

**SONOMA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
ADMINISTRATIVE-BENEFITS COMMITTEE MEETING MINUTES**

Thursday, April 22, 2021
9:04 a.m.

In accordance with Executive Orders N-25-20 and N-29-20 the April 22, 2021 Sonoma County Employees' Retirement Association's Administrative-Benefits Committee meeting was held virtually through WebEx Meetings.

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=mff5f1b43aae07d4afba3ed789daf54a>

2. Dial in:

1 (408) 418-9388

Meeting ID: 187 183 7973

Password: 042221

Presiding

In the SCERA

Boardroom: Bob Williamson, Chair

Committee

Members and

SCERA staff

present

via WebEx: Trustees Neil Baker (Alternate Retiree), Travis Balzarini, Susan Gorin (arrived at 9:29 a.m.), and Assistant Chief Executive Officer Kelly Jenkins.

Committee

Members and SCERA

Staff present

in the SCERA

Boardroom: Trustees Tim Tuscany, Brian Williams, Bob Williamson, Chief Executive Officer Julie Wyne, Department Analyst Rebecca Gay and Administrative Aide Julia Smith.

Other Board

Members Present

via WebEx: Trustees Amos Eaton, Erick Roeser, and Joe Tambe.

Also present

via WebEx: Patty Howard (of Regional Government Services), Monica Baker, Janae Fell, and an unidentified reporter from Fundmap (members of the public)

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.

Committee members are Neil Baker (Retiree Alternate), Travis Balzarini, Susan Gorin, Tim Tuscany, Brian Williams and Bob Williamson.

I. OFFICER ELECTION

Recommendation: Elect a Committee Chair and Vice Chair

A motion was made by Trustee Williams, seconded by Trustee Tuscany, to elect Bob Williamson as Chair and Travis Balzarini as Vice Chair. The motion carried 4-0-0-1 with voting as follows:

<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
Mr. Balzarini			Ms. Gorin
Mr. Tuscany			
Mr. Williams			
Mr. Williamson			

II. MINUTES APPROVAL

Approval of the January 16, 2020 Minutes

Recommendation: Approve the January 16, 2020 Minutes.

A motion was made by Trustee Williams, seconded by Trustee Williamson, to approve the January 16, 2020 minutes with the correction of one typographical error. The motion carried 4-0-0-1 with voting as follows:

<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
Mr. Balzarini			Ms. Gorin

Mr. Tuscany

Mr. Williams

Mr. Williamson

III. BENEFITS/OPERATIONS TOPICS

A. 2020 CEO Compensation Study Report Discussion – Presentation by Patty Howard of Regional Government Services

CEO Julie Wyne briefly discussed the history behind the request for a formal salary survey study and why the CALAPRS compensation survey, which is conducted every few years, did not have fully comparable data. Also discussed were the public pension fund agencies selected as comparison agencies, noting the similarities in size, complexity and benefit structure. A request was made by Trustee Balzarini to schedule a deeper discussion of the selection of comparison agencies for SCERA controlled positions, noting that SEIU negotiated comparison agencies with the County as part of the collective bargaining process. Ms. Wyne indicated that the comparison agencies used for SCERA were established with the Board's input and agreement prior to Trustee Balzarini's election to the Board and staff would agendaize a discussion at the next Administrative Benefits Committee meeting.

Patty Howard, Human Resources Advisor for Regional Government Services, presented the results of the salary range study noting the criteria used to determine job class matches and the selection process for comparison agencies. There were 8 comparable agencies and the study results noted that the base salary for the SCERA CEO position is within 5% above or below the market when comparing the median and average of all comparator agencies. This is considered competitive as it allows for slight differences between job duties, assignments and benefit packages. When comparing total compensation, which includes benefits, the SCERA CEO salary range was 5.20% below the market median and 4.67% below the average of comparable agencies.

The Committee briefly discussed the process for salary changes that SCERA and the County outlined in a resolution when SCERA directly appointed its first CEO, as well as changes that could be considered in the benefits package. The Committee agreed that the CEO salary and benefits package was close to the market median and within 5% of the market average and was comfortable postponing a discussion of salary range or benefit package changes until next year, at which time a more detailed discussion of the interplay between the County and SCERA would be undertaken.

B. Informal CEO Performance Evaluation – Process discussion

Chair Williamson informed the Committee members that an informal review process for the CEO's annual performance was underway and presented a simplified matrix to guide input from the Trustees to be submitted to Board Chair Williams.

IV. GENERAL DISCUSSION MATTERS

Opportunity to advise the Administrative-Benefits Committee of new matters and for Committee members 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.

There were no general discussion matters.

V. PUBLIC COMMENT

Opportunity for public comment on non-agenda items within the jurisdiction of the Administrative-Benefits Committee.

There were no public comments.

VI. NEXT MEETING

TBD

VII. ADJOURNMENT

With no further business to conduct, the meeting adjourned at 9:57 a.m.

VII. APPROVAL

The above minutes from the April 22, 2021 Administrative-Benefits Committee meeting were approved at the Administrative-Benefits Committee meeting on May 18, 2021.

BOB WILLIAMSON, CHAIR