

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

Tuesday, April 9, 2024

1:15 p.m.

Presiding: Bob Williamson, Chair

Present: Trustees Neil Baker (Alternate Retiree), Travis Balzarini, Chris Coursey, Mark Walsh, and Brian Williams; Chief Executive Officer Julie Wyne, Assistant CEO/Chief Legal Counsel Cristina Hess, Retirement Analyst Rebecca Gay, and Administrative Aide Julia Smith

Committee members are Neil Baker (Alternate), Travis Balzarini, Chris Coursey, Mark Walsh, Brian Williams, 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 meeting via Zoom were provided opportunity to submit live public comment for each agenda item after the Committee and staff provided their comments.

I. ELECTION OF OFFICERS

The Committee will select a Chair and Vice Chair by majority vote of the members.

Recommendation: Select a Chair and Vice Chair.

A motion was made by Trustee Walsh, seconded by Trustee Williams, to select Bob Williamson as Chair. The motion carried 5-0-0-0 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Walsh	Aye
Mr. Williams	Aye
Mr. Williamson	Aye

A motion was made by Trustee Walsh, seconded by Trustee Williams, to select Travis Balzarini as Vice Chair. The motion carried 5-0-0-0 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Walsh	Aye
Mr. Williams	Aye
Mr. Williamson	Aye

II. MINUTES APPROVAL

Approval of the July 21, 2022, Minutes

Recommendation: Approve the July 21, 2022, Minutes.

A motion was made by Trustee Williamson, seconded by Trustee Balzarini, to approve the July 21, 2022, meeting minutes. The motion carried 4-0-1-0 with voting as follows:

Mr. Balzarini	Aye
Mr. Coursey	Aye
Mr. Walsh	Abstain
Mr. Williams	Aye
Mr. Williamson	Aye

III. BENEFITS/OPERATIONS TOPICS

A. Member Interest Crediting Rate Discussion

CEO Julie Wyne recapped the analysis and Board discussions that led to the adoption of the Interest Crediting and Reserve Policy, highlighting the information considered by the Board when setting the Member Interest Crediting Rate at the 10 Year Treasury Note rate. Ms. Wyne also presented updated membership information demonstrating that the average length of time a withdrawing member has contributions on deposit is two years and provided data on the 10 Year versus 2 Year note rate yield. Committee members discussed whether the 10 Year rate still represented fair compensation to withdrawing members for the average 2-year timeframe their funds were on deposit and concluded that the rate is still supported by the demographics of the withdrawing members and economic factors.

Committee members inquired about how SCERA communicates such information with our membership and specifically how this change was communicated. Ms. Wyne indicated SCERA communicated directly with our membership and unions prior to making the interest crediting change, and when policy changes have a direct impact on the membership will always reach out to stakeholders for input prior to making changes. A specific question about whether SCERA communicates the Member Interest Crediting Rate in its retirement classes was asked, to which staff indicated they would double check but believed it was not specifically called out.

Recommendation: Take appropriate action.

No action was recommended by the Committee.

B. CEO Performance Evaluation Process and Salary Discussion

Ms. Wyne provided a summary of the CEO performance evaluation process and indicated that this year was not a contract renewal year, so a formal review was not required. She indicated that Trustees were free to provide performance feedback to the Board Chair or directly to her if desired. Trustees asked about the ability to initiate salary range or salary within the range discussions outside of a contract renewal period and Ms. Wyne indicated that the CEO Performance Evaluation Process, and the Board's general discretion over the CEO's salary, provide the freedom to initiate salary discussions whenever the Board desires. Ms. Wyne provided a history of how the CEO salary has been set and how it is currently set, a summary of the compensation study done in 2022 with a discussion about comparable agencies, and finally, an explanation of her current salary including cost of living adjustments in July of 2023 and March of 2024.

IV. GENERAL DISCUSSION MATTERS

Opportunity was given 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 was given 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 2:37 p.m.

VII. APPROVAL

The above minutes from the April 9, 2024, Administrative-Benefits Committee meeting were approved at the Administrative-Benefits Committee meeting on August 14, 2024.

BOB WILLIAMSON, CHAIR