



# **Harris County Hospital District Pension Plan**

## **Independent Auditor's Report and Financial Statements**

December 31, 2024 and 2023



**Harris County Hospital District Pension Plan  
Contents  
December 31, 2024 and 2023**

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## Independent Auditor's Report

Board of Trustees, Pension and Disability Committee,  
and Plan Administrator  
Harris County Hospital District  
d/b/a Harris Health System  
Houston, Texas

### ***Opinion***

We have audited the financial statements of Harris County Hospital District Pension Plan (the Plan), which comprise the statements of fiduciary net position as of December 31, 2024 and 2023, and the related statements of changes in fiduciary net position for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the fiduciary net position of the Plan as of December 31, 2024 and 2023, and the changes in its fiduciary net position for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

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

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

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and required supplementary information as listed in the table of contents be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

***Forvis Mazars, LLP***

**Dallas, Texas  
July 1, 2025**

**Harris County Hospital District Pension Plan  
Management’s Discussion and Analysis (Unaudited)  
December 31, 2024, 2023, and 2022**

As management of the Harris County Hospital District, d/b/a Harris Health (System), we offer readers of the financial statements of Harris County Hospital District Pension Plan (Plan), this narrative overview and analysis of the financial activities of the Plan for the years ended December 31, 2024, 2023, and 2022.

**Financial Highlights**

- Net position of the Plan as of December 31, 2024, 2023, and 2022, was \$1,043,567,505, \$948,342,881, and \$821,202,643, respectively. The net position is restricted for use for the payment of future employee pension benefits.
- The Plan's net position restricted for pensions increased \$95,224,624 for the year ended December 31, 2024, increased \$127,140,238 for the year ended December 31, 2023, and decreased (\$145,170,301) for the year ended December 31, 2022.
- Contributions to the Plan are made solely by the employer, the System, as determined by the Plan's actuaries based on future obligations and required funding to meet those obligations. These contributions totaled \$69,000,000, \$68,000,000, and \$60,000,000 for the years ended December 31, 2024, 2023, and 2022, respectively.
- The Plan's total investment income (loss) in 2024, 2023, and 2022 was \$94,027,580, \$125,600,849, and \$(146,103,720), yielding a total return on investment of 9.5%, 14.3%, and (16.5%), respectively. Investment income (loss) consists of interest, dividend income, and net appreciation (depreciation) in the fair value of investments. In 2022, the U.S. economic activity was negatively impacted and weakened. In 2024 and 2023, the U.S. economic activity firmed and strengthened. A detail of the asset allocation for the years ended December 31, 2024, 2023, and 2022, was as follows:

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Domestic equities (common stocks and common collective trust)	37 %	36 %	30 %
International equities (common collective trust and mutual funds)	20	27	29
Fixed income investment (fixed income securities and mutual funds)	35	29	31
Hedge funds (common collective trusts)	4	4	5
REIT (common collective trusts)	<u>4</u>	<u>4</u>	<u>5</u>
Total	<u>100 %</u>	<u>100 %</u>	<u>100 %</u>

- Benefit payments are the primary expense of the Plan. Such payments totaled \$65,337,726, \$64,129,382, and \$56,575,806 for the years ended December 31, 2024, 2023, and 2022, respectively.
- Other expenses of the Plan include administrative and investment management expenses, which totaled \$2,465,230, \$2,331,229, and \$2,490,775 for the years ended December 31, 2024, 2023, and 2022, respectively.

**Harris County Hospital District Pension Plan  
Management's Discussion and Analysis (Unaudited)  
December 31, 2024, 2023, and 2022**

**Overview of the Financial Statements**

Our discussion and analysis is intended to serve as an introduction to the Plan's basic financial statements. The Plan's financial statements are composed of financial statements and notes to the financial statements. The financial statements consist of two statements: (1) statement of fiduciary net position and (2) statement of changes in fiduciary net position. These statements present information on all the Plan's assets and liabilities with the difference between the two reported as net position restricted for pensions. Over time, increases or decreases in net position restricted for pensions may serve as a useful indicator of whether the financial position of the Plan is improving or deteriorating. The statement of changes in fiduciary net position presents information showing how the Plan's net position restricted for pensions changed during the year. The notes provide additional information that is essential to a full understanding of the data provided in the financial statements.

**Investment Policy**

The Plan's investment policy requires the Plan to maintain target asset allocation and ranges for the total fund. The asset allocation and ranges are as follows:

	<u>Target</u>	<u>Range</u>
Domestic equity	22 %	20–46 %
International equity	35	15–39
Fixed income	33	23–47
Hedge funds	5	3–7
Real estate funds	5	3–7
Total	<u>100 %</u>	

The Plan's investment policy was adhered to during the years ended December 31, 2024, 2023, and 2022.

**Fiduciary Net Position**

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Cash	\$ 25,042,476	\$ 28,895,596	\$ 40,444,435
Common stocks	337,733,141	338,076,110	248,068,402
Mutual funds	218,401,912	258,609,351	246,949,236
Collective investment trusts	331,310,571	203,658,006	189,844,975
Fixed income securities	148,177,803	139,957,937	129,606,257
Short-term investments	693,502	2,993,473	2,100,099
Receivables from accrued income and other	1,295,746	9,507,424	3,700,467
	<u>1,062,655,151</u>	<u>981,697,897</u>	<u>860,713,871</u>
Liabilities from accrued expenses and other	<u>(19,087,646)</u>	<u>(33,355,016)</u>	<u>(39,511,228)</u>
Net position restricted for pensions	<u>\$ 1,043,567,505</u>	<u>\$ 948,342,881</u>	<u>\$ 821,202,643</u>



**Harris County Hospital District Pension Plan  
Management's Discussion and Analysis (Unaudited)  
December 31, 2024, 2023, and 2022**

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**Request for Information**

This financial report is designed to provide a general overview of the Plan's finances. Questions about this report and requests for additional financial information should be directed to the Harris County Hospital District, d/b/a Harris Health, Attention: Benefits Department, 4800 Fournace Place, Bellaire, Texas 77401.

**Harris County Hospital District Pension Plan  
Statements of Fiduciary Net Position  
December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
<b>ASSETS</b>		
<b>Cash</b>	\$ 25,042,476	\$ 28,895,596
<b>Investments, At Fair Value</b>		
Fixed income securities	148,177,803	139,957,937
Mutual funds:		
Fixed income	165,070,611	127,635,772
International equity	53,331,301	130,973,579
Common stocks	337,733,141	338,076,110
Collective investment trusts:		
Domestic equity	45,120,441	-
International equity	154,502,336	124,301,773
Fixed income	49,073,028	-
Multistrategy	45,581,644	41,119,557
Real estate	37,033,122	38,236,676
Short-term investments	693,502	2,993,473
Total investments	<u>1,036,316,929</u>	<u>943,294,877</u>
<b>Receivables</b>		
Due from broker for securities sold	58,854	8,080,050
Accrued interest and dividends	1,236,892	1,427,374
Total receivables	<u>1,295,746</u>	<u>9,507,424</u>
Total assets	<u>1,062,655,151</u>	<u>981,697,897</u>
<b>LIABILITIES</b>		
Accrued administrative expenses	530,580	467,189
Due to broker for securities purchased	18,557,066	32,887,827
Total liabilities	<u>19,087,646</u>	<u>33,355,016</u>
<b>Net Position Restricted for Pensions</b>	<u>\$ 1,043,567,505</u>	<u>\$ 948,342,881</u>

**Harris County Hospital District Pension Plan  
Statements of Changes in Fiduciary Net Position  
Years Ended December 31, 2024 and 2023**

	<b>2024</b>	<b>2023</b>
<b>Employer Contributions</b>	<u>\$ 69,000,000</u>	<u>\$ 68,000,000</u>
<b>Investment Income</b>		
Net appreciation in fair value of investments	76,377,087	110,256,410
Interest	6,404,847	5,616,430
Dividends	11,065,549	9,728,329
Other loss	180,097	(320)
<b>Total Investment Income</b>	<u>94,027,580</u>	<u>125,600,849</u>
<b>Total Additions</b>	<u>163,027,580</u>	<u>193,600,849</u>
<b>Deductions</b>		
Benefits paid to participants and beneficiaries	65,337,726	64,129,382
Administrative expenses	2,465,230	2,331,229
<b>Total Deductions</b>	<u>67,802,956</u>	<u>66,460,611</u>
<b>Net Increase in Net Position Restricted for Pensions</b>	95,224,624	127,140,238
<b>Net Position Restricted for Pensions, Beginning of Year</b>	<u>948,342,881</u>	<u>821,202,643</u>
<b>Net Position Restricted for Pensions, End of Year</b>	<u><u>\$ 1,043,567,505</u></u>	<u><u>\$ 948,342,881</u></u>

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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**Note 1. Description of the Plan**

The following description of Harris County Hospital District Pension Plan (Plan) provides only general information. Participants should refer to the *Summary Plan Description* for more complete information, a copy of which is available from the Harris County Hospital District, d/b/a Harris Health (System).

**General**

The Plan is a noncontributory, single-employer defined-benefit pension plan covering all full-time employees of the System who meet the Plan's service requirements. As a governmental plan, it is exempt from the reporting and disclosure requirements of the *Employee Retirement Income Security Act of 1974*, and follows the reporting requirements as dictated by the Governmental Accounting Standards Board (GASB).

In October 2006, the System Board of Trustees (Board) amended the Plan to close enrollment to new hires effective January 1, 2007. The amended plan offers employees hired prior to January 1, 2007, a choice to either (1) continue with their current pension plan or (2) elect to participate in the System's enhanced 401(k) retirement savings plan with a match, effective July 2007, of up to 5% of participant's compensation provided by the System. All new hires and rehires after December 31, 2006, are only eligible for the System's 401(k) retirement savings plan with a match up to 5%.

The Plan is administered by an administrative committee (Committee) appointed by the Board of the System. The Committee comprises nine members who are responsible for administering the Plan under the terms that are established. The Board, as authorized in the *Plan Document*, approves amendments to the Plan. State Street (Trustee) serves as trustee and custodian for the Plan.

**Contributions**

Contributions to provide benefits under the Plan are made solely by the System. The System makes annual contributions based on an actuarial valuation of the Plan. The actuarial recommended contribution includes normal cost, plus amortization of the expected unfunded liability, if any.

**Pension Benefits**

Active employees with one or more years of service, who meet eligibility requirements, are entitled to a monthly pension payment beginning at normal retirement age (65) equal to the benefit accrued based on compensation and years of service. The Plan permits early retirement at ages 55 to 64, provided 10 years of service has been completed. If employees terminate after five years of service, they retain the right to vested benefits. Participants become 100% vested in their accrued benefits after five years of service. Each participant shall have a monthly benefit payable for life that is equal to the greater of (a) the number of years of service multiplied by 1.5% of the average monthly compensation (average base compensation received in the five highest consecutive calendar years out of the 10 complete calendar years prior to retirement) or (b) the accrued monthly retirement benefit determined as of January 1, 1989, plus the number of years of future service earned after January 1, 1989, multiplied by 1.5% of the average monthly compensation, subject to a minimum equal to the benefit earned under the Plan prior to the adoption of the sixth amendment as of September 30, 1991 (applies to non-highly compensated employees only). Monthly benefit payments are subject to a minimum based on the number of years of service multiplied by \$6 and a maximum provision permitted to be paid under Section 415 of the Internal Revenue Code (the IRC). Participants may also elect to receive their benefits in other optional forms.

If the present value of a terminating participant's vested benefit is \$1,000 or less, the benefit will automatically be paid in a lump sum. In 2024 and 2023, there were no lump-sum payments made to terminated participants.

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
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***Death and Disability Benefits***

If an active employee dies, a benefit equal to one-half of the normal pension benefit will be due to the spouse of the participant if the participant has attained 10 years of service. The beneficiary of a deceased retired participant is entitled to a lump-sum payment of \$5,000. If a participant becomes disabled, the participant will be paid 55% of his/her average monthly compensation, less 64% of the monthly primary social security benefit at the time of disability. Disability benefits will be paid during the participant's disability or until retirement age is reached, whichever is shorter.

***Plan Membership***

Membership of the Plan consisted of the following as of January 1, 2024 and 2023, respectively:

	<u>2024</u>	<u>2023</u>
Inactive Plan members or beneficiaries currently receiving benefits	3,672	3,647
Inactive Plan members entitled to but not yet receiving benefits	1,264	1,289
Active Plan members	<u>1,484</u>	<u>1,549</u>
Total Plan members	<u><u>6,420</u></u>	<u><u>6,485</u></u>

**Note 2. Summary of Significant Accounting Policies**

***Basis of Accounting***

The accompanying financial statements are prepared on the accrual basis of accounting. The Plan applies the Governmental Accounting Standards Board pronouncements applicable to benefit plan accounting and reporting.

***Use of Estimates***

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, disclosure of contingent assets and liabilities and the actuarial present value of accumulated Plan benefits at the date of the financial statements and changes therein. Actual results could differ from those estimates.

***Risks and Uncertainties***

The Plan utilizes various investment securities, including U.S. Government securities, corporate debt instruments, mutual funds, common stocks, collective investment trusts, and real estate investment trusts. Investment securities, in general, are exposed to various risks, such as interest rate, credit risk, and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

The actuarial present value of accumulated Plan benefits is calculated based on economic and demographic assumptions, including investment return rates, inflation rates, salary increases, retirement ages and mortality rates. Due to uncertainties inherent in the estimations and assumptions processes, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would-be material to the financial statements.

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

***Valuation of Investments and Income Recognition***

Investments are reported at fair value. Quoted market prices, if available, are used to value investments. Mutual funds, including short-term investments, are valued at the net asset value (NAV) of shares held by the Plan at year-end. Common stocks are valued at the closing price reported on the active market on which the individual securities are traded. Fixed income securities are valued on the basis of yields currently available on comparable securities of issuers with similar credit ratings. Units of collective investment trusts are stated at fair value using NAV practical expedient.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Certain management fees and operating expenses charged to the Plan for investments in mutual funds are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

***Administrative Expenses***

All administrative expenses incurred in the operation of the Plan are paid by the Plan as provided in the Plan Document. The System provides accounting and certain other administrative services to the Plan at no charge.

***Payment of Benefits***

Benefit payments to participants are recorded upon distribution.

**Note 3. Investments**

The fair value of investments as of December 31, 2024 and 2023, is presented in the following table (in thousands):

	<b>2024</b>	<b>2023</b>
Common stocks	\$ 337,733	\$ 338,076
Mutual funds	218,403	258,610
Collective investment trusts	331,311	203,658
Fixed income securities	148,178	139,958
Short-term investments	694	2,993
Total	<u>\$ 1,036,317</u>	<u>\$ 943,295</u>

The Plan categorizes its fair value measurements within the fair value hierarchy established by GAAP. The hierarchy is based on the valuation inputs used to measure fair value of the assets. Level 1 are quoted prices in an active market for identical assets, Level 2 are significant other observable inputs, and Level 3 are significant unobservable inputs.

The mutual funds held by the Plan are actively traded and valued at the daily closing price as reported by the fund and are disclosed as investments in Registered Investment Companies. The collective investment trusts held by the Plan are valued at NAV of the respective investments as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the investment will be sold for an amount different from the reported NAV.

**Harris County Hospital District Pension Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

The following is a summary of the hierarchy of the fair value of investments of the Plan as of December 31, 2024 (in thousands):

	<b>Fair Value Measurement Using</b>		
	<b>Quoted Prices in Active Markets for Identical Assets (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Total</b>
Debt securities:			
U.S. Treasury securities	\$ -	\$ 89,067	\$ 89,067
Asset backed	-	3,464	3,464
Agencies	-	3,372	3,372
Commercial mortgage-backed securities	-	17,581	17,581
Corporate bonds	-	32,778	32,778
Mortgages	-	1,256	1,256
Municipals	-	661	661
Fixed income mutual funds	165,071	-	165,071
Total debt securities	<u>165,071</u>	<u>148,177</u>	<u>313,248</u>
Equity securities:			
Domestic	337,733	-	337,733
International	53,331	-	53,331
Total equity securities	<u>391,064</u>	<u>-</u>	<u>391,064</u>
Short-term investment funds	694	-	694
Total investments by fair value level	<u>\$ 556,829</u>	<u>\$ 148,177</u>	<u>705,006</u>
Collective investment trusts measured at the NAV practical expedient:			
Domestic equity			45,120
International equity			154,502
Fixed income			49,073
Hedge funds - multistrategy			45,582
Real estate			<u>37,033</u>
Total investments at NAV			<u>331,311</u>
Total investments measured at fair value			<u>\$ 1,036,317</u>

**Harris County Hospital District Pension Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

The following is a summary of the hierarchy of the fair value of investments of the Plan as of December 31, 2023 (in thousands):

	<b>Fair Value Measurement Using</b>		
	<b>Quoted Prices in Active Markets for Identical Assets (Level 1)</b>	<b>Significant Other Observable Inputs (Level 2)</b>	<b>Total</b>
Debt securities:			
U.S. Treasury securities	\$ -	\$ 79,636	\$ 79,636
Asset backed	-	5,204	5,204
Agencies	-	2,997	2,997
Commercial mortgage-backed securities	-	18,443	18,443
Corporate bonds	-	31,750	31,750
Mortgages	-	1,264	1,264
Municipals	-	664	664
Fixed income mutual funds	127,636	-	127,636
<b>Total debt securities</b>	<b>127,636</b>	<b>139,957</b>	<b>267,593</b>
Equity securities:			
Domestic	338,076	-	338,076
International	130,974	-	130,974
<b>Total equity securities</b>	<b>469,050</b>	<b>-</b>	<b>469,050</b>
Short-term investment funds	2,993	-	2,993
<b>Total investments by fair value level</b>	<b>\$ 599,679</b>	<b>\$ 139,957</b>	<b>739,636</b>
Collective investment trusts measured at the NAV practical expedient:			
International equity			124,302
Hedge funds - multistrategy			41,120
Real estate			38,237
<b>Total investments at NAV</b>			<b>203,659</b>
<b>Total investments measured at fair value</b>			<b>\$ 943,295</b>

**Harris County Hospital District Pension Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

***Investments Measured Using the NAV per Share Practical Expedient***

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice</u>
<b>December 31, 2024 (in thousands):</b>				
Domestic equity	\$ 45,120	None	Daily	None
International equity	154,502	None	Daily	None
Fixed income	49,073	None	Monthly	30 days
Hedge funds - multistrategy	45,582	None	Monthly	95 days
Real estate	37,033	None	Quarterly	45 days
	<u>\$ 331,311</u>			
<b>December 31, 2023 (in thousands):</b>				
International equity	\$ 124,302	None	Daily	None
Hedge funds - multistrategy	41,120	None	Monthly	95 days
Real estate	38,237	None	Quarterly	45 days
	<u>\$ 203,659</u>			

For collective investment trusts that are measured at NAV per share, the valuation provided by the fund manager is used. All partnerships provide audited financial statements, along with unaudited quarterly reports.

International equity – The trust's investment is an international equity and the investment objective is to seek long-term capital appreciation above the MSCI All Country World Ex-U.S. Investable Market Index (net), by investing at least 80% of its total assets in a diversified portfolio of common stocks and in securities convertible into, exchangeable for or having the right to buy such common stocks that issued by companies of all sizes domiciled outside the United States.

Hedge funds – multistrategy - This type invests in hedge funds that pursue multiple strategies to diversify risks and reduce volatility, primarily through limited partnerships. The fund is organized by investing substantially all assets through a master feeder structure and may use a wide range of investment strategies.

Real estate – This type invests in institutional quality real estate private equity funds to provide income, low-correlation to other investments and a hedge against inflation.

During the Plan years ended December 31, 2024 and 2023, the Plan's investments (including investments bought, sold and held during the Plan year) appreciated in value by \$76,377,087 and \$110,256,410, respectively, as follows (in thousands).

	<u>2024</u>	<u>2023</u>
Common stocks	\$ 65,628	\$ 77,071
Mutual funds	250	7,172
Collective investment trusts	10,500	26,013
	<u>\$ 76,377</u>	<u>\$ 110,256</u>

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

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**Note 4. Investment Risk Disclosures**

***Investment Policy***

Substantially all of the Plan's investments are held by the Trustee. The Committee authorizes various portfolio managers to manage investments within the guidelines of the Plan's statement of investment policy (the Policy) set forth by the Committee. The Policy mandates a diversified portfolio, which includes investments in collective investment trusts, fixed income securities and equity securities. GAAP requires disclosure of common deposit and investment risks, including credit risk, concentration of credit risk, custodial credit risk, interest rate risk and foreign currency risk of investments.

The Policy in regard to the allocation of invested assets is established and may be amended by the System's Board of Trustees by a majority vote of its members. It is the policy of the Plan Board to pursue an investment strategy that reduces risk through the prudent diversification of the portfolio across a broad selection of distinct asset classes. The Policy discourages the use of cash equivalents, except for liquidity purposes and aims to refrain from dramatically shifting asset class allocations over short time spans. The following was the Board of Trustee's adopted asset allocation as of December 31, 2024 and 2023:

Asset Class	2024 Target Allocation	2023 Target Allocation
International equity	22 %	22 %
Fixed income	35	35
Domestic equity	33	33
Hedge funds	5	5
Real estate funds	5	5
	100 %	100 %

***Money-Weighted Rate of Return***

For the years ended December 31, 2024 and 2023, the annual money-weighted rate of return on pension plan investments, net of pension investment expenses, was 9.65% and 15.04%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

***Credit Risk and Concentration of Credit Risk***

Credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. The Policy establishes minimum acceptable credit ratings for certain investment instruments. Fixed income investment managers are expected to invest in a well-diversified mix of debt instruments, including U.S. Treasury, agency, mortgage-backed, asset-backed, corporate and Eurodollar issue. The Core Plus Fixed Income Investment manager may also invest in derivative instruments such as options, future contracts, or swap agreements. With the exception of the U.S. Treasury and its agencies, no more than 5% of the market value of the portfolio should be invested in the securities of a single issuer. No more than 15% of the Fixed Income Investment Manager's portion of the Plan or 120% of the benchmark's allocation, whichever is greater, shall be rated less than "A" quality. Bonds of foreign issuers are permitted to comprise up to 30% of a Fixed Income Investment Manager's portfolio. The duration of the portfolio is expected to be within 50% of the index's duration. Guidelines for diversification and risk tolerance are detailed within the Policy. Additionally, the Policy includes specific investment strategies for fund groups that address each group's investment options and describes the priorities for suitable investments. GAAP does not require disclosure of U.S. Government obligations explicitly guaranteed. As of December 31, 2024 and 2023 below are the Plan's fixed income investments, excluding U.S. Government obligations, at fair value (in thousands):

Security Type	2024		2023	
	Fair Value	Quality	Fair Value	Quality
Fixed income securities:				
Asset backed	\$ 3,464	AA+	\$ 5,204	AA+
Agencies	3,372	AAA	2,997	AAA
Commercial mortgage-backed securities	17,581	AAA	18,443	AAA
Mortgages	1,256	A	1,264	A
Corporate	32,778	A-	31,749	A-
Municipal	661	AA+	664	AA+
Mutual funds	165,071	A-	127,636	A-
Total	\$ 224,183		\$ 187,957	

Concentration of credit risk is the risk of loss attributed to the magnitude of an investment in a single issuer. The System mitigates these risks by emphasizing the importance of a diversified portfolio. All funds must be sufficiently diversified to eliminate the risk of loss resulting from overconcentration of assets in a specific maturity, a specific issuer, or a specific class of securities. In particular, no more than 5% of an equity portfolio may be invested in a single company without consent of the Committee. Holdings in any one industry or sector are not to exceed the greater of 150% of the benchmark's allocation or 30% of the portfolio market value. No more than 20% of the portfolio may be invested in cash equivalents and fixed income securities with fixed income securities not exceeding 15%. Concentration by issuer for other investment instruments is limited to 5%. The Policy does specify that acceptable investment instruments must have high-quality credit ratings and, consequently, risk is minimal.

As of December 31, 2024 and 2023, the Plan did not hold more than 5% of assets in any single issuer other than mutual funds, U.S. Government obligations, collective investment trusts or obligations of U.S. Government chartered entities.

The Plan maintained no investments in derivatives as of December 31, 2024 and 2023.

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

***Custodial Credit Risk***

Custodial credit risk for deposits is the risk that, in the event of failure of a depository financial institution, the Plan will not be able to recover its deposits or will not be able to recover collateral securities that are in possession of an outside party. The custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, the Plan will not be able to recover the value of its investment or collateral securities that are in possession of another party.

The Plan does not have a formal policy for custodial credit risk. As of December 31, 2024 and 2023, all investments are held in a nominee name of the custodian for the benefit of the Plan.

***Interest Rate Risk***

All investments carry the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater is the sensitivity of its fair market value to changes in market interest rates. The Plan does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from changing interest rates. Interest rate risk is limited by the short-term nature of the investments.

As of December 31, 2024 and 2023, the Plan had the following investments in its fixed income accounts (in thousands):

Security Type	2024		2023	
	Fair Value	Weighted-average Maturity in Years	Fair Value	Weighted-average Maturity in Years
Fixed income securities:				
Asset backed	\$ 3,464	13.1	\$ 5,204	8.1
Agencies	3,372	22.8	2,997	24.43
Commercial mortgage-backed securities	17,581	29.3	18,443	36.77
Mortgages	1,256	17.6	1,264	13.43
Corporate	32,778	10.5	31,749	55.92
Municipal	661	4.4	664	3.67
U.S. Treasury	89,066	4.60	79,636	3.00
Mutual funds	165,071	7.96	127,636	7.96
Total	<u>\$ 313,249</u>		<u>\$ 267,593</u>	

***Foreign Currency Risk***

Foreign currency risk is the risk that fluctuations in the exchange rate will adversely affect the value of investments denominated in a currency other than the U.S. dollar.

The Plan holds investments in collective investment trusts and mutual funds that are invested in international equities. These investments are denominated in U.S. dollars and accounted for at fair value. The Plan has no exposure to foreign currency fluctuations.

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

**Note 5. Net Pension Liability of the System**

The components of the net pension liability of the System as of December 31, 2024 and 2023, were as follows (in thousands):

	<u>2024</u>	<u>2023</u>
Total pension liability	\$ 1,213,086	\$ 1,183,781
Plan net position restricted for pensions	<u>1,043,568</u>	<u>948,343</u>
System net pension liability	<u>\$ 169,518</u>	<u>\$ 235,438</u>
Plan net position restricted for pensions as a percentage of the total pension liability	86.03%	80.11%

**Actuarial Assumptions**

The total pension liability was determined by an actuarial valuation as of December 31, 2024 and 2023, using the following actuarial assumptions:

	<u>2024</u>	<u>2023</u>
Actuarial cost method	Entry age normal	Entry age normal
Inflation	2.5%	2.5%
Investment rate of return - net of expenses	5.75%	5.75%
Projected salary increases (ultimate rate)	3.0%	3.0%
Assumed retirement age	Various retirement age rates were assumed for ages 55 through 70	Various retirement age rates were assumed for ages 55 through 70
Mortality rate:	Pre-Decrement: Pub-2010 general employee below-median, amount-weighted	Pre-Decrement: Pub-2010 general employee below-median, amount-weighted
	Post-Decrement (Non-Disabled) Pub-2010 general retiree below-median, amount weighted	Post-Decrement (Non-Disabled) Pub-2010 general retiree below-median, amount weighted
	Disabled: Pub-2010 general disabled retiree, amount weighted	Disabled: Pub-2010 general disabled retiree, amount weighted
	Contingent Survivor: Pub-2010 contingent survivor below-median, amount weighted	Contingent Survivor: Pub-2010 contingent survivor below-median, amount weighted
	Mortality improvement: The mortality tables include fully generational mortality improvement projected after year 2010 using Scale MP-2021	Mortality improvement: The mortality tables include fully generational mortality improvement projected after year 2010 using Scale MP-2021

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

**Harris County Hospital District Pension Plan  
Notes to Financial Statements  
December 31, 2024 and 2023**

Best estimates of arithmetic real rates of return for each major asset class included in the Plan's target asset allocation as of December 31, 2024 and 2023 (see the discussion of the Plan's investment policy), are summarized in the following table:

Asset class:	Expected Real Rate of Return	
	2024	2023
Domestic equity - large cap	7.05 %	7.05 %
Domestic equity - small cap	7.62	7.62
International equity	7.72	7.72
Fixed income	4.30	4.30
Hedge funds	6.13	6.13
Real estate	6.24	6.24

**Discount Rate**

The discount rate used to measure the total pension liability was 5.75% for 2024 and 2023, respectively. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made at rates equal to the actuarially determined contribution rates. Based on those assumptions, the Plan's net position restricted for pensions was projected to be available to make all projected future benefit payments of current Plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability. The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated Plan benefits.

**Sensitivity of the Net Pension Liability to Changes in the Discount Rate**

The following represents the net pension liability calculated using the stated discount rate, as well as what the net pension liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate:

System Net Pension Liability	1% Decrease (4.75%)	Current Discount Rate (5.75%) (In Thousands)	1% Increase (6.75%)
December 31, 2024	\$ 308,064	\$ 169,519	\$ 52,285
December 31, 2023	\$ 372,453	\$ 235,438	\$ 119,708

**Harris County Hospital District Pension Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

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**Note 6. Tax Status**

The Plan has received a determination letter from the Internal Revenue Service dated June 10, 2014, stating that the Plan and related trust, as then designed, were in compliance with the applicable requirements of the IRC and therefore not subject to tax. The Plan Administrator believes that the Plan and related trust are currently designed and being operated in compliance with the applicable requirements of the IRC.

**Note 7. Related-party Transactions**

Certain Plan investments are managed by State Street, which is the trustee and custodian as defined by the Plan. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of the investment, as they are paid through revenue sharing, rather than a direct payment. Management fees and other investment service fees paid by the Plan were \$2,465,230 and \$2,331,229 for the years ended December 31, 2024 and 2023, respectively. The System provides certain administrative services at no cost to the Plan.

**Note 8. Plan Termination**

Although it has not expressed any intention to do so, the System has the right under the Plan, in certain circumstances, to discontinue contributions to the Plan and to terminate the Plan. In the event that the Plan is terminated, the net position of the Plan will be allocated generally to provide the following benefits in the order indicated:

- Benefits due to participants who have reached the age of 65 and to beneficiaries of deceased participants
- Benefits due to participants qualified for early retirement, as defined by the Plan
- Benefits due to other participants in proportion to the actuarial value of their accumulated benefits

In the event the assets are not sufficient to carry out any of the foregoing purposes in full, the allocations to the accounts of individuals thereunder shall be made in the proportion that the assets available bear to the assets required to carry out the purpose in full.

**Note 9. Subsequent Events**

Subsequent events have been evaluated through July 1, 2025, which is the date the financial statements were available to be issued.

***Required Supplementary Information  
(Unaudited)***

**Harris County Hospital District Pension Plan**  
**Schedule of Changes in Net Pension Liability and Related Ratios– Unaudited**  
**Last 10 Fiscal Years**  
**Years Ended December 31, 2024 Through 2015**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total pension liability:										
Service cost	\$ 9,795	\$ 9,705	\$ 9,567	\$ 8,601	\$ 8,036	\$ 8,057	\$ 8,280	\$ 6,803	\$ 7,232	\$ 7,795
Interest	67,925	66,288	65,269	64,147	64,307	63,183	60,495	61,427	59,397	57,482
Changes of benefit terms:										
Difference between expected and actual experience	16,924	6,480	28,224	1,782	3,807	243	8,000	1,718	(4,063)	4,637
Changes of assumptions	-	-	(2,611)	61,527	50,545	23,528	15,748	10,709	-	-
Benefit payments	(65,338)	(64,129)	(56,576)	(53,264)	(50,184)	(47,367)	(44,712)	(42,563)	(40,178)	(44,023)
Net change in total pension liability	29,307	18,344	43,873	82,793	76,511	47,644	47,811	38,094	22,388	25,891
Total pension liability - beginning	1,183,781	1,165,437	1,121,564	1,038,771	962,260	914,616	866,805	828,711	806,323	780,432
Total pension liability - ending	1,213,086	1,183,781	1,165,437	1,121,564	1,038,771	962,260	914,616	866,805	828,711	806,323
Plan net position restricted for pensions:										
Contributions - employer	69,000	68,000	60,000	57,000	53,778	33,621	30,984	29,433	32,693	31,759
Net investment income (loss)	94,028	125,601	(146,104)	88,725	138,087	119,362	(35,426)	107,519	39,529	(4,891)
Benefit payments	(65,338)	(64,129)	(56,576)	(53,264)	(50,184)	(47,367)	(44,712)	(42,563)	(40,178)	(44,023)
Administrative expenses	(2,465)	(2,331)	(2,491)	(2,725)	(2,366)	(3,010)	(2,442)	(2,478)	(2,360)	(2,389)
Net change in plan net position restricted for pensions	95,225	127,141	(145,171)	89,736	139,315	102,606	(51,596)	91,911	29,684	(19,544)
Plan net position restricted for pensions - beginning	948,343	821,202	966,373	876,637	737,322	634,716	686,312	594,401	564,717	584,261
Plan net position restricted for pensions - ending	1,043,568	948,343	821,202	966,373	876,637	737,322	634,716	686,312	594,401	564,717
System net pension liability - ending	\$ 169,518	\$ 235,438	\$ 344,235	\$ 155,191	\$ 162,134	\$ 224,938	\$ 279,900	\$ 180,493	\$ 234,310	\$ 241,606
Plan net position restricted for pensions as a percentage of the total pension liability	86.03%	80.11%	70.46%	86.16%	84.39%	76.62%	69.40%	79.18%	71.73%	70.04%
Covered payroll	\$ 130,224	\$ 126,784	\$ 150,963	\$ 148,657	\$ 156,479	\$ 163,835	\$ 169,885	\$ 173,272	\$ 182,060	\$ 197,360
System net pension liability as a percentage of covered payroll	130.17%	185.70%	228.03%	104.40%	103.61%	137.30%	164.76%	104.17%	128.70%	122.42%

**Harris County Hospital District Pension Plan  
Notes to Schedule of Changes in Net Pension Liability and Related Ratios– Unaudited  
Last 10 Fiscal Years  
Years Ended December 31, 2024 Through 2015**

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Notes to schedule:

Changes of assumptions – In 2014, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the RP-2014 bottom quartile mortality tables with generational mortality improvement projected after 2014 with 50% of Scale MP-2014 for purposes of developing mortality rates.

Changes of assumptions – In 2017, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the MP-2017 scale and rate of return on investments from 7.5% to 7.0%.

Changes of assumptions – In 2018, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the RP-2014 total dataset mortality tables with generational mortality improvement projected after 2006 using Scale MP-2018 for purposes of developing mortality rates and change in inflation rate from 3.0% to 2.5%.

Changes of assumptions – In 2019, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the Pri-2012 total dataset mortality tables with generational mortality improvement projected after 2012 using Scale MP-2019 for purposes of developing mortality rates and change in investment return rate from 7.0% to 6.75%.

Changes of assumptions – In 2020, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the Pri-2012 total dataset mortality tables with generational mortality improvement projected after 2012 using Scale MP-2020 for purposes of developing mortality rates and change in investment return rate from 6.75% to 6.25%.

Changes of assumptions – In 2021, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the Pri-2012 total dataset mortality tables with generational mortality improvement projected after 2012 using Scale MP-2021 for purposes of developing mortality rates and change in investment return rate from 6.25% to 5.75%.

Changes of assumptions – In 2022, 2023 and 2024, amounts reported as changes of assumptions resulted primarily from adjustments to assumed life expectancies as a result of adopting the Pub-2010 total dataset mortality tables, changes in withdrawal rates from disclosed as in prior year to 75% of prior rates, changes in retirement rates from disclosed as in prior year to rates as disclosed in valuation section of the report and changes in salary increases from rates based on service disclosed amounts in prior year to rates based on age as disclosed in valuation section of the report.

This schedule is presented to illustrate the requirement to show information for 10 years. Information presented in this schedule has been determined as of Harris County's fiscal year end (December 31) in accordance with GASB 68.

**Harris County Hospital District Pension Plan  
 Schedule of Investment Returns– Unaudited  
 Last 10 Fiscal Years  
 Years Ended December 31, 2024 Through 2015**

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	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Annual money-weighted rate of return, net of investment expense	9.65%	15.04%	(15.39)%	9.84%	18.29%	18.71%	(5.56)%	17.93%	6.65%	(1.19)%

This schedule is presented to illustrate the requirement to show information for 10 years. Information presented in this schedule has been determined as of Harris County's fiscal year end (December 31) in accordance with GASB 68.

**Harris County Hospital District Pension Plan  
Schedule of Employer Contributions – Unaudited  
Last 10 Fiscal Years  
Years Ended December 31, 2024 Through 2015  
(Dollar Amounts in Thousands)**

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	<b>Actuarially Determined Contribution</b>	<b>Actual Annual Contribution</b>	<b>Actual Annual Contribution as a Percentage of Actuarially Determined Contribution</b>	<b>Covered Payroll</b>	<b>Contributions as a Percent of Covered Payroll</b>
Plan year ended:					
December 31, 2024	\$ 36,930	\$ 69,000	187 %	\$ 130,224	53 %
December 31, 2023	38,610	68,000	176	126,784	54
December 31, 2022	38,858	60,000	154	150,963	40
December 31, 2021	36,225	57,000	157	148,657	38
December 31, 2020	36,056	53,778	149	156,479	34
December 31, 2019	33,621	33,621	100	163,835	21
December 31, 2018	30,984	30,984	100	169,885	18
December 31, 2017	29,433	29,433	100	173,272	17
December 31, 2016	32,693	32,693	100	182,060	18
December 31, 2015	31,759	31,759	100	197,360	16

**Harris County Hospital District Pension Plan  
Notes to Required Supplementary Information - Unaudited  
Year Ended December 31, 2024  
(Dollar Amounts in Thousands)**

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The information on the required supplementary information was computed as part of the actuarial valuations at the dates indicated.

Additional information as of the latest actuarial valuation is as follows:

Valuation date	December 31, 2024
Actuarial cost method	Entry age normal
Amortization method	Level dollar amortization of unfunded liabilities
Asset valuation method	Market value
Inflation	2.50%
Salary increase (ultimate rate)	3.00%
Investment rate of return	5.75%
Mortality	
	Pre-Decrement:
	Pub-2010 General Employee Below-Median, Amount-Weighted
	Post-Decrement (Non-Disabled):
	Pub-2010 General Retiree Below-Median, Amount-Weighted
	Disabled:
	Pub-2010 General Disabled Retiree, Amount-Weighted
	Contingent Survivor:
	Pub-2010 Contingent Survivor Below-Median, Amount-Weighted
	Mortality Improvement:
	The mortality tables include fully generational mortality improvement projected after year 2010 using Scale MP-2021.