

**SONOMA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
RETIREMENT BOARD MEETING MINUTES**

Thursday, October 20, 2022
9:03 a.m.

In accordance with Retirement Board Resolution #156, adopted on September 23, 2021, and readopted September 22, 2022, the Sonoma County Employees' Retirement Association Retirement Board meeting was held virtually and in compliance with California Government Code section 54953(e).

Individuals interested in participating in the meeting were invited to join using one of the following methods:

1. WebEx meeting application via computer, tablet or smartphone:

<https://sonomacounty.webex.com/sonomacounty/j.php?MTID=md957bd460daee016cb06751d043602df>

2. Call-in:

1 (408) 418-9388

Meeting ID: 2489 328 4123

Password: 10202022

Presiding in the SCERA

Boardroom: Brian Williams, Chair

Present in the

SCERA Boardroom: Trustees Travis Balzarini, Chris Coursey, Amos Eaton, Greg Jahn, Erick Roeser, Joe Tambe, and Tim Tuscany; Chief Executive Officer Julie Wyne, Finance and Retiree Services Manager Cheryl Enold, Retirement Analyst Rebecca Gay, and Administrative Aide Julia Smith

Present

via WebEx: Member Services Manager Jackie Purter and Accountant III Susan Begun; Patty Howard (of Regional Government Services); Nick Klein (Sonoma County CAO office); Kevin Balaod, Jon DeVault, and Andy Paulden (members of the public)

Absent: Trustees Neil Baker (Alternate Retiree) and Bob Williamson

Public comments were solicited prior to the meeting by emailing Rebecca.Gay@sonoma-county.org. Members of the public that joined the WebEx meeting via the app or dial in were provided opportunity to submit live public comment for each agenda item after the Board and staff provided their comments.

I. CONSENT CALENDAR

- A. Meeting Minutes – September 22, 2022, Retirement Board Meeting Minutes

Recommendation: Approve Minutes.

A motion was made by Trustee Eaton, seconded by Trustee Jahn to approve the September 22, 2022 Board minutes. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

II. REGULAR CALENDAR

- A. Retirement Board Resolution #156 – COVID State of Emergency and imminent threat of risk

Recommendation: Take appropriate action.

A motion was made by Trustee Eaton, seconded by Trustee Balzarini to affirm that the conditions set forth in Retirement Board Resolution #156 still exist and warrant continued application of Government Code section 54953(e) to SCERA Retirement Board and Committee meetings for the next thirty days through November 19, 2022. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

- B. SCERA 2023 Business Plan

Recommendation: Adopt the 2023 SCERA Business Plan.

CEO Julie Wyne reminded Trustees that the bulk of the Business Plan was job duties that are performed regularly to keep the pension system operating efficiently and investing

prudently. She highlighted the Investment Division annual plan and noted that this is where the Business Plan will change year over year.

A motion was made by Trustee Tambe, seconded by Trustee Tuscany to adopt the 2023 SCERA Business Plan. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

C. SCERA COLA and Reserve Policy Discussion Timeline

Ms. Wyne discussed the proposed timeline for the COLA Policy discussion with the County, targeting the December Board meeting for a look at the history of the COLA program and the development of both the COLA and Reserve Policies, as well as a discussion on the policy direction the Board is comfortable pursuing.

D. SCERA Board Member Statement of Expectations

Recommendation: Adopt the SCERA Board Member Statement of Expectations.

A motion was made by Trustee Jahn, seconded by Trustee Roeser to adopt the SCERA Board Member Statement of Expectations. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

E. Conflict of Interest Code

Ms. Wyne indicated the amendments were to update the staff positions required to adhere to the Conflict of Interest Code provisions.

Recommendation: Approve the amendments to the Conflict of Interest Code.

A motion was made by Trustee Tambe, seconded by Trustee Balzarini to approve the amendments to the Conflict of Interest Code. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

F. Public Records Policy Review

Ms. Wyne noted this policy was due for a review so aside from updating the last review date no substantive amendments were made.

Recommendation: Approve amendments to the Public Records Policy.

A motion was made by Trustee Eaton, seconded by Trustee Balzarini to approve amendments to the Public Records Policy. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

G. SCERA CEO Compensation Study Results Presentation

Ms. Wyne introduced this item indicating that the Board had requested a formal compensation study and that Regional Government Services (RGS) had been engaged to update a study previously commissioned by SCERA. Study results were presented by Patty Howard, lead consultant with RGS, including an explanation of the methods used and results presented. Trustees discussed the results, indicating their preference to use the median salary range results as they best represent the market environment. Trustees noted that the salary range and the CEO's actual salary within that range were two distinct decisions to be made.

H. SCERA CEO Compensation and Contract Discussion

After the compensation study presentation, Trustees recognized that the CEO salary range had fallen below the market median and indicated a desire to raise the range by 7.5 percent, to keep it competitive within the comparator pension system agencies. Trustees discussed the current state of union negotiations within Sonoma County and the comparator agencies and noted that the data supplied by the comparator agencies may or may not have included a recently negotiated cost of living increase. With relation to the CEO's salary adjustment, Trustees agreed that a 3.75% increase, effective December 10th, the employment contract's renewal date, was appropriate. Trustees also directed the CEO to bring the salary discussion back to the Board after the County concludes its recent negotiations and determines the amount of any cost of living salary increase.

Recommendation: Take appropriate action

A motion was made by Trustee Tambe, seconded by Trustee Tuscany to increase the current CEO salary range by 7.5%.

The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

A motion was made by Trustee Tambe, seconded by Trustee Jahn to adopt a three-year employment contract for the SCERA CEO that includes a revised salary range and grant a salary increase of 3.75% effective December 10, 2022. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

I. 2023 Board and Committee Meeting Calendar

Recommendation: Approve the 2023 Meeting Calendar.

A motion was made by Trustee Coursey, seconded by Trustee Balzarini to approve the 2023 Meeting Calendar. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

J. Trustee/Staff Training & Conferences

Notify Julia Smith if you plan to attend any future event. Please note, if out of state travel to attend a conference is not approved in the Budget, separate approval from the Board must be obtained prior to attending the conference.

1. Economic Development Board's 2022 Fall Economic Perspective; Navigating An Uncertain Economy, September 30, 2022, Flamingo Resort, Santa Rosa, CA. Trustees Balzarini and Eaton reported the presentation had similar tones as the presentation by Economist Simona Mocuta at the 2022 SCERA Planning Session. The main theme was that the Labor market is key to beating the current recession however companies fear hiring. It was noted that there is both demand and supply side inflation and although the economy is getting close, we are not yet back to pre-COVID levels.
2. CALAPRS Virtual Trustee Roundtable, October 28, 2022.
3. SACRS Fall Conference, November 8 to 11, Hyatt Regency Long Beach, Long Beach, CA. Trustee Williams will attend.
4. Aon Client Wealth Insights Series Conference, December 6 to 8, Miami, FL.

K. Communications

1. Service Retirements
2. SACRS October 2022 Legislative Update
3. 2022 Business Plan Review

4. 3Q Trustee Education Report

Trustees inquired whether presentations received at Investment Committee meetings could be evaluated for education credit. Staff indicated they would reconsider these presentations and that the spirit of the education requirement certainly would be met by many of the presentations received.

III. GENERAL DISCUSSION ITEMS

Opportunity was given to advise the Board of new matters and for Trustees to ask questions for clarification, provide information to staff, request staff to report back on a matter or direct staff to place a matter on a subsequent agenda.

Trustee Balzarini inquired about the limitations placed on candidate statements outlined in the SCERA Election Policy and asked why the policy had been amended. Ms. Wyne indicated that the policy was amended to clarify that candidate statements contain only identifying information about the candidate and refrain from any political statements, as SCERA's responsibility is to communicate who the candidates are and it is up to the candidates to communicate their political positions, at their expense.

IV. PUBLIC COMMENT

Opportunity was given for public comment on non-agenda items within the jurisdiction of the Retirement Board.

There were no public comments.

The Board of Retirement moved into Executive Session and closed the meeting to all attendees who were not necessary for the determination of disability retirements. While the meeting was closed, those attendees were placed into the WebEx lobby by the WebEx host and did not hear nor see the meeting. Attendees in the lobby were re-connected to the meeting once the Board returned to open session.

V. EXECUTIVE SESSION

A. Executive Session. Meeting closed pursuant to Government Code Section 54957(b) to consider the employment status and evaluation of performance of a SCERA member or members as concerns eligibility for a disability retirement.

Disability Committee Chair reported on recommendations made by the Committee at the October 20, 2022, meeting:

1. JONATHAN DEVAULT, Correctional Deputy II filed 07/06/21 for a service connected disability retirement.

The Board referred this matter back to the Hearing Officer to resume the hearing.

2. MICHAEL PAGE, Deputy Sheriff II filed 02/18/22 for a service connected disability retirement.

A motion was made by Trustee Tuscany, seconded by Trustee Balzarini to grant the application of Michael Page, Deputy Sheriff II, for a service connected disability retirement. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

3. SPENCER MUNIZ-BOTTOMLEY, Deputy Sheriff II filed 02/22/22 for a service connected disability retirement.

A motion was made by Trustee Balzarini, seconded by Trustee Tuscany to grant the application of Spencer Muniz-Bottomley, Deputy Sheriff II, for a service connected disability retirement. The motion carried 8-0-0-1 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Eaton	Aye
Mr. Jahn	Aye
Mr. Roeser	Aye
Mr. Tambe	Aye
Mr. Tuscany	Aye
Mr. Williams	Aye
Mr. Williamson	Absent

The Board of Retirement moved out of Executive Session and reopened the meeting to all WebEx attendees who were placed in the lobby during the closed session period.

VI. EXECUTIVE SESSION REPORT OUT

Chair Williams reported the Board referred the application of Jonathan Devault, Correctional Deputy II, back to the Hearing Officer. The Board unanimously granted the applications of

Michael Page, Deputy Sheriff II, for a service connected disability retirement and Spencer Muniz-Bottomley, Deputy Sheriff II, for a service connected disability retirement.

VII. NOTICE OF NEXT MEETINGS

All meetings are held at SCERA in the Board Room at 433 Aviation Boulevard, Suite 100, Santa Rosa, CA, or virtually via WebEx unless otherwise noted.

Disability Committee
November 17, 2022
8:30 a.m.

Investment Committee
November 17, 2022
9:00 a.m.

Board Meeting
December 15, 2022
8:30 a.m.

VIII. ADJOURNMENT

With no further business to conduct, the meeting adjourned at 10:42 a.m.

IX. APPROVAL

The above minutes from the October 20, 2022 Retirement Board meeting were approved at the Retirement Board meeting on December 15, 2022.

BRIAN WILLIAMS, CHAIR