MINUTES
PERSONNEL/AUDIT COMMITTEE MEETING
FIRE AND POLICE PENSION FUND, SAN ANTONIO
WEDNESDAY, APRIL 22, 2026
PENSION OFFICE – 11:30 AM

ROLL CALL: Harry Griffin, Committee Chair, called the meeting to order at 12:11 p.m. Roll was called, and a quorum was declared present.

COMMITTEE MEMBERS PRESENT: Harry Griffin, Police Retiree Representative; Washington Moscoso, Active Police Representative and Ryan Reynolds, Active Police Representative.

COMMITTEE MEMBERS ABSENT: None.

OTHERS PRESENT: Shawn Griffin, Active Fire Representative; Gail Jensen, Executive Director; Iliana Castillo Daily, Alexandra Geleske, Rick Matye and Christine Tejeda, Pension Fund staff.

APPROVAL OF MINUTES

Mr. Reynolds moved to approve the Minutes of the February 18, 2026, meeting of the Personnel/Audit Committee. The motion carried unanimously.

PROFESSIONAL SERVICES PROCUREMENT PROCESS

Executive Director Gail Jensen presented the Committee with a copy of the Board's Procurement Policy, which was adopted in 2023. She noted that, as a matter of best practice, the Board had determined that all the Pension Fund's professional service providers should undergo periodic review. Ms. Jensen identified those providers that had already been reviewed and asked for Committee recommendations on which providers should be reviewed in 2026.

Mr. Reynolds suggested that the Public Relations Firm/Consultant and the Cybersecurity Consultant should be reviewed. Mr. Moscoso and Mr. H. Griffin agreed with the recommendation. Mr. Reynolds moved to recommend that the Board issue requests for proposals (RFP) for these two providers and refer the RFPs to the Ad Hoc Digital Marketing Committee. The motion carried unanimously.

STRATEGIC PLANNING RETREAT

Ms. Jensen provided background on the Strategic Planning Retreat, noting that the Board traditionally holds these retreats every five years. The next retreat will occur this Fall. Based on previous Committee feedback, Ms. Jensen had contacted potential moderators for the next retreat and completed a preliminary cost review.

Ms. Jensen noted that previous Strategic Planning Retreats were used as an opportunity for the Board to have in-depth discussion on policy matters, rather than the more traditional "strategic planning" topics. After discussion, the Committee agreed to keep the focus of their retreat on policy issues. Ms. Jenson noted that the Board had already identified policy topics in the areas of Personnel/Staffing (salary study and compensation philosophy) and Investments (co-investments and continuation vehicles). Mr. H. Griffin recommended adding training in best practices and fiduciary duties to the retreat, and there were additional discussions about seeking Board input on the use of Artificial Intelligence.

The Committee agreed that obtaining stakeholder input on discussion topics was important. The Committee members will reach out to these groups, including the Pensioners Association and the respective unions, and invite them to provide input.

Finally, the Committee also discussed the timing, location, and duration of the retreat. Ms. Jensen will bring the Committee options and a proposed retreat agenda to the next meeting. No further action was taken.

ADJOURNMENT: Mr. Moscoso made a motion to adjourn the meeting at 12:37 p.m. The motion carried unanimously.

Approved this ____ day of______________, 2026.

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Harry Griffin, Personnel/Audit Committee Chairman