



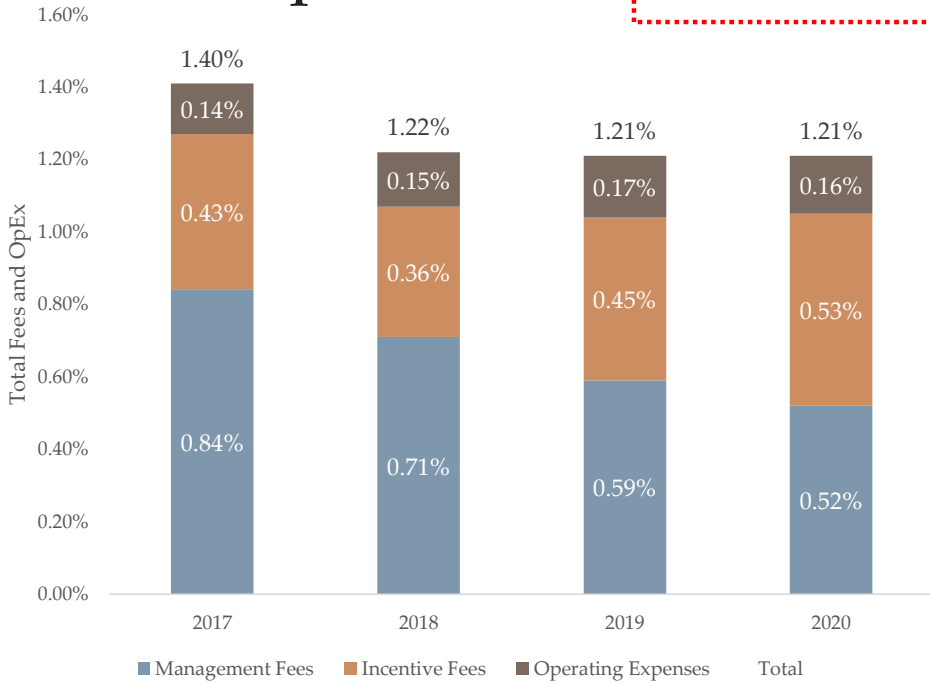
Investment Program

OFFICE OF RETIREMENT SERVICES

Investment Fees Analysis

October 7th, 2021

Total Expense Ratio (Comprehensive)



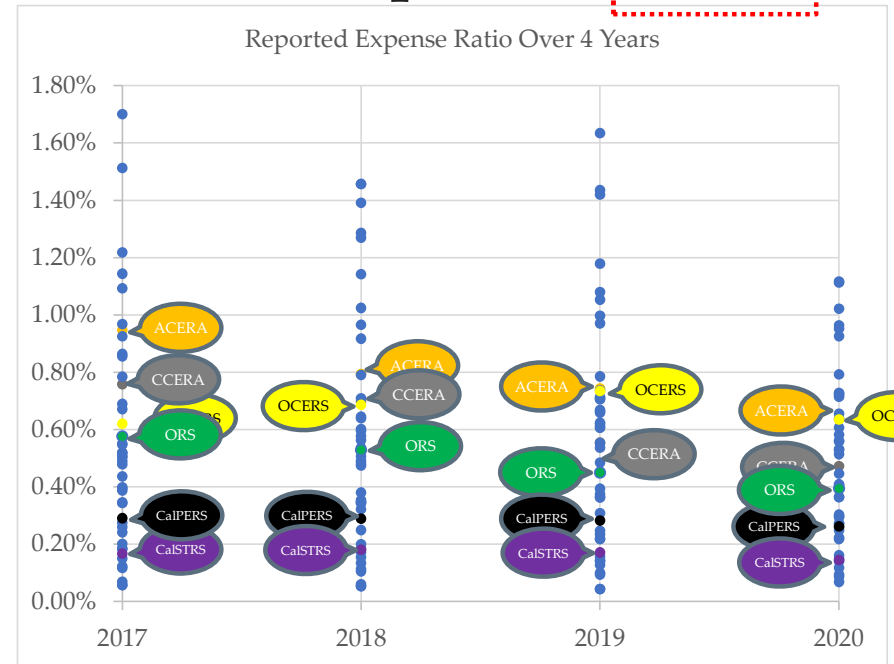
12.1%(2017) -2.9%(2018) 13.9%(2019) 13.7%(2020)

San Jose Police and Fire Annual Fee Reports

Calendar year basis

San Jose Police and Fire Pension

Peer Comparison (CAFR's)



9.7% (2017) 6.9% (2018) 4.3% (2019) 3.1% (2020)

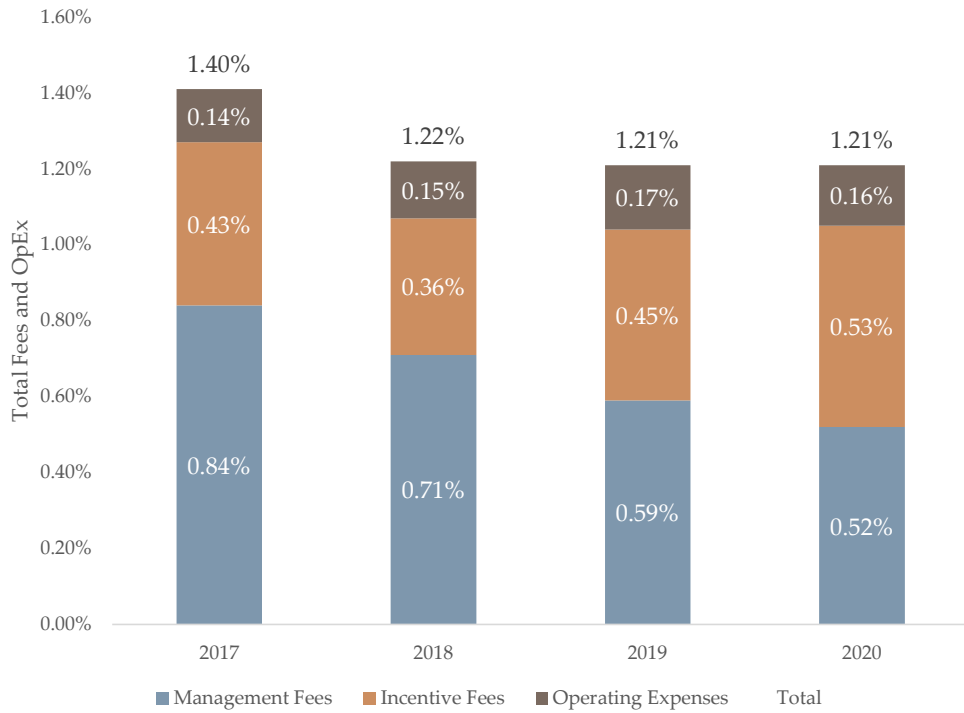
Public Plans Database (from CAFR's)

Fiscal year basis

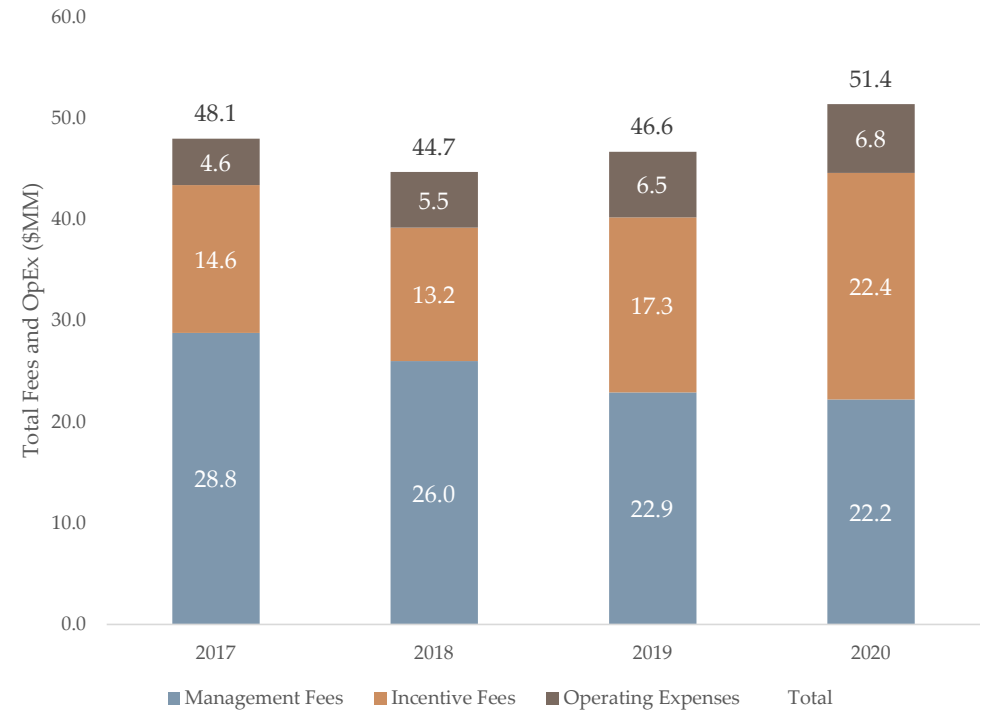
San Jose Police and Fire Pension
46 diversified U.S. Public Plans \$3-10 B & CA Public Plans

San Jose Plan Return
Source
Time Periods
Data points

Total Fees (%)

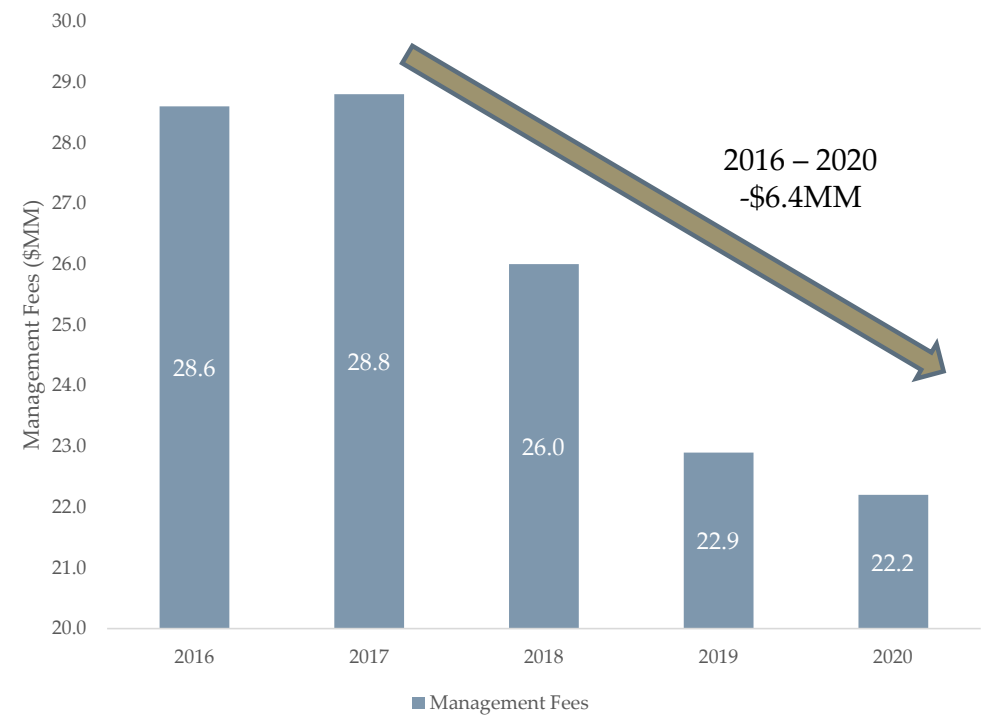
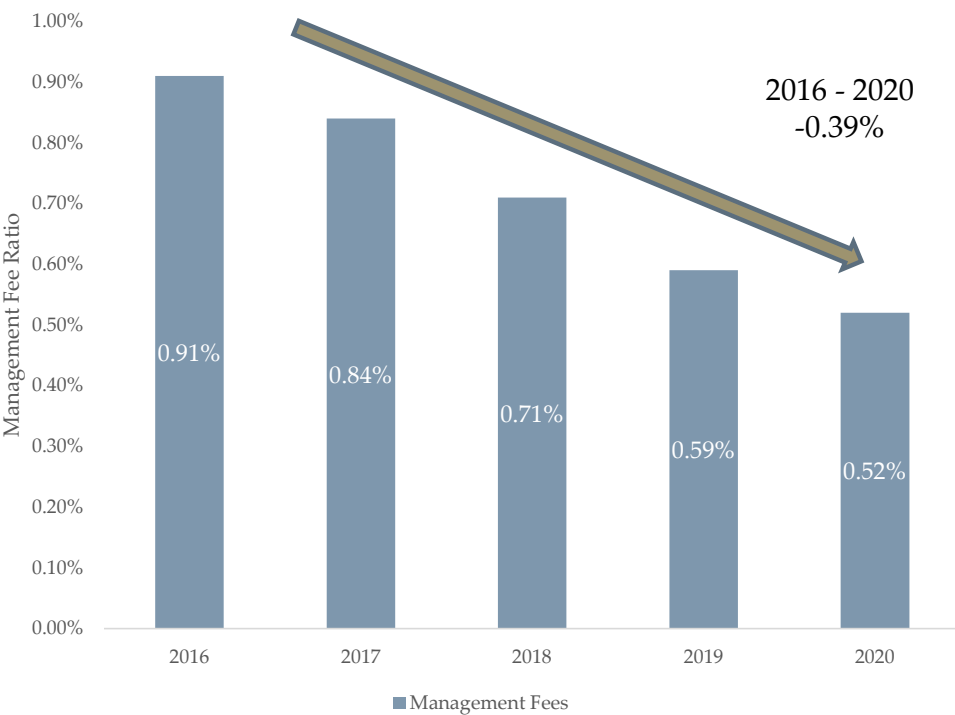


Total Fees (\$MM)



*Police and Fire Pension Plan Data
Source: ORS, State Street, BNY Mellon*

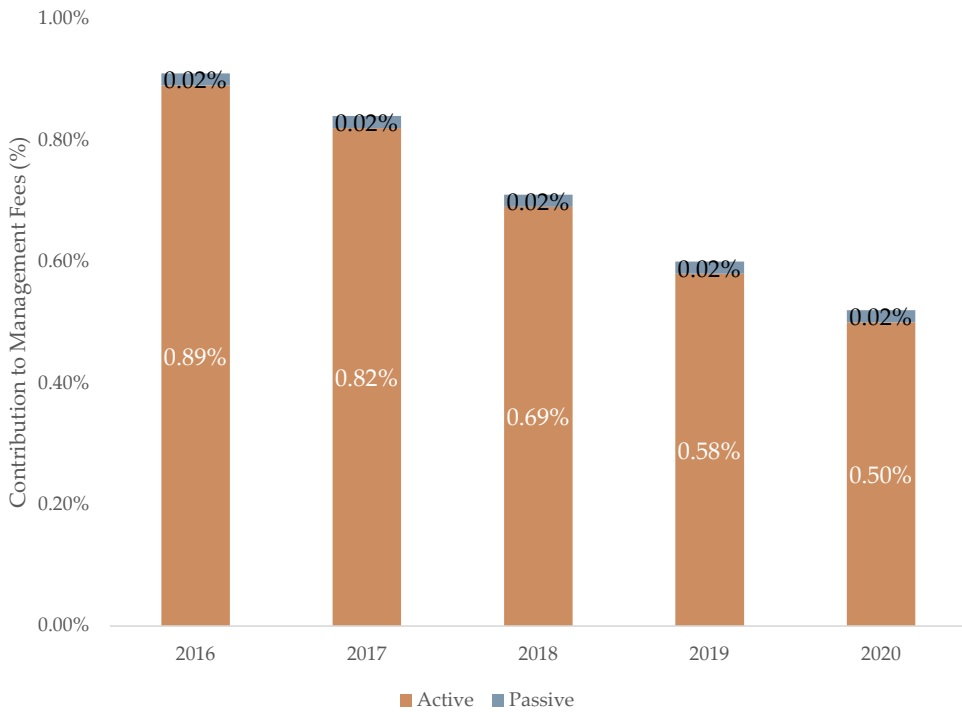
Control what we can control: Management fees.
 Management fees have been reduced from 91bps to 52bps or $-\$6.4\text{MM}$ over the last 5 years.



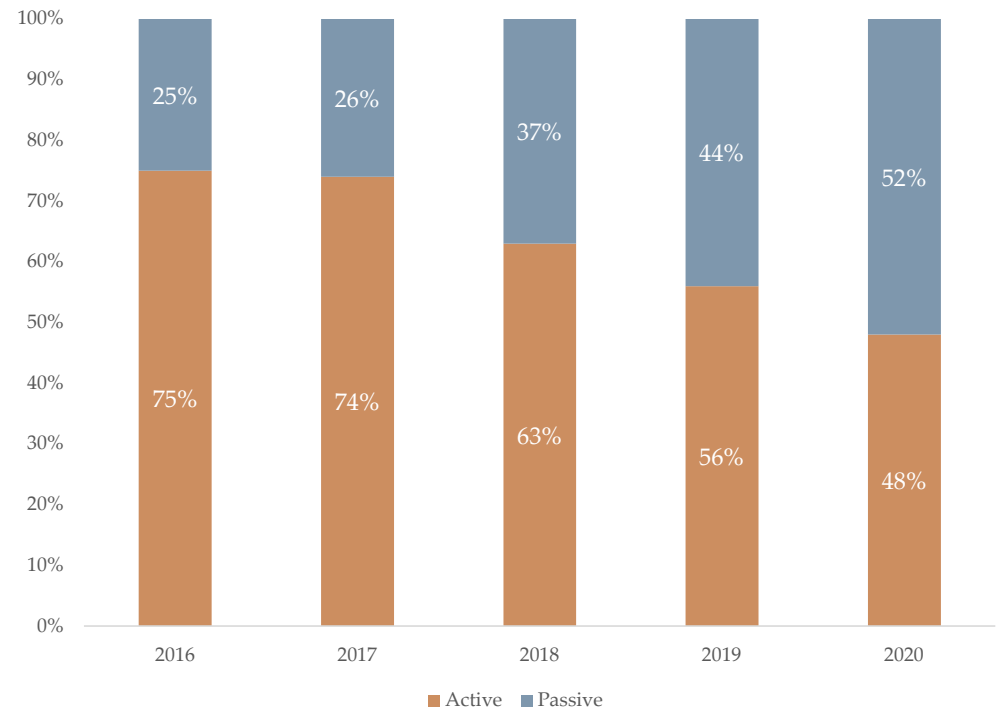
*Police and Fire Pension Plan Data
 Source: ORS, State Street*

Lower management fee driven by higher allocation to passive strategies.

Contribution to Management Fees (%)



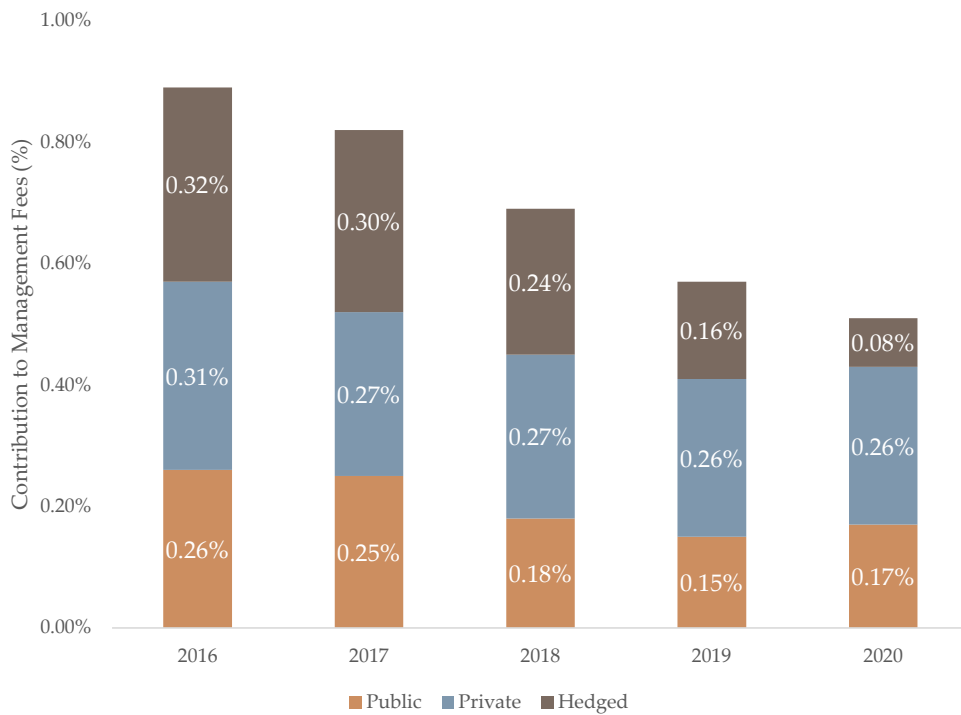
Average Allocation by Fund Type (%)



Active strategies is inclusive of Private, hedged and long only public strategies
 Police and Fire Pension Plan Data
 Source: ORS, State Street

Active management fees also driven lower by reducing allocation to hedged strategies and lowering the management fee ratio.

Contribution to Management Fees (%)



Hedged Allocation and Management Fee Ratio

