

**HOUSTON FIREFIGHTERS' RELIEF AND RETIREMENT FUND
BUDGET AND AUDIT COMMITTEE
WILL MEET ON
TUESDAY, NOVEMBER 18, 2025
9:10 A.M. AT
4225 INTERWOOD N. PARKWAY
HOUSTON, TEXAS 77032**

AGENDA

1. Chair to call the meeting to order.
2. Comments from the public. **(Limited to no more than 3 minutes.)**

Deliberation and any needed actions, except as otherwise noted, concerning items 3-4:

3. Review of first quarter Fiscal Year 2026 expenses in comparison to the budget.
4. Fiscal Year 2026 re-allocation of funds within approved budget.
5. Adjournment.

NOTE: Persons who do not speak English or persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services such as language interpreters or interpreters for the deaf or hearing impaired, readers, large print or Braille, are requested to contact the Fund at (281) 372-5100 forty-eight hours prior to the meeting so that arrangements can be made. The Board may go into executive/closed session regarding any item on the agenda if permitted under the open Meetings Act, Tex. Gov't Code Ann., Ch 551.

HOUSTON FIREFIGHTERS' RELIEF AND RETIREMENT FUND
OPERATING BUDGET
FISCAL YEAR 2026

Budget Category	FY26 Budget
PERSONNEL COST	
<i><u>Compensation</u></i>	
Salary	3,318,250
Taxes	217,950
Total Compensation	3,536,200
<i><u>Employee Benefits</u></i>	
Retirement Contributions	512,875
Healthcare Benefits	846,840
Tuition Reimbursement	2,000
Benefit Accruals	278,600
Total Employee Benefits	1,640,315
TOTAL PERSONNEL COST	5,176,515
PROFESSIONAL SERVICES & RESERVES	
Actuary	172,000
Annual Audit	58,000
Elections	20,000
Consultation - Member Services	5,000
Consultation - IT	15,000
Consultation - Administration	137,500
Total Professional Services	407,500
MEMBER SERVICES	
General Expense	79,700
Total Member Services	79,700
SUMMARY PLAN DESCRIPTION (SPD)	
Consultant	5,000
Total Summary Plan Description	5,000
LEGAL SERVICES	
Litigation	300,000
Other	60,000
Total Legal Services	360,000

HOUSTON FIREFIGHTERS' RELIEF AND RETIREMENT FUND
OPERATING BUDGET
FISCAL YEAR 2026

Budget Category	FY26 Budget
GENERAL OPERATING	
Office Maintenance Agreements	560,000
Facilities Maintenance & Reserves	234,140
Utilities	168,070
Office Insurance	118,850
Equip & Furn/Comp HW & SW	23,350
Printing	24,360
Mail	29,350
Office Expense	83,150
Phone/Internet	40,890
Total General Operating	1,282,160
OTHER EXPENSES	
Communications	7,300
Education & Travel	200,880
Subscriptions/Memberships	56,870
Total Other Expenses	265,050
TOTAL ADMIN BUDGET	7,575,925
OTHER PENSION EXPENSES:	
Physician Reports (Disabilities)	42,000
Government Relations	588,400
Total Pension Expenses:	630,400
OTHER INVESTMENT EXPENSES:	
Consultation - Investments	755,340
Legal - Investments	485,000
Investment Research	185,080
Total Investment Expenses:	1,425,420
TOTAL OTHER EXP BUDGET	2,055,820
TOTAL ADMIN & OTHER EXP BUDGET	9,631,745
CONFERENCE CTR EXP (Net of Income)	197,290
TOTAL ADMIN, PENSION & CONF. CTR	9,829,035
CAPITAL EXPENDITURES	474,000
TOTAL OPERATING BUDGETS	10,303,035

HOUSTON FIREFIGHTERS' RELIEF AND RETIREMENT FUND
CAPITAL BUDGET
FISCAL YEAR 2026

Budget Category	FY26 Budget
CAPITAL EXPENDITURES	
IT Projects	
PensionGold Programming	150,000
IT Operations and Security Initiatives	22,000
New Phone System	18,000
	<u>190,000</u>
Buildings	
HVAC-VAV Units	5,000
Memorial Wall Expansion	188,000
Back Courtyard Enhancement	23,000
Granite in Memorial Garden	18,000
	<u>234,000</u>
Equipment	
Scissor Lift	20,000
Vehicle	30,000
	<u>50,000</u>
Total Capital Expenses	\$ 474,000

HOUSTON FIREFIGHTERS' RELIEF AND RETIREMENT FUND
CONFERENCE CENTER BUDGET
FISCAL YEAR 2026

Budget Category	FY26 Budget
INCOME:	
Member	42,000
Non-Member	150,000
Total Income	192,000
EXPENSES:	
PERSONNEL COST	
<u>Compensation</u>	
Salary	144,250
Taxes	11,750
Total Compensation	156,000
<u>Employee Benefits</u>	
Employee Benefits	72,725
Total Employee Benefits	72,725
TOTAL PERSONNEL COST*	228,725
PROFESSIONAL SERVICES	
Contract Labor	38,400
Total Professional Services	38,400
GENERAL OPERATING	
Office Expense	16,480
Utilities	49,510
Facilities Maintenance	16,840
Equipment & Furniture/Computer HW & SW	1,500
Marketing/Printing	2,000
Phone	1,700
Office Insurance	33,375
Total General Operating	121,415
OTHER EXPENSES	
Subscriptions/Memberships	500
Total Other Expenses	750
TOTAL EXPENSES	389,290
NET INCOME (LOSS)	(197,290)

*includes full-time and part-time personnel