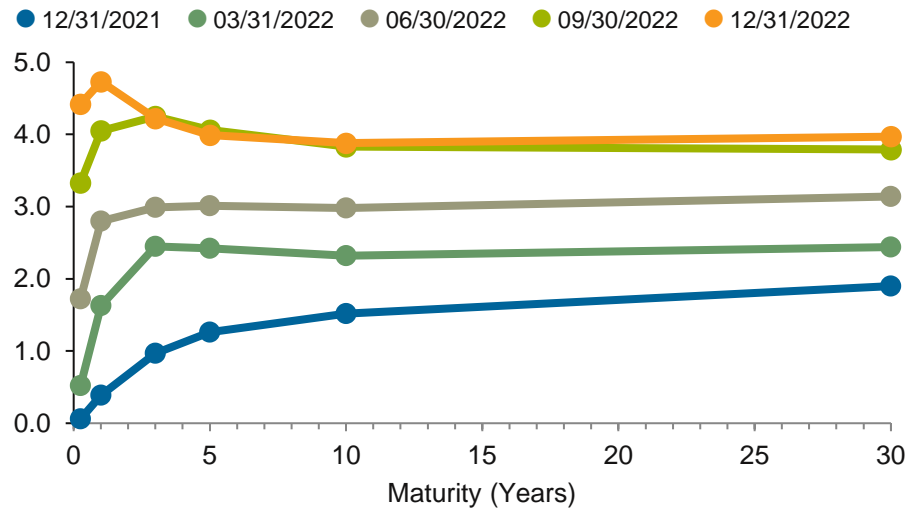
Sources: Bloomberg, Callan, Cambridge, Credit Suisse, FTSE Russell, MSCI, NCREIF, S&P Dow Jones Indices

# US Economy Summary

For Periods Ending 12/31/2022



## U.S. Treasury Yield Curves



## CPI and PPI remain at sharply elevated rates in 2Q22

### Big drop for inflation at start of pandemic

- Sustained rise in 2022 CPI-U represents added pressure from the war in Ukraine on top of kinks in supply chains and labor markets after more than a year of global economic disruption and shutdown.
- As of December, the CPI is up 6.5% year-over-year; the 2Q 9.1% rise was the highest recorded inflation since 4Q81.
- Producer prices had been tumbling for more than a year prior to the pandemic; recovery to 2018 price **levels** happened by 2Q21 and generated eye-popping year-over-year percentage changes. PPI rose sharply through 2Q but dropped over two thirds through December.
- Prices for transportation goods, energy, and food are driving the elevated rates in both the Consumer and Producer Price Indices.

### Yield curve shifted sharply higher in 2022, especially on the second half of 2022

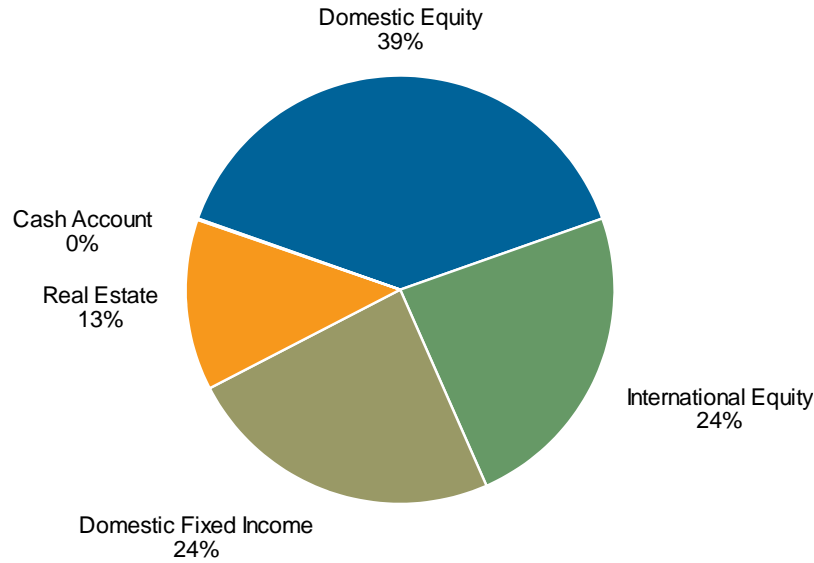
- The yield curve inverted in mid-July and has remained inverted pretty consistently since, with the 1- and 3-year yields exceeding 10- and 30-year yields.
- Higher yields increase the risk of inducing recession, which could lead to reversal in interest rates and lower return.

---

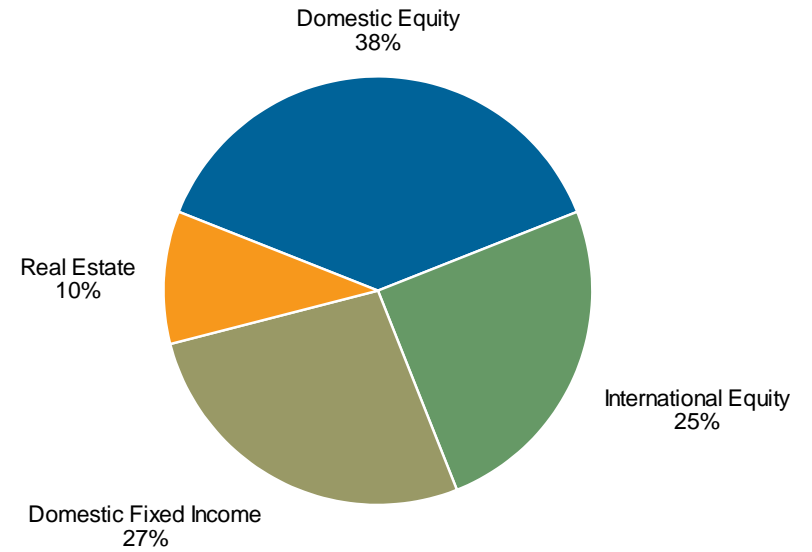
## **Asset Allocation and Plan Review**

# Asset Allocation

**Actual Asset Allocation**



**Target Asset Allocation**



Asset Class	\$000s Actual	Weight Actual	Target	Percent Difference	\$000s Difference
Domestic Equity	83,500	39.2%	38.0%	1.2%	2,480
International Equity	50,748	23.8%	25.0%	(1.2%)	(2,555)
Domestic Fixed Income	51,243	24.0%	27.0%	(3.0%)	(6,324)
Real Estate	27,556	12.9%	10.0%	2.9%	6,234
Cash Account	165	0.1%	0.0%	0.1%	165
<b>Total</b>	<b>213,211</b>	<b>100.0%</b>	<b>100.0%</b>		

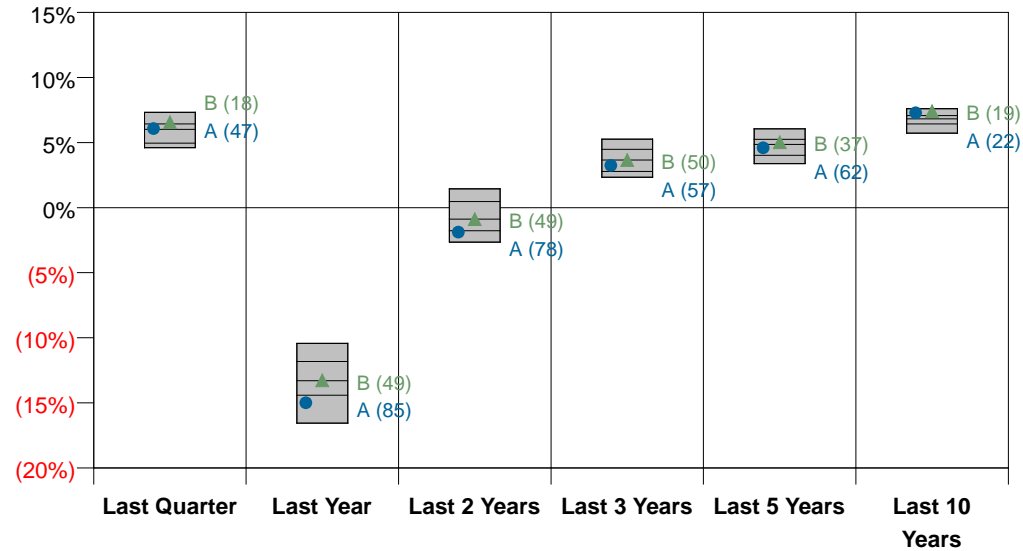
## Asset Distribution Across Investment Managers

	December 31, 2022			September 30, 2022		
	Market Value	Weight	Net New Inv.	Inv. Return	Market Value	Weight
<b>Domestic Equity</b>	<b>\$83,500,462</b>	<b>39.16%</b>	<b>\$(36,289)</b>	<b>\$6,533,930</b>	<b>\$77,002,821</b>	<b>38.31%</b>
Emerald Advisers, Inc.	6,709,907	3.15%	(13,066)	416,742	6,306,232	3.14%
Ceredex Value Advisors	7,156,506	3.36%	(14,130)	885,327	6,285,309	3.13%
SSgA S&P 500 Index	57,221,494	26.84%	(6,674)	4,024,777	53,203,391	26.47%
SSgA S&P 400 Index	12,412,554	5.82%	(2,419)	1,207,085	11,207,889	5.58%
<b>International Equity</b>	<b>\$50,747,945</b>	<b>23.80%</b>	<b>\$(35,622)</b>	<b>\$6,375,893</b>	<b>\$44,407,673</b>	<b>22.09%</b>
Morgan Stanley Int'l Equity	20,911,108	9.81%	(35,622)	3,244,810	17,701,919	8.81%
Causeway Emerging Markets	4,787,710	2.25%	0	326,541	4,461,169	2.22%
William Blair & Company	25,049,127	11.75%	0	2,804,543	22,244,585	11.07%
<b>Domestic Fixed Income</b>	<b>\$51,242,786</b>	<b>24.03%</b>	<b>\$(36,394)</b>	<b>\$869,204</b>	<b>\$50,409,976</b>	<b>25.08%</b>
Richmond Capital	51,242,786	24.03%	(36,394)	869,204	50,409,976	25.08%
<b>Real Estate</b>	<b>\$27,555,551</b>	<b>12.92%</b>	<b>\$(70,940)</b>	<b>\$(1,382,429)</b>	<b>\$29,008,920</b>	<b>14.43%</b>
Heitman	27,555,551	12.92%	(70,940)	(1,382,429)	29,008,920	14.43%
<b>Cash Account</b>	<b>\$164,652</b>	<b>0.08%</b>	<b>\$0</b>	<b>\$1,428</b>	<b>\$163,224</b>	<b>0.08%</b>
<b>Total Fund</b>	<b>\$213,211,396</b>	<b>100.0%</b>	<b>\$(179,245)</b>	<b>\$12,398,027</b>	<b>\$200,992,614</b>	<b>100.0%</b>

- The City of Fort Pierce Retirement and Benefit System plan assets started the calendar year 2022 at \$259.8 million and finished at \$213.2 as of December 31, 2022.
- Investment returns were positive for the fourth quarter at 12.5 million, but year to date were negative.

# City of Fort Pierce Total Fund

## Callan Public Fund Sponsor Database (net)



10th Percentile	7.34	(10.41)	1.44	5.27	6.06	7.61	
25th Percentile	6.43	(11.82)	0.47	4.49	5.26	7.08	
Median	6.03	(13.29)	(0.88)	3.67	4.87	6.82	
75th Percentile	4.96	(14.41)	(1.77)	2.79	4.03	6.44	
90th Percentile	4.61	(16.56)	(2.65)	2.34	3.39	5.72	
Total Fund	● A	6.08	(14.99)	(1.88)	3.25	4.59	7.29
Total Fund Benchmark (1)	▲ B	6.56	(13.26)	(0.88)	3.66	5.03	7.41
CPI + 5%		1.22	11.47	11.75	9.93	8.79	7.60

- After three quarters of declines across equities and fixed income, the Fund posted a positive return of 6.8% and finished above the 50<sup>th</sup> percentile vs. peers. Relative to the index, the Fund underperformed the index during the fourth quarter driven in large part by the relative overweight to Real Estate, which was the only sector to post negative results for the quarter and a relative overweight allocation to international equities as it was the strongest performer during the period.
- The fund continues to post positive absolute results, and competitive performance vs. peers over the three, five and ten-year periods. However, the negative results observed during 2022 are weighing on relative results vs. the benchmark.

(1) The Total Fund Benchmark consists of 26% S&P500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

## Investment Manager Objectives

Manager	Objective	Comments
Total Fund	Outperform the CPI + 5% over long term.	Not Met
Emerald	Outperform the Russell 2000 Growth Index (net of fees) over rolling 3-year periods by 0.50%.	Met
	Outperform the median small cap growth manager over rolling 3-year periods.	Not Met
Ceredex	Outperform the Russell 2000 Value Index (net of fees) over rolling 3-year periods by 0.50%.	Met
	Outperform the median small cap value manager over rolling 3-year periods.	Not Met
SSgA S&P MidCap 400 Index	Replicate the return of the S&P MidCap 400 Index.	Met
SSgA S&P 500 Index	Replicate the return of the S&P 500 Index.	Met

## Investment Manager Objectives

Manager	Objective	Comments
Morgan Stanley Developed	Outperform the MSCI EAFE (net of fees) over rolling 3-year periods by 0.50% over rolling 3-year periods.	Not Met
	Outperform the median international equity manager over rolling 3-year periods.	Not Met
William Blair	Outperform the MSCI ACWI ex-US Index (net of fees) over rolling 3-year periods.	Met
	Outperform the median international equity manager over rolling 3-year periods.	Met
Causeway Emerging	Outperform the MSCI Emerging Markets Index over rolling 3-year periods by 1.00%.	Not Met
	Outperform the median emerging markets equity manager over rolling 3-year periods.	Not Met
Richmond	Outperform BC Aggregate (net of fees) over rolling 3-year periods by 0.25%.	Not Met
	Outperform the median fixed income manager over rolling 3-year periods.	Not Met
Heitman (HART)	Outperform the NFI-ODCE Index over rolling 5-year periods.	Not Met

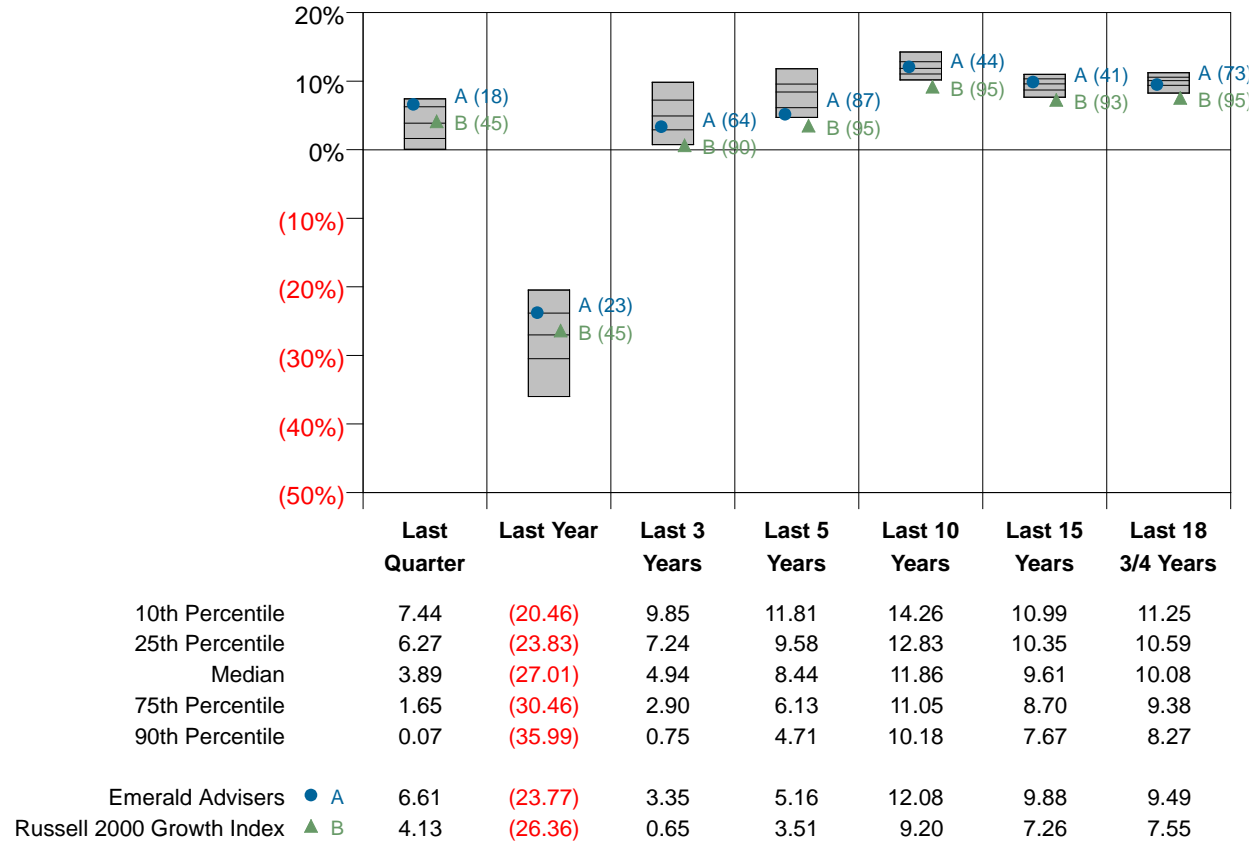
Callan

---

**Domestic Equity**

# Emerald Advisors Small Cap Growth

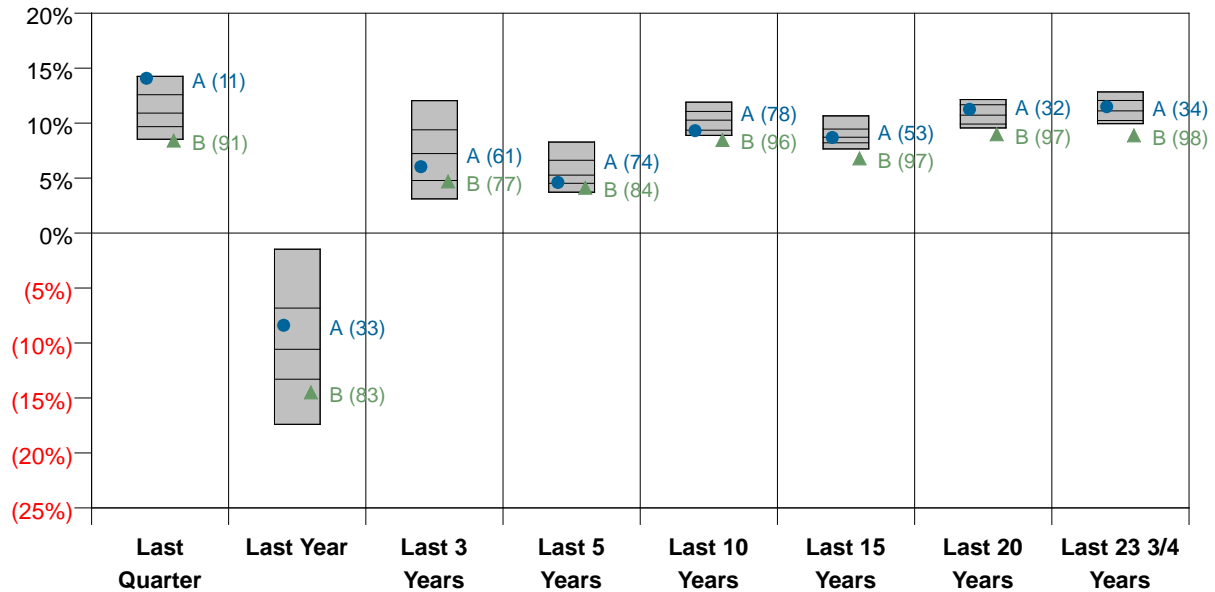
## Performance vs Callan Small Cap Growth (Gross)



- During the fourth quarter, small cap equities underperformed their large cap counterparts as did growth vs. value. Despite these headwinds, Emerald posted strong absolute results and outpaced the Russell 2000 Growth index by 2.48% on a gross of fee basis. The calendar year was a challenge for equities overall, but it is worth noting the manager's downside protection for the periods as it outpaced the benchmark and finished on the top quartile vs. peers.
- Over the long term, the manager continues provide strong results on an absolute and relative basis as well as over the long term.

# Ceredex Value Advisors Small Cap Value

## Performance vs Callan Small Cap Value (Gross)

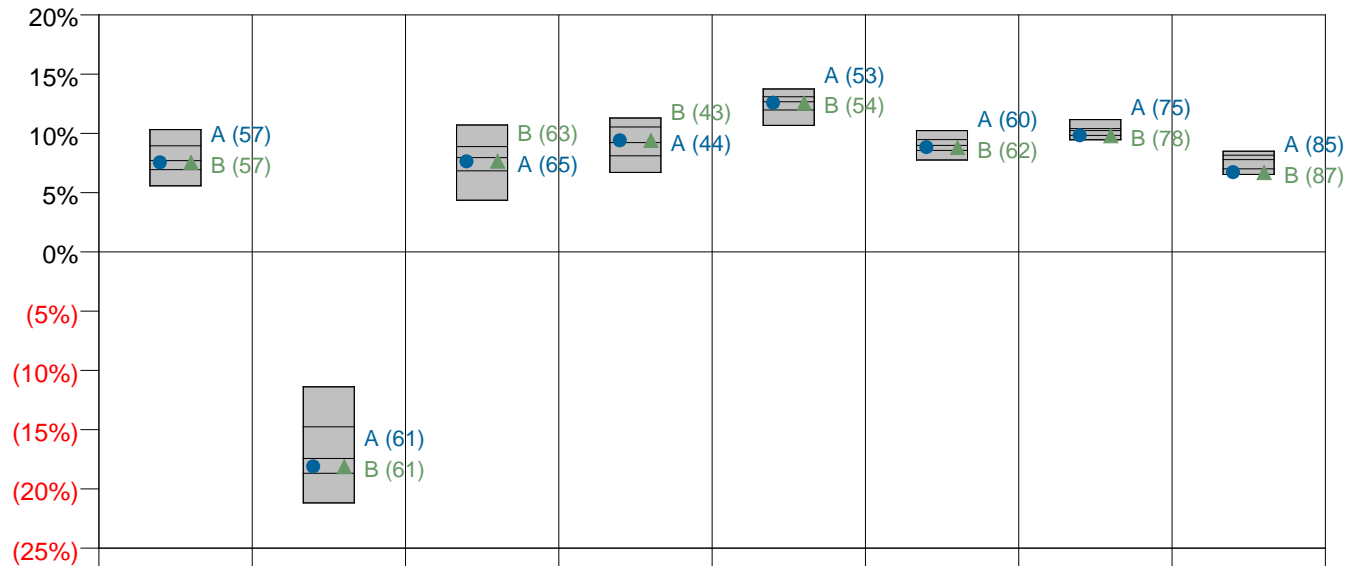


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 15 Years	Last 20 Years	Last 23 3/4 Years
10th Percentile	14.26	(1.46)	12.05	8.28	11.92	10.68	12.15	12.85
25th Percentile	12.59	(6.81)	9.39	6.64	11.08	9.47	11.69	12.06
Median	10.92	(10.56)	7.24	5.28	10.27	8.73	10.74	11.13
75th Percentile	9.70	(13.28)	4.80	4.54	9.37	8.21	9.93	10.25
90th Percentile	8.53	(17.39)	3.12	3.73	8.89	7.66	9.57	9.96
Ceredex Value Advisors ● A	14.09	(8.38)	6.03	4.60	9.32	8.69	11.26	11.49
Russell 2000 Value Index ▲ B	8.42	(14.48)	4.70	4.13	8.48	6.81	8.99	8.89

- Value stocks outperformed growth across the market capitalization spectrum, and for both 4Q and the full year. The manager's stock selection and asset allocation within industrials, one of the best performing sectors within the Russell 2000 Value during the quarter, was one of the top contributors to the manager's strong relative performance. Last year the Ceredex managed to protect capital for the fund, and while it finished in negative territory, results relative to the index and peers were positive.
- The manager experienced a few tough times during 2019 and 2020 due to their exposure to more COVID-sensitive cyclical names, and given the higher quality focus, they lagged when markets recovered. However, the manager has been able to overcome these obstacles and absolute and relative performance over the long term has improved, with the manager outperforming across all periods. Results vs. peers are not a concern.

# SSgA S&P 500 Index

## Performance vs Callan Large Cap Core (Gross)

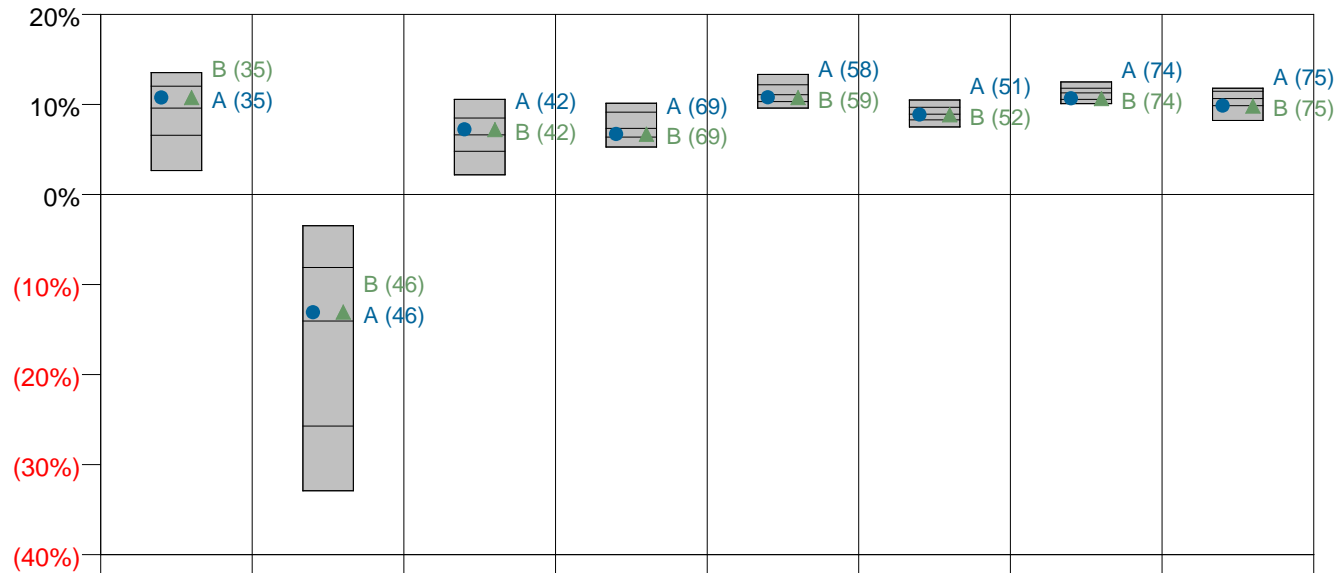


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 15 Years	Last 20 Years	Last 23 3/4 Years
10th Percentile	10.33	(11.38)	10.72	11.32	13.75	10.25	11.17	8.51
25th Percentile	8.96	(14.76)	8.89	10.56	13.10	9.49	10.42	8.17
Median	7.71	(17.42)	7.96	9.24	12.68	9.00	10.25	7.79
75th Percentile	6.95	(18.67)	6.85	8.12	11.99	8.57	9.84	7.02
90th Percentile	5.58	(21.18)	4.36	6.71	10.68	7.76	9.47	6.54
SSgA S&P 500 Index ● A	7.56	(18.11)	7.64	9.42	12.59	8.84	9.84	6.74
S&P 500 Index ▲ B	7.56	(18.11)	7.66	9.42	12.56	8.81	9.80	6.70

- The fund continues to track the index closely at a very low fee.

# SSgA S&P Mid Cap 400 Index

## Performance vs Callan Mid Capitalization (Gross)



	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 15 Years	Last 20 Years	Last 23 3/4 Years
10th Percentile	13.54	(3.47)	10.57	10.15	13.36	10.50	12.52	11.82
25th Percentile	12.04	(8.09)	8.51	9.15	12.19	9.70	11.82	11.48
Median	9.62	(14.05)	6.64	7.35	11.10	8.93	11.30	10.66
75th Percentile	6.60	(25.72)	4.80	6.40	10.32	8.30	10.57	9.87
90th Percentile	2.66	(32.89)	2.19	5.27	9.61	7.52	10.11	8.23
SSgA S&P 400 Index ● A	10.77	(13.08)	7.24	6.73	10.80	8.89	10.68	9.87
S&P 400 Mid Cap Index ▲ B	10.78	(13.06)	7.23	6.71	10.78	8.87	10.66	9.83

- The fund continues to track the index closely at a very low fee.

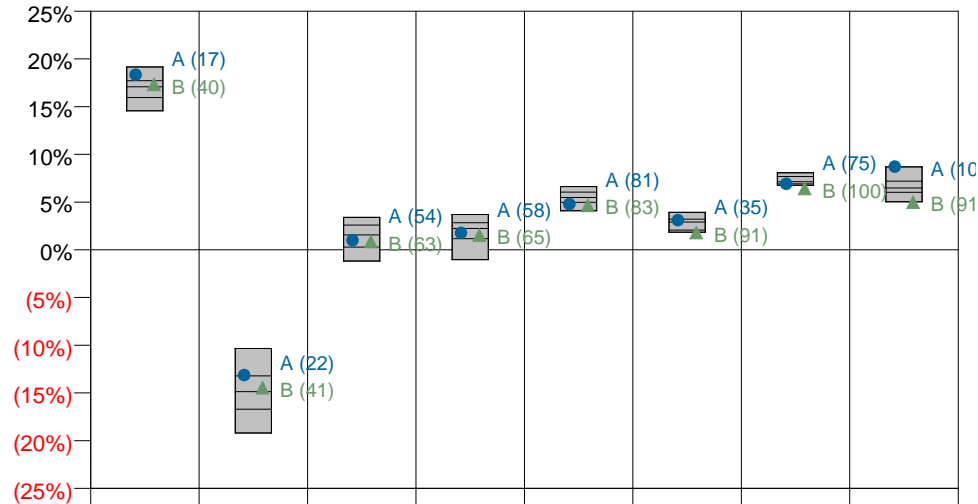
Callan

---

**International Equity Performance**

# Morgan Stanley Developed International Equity

## Performance vs Callan Non-US Developed Core Equity (Gross)

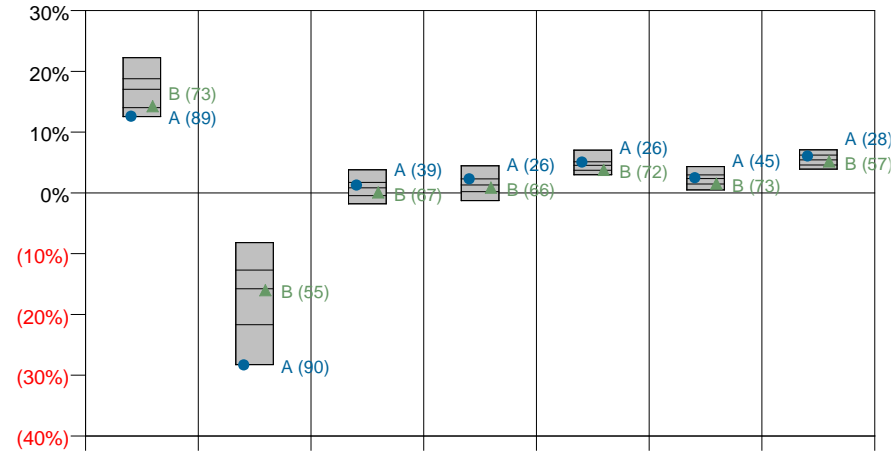


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 15 Years	Last 20 Years	Last 31/4 Years
10th Percentile	19.17	(10.32)	3.40	3.71	6.63	3.93	8.07	8.71
25th Percentile	17.72	(13.20)	2.61	2.84	6.04	3.22	7.68	7.19
Median	17.09	(14.85)	1.57	2.24	5.49	2.91	7.15	6.49
75th Percentile	15.96	(16.70)	0.28	1.17	4.99	2.07	6.91	6.03
90th Percentile	14.58	(19.20)	(1.16)	(1.02)	4.09	1.84	6.77	5.04
Morgan Stanley Int'l Equity ● A	18.34	(13.12)	1.00	1.78	4.80	3.10	6.91	8.71
MSCI EAFE ▲ B	17.34	(14.45)	0.87	1.54	4.67	1.81	6.43	5.00

- After three consecutive quarters of disappointing results within the global equity markets, Morgan Stanley's outlook improved, citing encouraging signs that buoyed market optimism at the end of the year. Namely, lower than expected inflation in the U.S., the Fed slowed the pace of tightening and the dollar weakened vs. international currencies.
- The portfolio's relative performance came from their stock selection within industrials and consumer staples during the quarter.
- Long term results have come around after the overall results from 2021 and the challenges of 2022. The manager is now outperforming the MSCI EAFE index across the board, but still lags the peer universe.

# William Blair International Growth Equity

## Performance vs Callan Non-US Equity Mutual Funds (Institutional Net)

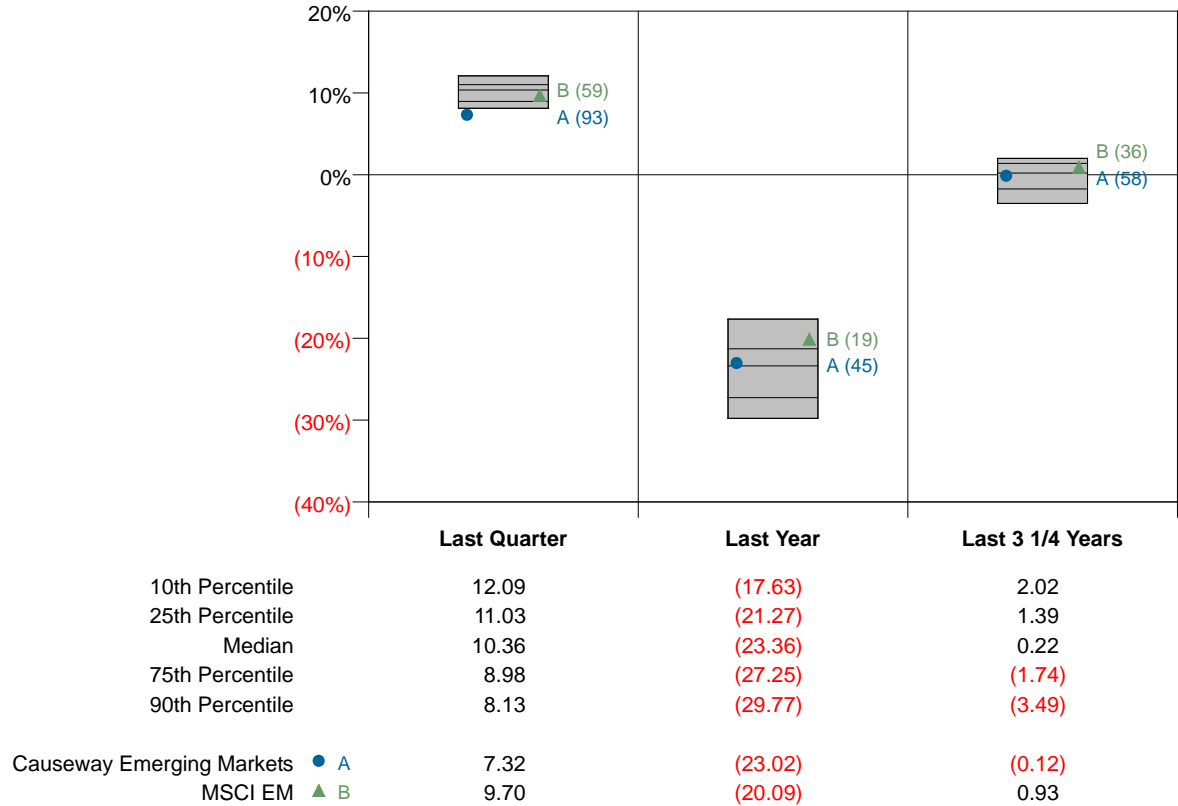


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 15 Years	Last 19 Years
10th Percentile	22.27	(8.17)	3.81	4.48	7.04	4.33	7.11
25th Percentile	18.81	(12.68)	1.73	2.32	5.12	2.98	6.22
Median	17.05	(15.77)	0.84	1.33	4.55	2.37	5.44
75th Percentile	14.03	(21.67)	(0.44)	0.22	3.73	1.48	4.62
90th Percentile	12.58	(28.25)	(1.77)	(1.24)	3.00	0.51	3.91
William Blair & Company ● A	12.61	(28.28)	1.29	2.31	5.08	2.50	6.09
MSCI ACWI ex US ▲ B	14.28	(16.00)	0.07	0.88	3.80	1.52	5.18

- International equities experienced one of their worst years in a decade, and William Blair's strategy was challenged by style headwinds (value outperforming growth) and strong outperformance of low-valuation stocks.
- Absolute performance during the quarter was strong, but results were not enough to turn relative results around for the year. Relative underperformance during the fourth quarter was driven by stock selection across most sectors with information technology and financials being the strongest detractors.
- The trailing 1- and 3-year returns highlight the level of volatility in the market in the last few years. While the one year return trailed by 12.3%, the three year return largely outpaced the MSCI ACWI ex-US. While it's not uncommon for the strategy to underperform when value-oriented areas are in favor, the magnitude of the results were elevated given the wide range of factors impacting the market, such as the selloff of high growth and high P/E stocks. Long term performance remains favorable from a relative basis and vs. peers.

# Causeway Emerging Markets

## Performance vs Callan Emerging Markets Equity Mutual Funds (Institutional Net)



- Emerging markets underperformed developed markets for the quarter, however, on an absolute basis it delivered strong results at 9.7%.
- The announcement that China will reopen after three years of zero-COVID policies is expected to jump-start the Chinese economy and have a positive effect in other EM regions.
- The manager is slightly behind the benchmark and the peer median during the quarter. Emerging markets have had a tough period due to multiple factors, currency exchange, slow global growth and a rebalancing of demand that was pulled forward during the Covid-19 pandemic.

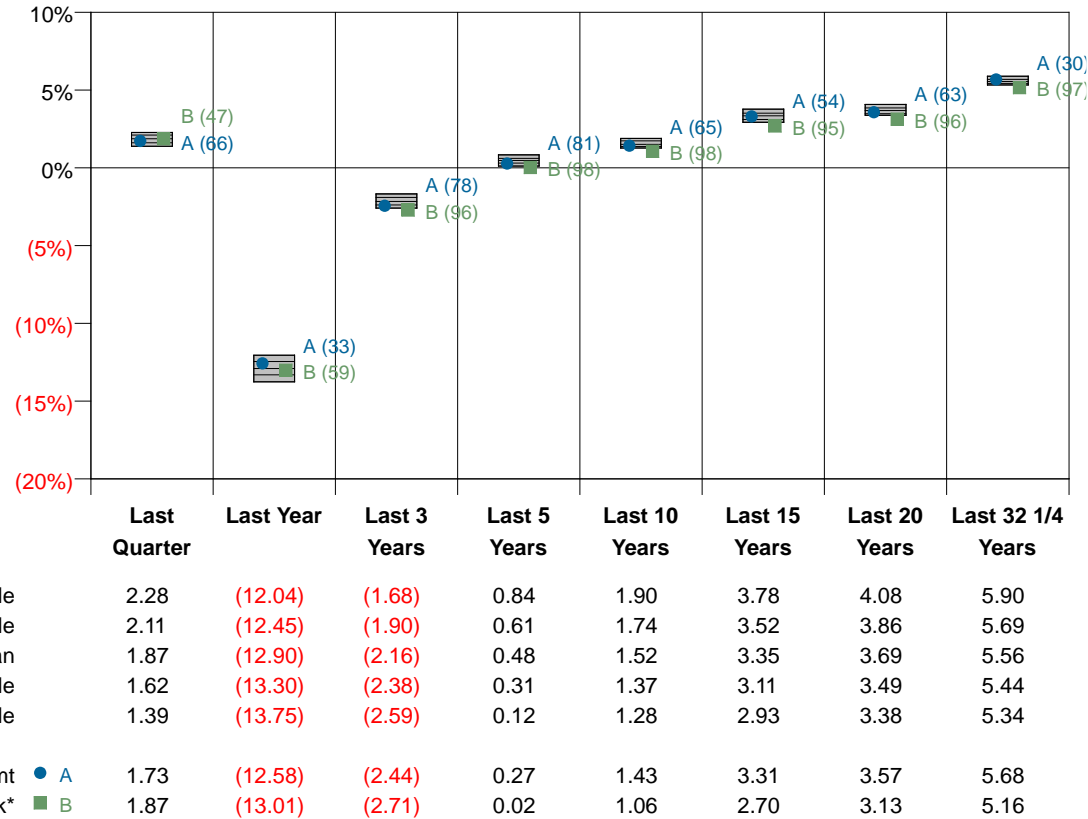
Callan

---

**Fixed Income**

# Richmond Capital Core Fixed Income

## Performance vs Callan Core Bond Fixed Income (Gross)



- The bond market finally showed signs of recovery during the quarter and the Bloomberg US Aggregate rose 1.9% mainly driven by coupon income and spread tightening.
- Richmond outperformed the benchmark for the year but lagged during the fourth quarter. Despite these results, the manager outperformed its peers during both periods. Long term results remain favorable from an absolute and relative basis.

Note: Fourth quarter performance is currently being reviewed by Richmond and Truist due to a differential in performance calculations.

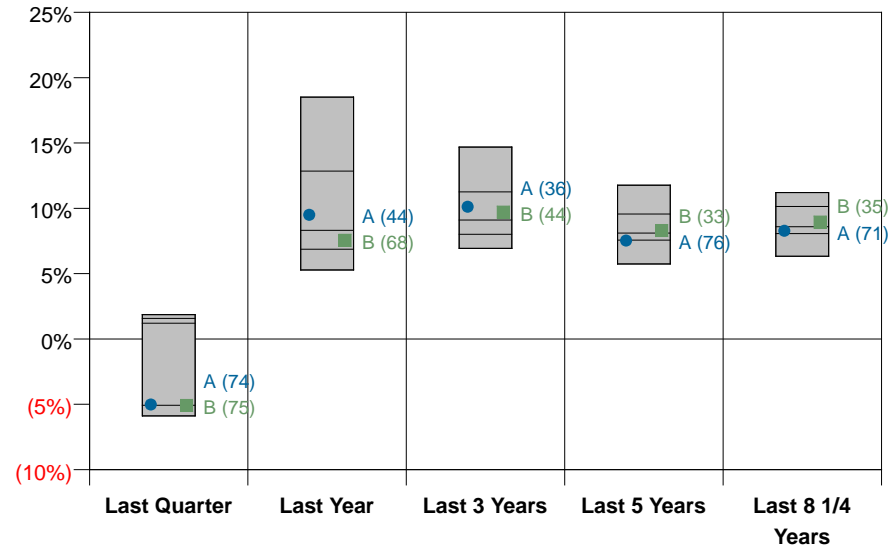
Callan

---

**Real Estate**

# Heitman America Real Estate Trust

## Performance vs Callan Open End Core Commingled Real Estate (Net)



	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 8 1/4 Years
10th Percentile	1.88	18.52	14.69	11.78	11.21
25th Percentile	1.58	12.85	11.26	9.57	10.14
Median	1.21	8.33	9.11	8.11	8.60
75th Percentile	(5.07)	6.88	8.01	7.58	8.07
90th Percentile	(5.88)	5.29	6.94	5.74	6.34
Heitman Net ● A	(5.01)	9.50	10.12	7.53	8.28
NCREIF NFI ODCE Eq Wt Net ■ B	(5.08)	7.56	9.72	8.31	8.95

Heitman posted it's first quarter of negative absolute results and finished virtually in line with the NCREIF NFI-ODCE index. During 2022 Real Estate was one of the bright spots across the capital markets, with the fund returning 9.5%.

Valuations are reflective of higher interest rates, which have put upward pressure on capitalization rate and discount rate assumptions. Heitman is anticipating that depreciation will be a detractor of performance, but income will continue to aid.

Performance has improved over the 3-year period but continues to lag over 5-years and since inception.

Callan

---

## **2023 Capital Markets Assumptions and Asset-Liability Modeling Results**

Please refer to supplemental materials

Callan

---

**Appendix**

# Callan's Proposed 2023 Work Plan

## City of Fort Pierce Retirement and Benefit System

	1 <sup>st</sup> Quarter 2023	2 <sup>nd</sup> Quarter 2023	3 <sup>rd</sup> Quarter 2023	4 <sup>th</sup> Quarter 2023
<b>Strategic Planning</b>				
Review Capital Market Expectations				
Asset/Liability Study				
Present Proposed 2024 Work Plan				
<b>Plan Implementation</b>				
Prepare Cash Raise for Benefit Payments				
Provide annual Fiscal YE results				
Manager Searches (as needed)				
<b>Monitoring &amp; Evaluation</b>				
Quarterly Performance Reviews				
Quarterly Meeting Attendance				
Present Executive Summary				
Investment Manager Presentations				
Continuous Qualitative Review				
<b>Research &amp; Education</b>				
National Client Conference – Scottsdale, AZ, April 2-4				
“Callan College”				
Regional Workshops				
Custom Board Education				
Research Papers and Publications				

# Callan Institute Events

Upcoming conferences, workshops, and webinars

## Callan College

### Intro to Alternatives

This course is for institutional investors, including trustees and staff members of public plans, corporate plans, and nonprofits. This session familiarizes trustees and staff with alternative investments like private equity, hedge funds, and real estate and how they can play a key role in any portfolio. You will learn about the importance of allocations to alternatives and how to consider integrating, evaluating, and monitoring them.

- February 15-16, 2023 – Virtual Session via Zoom

### Intro to Investments—Learn the Fundamentals

This course is for institutional investors, including trustees and staff members of public plans, corporate plans, and nonprofits. This session familiarizes trustees and staff with basic investment theory, terminology, and practices.

- March 1–2, 2023 – In-Person Session – Chicago
- May 23–25, 2023 – Virtual Session via Zoom
- Nov 1 -2, 2023 – In-Person Session – Atlanta

Please visit our website at [callan.com/events-education](https://callan.com/events-education) as we add dates to our 2023 calendar!

## Mark Your Calendar

### 2023 National Conference

April 2–4, 2023  
Scottsdale, Arizona

### 2023 Regional Workshops

June 27, 2023 – Denver  
June 29, 2023 – San Francisco

October 24, 2023 – New York  
October 26, 2023 - Chicago

*Watch your email for further details and an invitation.*

## Webinars & Research Café Sessions

### Research Café: ESG Interview Series

February 23 , 2023 – 9:30am (PT)

---

## Callan's Ethics Policy

The success of our business depends on maintaining our unblemished record for providing clients with objective advice. Callan's approach has always been to acknowledge and then aggressively manage possible conflicts to ensure they never manifest in the advice we give clients. Our firm is vigilant about employing a highly systematized process that vets potential conflicts, maintains separation of business units, and ensures that we are being entirely transparent in all our relationships. We mitigate conflicts of interest by adhering to the following:

**Code of ethical responsibility:** Callan adheres to a firm-wide ethical code which each associate must review and acknowledge in writing every year. This code affirms for Callan employees that they must uphold their duty to our clients by adhering to specific policies and procedures. Any breach of this code can result in immediate termination.

**Compliance:** Our in-house compliance officer makes sure Callan is adhering to all industry standards and regulations, while also identifying risks and putting procedures in place to mitigate them. This officer reports directly to the board of directors to ensure that any employee and all compliance oversight have a separate and distinct line of reporting away from the internal manager and report structures.

**Separation of business units:** Each of Callan's business units maintains its own personnel, as well as its own profit-and-loss accounting system. Employee compensation is contained within each separate business unit. Clients from one business unit do not receive preferential treatment in another. This statement of fact is communicated to each client at the start of any relationship with Callan and reiterated in writing on an annual basis.

**Peer Review:** Every manager search or strategic planning project undertaken for a client is a collective effort involving the client, general consultant, a team of specialists, and ultimately a peer review committee. Callan's Manager Search Committee, composed of approximately a dozen senior consultants, verifies the accuracy, completeness and objectivity of all methods used in the manager screening process. For strategic planning services, the Client Policy Review Committee, which is comprised of approximately a dozen senior consultants, evaluates all reports before they are submitted to the client. This environment of complete transparency requires a thoroughly documented process that is free of unsupported personal opinions and biases.

**Disclosure:** Callan believes in being proactively transparent with respect to all business activities and relationships. We routinely furnish our fund sponsor clients with a complete list of all investment managers who have professional relationships with Callan. New clients receive this information at the outset of our relationship.

---

## Important Disclosures

Information contained in this document may include confidential, trade secret and/or proprietary information of Callan and the client. It is incumbent upon the user to maintain such information in strict confidence. Neither this document nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose.

The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

Certain information herein has been compiled by Callan from a variety of sources believed to be reliable but for which Callan has not necessarily verified for accuracy or completeness. Information contained herein may not be current. Callan has no obligation to bring current the information contained herein.

This content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The statements made herein may include forward-looking statement regarding future results. The forward-looking statements herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future results projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan disclaims any responsibility for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement or such product, service or entity by Callan.

This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information.

Any decision you make on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon you to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

---

**Information**

**SUBJECT:**

**CONSENT AGENDA**

---

**Attachments**

April 2023 Consent Agenda

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/06/2023 08:58 AM

Final Approval Date: 04/06/2023

**CONSENT AGENDA**  
**REFUND OF MEMBER CONTRIBUTIONS**  
**APRIL 2023**  
**RETIREMENT BOARD MEETING**

<u>AGENCY</u>	<u>PERIOD</u>	<u>DATE OF</u> <u>TERMINATION</u>	<u>DATE OF</u> <u>REFUND</u>	<u>TOTAL</u> <u>AMOUNT OF</u> <u>REFUND</u>	<u>TAX DEBIT</u>	<u>RE-</u> <u>PAYMENT</u>	<u>NET AMOUNT</u>	<u>CHECK</u> <u>NUMBER</u>
---------------	---------------	--------------------------------------	---------------------------------	---	------------------	------------------------------	-------------------	-------------------------------

BACZYNSKI, RICHARD	CITY	6	6/12/2018	3/16/2023	\$1,515.51	\$303.10	\$0.00	\$1,212.41	407080
GIL, AMARIS	CITY	6	12/2/2021	3/16/2023	\$7,915.37	\$0.00	\$0.00	\$7,915.37	407081
PENACHIO, CHARLES	CITY	6	1/5/2023	3/16/2023	\$17,941.71	\$3,588.34	\$0.00	\$14,353.37	407082
TOMLINSON, AVERY	CITY	6	12/29/2022	3/16/2023	\$2,180.60	\$436.12	\$0.00	\$1,744.48	407083
BLAKE, XAVIAN	POLICE	6	2/17/2023	3/16/2023	\$19,700.81	\$1,671.21	\$0.00	\$6,684.85	407084
IPPOLITO, JAMES	POLICE	6	2/28/2023	3/16/2023	\$37,460.61	\$7,492.12	\$0.00	\$29,968.49	407085

<b>TOTAL:</b>	<b>\$86,714.61</b>	<b>\$13,490.89</b>	<b>-</b>	<b>\$61,878.97</b>
---------------	--------------------	--------------------	----------	--------------------

**Retirement Board**

**Meeting Date:** 04/20/2023

**Re:**

---

**Information**

**SUBJECT:**

**MISCELLANEOUS**

---

**Attachments**

Financial Report Jan 2023

---

**Form Review**

Form Started By: Junelly Jimenez-Sabastiano

Started On: 04/14/2023 12:55 PM

Final Approval Date: 04/14/2023

**CITY OF FORT PIERCE  
RETIREMENT AND BENEFIT SYSTEM  
FINANCIAL REPORT  
January 31, 2023**

	January 31, 2022	January 31, 2023
<b>Beginning Market Balance</b>	<b>246,661,634</b>	<b>198,590,004 *</b>
Plus Income:		
Investments Earnings	970,432	568,415
Unrealized Gains on Investments	533,622	21,979,587
Total Investments	1,504,054	22,548,002
Employer Contributions	1,721,374	2,236,530
Employee Contributions	618,784	737,266
Total Contributions	2,340,158	2,973,796
<b>Total Receipts</b>	<b>3,844,212</b>	<b>25,521,798</b>
Less Expenses:		
Investment Expenses	213,408	227,034
Professional Fees	10,245	10,250
Administrative Expenses	97,774	65,707
Member Refunds	123,172	93,949
Retiree Benefits	5,336,412	5,721,758
<b>Total Expenses</b>	<b>5,781,011</b>	<b>6,118,697</b>
<b>Ending Market Balance</b>	<b>244,724,835</b>	<b>217,993,105</b>

\*Unaudited

\*Unaudited