

City of Tampa General Employees' Retirement Fund

Monthly ASAP Report

December 31, 2024



2018 2019 2020 2021 2022 **2023**

We are proud to announce that ACG has again been named a Greenwich Associates Quality Leader - recognized as one of the top consultants in the industry.

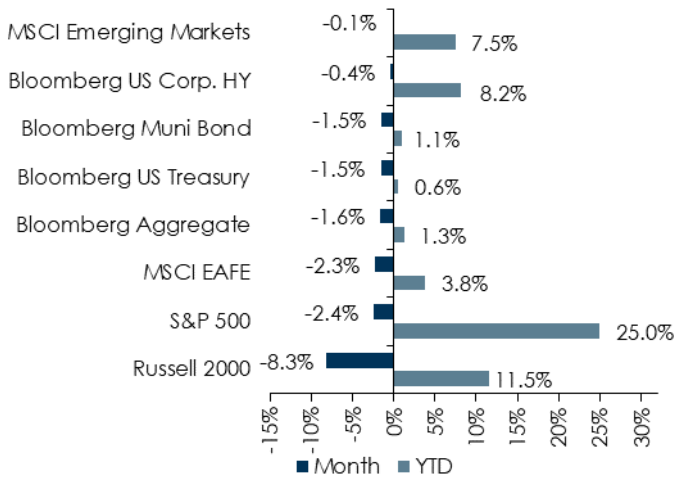
Methodology and Disclosure: Between February and November 2023, Coalition Greenwich conducted interviews with 708 individuals from 575 of the largest tax-exempt funds in the United States. These U.S.-based institutional investors are corporate, public, union, and endowment and foundation funds with either pension or investment pool assets greater than \$150 million. Study participants were asked to provide quantitative and qualitative evaluations of their asset management and investment consulting providers, including qualitative assessments of those firms soliciting their business and detailed information on important market trends. ACG is one of three firms recognized in the mid-size investment consultant category. The ratings may not be representative of any one client's experience with ACG; rather they are representative of those clients that chose to participate in the survey. The results are not indicative of ACG's future performance. ACG does not pay to have its clients participate in the study.

Economic Overview

- The FOMC cut rates by 25 bps to 4.25% - 4.50%, as expected, however the committee's economic projections signaled hawkish policy in 2025
- Non-farm payroll growth rebounded in November to a solid 227,000, while the unemployment rate ticked higher from 4.1% to 4.2%
- Inflation remains stuck above the Fed's target, with both core CPI and core PCE unchanged from the prior month at 3.3% and 2.8%, respectively

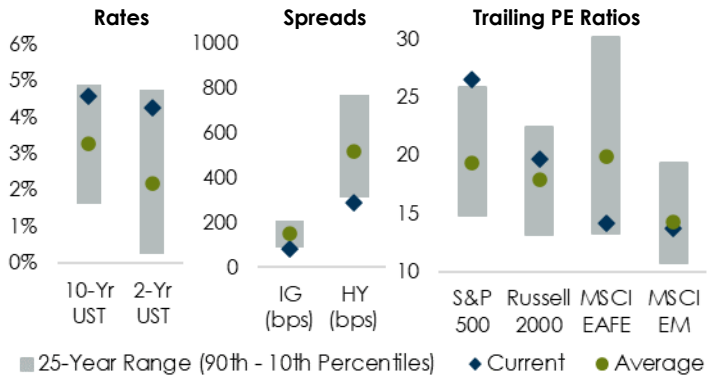
Market Returns

- Asset prices fell in Dec. as higher rates weighed on sentiment
- 2024 was positive overall for most assets, led by US equities



Source: Bloomberg, ACG Research (as of 12/31/2024)

Fixed Income and Equity Valuation Metrics



Source: Bloomberg (as of 12/31/2024)

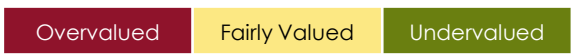
Asset Class Valuations - Rebalancing Rationale

- Equities are discounting a soft landing and continued easing monetary policy
- Upside for duration limited with additional Fed cuts already discounted by markets
- Cash yields set to fall as Fed continues easing

Asset Class	Current Valuation	Rationale
US Large Cap	Overvalued	Expensive valuations
US Small Cap	Fairly Valued	Balanced upside/downside risks
Int'l Developed	Fairly Valued	Fair valuations, mixed growth across regions
Emerging Mkt	Fairly Valued	Balanced upside/downside risks

Cash	Fairly Valued	Cash rates likely to decline
Core Bonds	Fairly Valued	Balanced duration risks
Multi-Sector	Fairly Valued	Attractive income; tight spreads
Unconstrained	Fairly Valued	Duration, spreads balanced

Core Real Estate	Fairly Valued	Market values stabilizing
------------------	---------------	---------------------------



Recent Articles (click on links below)

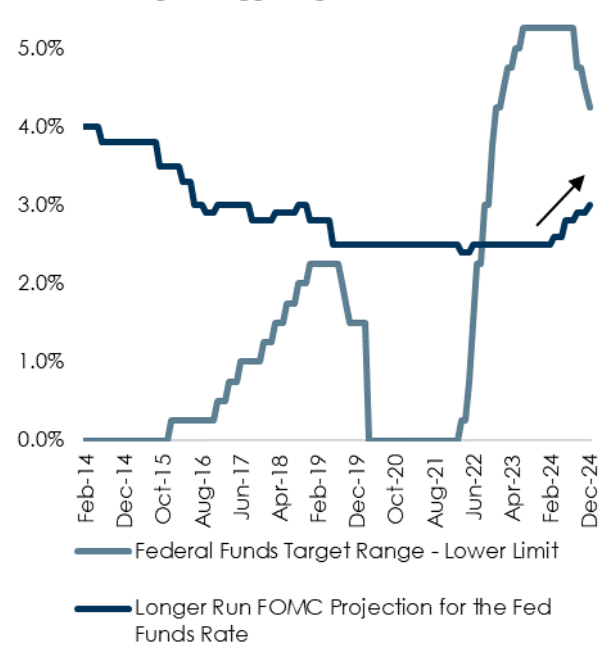
- [2025 Outlook \(January\)](#)
- [Has Real Estate Hit Bottom? \(September\)](#)
- [The Evolution of Private Wealth \(April\)](#)

Key Risk Factors We Are Watching

- Stronger inflation and labor market data
- Rising headwinds for consumers (higher rates, student loan repayments, depleted savings...)
- Potential Fed policy error
- Headwinds to corporate earnings
- US policy uncertainty and rising geopolitical tensions
- Weaker than expected China recovery

US Fed Cuts but Signals Higher for Longer Rates

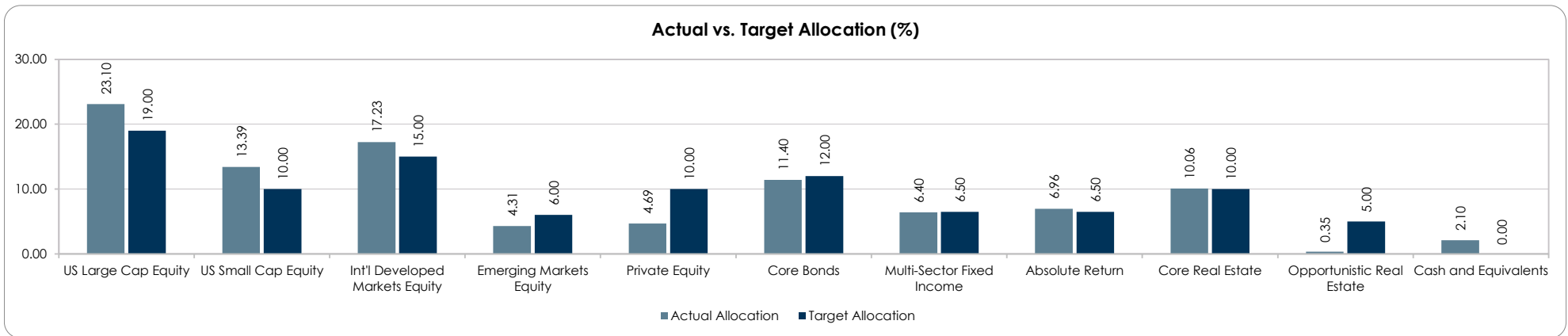
The FOMC Continues to Revise Its Neutral Rate Higher, Suggesting Fewer Total Rate Cuts



Source: Federal Reserve (as of 12/31/2024)

City of Tampa General Employees' Retirement Fund

For the Periods Ending December 31, 2024



Asset Class	Market Value (\$000s)	Actual Allocation (%)	Target Allocation (%)	Over/Under (%)	Range Min - Max (%)
Total Portfolio	845,782	100.00	100.00		
Equity	530,543	62.73	60.00	2.73	55.00 - 75.00
US Large Cap Equity	195,367	23.10	19.00	4.10	15.00 - 30.00
US Small Cap Equity	113,276	13.39	10.00	3.39	5.00 - 15.00
Int'l Developed Markets Equity	145,741	17.23	15.00	2.23	10.00 - 25.00
Emerging Markets Equity	36,491	4.31	6.00	-1.69	0.00 - 10.00
Private Equity	39,668	4.69	10.00	-5.31	0.00 - 15.00
Fixed Income	209,464	24.77	25.00	-0.23	15.00 - 35.00
Core Bonds	96,420	11.40	12.00	-0.60	5.00 - 20.00
Multi-Sector Fixed Income	54,165	6.40	6.50	-0.10	0.00 - 12.50
Absolute Return	58,880	6.96	6.50	0.46	0.00 - 12.50
Real Assets	88,014	10.41	15.00	-4.59	5.00 - 20.00
Core Real Estate	85,094	10.06	10.00	0.06	5.00 - 15.00
Opportunistic Real Estate	2,920	0.35	5.00	-4.65	0.00 - 10.00
Cash and Equivalents	17,760	2.10	0.00	2.10	

City of Tampa General Employees' Retirement Fund

For the Periods Ending December 31, 2024

	Market Value (\$000s)	Actual Allocation (%)	1 Month (%)	FYTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)
Total Portfolio (07/85)	845,782	100.00	-2.83	-1.13	10.50	2.82	7.12	7.22	8.47
Net of Fees *			-2.89	-1.23	9.97	2.29	6.55	6.64	--
			<i>Policy Index ¹</i>						
US Large Cap Equity (04/02)	195,367	23.10	-2.53	4.29	25.25	11.49	15.95	14.24	10.77
Net of Fees *			-2.62	4.19	24.75	11.06	15.46	13.77	--
			<i>Russell 1000</i>						
US Small Cap Equity (01/99)	113,276	13.39	-7.87	0.60	16.09	4.05	10.39	10.01	11.07
Net of Fees *			-8.04	0.42	15.28	3.32	9.62	9.25	--
			<i>Russell 2000</i>						
Non US Equity (03/03)	182,232	21.55	-4.25	-8.20	5.43	-1.83	4.01	5.17	7.58
Net of Fees *			-4.30	-8.34	4.76	-2.46	3.35	4.51	--
			<i>Non-US Equity Index ²</i>						
Private Equity (12/21) *	39,668	4.69	0.00	0.00	12.53	3.60	--	--	3.33
Fixed Income (10/84)	209,464	24.77	-0.80	-1.35	3.83	1.00	2.11	2.52	5.96
Net of Fees *			-0.83	-1.43	3.48	0.64	1.78	2.23	--
			<i>Bloomberg US Aggregate</i>						
Real Assets (07/02)	88,014	10.41	0.00	-0.04	-2.05	-3.41	0.58	3.22	6.12
Net of Fees *			0.00	-0.04	-2.67	-4.05	-0.14	2.31	--
			<i>Real Assets Composite Index ³</i>						
Cash and Equivalents (06/93)	17,760	2.10	0.38	1.19	5.12	3.81	2.40	1.78	2.74
			<i>US T-Bills 90 Day</i>						
			0.40	1.17	5.25	3.89	2.46	1.77	2.57

¹ Policy Index: Effective May 2024, the index consists of 25.00% Bloomberg US Aggregate, 19.00% Russell 1000, 10.00% Russell 2000, 15.00% MSCI EAFE NetDiv, 10.00% MSCI ACWI NetDiv, 6.00% MSCI EM NetDiv, 15.00% NFI ODCE Net.

² The Non US Equity Index consists of 80% MSCI EAFE and 20% MSCI Emerging Markets Index. Prior to June 2014, the Non U.S. Equity Policy Index consisted of 75% MSCI EAFE, 12.5% MSCI EAFE SMID NetDiv, and 12.5% MSCI Emerging Markets Index.

³ The Real Assets Composite Index consists of 100% NFI ODCE Net. Prior to July 2017, the Real Assets Composite Index consisted of 50% NFI ODCE Net and 50% FTSE EPRA/NAREIT Developed RE Index.

City of Tampa General Employees' Retirement Fund

For the Periods Ending December 31, 2024

	Market Value (\$000s)	Actual Allocation (%)	1 Month (%)	FYTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)
US Large Cap Equity (04/02)	195,367	23.10	-2.53	4.29	25.25	11.49	15.95	14.24	10.77
Net of Fees *			-2.62	4.19	24.75	11.06	15.46	13.77	--
<i>Russell 1000</i>			-2.79	2.75	24.51	8.41	14.28	12.87	9.65
Loomis Sayles Large Cap Growth (08/18)	103,160	12.20	0.76	9.63	35.20	14.46	18.97	--	18.03
Net of Fees *			0.65	9.51	34.60	13.94	18.38	--	17.42
<i>Russell 1000 Growth</i>			0.88	7.07	33.36	10.47	18.96	16.78	18.04
Dodge & Cox Incorporated (04/02)	92,208	10.90	-5.96	-1.11	15.37	8.50	12.54	11.30	9.80
Net of Fees *			-6.04	-1.19	14.98	8.14	12.17	10.94	--
<i>Russell 1000 Value</i>			-6.84	-1.98	14.37	5.63	8.68	8.49	7.88
US Small Cap Equity (01/99)	113,276	13.39	-7.87	0.60	16.09	4.05	10.39	10.01	11.07
Net of Fees *			-8.04	0.42	15.28	3.32	9.62	9.25	--
<i>Russell 2000</i>			-8.26	0.33	11.54	1.24	7.40	7.82	8.05
WTC SC 2000 (01/99)	49,942	5.90	-7.95	0.27	17.60	4.14	11.33	11.51	11.81
Net of Fees *			-8.11	0.10	16.88	3.50	10.67	10.84	--
<i>Russell 2000</i>			-8.26	0.33	11.54	1.24	7.40	7.82	8.05
ClariVest Asset Management (07/07)	31,575	3.73	-7.80	1.94	18.45	3.17	9.40	10.01	8.20
Net of Fees *			-7.99	1.73	17.49	2.30	8.50	9.09	--
<i>Russell 2000 Growth</i>			-8.19	1.70	15.15	0.21	6.86	8.09	7.97
Leeward Small Cap Value (07/16)	31,760	3.76	-7.81	-0.08	11.38	4.89	9.62	--	9.87
Net of Fees *			-7.98	-0.27	10.55	4.11	8.78	--	9.04
<i>Russell 2000 Value</i>			-8.33	-1.06	8.05	1.94	7.29	7.14	8.69
Non US Equity (03/03)	182,232	21.55	-4.25	-8.20	5.43	-1.83	4.01	5.17	7.58
Net of Fees *			-4.30	-8.34	4.76	-2.46	3.35	4.51	--
<i>Non-US Equity Index ²</i>			-1.85	-8.08	4.67	1.02	4.23	4.97	7.61
Int'l Developed Markets Equity									
Marathon-London International Fund (08/15)	75,387	8.91	-3.07	-7.88	5.21	1.97	5.10	--	5.29
Net of Fees *			-3.10	-7.96	4.73	1.49	4.65	--	4.81
<i>MSCI EAFE NetDiv</i>			-2.27	-8.11	3.82	1.65	4.73	5.20	4.70
<i>MSCI EAFE Value NetDiv</i>			-1.79	-7.12	5.68	5.88	5.09	4.31	3.95
WCM Focused Growth International (07/20)	70,355	8.32	-5.91	-6.82	8.70	-2.77	--	--	7.67
Net of Fees *			-5.97	-7.00	7.89	-3.51	--	--	6.87
<i>MSCI ACWI ex US NetDiv</i>			-1.94	-7.60	5.53	0.82	4.10	4.80	7.31
<i>MSCI ACWI ex US Growth NetDiv</i>			-2.14	-7.88	5.07	-2.67	3.44	5.35	4.44
Emerging Markets Equity									
RWC Emerging Markets Equity (12/23)	36,491	4.31	-3.38	-11.37	-0.51	--	--	--	0.84
Net of Fees *			-3.44	-11.54	-1.26	--	--	--	0.09
<i>MSCI EM NetDiv</i>			-0.14	-8.01	7.50	-1.92	1.70	3.64	10.76
Private Equity (12/21) *	39,668	4.69	0.00	0.00	12.53	3.60	--	--	3.33

City of Tampa General Employees' Retirement Fund

For the Periods Ending December 31, 2024

	Market Value (\$000s)	Actual Allocation (%)	1 Month (%)	FYTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)
Fixed Income (10/84)	209,464	24.77	-0.80	-1.35	3.83	1.00	2.11	2.52	5.96
Net of Fees *			-0.83	-1.43	3.48	0.64	1.78	2.23	--
<i>Bloomberg US Aggregate</i>			-1.64	-3.06	1.25	-2.41	-0.33	1.35	6.04
Core Bonds									
Loop Capital Asset Management (03/97)	96,420	11.40	-1.66	-2.73	2.31	-1.94	0.02	1.68	4.54
Net of Fees *			-1.71	-2.77	2.12	-2.14	-0.18	1.47	--
<i>Bloomberg US Aggregate</i>			-1.64	-3.06	1.25	-2.41	-0.33	1.35	4.13
Multi-Sector Fixed Income									
Manulife Strategic Fixed Income (10/20)	54,165	6.40	-1.00	-1.97	3.39	0.28	--	--	1.24
Net of Fees *			-1.00	-2.05	3.06	-0.05	--	--	0.93
<i>Bloomberg Multiverse</i>			-2.09	-4.96	-1.34	-4.22	-1.77	0.35	-3.26
Absolute Return									
JP Morgan Strategic Income Opportunities (10/20)	58,880	6.96	0.85	1.59	6.26	4.53	--	--	3.74
Net of Fees *			0.81	1.45	5.69	3.98	--	--	3.19
<i>Bloomberg US Aggregate</i>			-1.64	-3.06	1.25	-2.41	-0.33	1.35	-1.91
Real Assets (07/02)	88,014	10.41	0.00	-0.04	-2.05	-3.41	0.58	3.22	6.12
Net of Fees *			0.00	-0.04	-2.67	-4.05	-0.14	2.31	--
<i>Real Assets Composite Index ³</i>			0.00	0.00	-3.19	-3.45	1.80	4.19	--
Core Real Estate									
UBS Global Asset Management (09/00) ⁴	38,215	4.52	0.00	0.00	-2.54	-4.26	-0.42	2.81	6.04
Net of Fees *			0.00	0.00	-3.12	-4.86	-1.06	1.99	--
<i>NFI ODCE Net</i>			0.00	0.00	-3.19	-3.45	1.80	4.84	5.99
Blackstone Property Partners (07/17) ⁴	46,879	5.54	0.00	0.00	-2.03	-2.77	2.12	--	4.68
Net of Fees *			0.00	0.00	-2.70	-3.40	1.48	--	3.60
<i>NFI ODCE Net</i>			0.00	0.00	-3.19	-3.45	1.80	4.84	3.22
Opportunistic Real Estate (04/23) *	2,920	0.35	0.00	-1.40	0.38	--	--	--	-22.82
Cash and Equivalents (06/93)	17,760	2.10	0.38	1.19	5.12	3.81	2.40	1.78	2.74

Dates behind managers reflect the first full month of performance.

FYTD: Fiscal year ending September.

⁴ Market value as of 9/30/24. Updated valuation available quarterly.

* Net of Manager Fees

Private Equity

For the Period Ending December 31, 2024

Summary of Cash Flows for 1 Month

Cash Outflows	Cash Inflows	Net Cash Flows
-800,000	11,101	-788,899

Summary of Portfolio Inception to Date

	Inception Date	Committed	Drawn to Date	Remaining Commitment	Distributions to Date	Adjusted Ending Value	Total Value	Total Value to Paid-in
Total	Nov-21	95,000,000	37,645,885	59,605,438	2,251,323	39,667,713	41,919,036	1.11x
General Atlantic Investment Partners 2021	Nov-21	25,000,000	22,059,802	3,989,892	1,049,694	22,625,181	23,674,875	1.07x
TrueBridge Capital Partners Fund VIII	Sep-23	10,000,000	850,000	9,150,000	-	659,806	659,806	0.78x
TrueBridge Secondaries I	Sep-23	10,000,000	4,666,107	5,700,000	366,107	5,315,799	5,681,906	1.22x
Clayton, Dubilier & Rice Fund XII	Feb-24	35,000,000	10,069,976	25,765,546	835,522	11,066,927	11,902,449	1.18x
Berkshire Partners Fund XI		15,000,000	-	15,000,000	-	-	-	-

Cash Flow Activity for 1 Month

Fund Name	Date	Transaction Type	Cash Outflows	Cash Inflows	Net Cash Flows
Total			-800,000	11,101	-788,899
General Atlantic Investment Partners 2021	12/12/2024	Recallable Distribution	-	6,238	
General Atlantic Investment Partners 2021	12/19/2024	Recallable Distribution	-	4,863	
TrueBridge Secondaries I	12/27/2024	Capital Call	-800,000	-	

Opportunistic Real Estate

For the Period Ending December 31, 2024

Summary of Cash Flows for 1 Month

Cash Outflows	Cash Inflows	Net Cash Flows
-218,828	107,734	-111,095

Summary of Portfolio Inception to Date

	Inception Date	Committed	Drawn to Date	Remaining Commitment	Distributions to Date	Adjusted Ending Value	Total Value	Total Value to Paid-in
Total	Mar-23	10,000,000	3,044,876	7,329,775	204,051	2,920,018	3,124,069	1.03x
Blackstone Real Estate Partners X	Mar-23	10,000,000	3,044,876	7,329,775	204,051	2,920,018	3,124,069	1.03x

Cash Flow Activity for 1 Month

Fund Name	Date	Transaction Type	Cash Outflows	Cash Inflows	Net Cash Flows
Total			-218,828	107,734	-111,095
Blackstone Real Estate Partners X	12/02/2024	Distribution	-	107,734	
Blackstone Real Estate Partners X	12/17/2024	Capital Call	-218,828	-	

Market Overview

For the Periods Ending December 31, 2024

	1 Month (%)	FYTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)
Equity Markets - Core						
S&P 500	-2.38	2.41	25.02	8.94	14.53	13.10
Russell 1000	-2.79	2.75	24.51	8.41	14.28	12.87
Russell 2000	-8.26	0.33	11.54	1.24	7.40	7.82
Russell 2500	-7.54	0.62	12.00	2.39	8.77	8.85
Russell Mid Cap	-7.04	0.62	15.34	3.79	9.92	9.63
Equity Markets - Growth						
S&P 500 Growth	0.85	6.17	36.07	7.70	17.09	15.29
Russell 1000 Growth	0.88	7.07	33.36	10.47	18.96	16.78
Russell 2000 Growth	-8.19	1.70	15.15	0.21	6.86	8.09
Russell 2500 Growth	-8.23	2.43	13.90	-0.02	8.08	9.45
Russell Mid Cap Growth	-6.22	8.14	22.10	4.04	11.47	11.54
NASDAQ Comp	0.48	6.17	28.64	7.27	16.57	15.09
Equity Markets - Value						
S&P 500 Value	-6.80	-2.67	12.29	9.16	10.49	10.01
Russell 1000 Value	-6.84	-1.98	14.37	5.63	8.68	8.49
Russell 2000 Value	-8.33	-1.06	8.05	1.94	7.29	7.14
Russell 2500 Value	-7.18	-0.26	10.98	3.81	8.44	7.81
Russell Mid Cap Value	-7.32	-1.75	13.07	3.88	8.59	8.10
International Markets						
MSCI EAFE NetDiv	-2.27	-8.11	3.82	1.65	4.73	5.20
MSCI EAFE Growth NetDiv	-2.76	-9.10	2.05	-2.58	4.00	5.84
MSCI EAFE Value NetDiv	-1.79	-7.12	5.68	5.88	5.09	4.31
MSCI World ex US NetDiv	-2.68	-7.43	4.70	1.91	5.10	5.26
MSCI World NetDiv	-2.61	-0.16	18.67	6.34	11.17	9.95
MSCI EM NetDiv	-0.14	-8.01	7.50	-1.92	1.70	3.64
Fixed Income						
ICE BofA 1 Yr Treasury Note	0.46	0.70	4.77	2.78	2.01	1.63
ICE BofA High Yield Master II	-0.41	0.16	8.22	2.91	4.04	5.08
Bloomberg Intermediate Agg	-0.93	-2.07	2.47	-0.83	0.33	1.45
Bloomberg US Aggregate	-1.64	-3.06	1.25	-2.41	-0.33	1.35
Bloomberg Intermediate G/C	-0.62	-1.60	3.00	-0.18	0.86	1.71
Bloomberg US Credit	-1.89	-3.04	2.03	-2.20	0.23	2.29
FTSE World Govt Bond	-2.29	-5.44	-2.87	-5.83	-3.08	-0.55
Real Assets						
NFI ODCE Net	0.00	0.00	-3.19	-3.45	1.80	4.84

Disclaimer and Legal Notice

Information Disclaimer:

This report was prepared by ACG using information from sources that may include the following: client's custodian(s); client's investment manager(s); ACG Investment Manager Database and Client Reporting Tool; third party data vendors; and other outside sources as may be directed by the client. Index Characteristics utilized in this report are obtained from third party data providers and may be different than index characteristics reported by investment managers/funds due to varied calculation methodologies and data sources. Although the information presented herein has been obtained from and is based upon sources ACG believes to be reliable, no representation or warranty, express or implied, is made as to the accuracy or completeness of that information. Accordingly, ACG does not itself endorse or guarantee, and does not itself assume liability whatsoever for, the accuracy or reliability of any third party data or the financial information contained herein.

The information presented herein is for informational purposes only and is not intended as an offer to sell or the solicitation of an offer to purchase a security.

This report is provided as a management tool for the client's internal use only. Information contained in this report does not constitute a recommendation by ACG.

This report may contain confidential or proprietary information and may not be copied or redistributed to any party not legally entitled to receive it.

Past performance is not indicative of future results. Any comparison to an index is for comparative purposes only. An investment cannot be made directly into an index. Indices are unmanaged and do not reflect the deduction of advisory fees.

This report is distributed with the understanding that it is not rendering accounting, legal or tax advice. Please consult your legal or tax advisor concerning such matters. No assurance can be given that the investment objectives described herein will be achieved and investment results may vary substantially on a quarterly, annual or other periodic basis. There is no representation or warranty as to the current accuracy of, nor liability for, decisions based on such information.